



Minutes
Talent Committee Meeting
June 7, 2017

9:30– 11:30 CST
UWF, Ft Walton Bch Campus
Bldg 1 Room 126 1170
Martin Luther King Jr Blvd, Fort Walton Beach, FL 32547

1. **Welcome and introductions:** Kristie Kelley, Gulf Power welcomed John DiGiacomo, Nicole Gislason, Steve Harrell, Robert Henderson, Michelle Horton, Jade Kelly, BJ Mitchell, Jeff Dyer, Ben Shuman and Cindy Anderson
2. **Refresh:** Kristie went over the past minutes and suggested these be placed in the Google Docs folder. Cindy will make a new folder and email the link to the entire group. Cindy also mentioned as UWF is facilitating a new NWFMIC website there will be a committee/subcommittee agendas, and backup.
3. **Complete Florida:** Michelle Horton provided an overview of the Complete Florida program that targets those people who do not have the degree they desire and want to complete after being out of school for a year or more. They offer a very flexible program with possible scholarships. There are so many decisions students are required to make and Complete Florida has no charge coaching to help them thru the decision. Michelle provided a packet and encouraged all to ask for any of the brochures to use as leave behinds or include in other packets. **(include in our business packets associated with the BA tours)** Nicole also mentioned that the coaches were great at guiding a person thru the shortest path to get a certification and/or degree. **Kristie asked to include Complete Florida to the next section of the Career Pathways**
4. **Updates:**
 - Educators Retention and Recruitment Subcommittee – Cindy went over what is being looked at for to retain Ben mentioned a program where the educator could have a planning day where we paid for the sub. Cindy explained the opportunity provided to the core educators. Kristie suggested to possibly do each 9 weeks. Kristie also reminded others about the current need to replace in several counties not only manufacturing but energy and aviation. Nicole then reminded the group about the quality improvement classes being offered to NWFMIC members. She also encouraged everyone to take advantage of the survey to have the classes they desire. As another professional development opportunity, Kristie described the FEWC conference that there will be available.



- Competitions – Ben Shuman – SkillsUSA Generalized competition – Skills is to technical trade as FFA is to ag – the skills have a long term pay back with the various skills - Kristie will share her NCCER schedule in September with all.
- Career Pathways – Cindy Anderson stated that updated salary data had just come in from the Dept of Economic Opportunity and she had review the manufacturing related programs with the institutions to ensure their accuracy. She had sent the last years docs to the subcommittee and had incorporated the modifications they proposed. Also noted that with the Council’s new website, would come the ability to have all the pathways on the website.
- Scholarships – BJ Mitchell mentioned several ideas the subcommittee was discussing including Take stock in children, having the manufacturer participate in the scholarship process financially and with the selection of the recipients. She mentioned the world has changed and manufacturers must look for the best of the students – develop contract to ensure they will have the workforce they desire
- Career Changers – No update yet - add Kristie to list when four the CS to speaking of FORWARD and the NWFLMFC
- FORWARD Update: Kristie reminded us all of the FORWARD process. Cindy mentioned they were working on an overall proposal for manufacturing training/education in NWFL from secondary, up the ladder to potentially research and development and encouraged all the committee to “think big” relative to where NWFL needs to go relative to workforce development. Steve mentioned he had done just that and would submit his plans to her. Cindy said she would that this and determine if applicable to the entire region not just Escambia

5. Preparation for Presentation for July 20 General Membership Meeting – Kristie said she was comfortable she had what she needed for the update at the July meeting.

6. Next Meeting: September 6, 2017 9:30 am