1. Introduction of Attendees

Meeting notes: Shereena Coleman – talking points
- Attraction and expansion of businesses
- Co-meeting with college to ensure business have /communicate needs to grow and employ students
- Companies will come here because there is TALENT

2. The 5 goals of the HR Business Partnership Council:

- To create a stronger partnership with PBSC Director of Workforce and her leadership team.
- To provide your leadership and industry knowledge in your area of expertise.
- To establish workplace experiences within your organizations that will lead to job readiness skills for PBSC students through, job shadowing and employer site tours.
- Employment- Internship & Jobs

Meeting notes:
Dr. Wihbey – Lead in workforce needs 2 reasons to partner
1. Start CCC for Business programs – all require a board as part of accreditation advisory
2. Serious unmet demand workforce – different hiring needs
3. BDB inviting employers by industry sector
   - Willing to place students in workplace
   - Employers willing to shift
   - Most businesses in the county < 25 employees – No HR department
   - Good Job descriptions determines
- Can we develop a template for companies without an HR department for distribution?
- Software to share with companies (HANDSHAKE) connecting the student => workplace
- How are jobs posted?
- Students (P/T) are not working in interest areas connected to their majors - instead of Orange Julius – seek employment in degree/certificate area expertise.
- Current model infrastructure not laid out to meet workforce demands
- How do we want to guide and learn?
- Sharing current curriculum for teaching realization workforce did not know how to determine what they needed.

4. Workforce Needs

Meeting notes:
Shereena – PBC fastest growing county in s. Florida
- Goal to create 2000 each year – part of BDB contract with PBC
- Orlando- Tampa- Jacksonville - joined and able to work and train
- PBC doing same with Broward and Miami-Dade
- Significant shift in companies to attract them to PBC

Fulton Hospitality – 2014- 200 -> Now 500 -> growing 1,000 – 55K open jobs in PBC for hospitality new hotels – beds- culinary – healthcare

PBC was NOT a Manufacturing magnet but now demand is growing – Middle skills needed

Aimee – Typical applicant – Kolter Hospitality
- H.S. graduates
- 30% non English speaking – immigrants
- Pool is shrinking
- Not likely

Shereena
- need to outline – how coverage can move at the speed of business

Jean
- Contract Training
- Matching industry for

Justin
- Bridge to obtain degree. Certificates
- Supervisors/ leadership skills/ training needed

Jean
- 30% transfer students
- Need to create pathways
- Need tuition reimbursement

Mike
- Hourly v. salary

Justin
- Competition? from other colleges

Nicole
- Customized training

5. Call to Action: How would you like to partner with PBSC?
Meeting notes:

Jean
- SHRM certifications needed

Aimee
- SHRM – HR PBC Meetings _ President of HR PBC
  - $43 membership
  - Free to SHRM
  - PBSC and HR PBC – partnership

Ebony
- Open Enrollment
- Testing

Peggy
- Employer needs
  - Turnover is low
  - Want to grow 60%
  - Interested in internships

Maria
- Diverse need of workers
  - Plumbing programs needed
  - HVAC needed
  - Visits and talk to graduating classes
  - Need more apprenticeship programs
  - Retirees to hire I forwards to PBSC for instructors

Aimee
- Need housekeeping, sales manager
  - Hiring with other abilities – hired 1st blind person to answer phones

Justin
- Needs: Business / Leadership
  - Hire, Train, retain
  - Mostly hire 4year degree applicants
  - Job / training that have purpose
  - Need to have mind shift company is hesitant to hire non-degree applicants
  - Manufacturing easier to hire

Tory
- Needs BA degree
  - Curious of type of system we train on?
  - Curriculum needed
  - Possible to have meetings at different companies

Shereena
- Need to outline pathways
- Create more videos
- Have employers

Sherly

- 150 employees at each facility – (7 facilities)
- Need nursing jobs
- Biggest competition is hospitals
- Housekeeping
- Introduce to Director of Nursing -> Sherly

6. Conclusion

Meeting notes:
Karen : 5:30 PM Meeting concluded