



PALM BEACH STATE COLLEGE

HR BUSINESS PARTNERSHIP COUNCIL MEETING NOTES

Date: Thursday, March 21, 2019

Time: 4:00pm-5:00pm Room: ETA 101

Participants:

Dr. Jean Wihbey, VP of Workforce and Development	Pat Richie, Dean of Business, Trade and Industries	Karen Cover, Career Center Manager
Nikole Konieczny, Program Director, Corporate & Continuing Education	Ebony Lamar, Program Coordinator, Workforce Development	Shereena Coleman, Vice President, Business Facilitation & The Glades Region Business Development Board of Palm Beach County.
Tory Brown, Senior Talent Manager- Carrier/UTC	Shirley Bryant, Recruiting Manager- NextEra/FPL	Justin Blum, Senior HR Manager- Pratt & Whitney/ UTC
Maria Figueroa, HR Manager-PBC Board of County Commissioners	Sherly Gitterman, Director of Human Resources- Manor Care/ Heartland	Aimee Mangold, VP of HR- Kolter Hospitality

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



PALM BEACH STATE COLLEGE

- 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?



PALM BEACH STATE COLLEGE

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



PALM BEACH STATE COLLEGE

- 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