



Board of Directors meeting * March 12, 2025 – 9:00 am
All Board Meetings are open to the Public and are electronically recorded

Call to Order: Michelle Crocker called the meeting to order at 9:00 am. She welcomed new member Stephanie Swint, returning Member Alan Baggett and thanked Al Ward for his long service to the Board.

Attending were:

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|--------------------|------------------|------------------------|
| Alan Baggett | Jennifer Beasley | Bob Bennett |
| Dr. Melinda Bowers | Sam Burnett | Michelle Crocker |
| Kevin Crystal | Jennifer Fleming | Dr. Christopher Gabers |
| Bernard Johnson | Joel Paul | Rebecca Pazik |
| Cheryl Pedone | Scott Seay | Leslie Sheekley |
| Stephanie Swint | Pam Tedesco | Al Ward |
| Dan Curry | Drew Palmer | Tameka Thomas |

CSOW staff members present:

| | | |
|---------------|--------------|--------------|
| Michele Burns | Kelly Jordan | Shawn Knobel |
| Will Miles | | |

Approval of Minutes: Pam Tedesco presented the Dec 4, 2024, minutes

A motion by Bob Bennett, seconded by Al Ward, to approve the Dec 4, 2024 minutes as presented.
All Ayes.

Finance Committee: The Financials ending 01/31/25 and the Discretionary Fund report were presented. Most areas are operating within budget, but Welfare Transition funding is a concern.

A motion by Pam Tedesco, seconded by Jennifer Beasley, to accept the Finance Committee reports as presented.
All Ayes.

Board Orientation: The Board Orientation and Refresher Training document was reviewed. This is required annually. Those in attendance need to sign that they attended and also sign Conflict of Interest documents. The Orientation and Conflict of Interest will be sent to Members not in attendance today.

Local Operating Policies: Statewide Branding and Economic Self-Sufficiency LOPs were presented.

A motion by Chris Gabers, seconded by Jennifer Beasley, to approve the LOPs as presented.
All Ayes.

Other Business: The Fixed Asset General Policy was presented.

A motion by Alan Bagget, seconded by Michelle Crocker to approve the Fixed Asset General Policy as presented.
All Ayes.

The Memorandum of Understanding with Northwest Florida State College was presented.

A motion by Bob Bennett, seconded by Stephanie Swint, to approve the MOU with NWFSC as presented.
All Ayes.

Dr. Chris Gabers abstained due to his employment with NWFSC.

The revised Employee Handbook was presented.

A motion by Chris Gabers, seconded by Leslie Sheekley, to approve the revised Employee Handbook as presented.
All Ayes.

Education and Industry Consortium: Kelly Jordan reported that Jimmy Heckman, the Bureau Chief of Labor Market Statistics at Florida Commerce, attended and gave updates. CSOW areas of focus are construction, health care, manufacturing, technical services, and transportation and warehousing. Brad Balfanz gave an update on training accounts

Executive Director's Report: Michele Burns shared the CareerSource Florida 2025 Network Impact Report for Okaloosa & Walton counties:

- **Job Seeker Support:**
 - 1,454 individuals served through Employ Florida
 - 167 participants served through WIOA (Adults, Dislocated Workers, and Youth)
 - \$36,756.91 average annual wage increase for individuals in WIOA programs
 - 100% of dislocated workers and 87% of adults earned industry-recognized credentials
 - 50% of youth earned industry-recognized credentials
 - 26,704 individuals statewide transitioned off public assistance
- **Business Engagement:**
 - 75,976 businesses served statewide, marking a 50% increase over the previous year
 - Local businesses benefited from on-the-job training, apprenticeships, and customized workforce training
- **Service Delivery:**
 - Services included resume preparation, career planning, job search assistance, and skills workshops
 - Both initial and individualized career services delivered across Okaloosa and Walton
- **Fastest-Growing Industries in the Region (2024–2032):**
 - Professional & Technical Services (17.8%)
 - Information (12.5%)
 - Accommodation & Food Services (12.3%)

- Health Care & Social Assistance (10.9%)
- Arts, Entertainment & Recreation (10.4%)

Partner Updates: The floor was opened for Board members to give brief updates about their organizations.

Chair's Comments: Michelle Crocker thanked Al Ward for his years of dedication to the Board and shared a picture collage of his time with us.

Adjournment: There being no further business, the meeting was adjourned.

The next Board meeting is scheduled for June 4, 2025 at 9:00 am.