

Live captioner standing by.

Test.

>> Good morning, everyone. Good morning! I really hate to break up all of this wonderful networking. I know I said that the last time I was up at the podium, too. Really, this is why we do this, right? So you can all come together and share great ideas and talk about all of the great things you are doing in this wonderful community and breaking that up breaks my heart, but we have a program and we have to stick to the program.

With that, I want to thank everyone and welcome you coming to the second quarterly update. So before we get into the program, I have a few housekeeping items. Of course, if you have your cell phone, I'm not going to tell you to turn your cell phone off, but what I will tell you do is to put it on vibrate. I get distracted. I hear your cell phone and I jump off track.

Restrooms, they are going to be your left, side door here through these double back doors. Also if your work way out to the terminal and we have restroom facilities to use there as well.

Today's event is being live streamed on YouTube, and it's also being live captioned. In order to view the live captioning, go to Florida business.org in the media center and look for closed captioning.

With that, if you could all please rise and join me for a pledge of allegiance.

[Pledge of allegiance]

>> First I would like to recognize all of the elected officials in the room.

With that. Charlene Garnier - Office of FL Senator Tom Wright. Rep. Webster Barnaby - Florida House. Matt Reinhart - Volusia County Council Member. Danny Robins - Volusia County Vice Chair. Will Roberts - Volusia County Tax Collector.

I didn't tell them to do that, Will. Nancy Miller - Daytona Beach Shores Mayor.

Nancy Miller - Daytona Beach Shores Mayor. Debbie Dolbow - City of Edgewater. Prf purchase

Debbie Dolbow - City of Edgewater. Lisa Stafford - Orange City Council Member.

Lisa Stafford - Orange City Council Member. Bill Partington - Ormond Beach Mayor.

Bill Partington - Ormond Beach Mayor. Lois Paritsky - Ponce Inlet Mayor.

Lois Paritsky - Ponce Inlet Mayor. Don Burnette - Port Orange Mayor.

Don Burnette - Port Orange Mayor. Thank you for being here. I also want to thank our sponsor, my good friend Dr. Kent Sharples and the CEO business alliance.

So those of you who don't know, the CEO business alliance is a 501(c)(6) non-for profit organization with the sole mission to stimulate new job creation and capital for Volusia county. Works to bring new businesses to the area, assist business growth and retention and support initiatives to enhance economic development efforts. Can't thank you so much for being here and supporting this effort. We really truly appreciate you.

So our first speaker is going to be the Kevin Kyle. The CEO of germ-free and Chairman of Florida famed sunshine chapter board. For those who haven't heard of fame, we will play a quick video and have Kevin work on his business led work force development program.

>> So the fame program is basically fresh out of high school or few years after high school you go to this program where you go to school and work at the same time, half and half each week. Basically you get experience for the two years that you are in the program or four years and you get your associates or bachelors depending what type of program you are in. I think the fame program is very important. You get experience at the same time as going to school. You aren't fresh out of college with no work experience. You have two years of experience under your belt and will make you a higher prospect to employers.

I do anything from working on events to inspections. I do random tests on these trailers and modules. It's a very different work environment here because it's not standard work every time. We are doing custom projects here so it's a lot of varied experience that I'm getting here. Learning all types of different things. I think germ-free is a wonderful company. I think it's progressive and I love everything about it. There are a ton of talented I'm working with. And I'm learning everything from the beginning processes to the end processes and it's getting me great experience to further my career in the future.

>> So please join me in welcoming Kevin Kyle.

>> Good morning, all. I want to thank you for having me here. I promised Robin I will be very fast and I want to start by saying thanks to Brad Harris because I'm standing here right now because I reached out for help last week in our board meeting. Brad, thank you for getting me on the list here today. I'm going to take about five minutes.

I wanted to introduce myself and then come back to the significance of that young man in the video who by the way went through the program, graduated and now I'm very, very proud to have him as a full time employee at germ-free. The program fulfilled its mission with that young man. I will come back to him in a minute.

I grew up in Titusville, Florida. Most of you know it. Watching rockets launched. Went into engineering because I like technology, high tech stuff. Somehow went full circle like literally full circle around the world in my career. Came back and landed at home where I have a 15 1/2-year-old daughter who is just the love of my life and apple of my eye. My wife and I, my wife who put up with me for 25 years, we wanted to raise her and raised her here in new Smyrna beach. Been kinda local but in Volusia county a long time.

Germ-free is a company that's been around for 60 years. I know a lot of you have been to the building. I would like to any and all of you. We do tours all the time and do some unique work. We do clean room stuff. So we are working with the leading edge institutions on the planet right now developing what you can read about every day on the Wall Street Journal or other magazine, cell and gene therapies. You are hearing about advanced therapies coming forward. Where they are curing cancer. We are providing equipment and clean rooms for those guys.

On the flip side of the coin, and I literally mean the flip side of the pressure scheme when you talk

about air pressure in a room, we do bio containment. We house everything from moon rock to Ebola to SARS and we help public health agencies globally to contain that stuff. Really cool company. We have grown from 80 people to a little bit over 200 right now. We are in 180,000 square feet in the great City of Ormond Beach. Thank you mayor pinpoint Doppleringten for having us there. It's awesome to be in Ormond Beach. Love Volusia county but really love Ormond Beach.

So I wanted to introduce myself and introduce you myself and germ-free, but more importantly I want to talk to you about fame and I want to do an introduction and an ask for help. I need your help.

Fame, the federation for advanced manufacturing education is a program that was started about 25 years ago by Toyota when they were moving manufacturing from Japan to Kentucky. They knew that due to the high quality of cars that they make and I owned a bunch of them that they needed to have a certain level of work force. So they built out this program to develop that work force. So the program has been around for a long time. It was in Kentucky and it spread out from there and we started a chapter three years ago.

What it essentially doing is taking on the kind of German internship programs. Very, very importantly and I expect everybody to nod their heads, it starts with safety, but then it moves on to professional behaviors and these are -- and when I say safety, this is drilled at the start of every class. When we talk about professional behaviors there is expectation you show up with a pressed shirt and a belt and your clothes are orderly and you know how to speak with people.

Coming back to the young man in the video, tanner, when I met him and when we asked them to do an initial presentation, and let me do my best impression of the presentation. It was kind of like, my name is tanner, yeah, I grew up in Deltona -- now, I can stand him up in front of 200 people at my company with two minutes notice. I've done it because I wanted to see how he would react. And he can speak and he can tell you about things.

The professional behaviors matter a lot and I think you all know that. Most of us in here have a couple of gray hairs, and that's been really good. Here is the other thing and the analogy I like to use with the just how history has changed us.

When I was a kid. I was born in 1970. When I was a kid I'm sorry, but cars were just junk. Every 5,000 miles you needed to change points and condenser, you needed to change the rotor. Probably the spark plug wires. Had to do an oil change. Now you can buy a Toyota and if you change the oil every five to 10,000 miles, you can probably drive it for about \$200,000 miles without ever opening the hood. This is great. I love that.

There is less people that grow up under a car. Less people that grow up under the hood of a car and less people that grow up how things work. What fame is doing is taking these professional behaviors, taking the safety orientation and taking the most modern lean manufacturing technologies and teaching people how hydraulics work, how analog systems work, how high voltage systems work. And it's giving them real hands on experience.

I want to say here is how we got to where we are right now today. We wouldn't be here without VMA. I will specifically call out Jane fiver. She has hit the street. Done the hard work, she recruited 99% of the kids into the program. She is a powerhouse. I love her. I hope you are watching live, Jane.

We also had really good industry engagement. This was started by folks from ABB, B. Braun. Sky. So some of the bigger manufacturers in the area have been founding members and have put in a lot of their time and effort. And again, we are recruiting. We just recruited our third cohort. We got our first female student. I'm very proud of that. And we are growing. This next cohort is definitely stepped up. We all acknowledged that. But we are trying to go to the next level. That's where I come in here and

this is the second page in your packet.

I would like to invite you to learn more. That's next Thursday at the data ATC. We've got press will be there. We've got I think it will be a good event for local officials. I also think it will be a good event for employers. I would like to invite any employer who is or is not involved to come attend and learn a bit more about what we are doing with the program.

With all of that said, there is going to be a Nascar driver there and his name is Garrett Smithly. He is racing on Friday. It was an interesting connection that we got because Garrett is probably the biggest promoter of the program. He is a Kentucky boy. And he had kind of heard about it and then he realized that his cousin had actually been one of the early people to go through when Toyota brought it and his cousin has gone and still works for Toyota and gone on to this illustrious career and traveled around the W0R8D.

So Garrett is going to show up. The kids will be there. We will have them not present to you like this. We will have them present the way they present. And I think it will be a nice educational event. So I'm probably taking too much time. I would like to ask for your support and help. I think the program has got legs. The first cohort was super tough to recruit because unproven program. The second one a little easier. The third one a lot easier. And frankly, I need a little bit more help from the community. Grateful to you all for having me here today and, Robin, I will turn it over to you and I apologize, I will have to be rude. I will have to be rude. I have to attend a funeral in DeLand at 10:00 this morning.

Thank you.

Again, grateful to you all for having me here today and enjoy the Q update.

>> Thank you so much, Kevin. So before we get to Robin, I'm going to briefly go over our second quarterly update. Really looking forward to Robin's presentation. So excuse my brevity as I go through some of these slides.

So this graphic shows the county employment inflow/outflow. If we look at the 168,000 people employed in Volusia, or 219 that are living in Volusia county. We are losing 108,000 to our neighboring counties. They are going to Seminole county, Brevard county, Orange County. This slide came from 2020 when we were well into the pandemic. So there is a lot of things you can assume, and a variety of people in the workforce that were probably working remotely at that time. But when we get into the data and we look at, okay, who was actually leaving, wholesale and retail trade picked up that majority. You can't do wholesale and resale trade remote -- resale trade remotely. Administration and support perhaps that could be the case as well, but 7500 people going and leaving the county, working out to that net outflow of 50,964 people is pretty significant.

So I've seen the unemployment number bounce around between 2.9% and 3.2% in June. The available labor force has never been higher. So this graphic shows you we have completely recovered from the pandemic. There are tons of people that are working which means that there is not a lot of available workforce for you all to choose from to fill some of your vacant positions. This is what I would call a blessing and a curse. Yes, definitely we want to see people in our community employed, but where are you going to find people to fill some of your most needed and valuable positions?

In a variety of our different industries that we have throughout our economy here, this is an ongoing challenge.

So in looking at major industry and RMSA, education -- or Monday MSA. This is an increase of 9.4%. Since before the pandemic. We are looking at 2019 into where we are in 2023 and, yes, the labor force is working. It's moving. We are benefiting significantly in that regard.

Once again, looking at the greatest increases, transportation, warehouse and utility up 49% if we are

looking at percentage. But numbers to numbers, education and health services from 40,000 in 2019 to 46,000 in 2023, these numbers are doing phenomenal.

Looking at residential new construction, about \$350 million worth of permits that are out there for the development of communities in our area. And 958 permits is showing us that the housing market is -- the construction market for housing is doing great. Not so much with the new commercial construction building permits. Of course, relatively consistent with what we have done in the first quarter of this year, 58 permits, just over 110, 112 million-dollars of value. But in breaking this down a little bit more, multi-family, you noticed there is a good bit of apartment complexes going up throughout the area. That seems to bring up the majority of our new commercial construction.

Warehouse last Q presentation, Jim Ford spoke about the development, the cold storage facility west of the airport here on Williamson boulevard, that's \$26 million construction project. Of course, leisure and hospitality bringing up the rear there at \$1.6 million.

So mentioned before, there is a good deal of unfilled jobs that are out there spread throughout the country. The states that are in red are actually fairing the worst. They are anywhere between 70 and 100% of unfilled job openings. Us in Florida, we are about 60%. And because of the fact that we are looking at a 3% unemployment rate, there is some room for us to make up in terms of trying to get people into the right jobs.

And then also this is another trend projected through 2031, people that are 65 and older are remaining in the work force. But on the flip side, we are having some difficulty and if you look at the transfer from 2001 to 2021 and what's projected out to 2031, we are having difficulty getting people that are 16 to 24 in the workplace. There are opportunities for us to engage that segment of the population while we still have people that are 65 and older still working, there is a variety of things that are contributing to that as well.

When we are going through the pandemic, we were familiar with the great resignation. I don't think that's the case here. I think what our situation is now is people that are in the workforce are leaving their current jobs for other opportunities that may be more lucrative, that may provide additional benefits, may provide opportunities for those to work from home. So the big challenge, and Robin will get into this in more detail, is how do we retain what we have.

So with that, I want to bring up Robin King who is the President and CEO of career source Flagler Volusia. Robin leads a work force system consisting of three career centers across two county regions region that serves 20,000 job seekers and businesses annually. She has over 35 years of experience in workforce development. Robin actively participates on boards for local economic development organizations, child welfare agencies, the United Way of Volusia and Flagler, and the Commission on Homelessness.

She is committed to the development of a prosperous workforce and business community and holds a strong belief in the value of teamwork between economic development, education, and business.

Please welcome Robin!

>> Good morning. So if I have the lapel, that means I can break away. I told Heather if you make me stand still, I get more nervous. Before I get into my presentation I would like to introduce some people I have here with me. I have board and committee members. Raise your hand or stand up so that -- okay, I know I have more than one. I have Kent up here and Courtney. Keith isn't here. I've got Ken. See, I'm nervous, when I start missing people's names usm. I also have my team here. I will ask my team to stand. Just because they are in the middle.

I would like to say they are here for me, but they are here for the bacon. They are a fantastic team.

We started getting letter grades, the State grades us now like they do school systems and we started off with a B-plus last September. So with the last two quarters this team has been number one in the state. And it wasn't by accident.

So I was invited really to talk about a new alliance that we are involved in. It is the Florida Atlantic work force alliance. I refuse to say -- I will refer to it as the Atlantic alliance. And regionalism and regions are something we talk about in economic development and work force development and education.

Businesses, they don't care about our boundaries. So we have to work with counties.

Traditionally speaking, Volusia county is part of east central region so that's in the Orlando area.

Flagler attached up to the Jacksonville. This one is a little different. This is down along the whole space coast. There are three work force boards. Career Flagler Volusia, career source Brevard and career source research coast.

In that area then we have the three state colleges are part of this.

So traditionally this is the space coast. Pop quiz. When was the first crew sent to the international space station marking the beginning of an uninterrupted human presence on the orbiting laboratory.

>> How long have we been continuously in space dwm? Continuously. It's only been since 2000. We started sending people up but they didn't stay on the space station continuously. For almost 23 years we have been in space continuously. Which means anyone that these GenZers -- so I read they are called zoomers as boomers. I like that one. They don't know a world without that. They don't know JFKs bold challenge to get on the moon by 1970. So the targeted industries that really come along with this alliance then is advanced manufacturing which includes aerospace and aviation. And then information technology specifically around cybersecurity.

So the key initiatives, career showcase and awareness campaigns, we are working with -- where we are holding a showcase October 19th, just making sure I got it right.

That's going to be before our school districts, Flagler, Brevard, maybe other surrounding ones as well as adults, doing it into the evening, to create awareness of the occupations that are accessible. I mean, you think of the micro plexes in the same zip code where we have the highest poverty level of our children. There is something disconnected. How do we help make better connections.

Work force attraction. One of the things we are doing in collaboration with Volusia county economic development is work local. Something that you will see more about come later this year and early next year.

The initiative pays for education so we do classroom training work place like apprenticeship, employed worker training. This is where we rely on State College and Frank. And then wrap around support. For those individuals that need child care or transportation, the assistance they need to go to school or keep the job. And also working with Emory riddle.

Do I have anybody from Emory riddle by chance? Stephanie. So we will never be able to afford the tuition at Emory riddle. But we can help pay for things like tools and certifications by the mechanics because they will be FAA certified so those are the ways we can fill in the gaps.

We don't do anything alone successfully so these are our stakeholders. Area businesses, Kevin talked about the fame chapter. And the different enteris. The economic development and chambers and the schools.

Where shall I point the clicker? Pop quiz, how many people moved to Florida in 2021? Give me a rough estimate. \$200,000

>> \$400,000

>> 4 -- more than 400,000 that I hear?

>> So that's like Washington, D.C., moving in. Or Vermont or Wyoming.

So this is the projected population past and projected of the six counties. So in the six counties we are looking at by 2027 they have 2.1 million. About 27% of the region's population of 65 plus compared to 22 at the state level and 17 at the U.S. population. So we do -- we are attracting a bit of an older group.

Volusia county specifically those that are 65 plus is a 24% which is 4% higher than it was ten years ago. I'm sure Margaritaville had something to do with that.

Then here is a breakout of -- the U.S., Florida and you see these projections. We are a popular spot. And then here is of the three, so Flagler, Volusia, research coast which are those three counties to the south and then Brevard. Our overall, we have almost 14% growth rate in the ten years previous and now we are looking at 6% in the next five.

So of course, all projections with labor market information is based on history. So anything could really happen to change any of that.

And then some of the demographic information.

Age.

So education levels. So again the red is the six counties. So you see that so high school diploma only, we are higher than everybody else. Some college which are those certifications and certificates, kind of like the fame program. The associates degree. When it comes to the Bachelor's degree and higher we are lower. And then that's the same if you look at Volusia county. Or the two county area we are only at 9% where the others are over 10. But our high school diploma is 31 while the others are less than 30.

Unemployment rate. So so touched on this a little bit earlier. So why in times like today may increasing unemployment rate be good news?

>> [Away from mic]

>> Yes! Where is he? I heard him. He and I talk about this when it bumps up it means more people have come into the work force. Unemployment rates I pay close attention to is for individuals with disabilities. I was ecstatic when I saw it go down below 10% for our county. That was about two years ago. And then I realized they were leaving the work force. Now are starting to come back and the unemployment rate is going up again and that's a big thing. More people.

So labor force participation rate is an issue. It's 55% compared to the state rate of 59 and the U.S. of 63.

When I say labor force participation rate, do you know what I mean?

So the unemployment rate is calculated by two things. People that are working and that's only if they worked one hour in one week of the survey. Or someone is looking for work. That's it. If someone is not doing either one of those they are not in the labor force so labor force participation rate means that of the ages from 16 and older the percentage that is either working or looking for work. So when we look at our two county area that 54% and actually for Volusia county it's 54%, which means because you saw the number earlier how many people we have in our labor force, more than we ever had before, but there is 200,000 people out there that are not doing either in this county. Some of them are high school students. Okay. Some of them might be students at the other universities. Some of them are very happily retiring, a little earlier than they used to. But it's also individuals with disabilities, it's individuals who have justice involved. There are other pockets with higher unemployment rates or would like to get back into the like force.

Councilman Matt Rhinehardt and I are bound and determines to get something out of the jail so when

those individuals get out have a skill set and get back into the labor force.

I just wrote that grant proposal, by the way, Matt.

Location quotients. What do we have a higher concentration in than other areas? So I'm always happy if I see an LQ that is over two. So in our six counties, the computer and electronic product manufacturing at 4 means the concentration that we have in these six counties is higher than the state average or the national average. Actually, when I took a look, I couldn't find that higher anywhere else in the country. Then we have textile, transportation equipment manufacturing, amusement, gambling. So which manufacturing sector employs the most in Volusia and uses 100% in region purchases? So if I go back to this one and you see -- okay. What's the legacy industry we have here? Boat building employs over 2,000 people. And spends 1.26 million to suppliers that employ another 2,000 in this county. Isn't that cool?

This is a broader view of all of the advanced manufacturing in the six counties. So the location up here, higher, and then its growth rate. So engineering services, you can see it has a high growth rate. Research development. This is the one that's just going off the charts. And it's just starting. So it hasn't had the historical piece, but semiconductor and related device manufacturing.

So within the six counties about 40,000 individuals are employed in advanced manufacturing. It's projected to grow faster in the alliance region than what's projected at the state and national level. So we had 24% growth and advanced manufacturing from 2011 to 2022 and expected to growth for another -- sorry, another 11% in the next five years.

So what Kevin was referring to earlier, shout out to Jane and to yes crawl at VMA, if you have not met the biggest cheerleaders the community has for manufacturing, I invite you to do so. They are helping create the awareness that is needed around this particular industry. It's needed because this, one of the issues that our advance manufacturing is facing is their work force is older than many of the others. And so they need programs like fame to help introduce. I actually told Jane years ago we said we should start calling our manufacturers makers. Because kids know what makers are. They don't necessarily know what manufacturing is or if they've got any older relatives who had done manufacturing, and they might have a very misaligned idea of what that is. Brad is over there smiling because he told me that manufacturing really is.

So then aerospace. Aerospace employs a little over 13,000 in the six counties. Growth rate is at 18% with 11% in the next five years. Advanced manufacturing pays an average of 97,000 in this batch, 181 businesses pay 133,000. That's the average. So a lot of engineers in this group.

So guided missile and space vehicle. Ten years ago, five years that wouldn't have been a thing. Commercial space has changed this space coast region.

So over the age group here is a little bit younger, but it still when you see that 55 to 64, great group to be in, that will be the issue in another ten years or so.

So cybersecurity jobs. Cybersecurity has little over 17,000 jobs now projected growth rate of 10%, past growth was 21%. Annual job openings, 1,699 annually. So I am always grateful for Daytona state college and its response to what our businesses need because they are in the process of building a whole new cybersecurity complex, whatnot. When is that projected to be ready, Frank?

>> [Away from mic]

>> When you think how technology continues to change, something like that is not something you just go in and learn once and you are done. It's something that continuing education will always be needed.

So here the location quotient isn't as high, the growth has been tremendous. And you can see then

that it is attracting a much younger workforce.

So all of these -- this data and trust me, there are pages and pages that I just touch on a few highlights. It was done by light cast, light cast previously known as burning glass and AMSI. They are the ones that did this study and we have a lot more local data as well. But in the study there were recommendations.

So attracting and engaging talent specifically women and Black, indigenous, people of color, these sectors are not as diverse as they need to be. So how do we work on that?

Strengthening our connection with businesses. Re-examining education requirements. Reexamining requirements, have you ever posted a job and said you wanted a Bachelor's degree but you hired someone who had an associates degree or work experience or something else. So as soon as you say I require this, which end up hiring something else, you put up your own obstacle to say who can apply or not. Somebody who is gutsy enough to apply and go, and you hire that person, but there are other people who follow the rules and are not going to apply unless they have those -- so that's what that is about.

Making sure that our training is aligned. So here again is where Volusia county schools and Daytona state have been engaged in wanting to know from businesses directly what do you need? You don't need flower arranging. You need welders. Whatever that might be. And so that's why they are always asking for people to participate on advisory board or to do the survey so that the certifications they are offering in high school, no school, post secondary is exactly what you need. So the fame project referred to earlier is such a collaboration. Again, with businesses and Daytona state. I believe we found out about that program because of Daytona state, am I right, Cheryl? Yup. It was still -- it was done by Toyota at the time.

Those are the kinds of things that are educational providers are always out there looking for is finding those kinds of solutions.

So your call to action. We have created three industry councils. Advance manufacturing, aerospace and aviation. These are councils among the six counties. Ashley, who is here, this is her phone number and her e-mail address. If I was -- you know, my team is great. When I do my own power points I forget things like QR codes. So take a picture or you can get on our website and send us an e-mail. Ashley is our project coordinator for the project and will be most happy to hear from any of you to participate on any of these. While those are the three industries that we are looking at, we definitely want education there. We want economic development, anybody who is really concerned about retention and how do we make this community look the best so that -- I sent an e-mail to the Ormand main street organization, I heard Becky talk that at the Celtic festival they had, they had a map up and told people to put a pin in whatever state they were visiting from. And almost every single state was pinned.

How do we turn those kinds of events into so came here to play, have you thought about living here? How do we start doing some of the other traditional ways of attraction.

Before I concluded, I wanted to touch on the fact that career source of Volusia will not be here. We will be a new entity because we are MERSing with career source Brevard -- merging with career source Brevard. One of the things I learn is Brevard is the longest county in the state. Oh, my gosh. It takes me two hours to drive on the interstate from north to south. It is a very rare opportunity that we have to create a board from scratch. Most of us when we come into this you inherit whatever, but this is an opportunity for us to engage our business community to find out what you would like to see in your new local work force board.

I have input on strategic imperatives, what do you want the board to focus on, what do you want them to invest in, do you need a change in service delivery. Whatever it might be. We might have round tables starting after January 24 to see what it is that our business community wants and we will do round tables with our clients and job seekers as well to get their input because this really, it's a rare opportunity and I really want to do it right. So we will need input for that.

So that concludes my comments. We have time for questions? I tried not to go too fast or too slow.

>> You did fantastic. So before we let Robin go, there are some question cards on the table and Katrina in the back, she will grab the question cards from you. I know Bob, you are jumping at the bit. Make we get the question cards to Katrina and we will have those questions read off to Robin.

>> Let me ask you a question. There are many questions asked. How many people in Volusia county can we pass the Fourth Grade level? Does anybody know that? >> 25%.

>> [Away from mic] and today I stand here before you one in every four people in Volusia county cannot read passed a Fourth Grade level. That's 125,000 people -- the figure is up -- no figures up there show that are great carpenters, great plumbers, great oil mechanics, great air conditioning and we do nothing to bring them into the work force. What is our plans for that? These are great people that are 25% of Volusia county of our populace of 585 that can't read and it's not the school system. It's just the failure of them being able to adjust to the schools. I think this crowd needs to know we've got 125,000 people that are great workers that are unemployed.

>> Any other questions from the audience?

>> What is the comparison for people who have work experience versus a degree? Are companies going towards work experience versus degree?

>> It depends on the occupation. There are some things that you can do that with. I know that we were hiring in our IT department and that's really hard to do just with classroom experience. It's one of the reasons why we are encouraging more work base learning opportunities while in post secondary education or even in the high schools so they have some of that. Then there are others -- it's really depending upon the occupation and the industry.

>> How many homeless do we have here in Daytona beach and Volusia county and is there something to help integrate them or educate them so they can get jobs.

>> Yes, I don't have the exact number. I'm going to say that because it's defined differently by different organizations like the school board defines it differently for the kids and how does -- so we are actually working on a pilot project now with the commission on homelessneses to do interviews both of residential areas as well as those on the street to find out how we can make our services more accessible. Generally speaking if somebody is living on the street, they are in constant fight or flight mode. Which is not an easy way to look for a job, that kind of thing. We've worked with the different providers. I serve on the commission for homelessneses so I'm always looking how we get our services out there. And because many of them -- think of the storms we've just had. How many people are homeless just because the hurricanes hit. And then they weren't able to work for a few weeks and then that starts to tumble, right? So getting anyone the skill sets that can be in turn used for prosperity and that's really around this awareness campaign that we are doing that there are so many jobs -- you know if I asked people what the bubble building is on Clyde Morris, the majority do not know. They don't know what's behind those windows. How do we show that there are pathways and those kinds of jobs are accessible regardless of their zip code or their past history working very closely with the adult education program at Daytona state college which is layered manufacturing on top of their adult education now so they are not just working on a GED. They are working on a GED as well as learning

language for the next potential career they might have.

>> One here says are the programs for helping businesses still active and can you share info about it and I ask Tricia what programs and she was talking about the skills training programs and the grants.

>> So the two primary things we have program-wise for businesses is on the job training where we reimburse up to half the wage for a certain amount of time depending on the skill set that person is gaining. And the other is my favorite and we call it customized training. It's employed worker training. Especially today when businesses cannot find new people to bring in, how can we help you uplift the skills of an employee you already have? There is nothing you can do to gain loyalty, to retain your work force as much as developing your work force. That doesn't always have to be about learning a new software or piece of equipment. It can be leadership skills. It could be something people through the leadership program at Daytona regional chamber. What are you doing to invest in your only non-depreciating asset, your staff. Those are the two that we have we still have those and don't see any reason they would ever go away.

>> 50% of our people make less than \$50,000 per year. A lot make a lot less. What are we doing about the pay scale?

>> That's a really good question. Next. It is going up. In fact, at the end of September, minimum wage will go up to 13, right? That's just what the market is going to drive. And as we have more that are paying more than others will pay more. Again, every individual business, that's your secret sauce that you need to figure out. Happy to sit with you and talk about those things, but sometimes wages are not the only thing that really drive someone.

>> Thank you, Robin for your presentation. Over the summer the youth employment training program, YETI, that I'm proud to chair, employed a number of youth. >> 289.

>> 289. So how do we ensure that program remains funded because I know there is always challenges and concerns and how can the business community support and really, I guess, become more aware of the program. I think it has done such a great job. Again, it's seeding the future. And also an opportunity to connect into fame.

>> That's a good thing what that connection, right? YETI is a youth employment and talent initiative we did. It is not in this year's budget, which Barb knows. Which is heart breaking because -- I'm a product of what was called -- back in the 70s. A summer youth program. I was a tour guide in a lead mine for three years. It was a good program. It was an important program. I wouldn't be standing here in front of you if I had not had that program. It taught me those professional skills that Kevin was talking about earlier. Actually, because it was a lead mine I was the only girl that worked there and they were all engineering students at the local university. And this was really before sexual harassment laws were in place or -- I learned how to take a dirty joke without blushing. That was one of the skills that I learned. Those are the things you learn on the job, right? And that's what's so important. And so we had this opportunity, we started off with about 9 kids our first year -- 90 kids our first year and almost 300 kids this year. 66% of the funds we spent were earned directly by the kids so they were in turn able to buy the school supplies and clothes they would need. Quite a number of them kept the jobs that they had been working in. I'm not talking fast food kinds of things. I'm talking about acupuncture office and health care system. There were some opportunities for the kids to learn -- not supposed to call them kids, the judge adults to -- young adults to learn and I really want to do this and participated in something over the summer and I guess I don't want to do that. Which is just as powerful. I really want to do this and now I need the education to go with it.

I know there were some companies that invested in the different programs throughout because we

worked with nine different providers that do youth mentoring in our county and how we can grow that. The merger also would have something to do with that as well, the next year, it's coming back. That's my infinite game, it's coming back. But we know we won't be able to carry over. It's logistics stuff. There will be some bumps but we will get those kids back in there because it's too important and as I'm looking at over here who point to himself about the -- he has some influence with some circles. Maybe we can talk to Randy.

>> Good morning, Robin. Good morning, everyone. This is a great discussion. I was proud in the last session in Tallahassee to sponsor the bill on post secondary education being substituted for work experience. So in other words if you do not have a college degree but you have the work experience you can now apply for certain jobs. Certain jobs. And you can in fact be advanced, get advancement in your place of employment simply because of this bill. I was also proud to have also brought appropriations for the new horizon prison program that we have here where I visited work with them. So when the prisoners are getting out we make sure they have the work experience to come into the workplace. I want to encourage my friend Barbara to get with my staff and myself. We are more than happy to work with you in terms of appropriations. I'm proud to have brought \$25 million back to Volusia county in this past session.

Yes, we can make a difference in this room. The suggestions that you are bringing is for business people to recognize that you can scale up. Understand what I'm saying? You can scale up. So your business can grow and when you scale up, you are helping the entire county and the entire region. You are so fabulous of a resource, Robin King, I'm proud to work with you. It's great to be here at this very important event this morning. Thank you.

>> Thank you.

>> Where are we on time?

>> We are passed it.

>> I'm going to do a quick plug. Because representative reminded me of something and Trish knew I had not spoken specifically about apprenticeship, she would shoot me. When somebody asked about the difference between education and work experience, hybrid approach you can take is apprenticeships. Apprenticeships where I come from in Wisconsin was 8,000 hour very five year set. Apprenticeships today are customizable depending upon what you want.

The fame project is apprenticeship-like, it's not registered. There are a lot of different opportunities on how you can bring someone in and teach them. Halifax hospital has apprenticeship programs now. And Serena fisher said something at one of our functions that stayed with me that apprenticeship allows you to hire based on culture and soft skills, the apprenticeship will teach them the hard skills. That's a solution we would love to talk to you about any time. Thank you again, this morning.

>> Thank you so much, Robin. Very informative. We really appreciate you taking time out of your busy schedule to share the information with us.

I want to give one more thanks to D r. Sharpeles and the CEO alliance. Thank you so much for making this breakfast available for us. Thank you everyone for joining us. One more note. The next Q is going to be November 17th. Our speaker will be economist Dr. Jerry Parrish which will have great information to share with you all. We look forward to seeing you then. Have a great weekend.