

AGENDA
WORKFORCE ESCAROSA, INC.
BOARD OF DIRECTORS
JANUARY 23, 2014

- I. Call Meeting to Order
- II. Call for Public Comment
- III. Approval of Minutes – September 26, 2013
- IV. Reading of Public Disclosures..... Janay Sims
- V. Presentation on Performance Workforce Florida, Inc.
- VI. Presentation on CareerSource Escarosa Branding Activities Brittany Callahan
- VII. **Committee Reports**
 - Executive Committee**
 - Nominating Committee – Officers 2014-2015
 - Finance Committee..... Josh Durst**
 - Action Items
 - Financial Statements: November 2013
 - Retirement Contribution
 - Information Item
 - Recap of ITA Expenditures by Training Vendor
 - Business Competitiveness Council**
 - Action Item
 - Revisions to Eligible Training Provider List
- VIII. **Other Business**
 - Welfare Transition Update
 - Success Stories
- IX. **Adjournment**

Webinar is available at: <https://workforceescarosa.webex.com>
Meeting Number: 730 399 145
Password: rwdb
Teleconference Dial-In Number: 1-888-670-3525
Participant Passcode: 4063513219

**WORKFORCE ESCAROSA, INC.
BOARD OF DIRECTORS
JANUARY 23, 2014 MEETING
PUBLIC COMMENT SIGN-UP SHEET**

Agenda Item	Name & Organization
Financial Statements: November 2013	
Retirement Contribution	
Request for ITA Waiver	
Revisions to Eligible Training Provider List	

If you would like to make a public comment on any of the above items, you will need to: 1) sign your name and identify the organization (if applicable) you are with under the item you wish to speak, and 2) forward the completed form to Janay Sims at jsims@escarosa.org at your earliest convenience, or present prior to the Board Meeting.

**WORKFORCE ESCAROSA, INC.
BOARD OF DIRECTORS
SEPTEMBER 26, 2013
MINUTES**

Members Present: Jay Overman (Chairperson), Joshua Durst (Secretary/Treasurer), Dan Busse, Charlin Knight, Reagan McDaniel, Van Mansker, Dana Mullins, Gracie Parker, Ferdinand Salomon, Tina Stewart, and Larry Strain

Members Participating via Teleconference/Webinar: Scott Ginnetti (Vice-Chairperson), Ildi Hosman, Joel Paul, Jr. Robin Punyko, and Kelly Reeser

Ex-Officio Member Participant via Teleconference/Webinar: Sheila Harris

Members Absent: Tracy Allen, Becky Decesare, Gretchen Clarke, Robert Ephraim, Randy Fleming, Amber McCool, Brenda Moorer, Randy Ramos, and Valera Young

Others Present: Phyllis Curl and Jessica Pollard – Children’s Home Society, Susie Lewis – Santa Rosa County School District/WIA Youth, Bob Childers and Leah McMillian – Escambia County School District/WIA Youth, Carla Jones – Escambia County Board of County Commissioners/SNAP, Kathy Karshna, Janet Summers, Sheila Dunford, Maggie Thomas, Susan Nelms, and Janay Sims – Workforce Escarosa, Inc.

Jay Overman, Chairperson, called the meeting to order at Workforce Escarosa’s administrative office. The roll was called for attendance/participation.

CALL FOR PUBLIC COMMENT

No public comments were noted.

MINUTES – JUNE 19, 2013

The minutes were review.

Action Taken: Motion by Reagan McDaniel, and seconded by Dana Mullins to approve the meeting minutes for June 19, 2013. Motion carried.

READING OF PUBLIC DISCLOSURES

Janay Sims read the public disclosure from the June 19, 2013 meeting.

COMMITTEE REPORTS

EXECUTIVE COMMITTEE

ANNUAL REVIEW OF BY-LAWS

Workforce Escarosa is required to review the By-Laws annually. Staff has reviewed the By-Laws with no revisions at this time, but would like to propose the following:

“If the Past Chairman of the Board remains on the Board after term in office expires, he/she be made a part of the Executive Committee.”

This would allow for the past chair's knowledge and expertise to be provided to the Executive Committee and Board of Directors. If approved, Article VI. Committees would be amended to read, "The officers, past chair, and the..."

Action Taken: Motion by Gracie Parker, and seconded by Reagan McDaniel to approve the above proposed revision to the By-Laws. Motion carried.

PERSONNEL POLICY – FMLA/BENEFITS

Escarosa currently has several employees who are out on FMLA. Inquiry was made by an employee regarding holiday pay while out on FMLA. No current policy exists for Workforce Escarosa, Inc. regarding paid holiday while out on FMLA. Local decision is left to the Board of Directors. Past practice did not allow for paid holidays that occurred during the FMLA period. Staff's proposed policy will include:

For employees who are involved in the FMLA the below policies shall apply.

FMLA employees who are working:

- 1) 20 hours to 29 hours per week (part-time) shall accrue vacation and sick leave at ½ the normal accrual based on years of service with Escarosa;*
- 2) 19 hours per week or less shall not accrue vacation and/or sick leave;*
- 3) Part-time as defined in #1 and are on leave during an Escarosa recognized holiday shall be paid for ½ of the holiday pay or 4 hours; and*
- 4) 19 hours per week or less shall not be paid for holidays which occur during their FMLA time period.*

It was noted there was lengthy discussion in the Executive Committee meeting on this item. There was much discussion from the Board as well.

Action Taken: Motion by Reagan McDaniel, and seconded by Joshua Durst to approve the FMLA/Benefit policy as written above. Motion carried.

SNAP CONTRACT – ESCAMBIA COUNTY DEPARTMENT OF COMMUNITY SERVICES

The Supplemental Nutrition Assistance Program (SNAP – formerly FSET) is funded by the U.S. Department of Agriculture (USDA) and assists able-bodied food stamp recipients with no dependent children in participating in work activities if the person chooses to do so.

The program was once a mandatory work program. Due to high unemployment rates over the past several years, the program is now voluntary.

The Escambia County Department of Community Services has provided these services for over 13 years and has done a good job in recruiting SNAP recipients to participate.

Federal requirements have changed and staffing levels are now restricted to one Case Manager for every 50 participants. Based on current participant levels, only 1 staff person will be permitted for Fiscal Year 2013-2014 – this may vary throughout the year if participant levels fluctuate up or down. Escarosa staff is recommending the Board approve a sole-source contract with the Department of Community Services – Escambia County for an amount not to exceed \$50,972 for the delivery of the SNAP program for FY 2013-2014 (October 1, 2013-September 30, 2014).

Sole-sourcing the contract is based on the county being the only local entity that has experience in SNAP/FSET and also their being a governmental entity, which does not require a competitive bid process.

DEO did not receive notification that the state would remain a voluntary program until the first week in September, 2013, thereby, creating time restraints on procuring other interests.

Action Taken: Motion by Jay Overman, and seconded by Reagan McDaniel to approve a sole-source contract for the reasons stated above, with the Department of Community Services – Escambia County in the amount not to exceed \$50,972 for the delivery of SNAP services for FY 2013-2014 and to allow the Executive Director to make staffing level changes should participant levels fall short or exceed the 50 participant caseload requirement. Motion carried.

ADOPTION OF FICTITIOUS NAME: CAREER SOURCE ESCAROSA

Under state legislation passed in 2012, Workforce Florida, Inc., was tasked with identifying and marketing a state brand for the 24 regional workforce boards.

The task has been completed with a new State brand – Career Source Florida, with a geographical identifier for each of the 24 RWBs. A sample of the brand was presented.

Staff's recommendation is to use Career Source Escarosa. WFI has agreed to this name and identifier for RWB1.

The state brand will roll out around the first of the year and will require signage changes, stationary, logos, business cards, website, etc. to bring us into compliance with the new brand.

Funding will be provided to off-set local costs and will be based upon certain tasks completed by the RWBs – the adoption and selection of a fictitious name or Doing Business As (DBA); therefore allowing our Articles of Incorporation and other legal issues to remain intact as Workforce Escarosa, Inc.

Action Taken: Motion by Larry Strain, and seconded by Dana Mullins to approve the fictitious name for Doing Business As, Career Source Escarosa. Motion carried.

FINANCE COMMITTEE

BUDGET FOR FY 2013-2014

A copy of the Budget for FY 2013-2014 was made available to the Board.

Workforce Escarosa received an approximate \$1 million dollar reduction in funding for fiscal year 2013-2014. The reduction affected all programs, especially the WIA Youth and Welfare Transition Programs.

The Department of Economic Opportunity (DEO) has requested a waiver from USDOL to allow up to a 75% transfer of funds between the WIA Adult and WIA Dislocated Worker Programs. All were informed the waiver request was received from USDOL on yesterday.

The budget was prepared using the full 75% transfer from WIA Dislocated Worker Program to the WIA Adult Program.

Escarosa applied for and received approval for a 40% State ITA percentage waiver. This allows the WIA Adult program to subsidize the universal services career center costs.

Two schedules were added to the budget packet to allow presentation of the line item budget for Workforce Escarosa as a whole. The two schedules were presented. Escarosa will submit these schedules to the Escambia and Santa Rosa County Commissioners for approval.

Changes submitted at the last Board meeting are incorporated in this budget. By moving WTP staff to universal services, Escarosa is able to hold more job readiness workshops for the universal client. Workshops are available to WTP clients to meet their work participation requirements.

The retirement contribution is budgeted at 5%.

No amounts for salary increases or bonuses have been budgeted.

Action Taken: Motion by Joshua Durst, and seconded by Reagan McDaniel that the Board of Directors approve the budget for FY 2013-2014. Motion carried.

FINANCIAL STATEMENTS: JUNE 30, 2013 & JULY 31, 2013

The financial statements for June 30, 2013 were made available to the Board. The following was noted: 1) the financial summaries reflect amounts to be carried forward for FY 2013-2014; 2) all required rates were met, and; 3) the WIA State ITA amount was higher than expected due to large amount of tuition and books were paid in the WIA Adult program. More clients were recruited than anticipated.

The financial statements for July 31, 2013 were made available to the Board. Trends cannot be determined, as it is too early in the fiscal year.

Action Taken: Motion by Larry Strain, and seconded by Van Mansker to approve the Financial Statements and related summaries for the periods ended June 30, 2013. Motion carried.

Action Taken: Motion by Reagan McDaniel, and seconded by Gracie Parker to approve the Financial Statements and related summaries for the periods ended July 31, 2013. Motion carried.

RECAP OF ITA EXPENDITURES

A chart on expenditures and clients per training vendor was provided. It was noted that the majority of Escarosa clients continue to choose to attend public training institutions.

CAREER COUNCIL

YEAR END REPORT – ONE STOP OPERATIONS

Maggie Thomas presented the year-end report for the Welfare Transition program via power point. Kathy Karshna also presented a power-point presentation on year-end for the following program services: Wagner Peyser, Veteran Services, Military Family Employment Assistance Program, Workforce Investment Act, Supplemental Nutrition Assistance Program, Business Services, Hiring

Events, Rapid Response, On-the-Job-Training, Career Fairs, Workforce Investment Act Youth Programs, and Branding Initiatives.

YOUTH DEVELOPMENT COUNCIL
YEAR END REPORT – WIA YOUTH

The year-end report for the WIA Youth programs was presented by the WIA Youth Service providers – Susie Lewis (Santa Rosa County School District), Phyllis Curl (Children’s Home Society), and Bob Childers (Escambia County School District) via powerpoint. The reports included participant success stories, as well as program activities.

It was suggested to include the Year End Reports of the One Stop Operations and WIA Youth in the New Members Orientation.

Reagan McDaniel expressed compliments to the chairs of the committees, service providers, managers, and staff on the efficient operation of the programs. He also expressed enjoyment in serving on the Workforce Escarosa, Inc. Board of Directors for the last 12 years. Thanks were expressed to all.

Gracie Parker agreed to be a check signer on the Workforce Escarosa, Inc. account. She will be replacing Reagan McDaniel as a signer.

OTHER BUSINESS

EMPLOYER PENETRATION RATE PERFORMANCE STANDARD

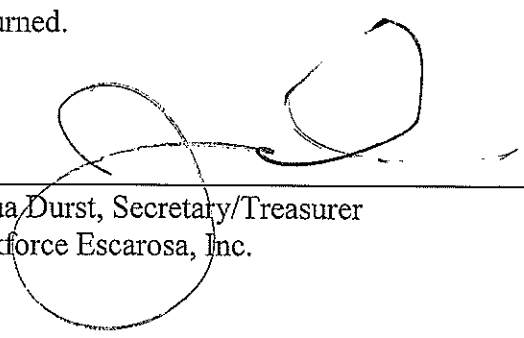
WFI started an initiative called Expanding Business Engagement (EBE) in an effort to increase business use of the workforce system.

The initiative has some good points and issues – how to measure gains in this area is very complicated and is based on data entered into Employ Florida Marketplace (EFM), the statewide data system.

Performance is being based on last year’s services entered into EFM.

Increased Employer Penetration rates will be based upon levels of services (1 being the highest, 2 medium, and 3 the lowest) and performance incentive dollars will be tied to Level 1 services.

There being no further business, the meeting adjourned.



Joshua Durst, Secretary/Treasurer
Workforce Escarosa, Inc.

**WORKFORCE ESCAROSA, INC.
EXECUTIVE COMMITTEE
ACTION ITEM
Nominating Committee**

Date: January 23, 2014

Committee Members: Scott Ginnetti, Josh Durst, Robert Ephriam and Van Mansker.

Item for Discussion:

Jay Overman has resigned as a Board member and as the Chair of Workforce Escarosa at the beginning of December, 2013. Jay moved to Utah due to an employment opportunity. This has left Scott as the Interim Chair as he currently serves as the Vice Chair. In addition, Josh Durst has acted as Secretary/Treasurer, but indicated he preferred to serve for a year, but after that time he would prefer to not continue in that position. In addition, Robert Ephriam is moving to Orlando and will vacate his position on the Board as well as his Chairmanship of the Youth Council.

A Nominating Committee needs to be formed to form a roster for Officers for the membership to consider in April, 2014. All Officer positions - Chair, Vice Chair and Secretary/Treasurer will need to be reviewed. Officers must be held by private sector business representatives.

The Chair appoints Committee Chairs at his/her discretion. A new Chair of the Youth Council will need to be made.

Recommendation:

To ask for volunteers to form a Nominating Committee to be presented at the April Board meeting.

**WORKFORCE ESCAROSA, INC.
FINANCE COMMITTEE
FINANCIAL REPORTS FOR NOVEMBER 30, 2013**

ACTION ITEM

DATE: January 23, 2014

COMMITTEE MEMBERS: Joshua Durst (Chair), Dana Mullins and Amber McCool

ACTION ITEM

Attached are Escarosa's Statements of Revenues and Expenses, Service Provider Contract Summary, Required Rates and detailed Financial Statements for the period ended November 30, 2013.

Escarosa received an additional \$149,976 in WIA Dislocated Worker Supplemental funds. We will transfer 75% of these funds to WIA Adult.

We were allowed to transfer an additional \$397,137 from 2012 WIA Dislocated Worker funds to WIA Adult. As a result of these transfers the WIA Adult program has been opened for applicants for training. We hope to add an additional 50 clients.

Beginning July 1, 2013 the maximum monthly gas card amount for WTP clients was reduced from \$80 to \$40. Also, gas cards are only issued twice a month instead of weekly. This has drastically cut the transportation expense in the Welfare Transition Program.

We received a Branding Implementation Grant of \$62,500 to pay for the cost of changing the signs, business cards, forms and any other cost as a result of statewide re-branding of the workforce system.

RECOMMENDATION

That the Board of Directors approves the Financial Statements and related summaries for the period ended November 30, 2013.

WORKFORCE ESCAROSA, INC.
SUMMARY OF EXPENDITURES
November 30, 2013

PROGRAMS	Year-to-Date	Available	Funds	Percent	Percent	Variance
	Expenditures	Funds*	Remaining	Expended	of Year	(Over)/Under
WIA ADULT	1,055,917	3,157,733	2,101,816	33.4%	41.7%	8.3%
WIA DISLOCATED WORKER	255,191	718,745	463,554	35.5%	41.7%	6.2%
WIA YOUTH	440,990	1,393,594	952,604	31.6%	41.7%	10.1%
DISABILITY NAVIGATOR GRANT	6,420	14,105	7,685	45.5%	41.7%	-3.8%
FSET	36,479	103,513	67,034	35.2%	41.7%	6.5%
WAGNER PEYSER	141,760	329,658	187,898	43.0%	41.7%	-1.3%
UNEMPLOYMENT COMPENSATION	26,874	75,794	48,920	35.5%	41.7%	6.2%
TRADE ADJUSTMENT ASSISTANCE	0	20,000	20,000	0.0%	41.7%	41.7%
PROJECT CONNECT	455	1,225	770	37.1%	50.0%	12.9%
EXTENDED UNEMPLOYMENT COMPENSATION	27,840	53,323	25,483	52.2%	41.7%	-10.5%
VETERANS - DVOP	67,095	169,907	102,812	39.5%	41.7%	2.2%
VETERANS - LVER	46,079	127,039	80,960	36.3%	41.7%	5.4%
WELFARE TRANSITION PROGRAM 1213	122,776	122,776	0	100.0%	100.0%	0.0%
WELFARE TRANSITION PROGRAM 1314	375,864	1,308,285	932,421	28.7%	41.7%	13.0%
PSC CONTRACT - EF HEALTHCARE	16,577	49,200	32,623	33.7%	41.7%	8.0%
MILITARY FAMILY ADVOCACY	30,502	81,709	51,207	37.3%	41.7%	4.4%
TOTAL	2,650,819	7,726,606	5,075,787			

COST POOLS

COMPUTER NETWORK COST POOL	79,973	217,962	137,989	36.7%	41.7%	5.0%
ONE-STOP COST POOL	636,436	1,646,617	1,010,181	38.7%	41.7%	3.0%
SUPPORT SERVICES COST POOL	18,368	46,744	28,376	39.3%	41.7%	2.4%
ESCAROSA COST POOL	288,849	733,517	444,668	39.4%	41.7%	2.3%
PROGRAM MANAGEMENT	81,828	231,802	149,974	35.3%	41.7%	6.4%
WIA DIRECT SERVICES	127,927	346,665	218,738	36.9%	41.7%	4.8%

BOLD = ADDITIONAL FUNDING OR ADDITIONAL TRANSFERS BETWEEN PROGRAMS

WORKFORCE ESCAROSA, INC.
November 30, 2013

ADMINISTRATIVE RATES:	ACTUAL	ALLOWED
WIA ADULT	8.09%	10.00%
WIA DISLOCATED WORKER	8.09%	10.00%
WIA YOUTH	8.09%	10.00%
FSET	8.09%	10.00%
WAGNER PEYSER	7.93%	10.00%
UNEMPLOYMENT COMPENSATION	8.09%	10.00%
EXTENDED UNEMPLOYMENT COMPENSATION	7.93%	10.00%
VETERANS - DVOP	7.93%	10.00%
VETERANS - LVER	7.93%	10.00%
WELFARE TRANSITION PROGRAM - 1213	13.34%	10.00%
WELFARE TRANSITION PROGRAM - 1314	11.26%	10.00%
MILITARY FAMILY ADVOCACY	8.28%	10.00%

OTHER REQUIRED RATES:	ACTUAL	REQUIRED
WIA STATE ITA (ADULT & DISLOCATED WORKER)	52.07%	40.00%
WIA YOUTH OUT-OF-SCHOOL	40.09%	30.00%

WORKFORCE ESCAROSA, INC.
YEAR ENDED JUNE 30, 2014

SERVICE PROVIDER CONTRACTS REPORT

Service Provider	Service	Original Contract Amount	Expended	Unexpended Balance	Month Invoiced Through	Prorated Budget	(Over)/Under Expended
WIA Contracts:							
Santa Rosa School Board	Youth Services	291,808	61,721	230,087	30-Nov-13	121,587	59,866
Escambia Co. School Board	Youth Services	366,250	123,780	242,470	30-Nov-13	152,604	28,824
Children's Home Society	Youth Services	548,328	224,924	323,404	30-Nov-13	228,470	3,546
Greater Pensacola Chamber	Business Services	37,500	22,601	14,899	30-Nov-13	12,500	(10,101)
FSET							
Escambia Co. Commissioners	SNAP Program - 2013	60,734	56,056	4,678	30-Sep-13	60,734	4,678
Escambia Co. Commissioners	SNAP Program - 2014	50,972	5,615	45,357	30-Nov-13	8,495	2,880
Total		1,385,592	494,697	860,895		584,390	89,693

WORKFORCE ESCAROSA, INC.

FINANCE COMMITTEE

RETIREMENT CONTRIBUTION

DATE: January 23, 2014

COMMITTEE MEMBERS: Joshua Durst, Amber McCool and Dana Mullins

ACTION ITEM:

Escarosa's Fiscal Year 2013-2014 Budget passed by the Board included a 5% retirement contribution for staff which amounted to approximately \$100,000. The retirement is based upon the employee's W2 income. The contribution may be made any time after January 31.

RECOMMENDATION

That the Board of Directors approve a 5% retirement contribution for qualified staff to be paid in February 2014.

WORKFORCE ESCAROSA, INC.
FINANCE COMMITTEE
TUITION AND BOOK EXPENDITURES BY TRAINING PROVIDER
INFORMATION ITEM

DATE: January 23, 2014

COMMITTEE MEMBERS: Joshua Durst (Chair), Dana Mullins and Amber McCool

INFORMATION

The attached worksheet shows the breakdown of tuition and books expenditures through December 31, 2013 by training provider. It also shows the number of clients that we have paid tuition for in FY 2013-2014. As you can see by the worksheet the majority of our clients continue to choose to attend public training providers.

RECOMMENDATION

N/A

WORKFORCE ESCAROSA, INC.
 TUITION AND BOOKS BY TRAINING PROVIDER
 JULY 1, 2013 - DECEMBER 31, 2013

	TUITION	BOOKS	TOTAL	PERCENTAGE OF EXPENDITURES	NUMBER OF CLIENTS	PERCENTAGE OF CLIENTS
CHOICE TECHNICAL INSTITUTE	3,963.40	209.80	4,173.20	0.68%	3	0.98%
FORTIS	195,372.70	0.00	195,372.70	31.63%	40	13.11%
GEORGE STONE	16,154.70	2,147.55	18,302.25	2.96%	20	6.56%
JEFFERSON DAVIS	15,952.00	3,121.48	19,073.48	3.09%	18	5.90%
LOCKLIN TECH	12,820.50	1,066.25	13,886.75	2.25%	9	2.95%
NORTHWEST FLORIDA STATE COLLEGE	940.20	709.55	1,649.75	0.27%	1	0.33%
NEW HORIZONS	30,000.00	7,500.00	37,500.00	6.07%	6	1.97%
PENSACOLA STATE COLLEGE	223,350.76	46,902.90	270,253.66	43.75%	191	62.62%
TRUCK DRIVERS INSTITUTE	15,980.00	0.00	15,980.00	2.59%	4	1.31%
UWF	8,338.00	0.00	8,338.00	1.35%	2	0.66%
VIRGINIA COLLEGE	33,179.10	0.00	33,179.10	5.37%	11	3.61%
	556,051.36	61,657.53	617,708.89	100.00%	305	100.00%

**WORKFORCE ESCAROSA, INC.
BUSINESS COMPETITIVENESS COUNCIL
ELIGIBLE TRAINING PROVIDER LIST AND PROGRAMS
ACTION ITEM**

Date: January 23, 2014

COMMITTEE MEMBERS: In attendance were Tina Stewart, Dan Busse, and Robin Punyko.

ITEMS FOR DISCUSSION:

Over the past several months, Escarosa has received several requests from current training vendors, a new training vendor, and staff regarding adding and/or deleting training programs from the Demand Occupation List.

Current training vendors are requesting the following revisions to their programs:

- University of West Florida is requesting Phlebotomy Technician Program and the Project Management Professional Certification be added. Staff recommends adding the Project Management Professional Certification, but not adding Phlebotomy Technician Program as the labor market appears to be saturated.
- George Stone Technical Center is requesting the addition of the Aviation Maintenance Technology Program. Staff concurs with this request.
- New Horizons is requesting the addition of the Enterprise Support Associate Program; Advanced Security Expert Training Program and the Microsoft Solutions Expert Training Program. Staff concurs with this request.
- Pensacola State College is requesting the addition of the Cyber Forensics – AS program and the Architectural Design and Construction Program (closing Building Constructions AAS, Civil Engineering AAS and Drafting Technology AAS into this new As program). Staff concurs with this request.

New Training Vendor Application:

- ITT Technical Institute is requesting that two programs be approved and that the training vendor be added to our approved Eligible Provider Training List. ITT submitted all required documentation to become an Eligible Training Provider and is requesting approval for Electrical Engineering Technology AS; and Network Systems Administration AS. Staff concurs with the request with the understanding that under our current policy, for the first fiscal year up to five (5) participants will be allowed to attend ITT until a placement rate of 80% is obtained for those first five participants.

Training Programs to be deleted per Staff's request:

- Participants who are graduating are finding it difficult to find employment in the following occupations due to market saturation. These occupations are as follows:
 - EKG Technician - 1 job opening with 42 individuals seeking employment

- Phlebotomy – 1 job opening with 463 individuals seeking employment
- Pharmacy Technician – 36 openings with 178 individuals seeking employment

RECOMMENDATION:

Recommend approval of the following additions:

1. University of West Florida – addition of Project Management Professional Certificate
2. George Stone Technical Center – addition of Aviation Maintenance Technology Program
3. New Horizons - addition of the Enterprise Support Associate Program; Advanced Security Expert Training Program and the Microsoft Solutions Expert Training Program.
4. Pensacola State College – addition of Cyber Forensics – AS program and the Architectural Design and Construction Program.

Recommend removal of the following programs from all training providers;

1. EKG Technician, Phlebotomy and Pharmacy Technician

Recommend addition of an Eligible Training Provider:

1. ITT- for the Electrical Engineering Technology AS, and Network Systems Administration AS, programs.