CareerSource Brevard to ask manufacturers in area for their input at key forum

By Ken Datzman

Manufacturing has long been a cornerstone of America’s economy, and is the most reliable predictor of a nation’s economic prosperity over the long term.

Joint research by Harvard and the Massachusetts Institute of Technology reveal that the competitive strength of a nation hinges on the health of its manufacturing sector. And the majority of Americans believe a strong manufacturing base should be a national priority. If given the opportunity to add 1,000 jobs in their communities, they ranked the manufacturing industry as their first choice relative to all other industries.

But over the last two decades, America has seen its manufacturing economy shrink, as thousands of U.S. factories closed and millions of jobs were lost to off-shoring. As a result, young people began to look elsewhere for better career opportunities in and beyond their communities.

When the glow of manufacturing dimmed, so did apprenticeship and certification programs, emphasis on vocational training in schools, and developing industry talent for the future.

“There is a whole generation that has skipped skills development in the manufacturing industry because of off-shoring,” said CareerSource Brevard’s Tina Berger, a sector strategy project manager who grew up in the manufacturing-intensive state of Michigan.

“Now, manufacturing is starting to come back home. It’s called ‘reshoring.’ The industry will be facing a worker shortage as it tries to close the skills gap.”

A report by the U.S. Bureau of Labor Statistics shows that roughly 6 million manufacturing jobs were lost in the decade from 1999 to 2009, representing more than one-third of the sector’s workforce. But since 2010, this trend has reversed. The sector has added 730,000, the first uptick since 1997.

Manufacturers have seen wage rates in Shanghai jump more than 76 percent between 2010 and 2013, with similar rates of increase in supporting industries such as transportation and logistics, according to a “white paper” by the Reshoring Institute, which provides research and support for companies bringing manufacturing and services back to America.

CareerSource Brevard is developing a local “sector strategy” to ensure that manufacturers are able to fill talent gaps and build their work-force pipelines for the future. The goal is to help them better position themselves to expand and to compete in an increasingly competitive marketplace.

Sector strategies are “industry-led approaches” to work-force and economic development that align training to meet employer needs in
Satellite Beach Police Department awarded ‘Excelsior’ status in law–enforcement accreditation; led by Chief Jeff Pearson

On Oct. 7, 2015, the Commission for Florida Law Enforcement Accreditation reviewed several Florida police agencies for initial or reaccreditation status. The commission unanimously voted to award the Satellite Beach Police Department a fifth consecutive accreditation certification. The agency was also awarded the prestigious “Excelsior Award,” which is the highest honor for accredited agencies. Satellite Beach is also the first agency in Brevard County to achieve this award.

In August 2015, the visiting assessment team conducted independent, intensive and thorough inspections of the agencies operations. To earn reaccreditation an agency must comply with all applicable, mandatory standards. Independent assessors were provided with complete, unlimited access to review written documentation, conduct personnel interviews, observe agency operations and training practices, and conduct facility inspections to ensure the Satellite Beach Police Department’s compliance with all accreditation standards.

Excelsior status is the highest recognition for continued excellence in law–enforcement accreditation. This award recognizes agencies that have maintained a long and successful review of policies and procedures and comply with the state standards. It takes roughly 17 years to achieve this recognition. For a Florida law–enforcement agency to achieve Excelsior status, the agency must have received initial accreditation through the Commission, followed by five successful reaccreditation assessments without any issues or special conditions. Only about 20 percent of all accredited law–enforcement agencies in the state have received the Excelsior Award.

“I am proud of each and every one of the men and women of the Satellite Beach Police Department and the work everyone does,” said Police Chief Jeff Pearson. “Our citizens expect and deserve the highest level of services and our officers and staff members consistently deliver on that expectation. Receiving a flawless assessment is an impressive accomplishment and could not happen without the support we receive from City Manager Courtney Barker and the Mayor and City Council. Everyone should be proud of this achievement”.

Commander Brad Hodge, the acting accreditation manager, stated: “We don’t have to put on a show when the state team arrives. We are used to these strict standards because we have been living them for 15–plus years since we were originally accredited. We are constantly looking for ways we can improve and this process supports that. This is just how we operate every day and our people do a great job”.

‘How to Write Novel’ presentation set for Oct. 29

Friends of the Melbourne Beach Library will present “How to Write a Novel” at 1:30 p.m. on Oct. 29. James Nelson, the author of six mystery novels, will conduct the interactive seminar. The program is limited to 15 participants. The library’s address is 324 Ocean Ave. To make a reservation to attend the event, send an e–mail message to Marymitch@live.com or call the library at 956–5642.
CareerSource Brevard in Rockledge teaming up to host Florida Manufacturing Job Fair on Oct. 22

CareerSource Brevard is teaming up with area employers to connect job-seekers with careers in advanced manufacturing. The Florida Manufacturing Job Fair will be hosted from 1 to 4 p.m. on Thursday, Oct. 22, at CareerSource Brevard in Rockledge. The address is 295 Barnes Blvd.

The event will bring together the Manufacturers Association of Florida, The Florida Department of Economic Opportunity, the Florida Trade Consortium, Eastern Florida State College, the Manufacturers Association Center for Advanced Manufacturing Excellence, and members of the CareerSource Florida network at the state and local levels to connect manufacturers who have job openings with qualified candidates.

“We are expecting a great turnout,” said Lisa Rice, president of CareerSource Brevard. “Employers will have access to an assessment room, Prove It! candidate skills testing, and private interviewing space.

Machining Training Solutions, the leading software provider of training for computer numerical control manufacturing companies and educational institutions, will be onsite providing employers CNC simulation training demonstrations.”

“Manufacturers in Florida are growing and hiring,” said Nancy Stephens, executive director of the Manufacturers Association of Florida. “They want employees looking for meaningful careers that make a difference in other’s lives. Today’s manufacturing is high skill and high wage. Those wages circulate through the economy improving the quality of life for all citizens.”

The Florida Trade Consortium, a U.S. Department of Labor Trade Adjustment Assistance Community College and Career Training grantee, provides accelerated technical training that provides students with the skills needed to compete for jobs in advanced manufacturing.

“Our consortium colleges are located across the entire state of Florida,” said Dr. Gary Graham, director of Florida Trade Consortium. “The upcoming manufacturing career fair will provide a great opportunity for our students to showcase their training and qualifications.”

Florida Department of Economic Opportunity Executive Director Jesse Panuccio said, “This will be an exciting event for Florida manufacturing businesses and job-seekers as Florida companies will be seeking employees for high-skill, high-wage jobs in manufacturing. Florida’s manufacturing industry ranks in the top 10 in the nation. By engaging an eager and experienced work force with events such as the Florida Manufacturing Job Fair, we will continue to grow this industry in our state.”

The Florida Manufacturing Job Fair is a component of the “Drive to 1,000,” a Florida Trade Consortium initiative to place 1,000 Florida Trade Consortium students into manufacturing jobs over the next year; however the career fair is open to all and may provide opportunities to anyone interested in a hands-on high-tech career.

“Advanced Manufacturing is an important industry targeted for future growth in Florida,” said CareerSource Florida President and Chief Executive Officer Chris Hart IV. “CareerSource Florida is a proud partner in this collaborative effort to help Florida’s manufacturers expand and compete, and help Floridians secure rewarding, well-paying careers.”

Rice added, “We welcome companies to learn more about the talent available in Brevard County and the business services we offer by contacting a business liaison at EmployerSupport@CareerSourceBrevard.com.” Limited booth space is available for employers for this event. Contact Lori Robinson at LRobinson@CareerSourceBrevard.com.

Melbourne Regional Chamber honors Seacoast as ‘Better Business of Month’

The Melbourne Regional Chamber’s Better Business Council recognized Seacoast Bank as the October recipient of its “Better Business of the Month Award.” The award is sponsored monthly by Chamber Trustee member Courtyard by Marriott & Residence Inn Melbourne.

Seacoast Bank is a full-service community bank of 89 years that was formed in and is headquartered in Stuart. The bank has roughly $3.5 billion in assets. Their team members assist individual consumers and small and commercial businesses with services such as deposits, loans, treasury management, wealth management and brokerage service.

The Chamber’s Better Business Council serves its members and the buying public by offering a “trusted referral source” for a broad range of business types.

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Interior Design Furniture Re-Configuration
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Don’t just blindly follow the popular ‘green’ trends — do your research first

By Michael Bass
UCF Forum columnist

Nowadays it is politically correct to be “green” — to say and do things that seem to minimize one’s impact on the environment and to preach to others to do the same.

But I am tired of people who portray themselves as somehow better environmentally than others just because they follow the latest trend without thinking it through. I want to point out glaring inconsistencies about such people and to describe some simple steps anyone can take to really reduce his or her impact on the environment.

For example, just changing out the old tungsten filament bulbs in one’s home for high–efficiency compact fluorescent or light–emitting diode (LED) bulbs makes a major impact on the environment by reducing your demand for energy. This, by the way, has been forced on us because by federal law after Jan. 1, 2014, no 40– and 60–watt tungsten filament bulbs, the most popular, can be manufactured in the United States. You can buy incandescent light bulbs but only for special purposes and they are expensive.

Now, however, consider the impact of compact fluorescent lamps. They all contain mercury. They all have a warning to dispose of them correctly but it’s likely that very few consumers do much more than put the lamps in the trash when they fail. So, being green in one way — using less energy — is not so green in two other ways:

Handling mercury to make the compact fluorescent bulbs and disposing of them. High levels of exposure to mercury, a pollutant and neurotoxin, can harm the brain, heart, kidneys, lungs and immune system.

There is always a price to pay.

How about those green electric cars. All you do is plug them in, let them charge up and you are ready to drive.

Guess what? The power that charges most electric cars around the country is mostly generated by burning coal. So those very green cars are powered by coal, adding greenhouse gases to the atmosphere.

Fortunately, electric cars with a reasonable driving range are too expensive for most people.

You might say: “Wait a minute, my power is solar generated, not from coal.” If the array is on your roof, you have to leave your electric car at home during the day to charge it. It can’t be in a parking lot at work or on campus. That reveals the major problem with solar power: it is only generated half the time. There is not yet an efficient way to store it for use at night.

When you consider solar power, don’t overlook the pollution produced while making the solar cells, and unless you have a huge roof it alone cannot charge your electric car. If out solar power provided by the power company there is not only the manufacturing pollution there also is the huge swath of land taken over by the solar cell array. That land is certainly no longer in its natural state.

If you say your power comes from the wind, think again about the concerns. Consider the 320,000 birds and 800,000 bats that are killed each year by colliding with the blades of wind turbines now, and the estimated 1.4 million birds and many more bats if wind turbines ever reach the goal of 20 percent of our power. There is always a price to pay.

The best option today for a green–thinking person concerning transportation is a high–mileage gas auto, but watch out for the high–mileage gas car that gets good mileage by getting so small that it sacrifices safety. A hybrid car is a pretty good choice, but making and disposing of the batteries in electric and hybrid cars results in serious impacts on the environment. They require special chemicals and result in nasty waste. Again there is always a price to pay.

At home, small things can be done to be green that require very little effort, just a little thought.

For example, close the shades or curtains over windows where the sun comes in. This reduces the heat load on your air conditioning. It also saves your furniture and floors from being sun bleached. If you plan on remodeling, include double–pane windows.

Replace appliances or air conditioners with the most efficient models. All of this is simple, common sense. Above all, when the air conditioning is on, keep the doors and windows closed. Same thing goes for when you use the heat. These changes will also save money on your electric bill.

So, if you are or want to be green, do your research and do some of these simple, inexpensive but effective things. Don’t just preach about it.

If more of us took personal action, the environment would get better in a noticeable way.

The Florida Bar looks to fill special appointments; deadline set Nov. 6

The Florida Bar is seeking applicants for three special appointments to be filled in December. The openings include:

• Florida Rural Legal Services: One attorney to serve a three–year term on its 20–member board of directors. Other appointing organizations are the National Bar Association, Virgil Hawkins Florida Chapter, ACLU, voluntary bar associations and various other eligible client and community organizations. The mission of Florida Rural Legal Services is to provide accessible legal assistance that empowers low–income and disadvantaged populations.

• Florida Realtor–Attorney Joint Committee: Five lawyers, one from each state appellate district, to serve two–year terms beginning Jan 1, 2016. In addition there is one at–large seat available. The Florida Bar president receives the recommendations of the Real Property, Probate and Trust Law Section for consideration. The committee is composed of 11 lawyers appointed by The Florida Bar and 11 Realtors appointed by the Florida Association of Realtors. The committee promotes cordial relations between realtors and attorneys and presents educational seminars.

• Eleventh Circuit Judicial Conference: One delegate to represent the Middle District of Florida to serve a four–year term beginning Jan. 1, 2016. The biennial conference consists of educational opportunities and meetings (by state) on matters of mutual concern. The Bar’s three delegates contribute to planning and organizing an event during the conference in every odd numbered year.

Persons interested in applying for any of these vacancies may download the Application for Special Appointment at www.FloridaBar.org, or call Bar headquarters at (850) 561–5757, to obtain the application form. Completed applications must be received by the Executive Director, The Florida Bar, 651 E. Jefferson St., Tallahassee, Fla., 32399–2300, by 5:30 p.m. on Friday, Nov. 6. Résumés will not be accepted in lieu of the required application. The Board of Governors will review all applications and may request telephone or personal interviews.
CIRCUIT/COUNTY COURT OF THE 18TH JUDICIAL CIRCUIT
IN AND FOR BREVARD COUNTY, FLORIDA

AFFIDAVIT FOR ARREST WARRANT
BCSO Case No. 15-142492

STATE OF FLORIDA
COUNTY OF BREVARD

BEFORE ME, Judge of the Circuit/County Court in and for Brevard County, Florida, personally came the Affiant, Agent Robert Fischer, of the Brevard County Sheriff’s Office, Brevard County, Florida, who being duly sworn deposes and says that the Affiant is a citizen of Brevard County, Florida, and has reason to believe that the following person has committed a violation of the laws of the State of Florida, to wit: Filing a False Report of Child Abuse, contrary to section 39.205(9), Florida Statutes, and Stalking, contrary to section 784.048(2), Florida Statutes.

Dana Delaney Loyd, white female, approximately 5’04” tall, brown hair, brown eyes, date of birth September 16, 1972, Social Security number with a last known address of 714 Orange Street, Titusville, Brevard County, Florida.

The facts that establish the grounds for this application and probable cause of the Affiant for believing that such facts exist are as follows:

On April 29, 2015, an allegation of sexual battery on a juvenile and child neglect was reported to the Florida Department of Children and Families via their Florida Abuse Hotline.

The reportee of those allegations (identified in the recorded call as “Theresa Smith”) stated she was a substitute teacher who had heard the victim make statements that her father had sexual intercourse with her, would not allow her to gain weight, and locked his daughter in her room without food if she failed to comply with his weight restrictions. The reportee provided details to the hotline operator which would make it seem as though she was present in the child’s school on the date of the alleged admissions and referred the operator to the online publication, Brevard’s Best News.com for additional details.

To Be Continued ...
WHAT IS ST. FRANCIS PATHWAYS TO HEALTHCARE?

We are a local, experienced team of healthcare professionals dedicated to the compassion for and comfort of people facing serious illness.

St. Francis Pathways is focused on helping patients and their families navigate treatment options and interact with physicians and other caregivers whether they are at home, in the hospital, or at any other type of care facility.

What Is Palliative Care?
The National Consensus Project for Quality Palliative Care describes it as patient-and-family-centered care that optimizes quality of life by anticipating, preventing, and treating suffering.

Will Insurance Cover this Care?
Most insurances, including Medicare and Medicaid, cover outpatient care in full or in part, just as with other hospital or medical services.

Common illnesses that we can help with include, but are not limited to:
- Cancer
- Cardiac disease
- Respiratory disease
- Kidney failure
- Alzheimer’s disease
- AIDS
- Amyotrophic lateral sclerosis (ALS)
- Multiple sclerosis

Our CARE QUESTIONS and REFERRAL LINE is always open at (321) 360-3550

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UCF is nation’s top work–force supplier to aerospace and defense industry, according to annual study

By Zenaida Kotala
UCF News & Information

ORLANDO — The University of Central Florida produces more graduates who get jobs in aerospace and defense companies than any other university in the nation, according to an annual work–force survey conducted by the top aviation industry publication in America.

“It says something about your graduates,” said Carole Rickard Hedden, executive editorial director for “Aviation Week Executive Intelligence.” She used a football analogy to explain how good UCF is at producing all around great engineers. “There are certain institutions, like UCF, that are really great at ‘blocking and tackling,’ producing engineers of all disciplines who meet the needs of the industry.”

The 2015 “Aviation Week” work–force study surveyed corporations, 1,156 engineering students and 1,371 young professionals to track employment opportunity and compensation in the aerospace and defense (A&D) industry.

While A&D leaders still approach schools such as the Massachusetts Institute of Technology or Georgia Tech for work–force needs, the survey shows that UCF mechanical and aerospace engineering students are also highly pursued.

The distinction is important not just as a measure of the quality of graduates coming out of the UCF College of Engineering & Computer Science, but also as an indicator of the emergence of the university as a leading school in meeting the broad needs of the American manufacturing industry, Hedden said.

UCF’s engineering program has been recognized nationally for its notable strengths in optics, simulation, aerodynamics, aero–structures, space aviation, advanced turbomachinery, systems and controls, unmanned aerial vehicles and advanced manufacturing.

Michael Georgiopoulos, dean of the college, said the survey backs up what college leaders have known all along.

“As a large metropolitan institution, UCF provides a high–quality education inside and outside the classroom,” he said.

“We are located in the heart of an economic powerhouse surrounded by industry. This means our students have easy access to research experiences, internships, entrepreneurial opportunities, service learning and jobs.”

The College of Engineering and Computer Science has more than 9,000 diverse students and offers innovative programs such as the Engineering Leadership & Innovation Institute and provides students with access to high–tech equipment and spaces such as the Maker Space laboratory complex.

“Our alumni and industry tell us that UCF is producing a high volume of skilled engineers and computer scientists who also possess the professional skills — such as collaboration, creativity and communication — that employers seek,” Georgiopoulos said.

In the last month UCF has been recognized along with Harvard, MIT, Stanford and Duke as one of the nation’s most innovative universities in a report in “U.S. News & World Report’s Best Colleges” 2016 guide and was the focus of a front–page “Washington Post” story that notes UCF is “storming higher ed” as a model for “a nation in desperate need of a better–educated work force.”

LBR women’s relay team places first in Health First’s ‘Battle of the Bridges’

Upholding the company motto, “Leaders by Performance,” the Lightle Beckner Robison Inc. placed first in the Women’s Relay Division of Health First’s “Battle of the Bridges Triathlon” held Oct. 4 in Melbourne in support of the nonprofit Cancer Care Centers Foundation of Brevard.

The team consisted of Joy Olson–Mcvay, Donna Garson and Rhonda Butler. Olson–Mcvay led the team with a strong one–quarter mile river swim that started at dawn. Then Garson continued the team’s determination on the 15.9–mile bike ride north on U.S. Highway 1, east across the Pineda Causeway, south onto South Patrick Drive, and west to the Eau Gallie Causeway, where Butler took over and carried the team with an impressive 5K–run, up over and back across the Eau Gallie Causeway to the “finishers’ chute” on Pineapple Avenue.

Lightle Beckner Robison is a full–service commercial real–estate firm specializing in office, retail, industrial, investment properties and asset/property management. For additional information on their services, visit www.TeamLBR.com.
When Christina and Darrell Slate decided it was time to construct the building for their growing business, Peay's Electric II, Inc., they followed the guidance of their builder, Curt McKinney of McKinney Commercial Construction Group. He sent them straight to Florida Business Bank and Bill Norris, the President and CEO. "We were at the point where it was time to invest for our future," said Christina Slate. "It was a very big step to take, a big commitment for us."

"Bill and his staff were extremely helpful with our first ever construction loan, walking us through the entire process," said Darrell Slate. "It was all new to us so the Florida Business Bank team helped us every step of the way, always going above and beyond." Christina Slate added, "The whole process, from start to finish, went very smoothly. Bill Norris and Terry Gabbard made it possible for us to complete our dream project. We highly recommend the Florida Business Bank team."

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From left: Giuseppe Palermo, M.D., Rahul Chopra, M.D., David L. Ross, M.D., Carl Tahn, M.D., Fe VSJ Pancito, M.D., Ravi Shankar, M.D., Diely Pichardo, M.D., Germaine Blaine, M.D., Gregory B. Hoang, M.D., Craig Badolato, M.D., Todd V. Panarese, M.D., and V. Pavan Kancharla, M.D.
Tara Dixon Engel is named the executive director of U.S. Space Walk of Fame Museum in Titusville

The U.S. Space Walk of Fame Museum in Titusville has announced the hiring of Tara Dixon Engel of Cocoa Beach as its new executive director.

She joined the organization in June to assist with fund-raising and promotions and stepped into the director’s position on Sept. 18. Engel replaces longtime museum President Charles Mars, who will remain active in the organization as a board member.

Dixon Engel is an Ohio native whose professional experience includes having served as director of research and strategic planning for the National Aviation Hall of Fame and as vice president of the American Veterans Institute.

She also co-founded Integrity Marketing & Communications, which provided fund-raising and marketing consulting services to nonprofit agencies. Dixon Engel is a commercially published author and her fourth book is due out in November. She is an award-winning video script writer and a former newspaper journalist and college instructor in computer design. Dixon Engel also served for several years on the blue-ribbon panel that inducted astronauts into the Astronaut Hall of Fame in Titusville.

“I have a passion for all things aerospace and especially the achievements of the early space program,” Dixon Engel said. “This museum is an amazing little gem and I tip my hat to Charlie Mars and the incredibly devoted staff and volunteers who kept it going and growing all these years. Now that we own our own building, the opportunities are coming fast and furious. It’s going to be a great ride!”

Upcoming projects include ramping up the facility’s acclaimed regional and international education program, as well as updating exhibits and displays, enhancing the website, and developing an educational book series for young people. In addition to a widely respected science, technology, engineering, arts and mathematics program, the museum is now adding its own unique “SALT curriculum.” SALT stands for strategic thinking, administration, leadership and team-building. “These are essential tools in modern business and industry — and companies are desperate for new employees skilled in these disciplines,” she said. “Nowhere do these qualities shine more prominently than in the history of the American space program. We will use that history — and the compelling, inspiring and sometimes quirky individuals who made it happen — to show young people that they, too, can become leaders, innovators and world changers.”

Dixon Engel added that “through my work at the National Aviation Hall of Fame, I was blessed to know many pioneers of modern aerospace achievement. These include amazing people like Scott Crossfield, Neil Armstrong, Wally Schirra, Joe Engle and so many others. They inspired me to go ‘higher, faster and farther’ in any endeavor. Now I have the opportunity to share their stories — and the stories of all those dreamers and doers who built NASA and its achievements — with the world. If that isn’t a dream job, I don’t know what is.”

“We have been very fortunate to have great leadership over the years,” said U.S. Space Walk of Fame Board Chairman Dick Beagley of Merritt Island. “We are confident that Tara’s experience with museum management, fund-raising, and strategic planning will help us take our existing strong foundation and shape it into an enduring presence that benefits everyone on the Space Coast and people across the country and around the world. Big things are coming and we are very excited about the future.”

Dixon Engel noted that the museum is seeking new “partners, volunteers and visionaries who stand ready to inspire, educate and motivate” a new generation of innovators. She can be reached at 264-0434 or Tara@SpaceWalkOfFame.com.

Annual ‘Forest Festival’ to be held Nov. 7 at Enchanted Forest Sanctuary

Enchanted Forest Sanctuary in Titusville will present its annual “Forest Festival” from 10 a.m. to 3 p.m. on Saturday, Nov. 7. During this free event guests are invited to enjoy guided hikes, special presentations, explore environmental exhibitors, listen to live music, and more. Children will have the opportunity to make a craft, participate in hands-on activities, and face-painting.

Special presentations will include a talk about “American Alligators” with “Gator Bill.” Dr. Theresa Cooper will discuss “Endangered Bromeliads” and “Fire in the Urban Interface” will be the topic of Zack Prusak. Carol Michaels will present “Native American Storytelling” and Becky Bolt will talk on “Common Birds of the Forest.”

For more information on this program, visit www.eelbrevard.com or call 264-5185. The Enchanted Forest Sanctuary is at 444 Columbia Blvd.
Keiser University in Melbourne has expanded its portfolio of undergraduate programs to include a new bachelor of science degree in Sports Medicine and Fitness Technology, a field that is growing in popularity as Americans are living longer and are becoming more health and nutrition conscious.

Students are set to start classes in the major courses on Oct. 26.

“We are excited to be able to offer this program to the community,” said Keiser University’s Alison Redd, the program director for Sports Medicine and Fitness Technology.

“The program will provide students with a broad base of knowledge in their field. We’ll focus on wellness assessment and on exercise prescription, with the goal of having the students understand lifestyle modification. These components and others are heavily emphasized throughout the four years of the B.S. degree in Sports Medicine and Fitness Technology.”

The students will learn about health–risk factors, exercise leadership, biomechanics of movement, physiological adaptations to exercise, injury prevention, care and therapy modalities, business management, and sports administration, for example.

“Alison has the program off to a great start,” said Don Vest, associate dean of academic affairs at Keiser University in Melbourne. “The expectation is that this will be a pretty big program.”

He added, “There seems to be a lot of interest in the community, and Sports Medicine and Fitness Technology ties in nicely with our allied–health program focus on campus. In general, there is a movement toward consumers being more health conscious and this program seems like a logical fit for Keiser University.”

He said students have the opportunity to enter the program “at any point, whenever it is convenient for them. This is not a ‘cohort’ program like nursing, where the students come in as a group and graduate as a group.”

Students who have an interest in this program and other degree offerings at Keiser University in Melbourne are invited to attend the school’s “Scare Fair Open House” Oct. 26.

In one area of Keiser University’s newly constructed and recently opened 30,000–square–foot classroom and laboratory facility, located next to its main 45,000–square–foot classroom building on South Babcock Street, there is a full line of new exercise equipment. The inventory includes a squat rack, a leg–press machine, a bench press, a treadmill, free weights, and a range of stationary high–tech bikes that record user–data.

“We have a little bit of everything. It’s going to take the students a while to learn about the various equipment and machines and why each one is important in the overall scheme of things,” said Redd, who is working on her doctorate degree in exercise science at the University of Central Florida’s College of Education and Human Performance.

Exercise physiologists typically do the following: analyze a patient’s medical history to determine the best possible exercise and fitness regimen; perform fitness tests with medical equipment and analyze the subsequent data; measure body fat, blood pressure, oxygen usage, and other key patient–health indicators; develop exercise programs to improve patient health; and supervise clinical tests to ensure patient safety.

Students studying for their Sports Medicine and Fitness Technology degree at Keiser University take lower–level division courses such as Health–Fitness Appraisal and Wellness, Nutrition and Weight Management, Principles of Health and Fitness, Sports Medicine and First Aid, Exercise Leadership I, Sports Psychology, Exercise Physiology, Sports Administration and Law, and Externship I and II.

During the two months of the Externship, students will be working 40 hours a week at an employer site doing what they have been practicing,” said Redd. “When they finish that part of the program, they start taking the upper–division courses.”


“The type of classes we offer in this program will
For the last three decades, Junior League of South Brevard Inc.'s “Festival of Trees” has opened the local holiday season's wide-ranging slate of fun activities for families. It's been one of the region's most popular events, even attracting Santa Claus on a yearly basis.

This year's program has some new twists, including a new venue. The 31st Festival of Trees will be hosted from 9 a.m. to 5 p.m. on Saturday, Nov. 14, at The Courtyard at the Oaks on West Hibiscus Boulevard in Melbourne (behind Melbourne Square Mall).

“The new venue will accommodate our needs in an effective way,” said Kristin Schroeder, the Festival of Trees chairwoman.

“We're excited to be able to showcase our event at The Courtyard. The setting is perfect for the Festival and will be both indoors and outdoors at The Courtyard. All of our beautifully decorated trees and wreaths will be displayed indoors. Mark Petroni (owner of The Courtyard at the Oaks Banquet Hall) is helping us achieve our vision for this year's event.”

Historically, the Festival has been a two-day event. “But this year we have moved to a one-day event because we have added a third fund-raiser for the year. Fortunately, we have had enough support from the community to be able to do this. The additional fund-raiser will help our organization further impact the lives of young people as we work to raise money for our community projects. We are an organization that's committed to the community,” she said.

Festival tickets are $5 each and will be available at the event. Children 2 years and younger will be admitted free of charge. The Festival has been a long-running success, thanks to the donations Junior League of South Brevard receives from individuals, businesses, and organizations. If you are interested in donating a decorated tree, a wreath or a raffle item, or if you would like to participate as a marketplace vendor, visit www.JLSB.net or call the office at 610-8950.

“We will have professionally designed and decorated holiday trees and wreaths of all sizes for the public to bid on at a silent auction,” said Jaclyn Jeffries, the volunteer fund-development director for Junior League of South Brevard. She added, “We are still accepting tree donations and raffle item donations for the Festival.”

This year's Festival will feature an outdoor “vendor marketplace” for businesses and organizations. “We are bringing back our vendor marketplace where businesses set up a table or tent and sell their products or services to the public. It's been a popular part of the Festival program in the past,” said Schroeder. The fees range from $75 to $150 depending on space size. The information is posted on the organization’s website.

One of the highlights of the Festival every year is “Pictures with Santa,” said Jeffries. “We will be offering that part of the program all day on Saturday. Santa is coming to town. He'll be at the Festival and he'll be greeting the kids. They can have their pictures taken with him. The pictures will be put on a CD-ROM for parents to print out (for a fee of $20). There is always a lot of excitement when Santa visits. Kids love it.”

Though it's one day, the Festival will be still be the full-blown event of past years, and in some ways even more expansive. The Junior League of South Brevard will have a “bake sale” and will also conduct its inaugural “Cooking with Mrs. Clause” event, which has a healthy focus.

Every spring, Junior League of South Brevard presents its “Kids in the Kitchen” program. “It teaches children about nutrition, how to make healthy snacks and the importance of exercise. The program aligns with our mission and impact statement in the community,” said Schroeder. “So ‘Cooking with Mrs. Claus,’ which will be held in conjunction with the Festival, will have a similar theme.”

Young people will be able to register online for “Cooking with Mrs. Claus.” Their admission to the Festival will be free of charge and they will receive small cookbooks at the event. Another side of the Festival will be a poinsettia sale.

The day before the Festival, on Friday, Nov. 13, Junior League of South Brevard will host a “Tacky Tapas and Trees Cocktail Party” at the same venue.

“This is another inaugural event for Junior League of South Brevard,” said Schroeder. “Guests will come to the party adorned in ‘tacky’ Christmas sweaters. This is a preview party designed to be a light-hearted event.”

The $35 fee includes one drink ticket, appetizers, one
Lockheed Martin celebration in Cape Canaveral marks 60 Years of commitment to U.S. Navy’s fleet ballistic missile program

To commemorate the 60th anniversary of the U.S. Navy’s fleet ballistic missile (FBM) program, Lockheed Martin held a celebration in Cape Canaveral Oct. 6. Lockheed Martin, which has been the Navy’s strategic missile prime contractor since the beginning of the program in 1955, has supported the FBM program at Cape Canaveral’s Eastern Range facility since 1957.

Hundreds of Lockheed Martin employees, Navy personnel and local community leaders attended the event, which was led by Karin Jamison, director of test and support products for Lockheed Martin Space Systems Co. and its Eastern Range site executive.

Participants in the program included Capt. John Sager, commanding officer of the Naval Ordnance Test Unit; Mat Joyce, vice president of FBM programs for Lockheed Martin; and Eric Scherff, director of FBM programs for the company.

“The Eastern Range at Cape Canaveral has played a vital role in supporting the Fleet Ballistic Missile program’s success for most of the program’s 60-year legacy, and we are dedicated to helping to assure the continued success of this program into the future,” said Jamison. “Our contributions are made possible by a close partnership with the Navy Strategic Systems Programs, support from the surrounding communities in Brevard County and the dedication of our talented employees.”

Lockheed Martin currently employs roughly 550 people on the FBM program at the Eastern Range and has announced that it will be adding 130 jobs at the facility by 2017 to support the program. Lockheed Martin employees at the Eastern Range aid the Navy in missile sustenance and support test launches of unarmed missiles in the Atlantic Ocean. It is one of six FBM sites in the U.S. where Lockheed Martin Space Systems employees work side-by-side with Navy personnel. The other sites are Lockheed Martin’s program office in Sunnyvale, Calif., the Santa Cruz Test Facility in Santa Cruz, Calif., the Strategic Weapons Facility Atlantic in Kings Bay, Ga., the Strategic Weapons Facility Pacific in Silverdale, Wash., and the Orbital ATK Rocket Motor Facility in Magna, Utah.

The FBM strategic weapon system is a cornerstone of the nation’s strategic deterrent forces. Since 1955, Lockheed Martin has developed six missile generations, the Polaris A1, Polaris A2, Polaris A3, Poseidon C3, Trident I C4 and Trident II D5 missile — each more capable than its predecessor. Today’s Trident II D5 missile is deployed aboard U.S. Navy Ohio-class and U.K. Royal Navy Vanguard-class submarines. It has achieved 155 successful test flights since design completion in 1989, making it the world’s most reliable large ballistic missile. Lockheed Martin is incorporating modernized electronics technology in to the D5 missile design to prolong its service life on current and next-generation submarine platforms.

Headquartered in Bethesda, Md., Lockheed Martin is a global security and aerospace company that employs about 112,000 people worldwide. The corporation’s net sales for 2014 were $45.6 billion.

For additional information on the company, visit www.LockheedMartin.com/FBM.
Two well-known law firms in Melbourne and Vero Beach announce ‘strategic combination’ to better serve clients

Rossway Swan Tierney Barry, P.L., and McClelland Jones, LLC, announced that they have completed a “strategic combination,” resulting in a regional law firm with a total of 17 lawyers and 13 paralegals committed to serving a diverse client base on the Space Coast and the Treasure Coast.

“Our focus continues to be on growth and making strategic decisions that benefit our clients and strengthen our legal expertise and client service offerings,” said Bradley Rossway, the managing partner of Rossway Swan in Vero Beach. “This combination demonstrates our commitment to the Space Coast and to the Treasure Coast. Adding lawyers who are deeply experienced in estate planning, litigation, real estate, and commercial law complement and enhance the strong talent we already have in our firm.”

The new firm will be known as Rossway Swan and will have the legal name Rossway Swan Tierney Barry Lacey & Oliver, P.L.

“Joining Rossway Swan became a logical next step for us,” said Stephen Lacey, the managing partner of McClelland Jones, LLC, in Melbourne. “Our combined firm will remain focused on our guiding principles of ethical professionalism, responsiveness, providing a quality work product in a timely and cost-effective manner and a strong dedication to community service.”

With the combination, the firm will have offices in Melbourne, Vero Beach and Coral Gables. The practice provides a broad range of integrated services to meet the needs of high net-worth individuals, large and small businesses, associations, government agencies and professional service firms.

Rossway Swan is an “AV Pre-eminent rated” regional law firm with practice areas including corporate and transactional law, real estate, wealth preservation, estate planning, elder law, health-care law, and civil and complex litigation.

Rossway Swan’s office in Melbourne is in the One Harbor Place building at 1901 S. Harbor City Blvd., Suite 500. The Vero Beach office is in the Modern One building at 2101 Indian River Blvd., Suite 200.

For more information on the firm, contact administrator Gail Fredrickson at (772) 231-4440 or visit www.RosswaySwan.com.

Keiser to host ‘Scare Fair Open House’ Oct. 28

Keiser University in Melbourne will present its annual “Scare Fair Open House” from 5 to 8 p.m. on Wednesday, Oct. 28. Costumes are welcome for this fun-filled community event hosted by Keiser University faculty, staff and students. There will be entertainment with Halloween culinary demonstrations, music, prizes, refreshments and more. Keiser University offers a hands-on approach to learning in more than 100 degree programs, including Nursing, Business, Software Engineering, Culinary Arts and Sports Medicine and Fitness Technology. For more information on the Scare Fair Open House, visit KUOpenHouse.com or call (888) 844-8404.
UF graduate Trevor Halcomb joins Building Management Systems team

Longtime area firm Building Management Systems Inc. has announced the hiring of Trevor Halcomb. The recent University of Florida graduate came aboard the West Melbourne general contracting company as an assistant project manager.

Halcomb earned a bachelor of design degree in architecture, with a minor in landscape architecture, from UF. Besides being an assistant project manager for Building Management Systems, Halcomb works as an architectural intern for Krehl Architect, a firm based in Williston.

“Scott Krehl has been an important figure and architectural critic at the University of Florida,” said Halcomb. “Krehl Architect and Building Management Systems have worked together on numerous projects and have formed a close relationship.”

He added, “Scott approached me with a job opportunity working with BMS. UF has prepared me to be a successful designer and I knew that this would be a great opportunity to learn the construction side of my profession. Melbourne is a wonderful city and I would be honored to continue working for BMS in the future.”

Halcomb said his profession is filled with challenges, including “stressful” deadlines, “but I cannot describe the feeling of accomplishment when the building you designed on paper is being built before your eyes; it is truly a rewarding experience and I am grateful to be a part of it.”

Candlelighters of Brevard seeks sponsors for ‘Crystal’s Day’ event at Gleason Park

The Kabboord family and Candlelighters of Brevard Inc. will present the annual “Crystal’s Day” program from 11:30 a.m. to 3 p.m. on Saturday, Oct. 24, at Gleason Park in Indian Harbour Beach.

The family fun event, with a new theme of “Fall Festival,” will feature a petting zoo, pumpkin patch, costume contests and more. All your favorite event elements will still be incorporated, including Brevard County Sheriff Office–escorted motorcycle ride, games, vendors, butterfly release and more.

The nonprofit Candlelighters of Brevard provides economic assistance and emotional encouragement to children and families facing the hardships of childhood cancer. The organization is seeking sponsors for Crystal’s Day. To learn more about the various sponsorship opportunities, beginning at $250, call Candlelighters of Brevard at 728-5600 or send an e-mail message to information@candlelightersofbrevard.org.

Crystal’s Day was established 13 years ago by the Kabboord family, in celebration of its “precious daughter who inherited her ‘angel wings’ after passing from childhood cancer.” Kabboord’s Martial Arts School strives to help people discover their personal power and believes “in the importance of family unity, civic engagement and empowerment.”

The Kabboords say Candlelighters of Brevard provided their family with the “comfort and support so critically needed at that time in their lives. Now 13 years later, we are honored to present the 2015 Crystal’s Day event to benefit Candlelighters of Brevard.”
prepare the students to be successful and ready to earn certifications from national organizations,” said Redd.

Recently, the American College on Sports Medicine Committee on Certification and Registry Boards changed the names of two ACSM exercise certifications. The certification names have been revised to better represent the scope of practice and expertise of the exercise professionals holding these titles.

The new titles — ACSM Certified Exercise Physiologist and ACSM Certified Clinical Exercise Physiologist — will replace ACSM Certified Health Fitness Specialist and ACSM Certified Clinical Exercise Specialist, respectively.

Advances in injury prevention and detection, and more sophisticated treatments, are projected to increase the demand for exercise physiologists and athletic trainers. Growth in an increasingly active middle-aged and elderly population will likely lead to an increased incidence of athletic-related injuries, such as sprains. Sports programs at all ages and for all experience levels will continue to create demand for exercise physiologists and athletic trainers, according to a report by the U.S. Department of Labor.

The website Simply Hired shows more than 28,000 openings in the exercise physiology field, ranging from aerospace exercise physiologist to corporate wellness, openings in the exercise physiology field, ranging from 10 states with the highest obesity rates are in the South. Florida is No. 44 in the survey, with No. 1 being the highest rate of adult obesity.

Prevention among children is key, says the 12th annual “The State of Obesity: Better Policies for a Healthier America.” It is easier and more effective to prevent obesity in children, by helping every child maintain a healthy weight, than it is to reverse the trend later. The biggest dividends are gained by starting in early childhood, promoting good nutrition and physical activity. Children enter kindergarten at a healthy weight.

“Your need to have a lifetime plan for exercising, staying in shape, and eating healthy,” said Redd. “And professional exercise physiologists can set up such programs and help clients better understand health-risk factors and why physical activity and fitness are important to one’s health. Our graduates can play a role in communities helping change the culture about exercising.”
Women welders get start in Iron Workers’ innovative pre–apprenticeship program

BENICIA, Calif. — Women seeking membership as apprentice ironworkers had a new opportunity to complete a pre–apprenticeship class with the “University of Iron,” the apprenticeship program of the Iron Workers District Council of the State of California and Vicinity.

Women from across the U.S. were recruited to participate in this state–of–the–art training program; 17 women went on to graduate from the course on Oct. 3.

The women attended classes six days a week for three weeks, working nine hours a day to complete a total of 162 hours of instruction and hands–on training to prepare them to become ironworker apprentices. Classes included Orientation, Fire Watch, Traffic Flagger, OSHA 10, First Aid/CPR, Welding, and Rigging. All of the training will be recognized as the women move into the apprenticeship program. The women traveled from six states.

The Benicia Training Center is the hub for the San Francisco Bay Area ironworkers apprenticeship and journeyman training. The site also serves as a regional training center for the Iron Workers National Training Fund, where ironworker instructors come from throughout the country for safety and skills training.

“All of these women showed exceptional dedication to the job,” said California Iron Workers District Council Apprenticeship Director Dick Zampa. “Every one of them showed up enthusiastic, prepared and eager to learn.”

The women were assigned classroom work to complete at home before and during the hands–on training program. All of the coursework was tracked in the apprenticeship system maintained by the Iron Workers District.

Carrie Steele, one of the Iron Worker instructors, said, “These modern–day ‘Rosie the Riveters’ are going into the construction industry motivated and well prepared.”

This national pilot class was the first of its kind and was supported by the Iron Workers National Fund Trustees and the Iron Workers’ executive training director, Lee Worley. The travel expenses were paid for by the District Councils, and the hotel, books, tools, meals and training was provided by the National Training Fund and Ironworker Management Progressive Action Cooperative Trust (IMPACT).

“This program is designed to serve as a model for other pre–apprenticeship programs,” said IMPACT Western Regional Director James McGuire. “What we’re doing here is designed to attract more women to the profession — to take the intimidation factor out of the equation.”

The University of Iron represents 3,000 apprentice and 19,500 journeymen ironworkers throughout California, Nevada and Arizona.

St. Mark’s United Methodist Church to host event

The Melbourne Chamber Music Society will present the 13–member New York Chamber Soloists in concert at 7:30 p.m. on Oct. 23 at St. Mark’s United Methodist Church in Indialantic. The concert will feature the music of Bach, Prokofiev, Mozart, and Aaron Copland. Tickets are $40 for adults and $10 for students. They can be purchased at melbournechambermusicsociety.org. At the door the evening of the program, or by calling 213–5100.
Junior League of South Brevard
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raffle ticket and entrance to the Festival the next day. A cash bar will also be available for patrons. Each guest will have the opportunity to preview the designed Christmas trees and wreaths for auction and be the first to participate in the favored “buy-it-now” option. Contact FOT@JLSB.net for more details and to reserve your ticket for the Tacky Tapas and Trees Cocktail Party.

The Festival has been Junior League of South Brevard’s flagship fundraiser for many years, and the program continues to shine, said Schroeder. “It’s a huge event for our organization. We are still showing a rise in our profits year-over-year, which is fantastic. It’s not a drastic increase, but it’s positive. We are trying to be more innovative in how we do things in order to fulfill our fund-raising promises in the community every year.”

Junior League of South Brevard’s current projects include “Fueling Kids” and “Kids in the Kitchen.”

These initiatives focus on improving the health of children through nutrition and physical activity. Kids in the Kitchen was designed to educate youngsters about childhood obesity. One-third of the children in the U.S. are overweight or obese, making this issue one of the greatest health challenges for the nation.

Junior League of South Brevard partners with Sabal Elementary to execute its Fueling Kids program. It reaches 85 to 100 students in Sabal Elementary aftercare. Junior League of South Brevard members provide the students with healthy snacks and teach them about nutrition and the importance of exercising. “We are seeking other schools to partner with and run the same program, which has been successful,” said Schroeder.

Junior League of South Brevard is affiliated with the Association of Junior Leagues International Inc., but is a standalone entity in the community running its own profit-and-loss statement. In 2016, Junior League of South Brevard will celebrate its 50th anniversary. The organization is a group of community leaders who are hands-on as volunteers.

On July 26, 1966, 14 women in Brevard County gathered and organized the service league. For a half-century, the local organization has been a driving force through volunteerism, community support, partnerships, and civic leadership training.

Schroeder, of Eastern Florida State College, and Jeffries, a pharmacist, are examples of Junior League of South Brevard’s commitment to community improvement. The organization has more than 125 sustaining members. League membership has been rising this year. “Our membership is growing,” said Schroeder. “There is a lot of interest right now in Junior League of South Brevard. We are looking for new members who are interested in working to carry out our mission in the community.”

Junior League of South Brevard is an organization of women committed to promoting volunteerism, developing the potential of women and improving the community through the effective action and leadership of trained volunteers.

The purpose of Junior League is exclusively educational and charitable. Junior League of South Brevard members annually provide more than 10,000 hours of volunteer service in the community, according to its recent newsletter.

Each year, Junior League of South Brevard welcomes a new “provisional” class that spends the year learning about the organization, participating in fund-raisers and becoming a part of its future leadership, as did the 2015–2016 board members of Junior League of South Brevard.

The new board includes: Rebecca Shireman, president; Lindsay Sanger, president-elect; Amy Jagdmann, executive vice president; Cindy Parr, treasurer; Sara Wood, secretary; Nikki Olsen, nominating director; Eileen Brzozowski, at-large director; and Kathryn Rudloff, at-large director.

The management team comprises these volunteers: Jeffries; Ginna Roberts, membership director; Heather Eley, community director; Laura Rouveyrol, communications director; Kathy Along, sustainer director; and Schroeder, placement director.

“As an organization, we’re proud of the volunteer work we do in the community. Our members are committed to making the community a better place,” said Schroeder.
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regional labor markets, said Don Lusk, the program and policy officer at CareerSource Brevard.

Last year, Congress approved the federal Workforce Innovation and Opportunity Act, which went into effect July 1 of 2015. CareerSource Florida is now transitioning from the Workforce Investment Act to the WIOA. Florida was awarded a $7 million federal grant to strengthen the advanced—manufacturing and health—care sectors in the state. CareerSource Florida and the Department of Economic Opportunity will use the two—year grant to assess current and future needs in those two areas. CareerSource Brevard received a two—year $765,000 “Sector Partnership Grant” from the state to help provide training and resources for area manufacturers.

“And we are set to kick off our sector—strategy discussion Oct. 15 in Brevard County,” said Lusk. “We are looking to bring as many employers as possible together from industry to address their common needs and generate coordinated solutions.”

“This will be a critically important meeting for manufacturers because we are going to create our two—year strategy based on the input we receive,” added Berger.

“This is a valuable meeting for them to attend and we're trying to stress the significance of it. Filling the talent gap and building the manufacturing pipeline for the future are issues that we'll address at this event.”

Manufacturers will have the opportunity to steer the direction of the strategic plan to support Brevard's manufacturing workforce. The forum is from 7:30 to 10:30 a.m. on Thursday, Oct. 15, at the Holiday Inn/Space Coast Convention Center in Cocoa. The address is 301 Tucker Lane. Visit CSB—AMEN.eventbrite.com, or contact Lusk at 394–0504 or DLusk@CareerSourceBrevard.com to register for the “Advanced Manufacturing Employment Now” event.

Judy Blanchard, CareerSource Brevard's industry—relations director, says her organization is not only inviting manufacturers, but also educators, human resource managers, training experts, economic—development professionals, and other community leaders to the event.

“This is an extremely important gathering, because if we don’t train the future workforce in Brevard, we are going to lose contracts. They will go to other states that are addressing these issues.”

The program will be led by Linda Fowler, president and founder of Regionerate LLC in Bethesda, Md. Her company, which she launched in 2009, partners with other firms and universities to provide products and services to support economic development, with a particular focus on partnerships with federal and state government and regional innovation.

Fowler has wide experience in her field. Her résumé includes years as a senior adviser at the National Institute of Standards and Technology’s Hollings Manufacturing Extension Partnership, as well as being an adviser at the Department of Labor. She was also a board member of the Association of Manufacturing Excellence. Fowler has a master's degree in labor and industrial relations and human—resource development from the University of Michigan.

The U.S. will face a need for nearly 3.5 million manufacturing jobs over the next decade and 2 million of those jobs are likely to go unfilled because of the skills gap, according to new research from Deloitte Consulting LLC and The Manufacturing Institute.

Two parallel studies — “The Skills Gap in U.S. Manufacturing 2015 and Beyond” and “Overwhelming Support: U.S. Public Opinion on the Manufacturing Industry” — draw together perspectives from U.S. manufacturing executives and the American public. The studies say the U.S. will face a significant skills gap over the next decade, largely fueled by baby—boomer retirement and too few young people who see the industry as a career destination.

Business leaders and work—force—related organizations in communities are teaming up to change the perception of how manufacturing is viewed, especially by young people.

Today’s manufacturing industry is “sleek, it’s high—tech and there is no shortage of different career paths” within the sector, from satellite technology to lifesaving medical devices, many of which lead to six—figure salaries.

“Manufacturing is embedded in so many different industries,” said Blanchard. “The perception has long been that manufacturing is an assembly—line, low—skill, low—wage industry, and that is absolutely not true today. Advanced manufacturing involves an understanding of science, technology, engineering, and mathematics. We need to show Millennials that this industry sector can provide them with a rewarding career.”

Blanchard added, “This is not only a local and state challenge, but it’s also a national challenge. It seems like no one has been paying attention to the manufacturing industry for the last 20 years. And this industry has changed in every way.”

Over the past years, most manufacturers have redesigned and streamlined their production lines while implementing more process automation. In short, the industry has changed. The nature of work that is required is changing as well. Change is happening fast and manufacturers will continue to expect more from their employees.

“A lot of students these days are graduating with degrees in robotics, gaming, and other disciplines that are a perfect fit for manufacturing. They just don’t know it. These are high—skilled, high—wage manufacturing jobs we’re talking about,” said Berger.

Nearly all of the jobs that were unskilled or semi—skilled have either been automated out of existence or moved overseas in search of cheaper labor. The jobs that are remaining in manufacturing are really focused on operating, maintaining, or programming the machines that are doing a lot of the actual manual labor and work that used to be done by human beings, says The Manufacturing Institute.

Manufacturing employs more than 328,000 people in Florida, with an average compensation of 69 percent more in earnings and benefits than the state’s average. Yet manufacturers are reporting a shortage of workers with technical skills, including production, machining, welding, and quality assurance, according to a new report by the Manufacturers Association of Florida.

“We need to have more parents encourage their children to consider manufacturing as a career pathway,” said Blanchard. The Manufacturing Institute’s study, for example, reports that only 37 percent of parents would encourage their children to pursue careers in manufacturing, and 52 percent of teens say they have no interest in manufacturing jobs.

Meanwhile, the average wage of manufacturing workers in 2013 was $77,506, and most manufacturing jobs now require some sort of post—secondary credential.

The reduction or elimination of many of the vocational and technical programs available to high—school students around the nation will make the mission of trying to fill the skills gap doubly tough at a time when manufacturing is rebounding.

“CareerSource Brevard’s sector strategy folds in with bringing back shorter apprenticeship programs, because technology changes so fast,” said Blanchard. “We also need to emphasize short—term, industry—recognized credentials, as well as certification programs showing the work force how these credentials are stackable on the career ladder. The health—care industry has done a good job of that over the last decade because of the skills shortage in nursing.”

Changing public perceptions to match the modern realities of U.S. manufacturing will be critical to addressing the worker shortage, especially among Millennials, according to The Manufacturing Institute. Also important will be rebuilding a pipeline of potential recruits through high school and career technical programs. “Vocational schools will be a very important part of our sector strategy,” said Lori Robinson, a business liaison at CareerSource Brevard.

For years, manufacturers have reported a significant gap between the talent they need to keep growing their businesses and what they can actually find. “But now it has greatly intensified because of the pending retirement of the baby—boomer manufacturing talent, and we have not been feeding the pipeline to replace that talent,” said Blanchard.

When asked where the skills gap is likely to hurt the most, respondents of the Deloitte Consulting and The Manufacturing Institute survey identified “skilled production jobs” by a wide margin. Fully 80 percent of respondents indicated that machinists, operators, craft workers, distributors, and technician positions will be the hardest hit by retirements in the coming years. At the same time, companies expect the skilled production group to be the hardest to fill in the job market.

The skills shortage pervades all stages of manufacturing — from engineering to production. The challenge will only grow as the demographics of the work force evolve with retirements, and with new technological advances that require a higher level of training and certification.

“CareerSource Brevard sees this meeting on Oct. 15 as a great opportunity to hear from area manufacturers firsthand and listen to what they believe are the biggest needs in their companies in skills—gap training. Right now, there is a sharp focus in Florida on this sector—strategy grant. Locally, we will be looking at all of our resources to determine the best ways in which we can assist manufacturers in the region to help prepare them for the future,” said Berger.
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