



April 21, 2022 - 2:30 P.M.  
13805 58<sup>th</sup> St. N. 1-455  
Clearwater, FL 33760

**Hybrid (In Person & Zoom) Meeting**

\*Join via Zoom – Meeting ID: 338 034 9468

[Zoom Link](#)

\*Dial In via Phone – Meeting ID: 338 034 9468

Phone: +1 646-558-8656

## Workforce Solutions Committee Agenda

- I. Welcome and Introductions** ..... Mark Hunt, Chair
- II. Public Comments**
- III. Roll Call**
- IV. Action/Discussion Items**
  - 1. Approval of Minutes – February 17, 2022, WFS Meeting.....Page 1
  - 2. Related Party Contracts – 2022-2023.....Page 6
  - 3. Training Provider Renewal – [Multiple].....Page 8
- V. Information Items**
  - 1. Workforce Solutions Goals Update..... Page 11
  - 2. WIOA Primary Indicators Report Q1..... Page 28
  - 3. Training Provider Spending..... Page 29
  - 4. Work-Based Learning Spending..... Page 30
  - 5. Help Wanted Online Report..... Page 31
  - 6. Grant and Activities Updates..... Page 35  
(Apprenticeship, Recovery, Rapid Response, Get there Faster Low-Income Returning Adult Learning)
  - 7. SkillBridge.....Page 37
- VI. Industry Insights**
  - a. Education.....Committee Members
  - b. Economic Development.....Committee Members
  - c. Healthcare.....Committee Members
  - d. Other Industry Sector..... Committee Members
- VII. Other Administrative Matters**  
*(Items of urgency not meeting the seven-day guideline for review)*
- VIII. Committee Members Comments**
- IX. Adjournment**





**Next Workforce Solutions Committee Meeting – 2:30pm, June 23, 2022**

*\*All parties are advised that if you decide to appeal any decision made by the Board with respect to any matter considered at the meeting or hearing, you will need a record of the proceedings, and that, for such purpose, you may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.*

*\*If you have a disability and need an accommodation to participate in this meeting, please contact the Executive Assistant at 727-608-2551 or [admin@careersourcepinellas.com](mailto:admin@careersourcepinellas.com) at least two business days in advance of the meeting.*





## **ACTION ITEM 1**

### **Approval of Minutes**

In accordance with Article VII, Section 1(H), of the approved WorkNet Pinellas By-Laws: Minutes shall be kept of all Board and Committee meetings. Minutes shall be reviewed and approved at the next CareerSource Pinellas Board or Committee meeting as appropriate.

The official minutes of meetings of the Board and Committees of the Board are public record and shall be open to inspection by the public. They shall be kept on file by the Board Secretary at the administrative office of CareerSource Pinellas as the record of the official actions of the Board of Directors.

The draft minutes from the February 17, 2022 meeting of the Workforce Solutions Committee have been prepared and are enclosed.

#### **RECOMMENDATION**

Approval of the draft minutes, to include any amendments necessary.

**CareerSource Pinellas  
Workforce Solutions Committee  
Meeting Minutes**

**Date:** February 17, 2022 – 2:30pm  
**Location:** \*Virtual Zoom Meeting

**Call to Order:**

Mark Hunt the Committee Chair, called the meeting to order at 2:30 pm. There was a quorum present with the following committee members participating.

**Members in attendance:**

Mark Hunt, Candida Duff, Glenn Willocks, Dr. Rebecca Sarlo, Belinthia Berry, Kevin Knutson

**Members not in attendance:**

Andrea Cianek, Chris Owens, Ivonne Alvarez, Michael Jalazo, Michael Logal

**Staff Present:**

Steven Meier, Kristopher Lucas, Amy Leuschke

**Public Comments - None**

**Action Items**

**Action Item 1 – Approval of minutes**

The minutes of the August 19, 2021, Workforce Solutions Meeting were presented for approval.

Motion:	Kevin Knutson
Second:	Glenn Willocks

*The minutes were approved as presented. The motion carried unanimously. There was no further discussion.*

**Action Item 2 – Renewal of Training Provider Palm Beach Code School and Keiser University**

CareerSource Pinellas enters into individual training provider agreements with each approved training provider. As new providers, these agreements have previously been administered annually with a one-year period contingent upon Workforce Solutions Committee and Board of Directors approval, these agreements are now being presented to be entered into a two-year renewal period. Training providers are required to:

- Provide the most recent Florida Education & Training Placement Information Program (FETPIP) Reports to include enrollment, completion, retention, employment rates of students.
- Provide the Training Provider Renewal Application.
- Provide Program Cost details (tuition, books, supplies, and testing fees) and a copy of current catalog and schedule or website link with required information.
- Provide a copy of a valid license from the Commission for Independent Education (CIE).
- Provide a current Liability Insurance certificate with CareerSource Pinellas listed.
- Provide a copy of a completed W-9 form.
- Remain in compliance with performance, financial, and other mandated requirements.

Staff monitors training provider performance and presents this information to the Workforce Solutions Committee on a quarterly basis. Training providers that are determined to have performance issues or other issues are brought to the committee and board throughout the year for review and potential removal.

**RECOMMENDATION:**

Approval to enter into a two-year renewal agreement with Palm Beach Code School and Keiser University.

**Discussion:** None

Motion:	Glenn Willocks
Second:	Kevin Knutson

*The Committee made a motion to approve a two-year renewal agreement with Palm Beach Code School and Keiser University. The motion carried unanimously. There was no further discussion.*

**Other Administrative Matters:** None

**Action Item 3 – Memorandum of Understanding – Job Corps Renewal Adjustment**

The Workforce Innovation and Opportunity Act (WIOA) requires each Local Workforce Development Board (LWDB) to develop and execute, in partnership with the local chief elected official, Memorandums of Understanding (MOUs) with required partners on the operation of the one-stop delivery system in the local service delivery area. At the May 19, 2021, Board meeting, required MOUs were approved. However, as of December 1, 2021, a new contractor has been designated for required One-Stop partner, Job Corps. To reduce future modifications that may occur as a result of contractor changes, the MOU will be renewed to reflect Job Corps as the program partner in lieu of the designated contractor. The authorized contractor representative retains the ability to sign the MOU on behalf of the Job Corps program. Upon approval by the Board of Directors, the MOU will be forwarded to the Pinellas Board of County Commissioners for approval.

**RECOMMENDATION:**

Approval of the Memorandum of Understanding (MOU) with required program partner, Job Corps

**Discussion:** None

Motion:	Kevin Knutson
Second:	Mark Hunt

*The Committee made a motion to the adjustment of the Memorandum of Understanding (MOU) – Job Corps Renewal. The motion carried unanimously. There was no further discussion.*

**Other Administrative Matters:** None

**Information 1: Memorandum of Understanding – Vocational Rehabilitation Renewal**

The Workforce Innovation and Opportunity Act (WIOA) requires each Local Workforce Development Board (LWDB) to develop and execute, in partnership with the local chief elected official, Memorandums of Understanding (MOUs) with required partners on the operation of the one-stop delivery system in the local service delivery area. At the May 19, 2021, Board meeting, the required MOUs were approved through June 30, 2024, with the exception of the Department of Education, Division of Vocational Rehabilitation, which was approved through June 30, 2022. CareerSource Pinellas staff have outreached to our Vocational Rehabilitation partner to coordinate the renewal of the MOU/IFA agreement for the period of July 1, 2022 through June 30, 2024. This term will allow the Vocational Rehabilitation partner MOU to be aligned with all other required partner MOUs.

*CareerSource Pinellas attracts partnerships through membership with local chambers and business associations. CareerSource Pinellas continues to maximize its current partnership strategies with business groups, as well as reaching out to other organizations for potential partnerships. We are working with the following chambers or organizations.*

Information Item 2: CareerSource Pinellas Training Provider Spending, July 1, 2021 – December 31, 2021

**CareerSource Pinellas  
Training Provider Spending  
For the period July 1, 2021 - December 31, 2021**

Training Provider	Customer Training	Approved Spending (if required)	Remaining	# of Participants	Avg/ Per Part
Academy for Dental Assistants, (Pinellas)	490			1	490
Access Computer Training, (Hillsborough)	5,000			1	5,000
American Manufacturing Skills Initiative (AmSkills)					
BizTech Learning Centers, Inc., ( Pinellas)					
Center for Technology Training	15,000			3	5,000
Central Florida Heat and Frost Insulators J.A.C. (RA)					
Computer Coach IT Training Solutions	70,900			15	4,727
Concorde Career Institute, (Hillsborough)	5,000			1	5,000
Connecticut School of Broadcasting, (Hillsborough)					
Florida Technical College					
Galen College of Nursing, (Pinellas)	70,406			24	2,934
Gold Coast Professional Schools					
Hillsborough Community College					
IEC- Independent Electrical Contractors, FAAC					
International Union of Operating Engineers (RA)					
Ironworkers (RA)					
JATC - Tampa Area Electrical JATC, (Hillsborough), FAAC (RA)	12,005			15	800
Jersey College, ( Hillsborough)	17,663			6	2,944
Keiser University	2,500			1	2,500
Masonry (RA)					
National Aviation Academy	57,753			15	3,850
New Horizon Computer Learning Center, (Hillsborough)	232,395			44	5,282
Pinellas Ex-Offender Re-Entry Coalition *	2,760	50,000	47,240	6	460
Pinellas Technical Education Centers *	37,407	300,000	262,593	24	1,559
Plumbers and Pipefitters and HVAC, local union 123 (RA) *		50,000	50,000		
R.V. Training Center	4,796			1	4,796
Rasmussen College	7,184			3	2,395
Refrigeration & Air Conditioning Contractors (RACCA) (RA)					
Roadmaster Drivers School, Inc., (Hillsborough)					
Schiller International University, (Pinellas)					
Southern Technical Institute, Pinellas Park, (Pinellas)	11,098			8	1,387
St. Petersburg College *	69,547	700,000	630,453	35	1,987
Superior Aviation Gate					
Tampa Truck Driving School, Inc.	15,000			3	5,000
Ultimate Medical Academy (Pinellas) *	33,655	250,000	216,345	7	4,808
Ultimate Medical Academy (Online)					
University of South Florida / Innovative Education, SACS	23,389			8	2,924
Veritas Nursing Academy					
Webster University					
<b>Total</b>	<b>\$ 693,458</b>			<b>220</b>	<b>\$ 3,152</b>
<b>Prior Year for Same Period</b>	<b>\$ 1,263,721</b>			<b>350</b>	<b>\$ 3,611</b>
<b>Variance</b>	<b>\$ (570,263)</b>			<b>(130)</b>	<b>\$ (459)</b>

**RELATED PARTY CONTRACTS (with multiple components)**

	Spending	Amount	Remaining	Component
<b>Pinellas Technical Education Centers *</b>	37,407	300,000	262,593	Training (ITA)
	62,016	130,000	67,984	Leases
	<b>99,423</b>	<b>430,000</b>	<b>330,577</b>	
<b>St. Petersburg College *</b>	69,547	700,000	630,453	Training (ITA)
	59,844	160,000	160,000	Leases
	25,200	125,000	99,800	Contracts
	<b>154,591</b>	<b>985,000</b>	<b>890,253</b>	

\* Contracts required two-third board approval.

Note: Amounts above represent disbursements made to training providers during time period.

Information Item 3: CareerSource Pinellas Work-Based Learning Spending, July 1, 2021 – December 31, 2021



**INFORMATION ITEM 3**  
**CareerSource Pinellas**  
**Work-based Learning Spending**  
**For the period July 1, 2021 - December 31, 2021**

OJT Provider	Work-based Learning Spending	Approved Spending (if required)	Remaining	# of Participants	Avg./ Per Part	Prior Year Spending
Bert Smith Oldsmobile, Inc.	\$ -					2,993
Catalyst QLM LLC	\$ 176,142			11	\$ 16,013	57,650
Celebrity Kids of Pinellas	\$ -					3,967
Coolgear, Inc.	\$ -					777
Manpower	\$ 166,312			80	\$ 2,079	53,263
Mechanical A/C Designs LLC	\$ 11,845			3	\$ 3,948	646
Orbit Motors dba Express Oil Change	\$ -					2,353
Pinellas County School Board	\$ -					4,200
Precision Shaft Technologies	\$ -					11,761
RK3 LLC	\$ -					327
<b>Total</b>	<b>\$ 354,299</b>			<b>94</b>	<b>\$ 3,769</b>	<b>\$ 137,937</b>





## ACTION ITEM 2

### Related Party Contracts for PY' 2022-2023

Local Workforce Development Boards (LWDBs) are required to comply with all requirements of FL Statute Section 445.007 prior to contracting with a board member, with an organization represented by its own board member, or with any entity where a board member has any relationship with the contracting vendor. This section mandates that all LWDBs entering into a contract with an organization or individual represented on the Board, must meet the following requirements:

- a) Approve the contract by a two-thirds (2/3<sup>rd</sup>) vote of the Board when a quorum has been established.
- b) Board members who could benefit financially from the transaction or who have any relationship with the contracting vendor must disclose any such conflicts prior to the board vote on the contract.
- c) Board members who could benefit financially from the transaction or board members who have any relationship with the contracting vendor must abstain from voting on the contracts; and
- d) Such contracts must be submitted to the Florida Department of Economic Opportunity and CareerSource Florida for review.

CareerSource Pinellas offers several programs to assist in training and maintaining a highly skilled workforce. These programs include:

- **On the Job Training program (OJT)** assists companies find, interview, and hire the right person for their job vacancies. The OJT program provides a unique opportunity for employers to train the new employee to their processes and standards. The skills learned are directly relevant to the work the employee will perform. Employers who hire new, full-time workers under OJT receive reimbursement of 50% of the candidate's hourly wage or salary for up to 10-weeks of employment if the individual meets certain eligibility criteria.
- **Paid Work Experience (PWE)** is a CareerSource Pinellas program that works with local employers to place individuals who are just entering the workforce or others who are re-entering the job market into a position at their company. After placing them at the company, CareerSource Pinellas employs and pays them for 30 days. CareerSource Pinellas also covers all unemployment taxes and workers comp during this "trial" period.



- **Grant Training** is defined as services not offered by CareerSource Pinellas that must be performed by educational institutions as outlined in the proposal and award.
- **Leases** with various institutions and organizations are necessary to cost effectively deliver services within the community.
- **Individual Training Accounts (ITAs)** are provided to program-specific eligible individuals to receive funding for educational programs for the institution selected. CareerSource Pinellas identifies and maintains a list of qualified training institutions which provide occupational training in skill areas of sustained labor market demand or growth.
- **Contracts** with various institutions and organizations are necessary to cost effectively deliver services within the community.

A listing of related party contracts requiring two-third board approval is below.

Action Item	Company	Board Member	OJT/PWE (not to exceed)	Leases (not to exceed)	Grant Training (not to exceed)	ITA (not to exceed)	Contracts
A	Ultimate Medical Academy	Rebecca Sarlo	\$100K			\$250K	
B	St. Petersburg College	Belinthia Berry		\$160K		\$1.2M	\$125K
C	Pinellas County Schools	Mark Hunt		\$130K		\$300K	
D	Pinellas Ex-Offender Re-Entry Coalition	Michael Jalazo			\$50K		

**Note:** For the record, Board Members listed must verbally abstain from the vote related to their respective organization.

**RECOMMENDATION**

Approval of the PY' 2022-2023 related party contracts by a two-thirds (2/3<sup>rd</sup>) vote.



## **ACTION ITEM 3**

### **Approved Training Providers: Renewal Agreements**

CareerSource Pinellas enters into individual training provider agreements with each approved training provider. These agreements have previously been administered annually with a two year renewal period contingent upon Workforce Solutions Committee and Board of Directors approval. Training providers are also annually required to:

- Provide most recent Florida Education & Training Placement Information Program (FETPIP) Reports to include: enrollment, completion, retention, employment rates of students.
- Provide Training Provider Renewal Application.
- Provide Program Cost details (tuition, books, supplies and testing fees) and a copy of current catalog and schedule or website link with required information.
- Provide a copy of a valid license from the Commission for Independent Education (CIE).
- Provide current Liability Insurance with CareerSource Pinellas listed.
- Provide a copy of completed W-9 form.
- Remain in compliance with performance, financial and other mandated requirements.

Staff monitors training provider performance and presents this information to the Workforce Solutions Committee on a quarterly basis. Training providers that are determined to have performance issues or other issues, are brought to the committee and board throughout the year for review and potential removal.

#### **RECOMMENDATION**

Approval to recommend to the full Board to enter into two year (7/1/22-6/30/24) renewal agreements with approved training providers, contingent on receipt and review of all required information. Training providers listed have finished their initial one year term and are in continued eligibility status for review and two year renewal.

The following have been returned and are being reviewed for completeness.

Access Computer Training (Hillsborough) CIE #5237
Center for Technology Training, (Hillsborough), CIE #3094
Computer Coach IT Training Solutions (Hillsborough) CIE #5831
Concorde Career Institute, (Hillsborough) CIE #333
Florida Technical College (formerly LaSalle Computer Learning Center, Hillsborough) CIE #2715
Galen College of Nursing, CIE #3150
Galen College of Nursing - Sarasota Campus - new location
Genuine Healthcare Institute
Jersey College, (Hillsborough) CIE #3719
National Aviation Academy, CIE #1785
New Horizons Computer Learning Center, (Hillsborough), CIE #3178
Pinellas County Schools, COE & SACS CASI (includes Community Adult Education & Pinellas Technical College - PTC)
Roadmaster Drivers School, Inc., (Hillsborough), CIE #1757
Southern Technical Institute, Pinellas Park, CIE #3918
St. Petersburg College, SACS - COC
Tampa Truck Driving School, Inc. (Hillsborough), CIE #5380
University of South Florida / Innovative Education, SACS

The following providers have not yet returned their packets. Reminders have been sent.

ACI Learning responded, will get forms completed
BizTech Learning Centers, Inc. CIE #2678
Rasmussen College (Pasco) CIE #3226
RV Training Center, CIE #3440 – moving locations
Schiller International University
Ultimate Medical Academy, (Hillsborough) Online Only CIE #4379
Ultimate Medical Academy, CIE #1606

The following training providers have submitted an initial application to be an eligible provider for CareerSource Pinellas.

Applied Technology
CodeBoxx
Florida Career College
Galen College of Nursing – Sarasota – New Location
Genuine Healthcare
Tampa Medical College

**RECOMMENDATION**

Approval to recommend to the full Board to enter into one year (7/1/22-6/30/23) initial agreements with new training providers, contingent on receipt and review of all required information.



## INFORMATION ITEM 1

### Workforce Solutions Goals Update PY'2021-2022: Period Covering through Q3

#### Goal I - Develop Robust Partnerships with Employers

**Objective 1:** Utilize and partner with existing business groups that convene employers regularly to understand immediate and future needs.

*CareerSource Pinellas attracts partnerships through membership with local chambers and business associations. CareerSource Pinellas continues to maximize its current partnership strategies with business groups, as well as reaching out to other organizations for potential partnerships. We are working with the following chambers or organizations.*

#### Business Group Partner's Updates

<i>Business Groups</i>	<i>Updates</i>
<b>St. Petersburg Chamber</b>	The St. Pete Chamber is currently preparing for multiple summer initiatives including their support for Goodwill Cereal for Summer food drive. Multiple fund raisers are in the works through the St. Pete Chamber which can be found on their website. The Chamber is dedicated to serving the entire community through outreach, events, and awareness of all that St. Pete has to offer. They also serve as a conduit for many of the programs that CareerSource Pinellas offers to the community including the upcoming Summer P.A.Y.S. youth employment program which partners with Pinellas County Schools, Manpower Staffing, Bank of America, and Junior Achievement.
<b>Upper Tampa Bay Chamber</b>	Hosted multiple after-hours events, morning mingles and lunch and learn opportunities; monthly non-profit newsletter.
<b>Central Pinellas Chamber</b>	Economic Chamber Development Committee reporting, Women's Leadership Committee involvement, community input opportunities, resuming in person grant award ceremonies, state and community updates.
<b>St. Petersburg Area Econ. Development Corporation</b>	The St. Pete EDC Promotes economic prosperity by marketing St. Pete as a world-class business and career location, generating and closing leads for new operations, and working with prospects and existing businesses to retain and create more high-quality jobs. Most recently, the St. Pete EDC connected Echo Bridge, as St. Pete based 2-D animation production studio with CareerSource Pinellas. While originally seeking to expand their internship program, Echo Bridge and CareerSource were able to engage in the potential for a newly developed apprenticeship. St. Pete EDC will continue to engage with new and existing businesses and connect them with CareerSource Pinellas for a full-service experience.
<b>Recruiter Networking Group</b>	Business Services is actively working to reenergize this relationship as they become active in networking in the post-Covid world.
<b>Tampa Bay Beaches Chamber</b>	Hosted a legislative wrap up, following the most recent state legislative session, addressing redistricting, job shortages and the status of the budget as it applies to Pinellas County.
<b>BAMA (Bay Area Manufacturing Association)</b>	Monthly virtual meetings discussing important topics and strategies in the manufacturing community, events have begun to appear in person, including facility tours and after-hours mixers.
<b>Tampa Bay Tech</b>	We have recently rejoined Tampa Bay Tech, we are scheduled to attend their Tech Fest opportunity in May. Their recent breakfast networking event discussed the future of Tech in the Tampa Bay area and projections in the next year.

**Objective 2:** Develop and execute a marketing strategy to build awareness with businesses about engagement and services available.

*CareerSource Pinellas has updated the website, to amend some errors, and flesh out existing information. We are actively working with our Marketing Provider to provide customers and partners with the most accurate, up-to date information, and share the knowledge and expertise in the field of workforce development.*

*Leadership continues to work with Tucker Hall to update and/or redesign all collateral, in order to provide all teams with accurate information to our customers and partners.*

*We continue to work with our partner Tucker Hall to develop strategic messaging in order to re-engage the community during post-Covid recovery.*

**Objective 3:** Increase services to incumbent workers and underemployed workers.

### **Incumbent Worker and Quick Response Training Reports**

*FloridaFlex is administered by CareerSource Florida and offers businesses in Florida, or relocating to Florida, an integrated talent support solution to help them compete and grow with programs such as the Incumbent Worker Training Program (IWT) and Quick Response Training (QRT). CareerSource Pinellas works with local businesses who wish to enhance the professional skills of their existing employees by continuing to educate, direct and assist interested employers in applying for CareerSource Florida Flex Training Grants through Incumbent Worker Training (IWT) and Quick Response Training (QRT).*

*\*\*Businesses seeking IWT and QRT funding are currently required to apply through the state.*

**Objective 4:** Develop methods that help businesses navigate the workforce system's services and that connect them with qualified applicants.

### **Continuous Improvement Performance Initiative**

*The Continuous Improvement Performance (CIP) Initiative was designed and developed to provide additional measures specifically aligned with WIOA and the goals and strategies of the State of Florida to increase and achieve targeted performance. The CIP Initiative includes three key metrics with additional credit for serving individuals with barriers to employment and for providing staff-assisted, high-value services to business establishments in up to five board-selected industry sectors: Employment Rate 1st Quarter after Exit, Participant Training Rate and Business Penetration. Performance is measured on a quarterly basis and is compared to performance from the same quarter in the previous year. Boards receive funding awards for each metric for which the improvement/performance target is met each quarter.*

# Business Penetration Report

## PY'202-2021

### Quarterly Year-Over-Year Goal

### Current-Year Performance

	Business Penetration Baseline	Applied to Current-Year Business Penetration + Additional Credit		Business Penetration	Improvement without Additional Credit	Business Penetration + Additional Credit	Improvement with Additional Credit	Target Met?
		Improvement Target	Performance Target					
<b>Qtr 1</b> <small>(July 1, 2020-Sept. 30, 2020)</small>	97	10%	<b>106.70</b>	60	-38.14%	<b>84.00</b>	<b>-13.40%</b>	<input type="radio"/>
<b>Qtr 2</b> <small>(Oct. 1, 2020-Dec. 31, 2020)</small>	105	10%	<b>115.50</b>	77	-26.67%	<b>111.20</b>	<b>5.90%</b>	<input type="radio"/>
<b>Qtr 3</b> <small>(Jan. 1, 2021-March 31, 2021)</small>	140	10%	<b>154.00</b>	130	-7.14%	<b>195.10</b>	<b>39.36%</b>	<input checked="" type="radio"/>
<b>Qtr 4</b> <small>(April 1, 2021-Jun 30, 2021)</small>	75	10%	<b>82.50</b>	82	9.33%	<b>115.00</b>	<b>53.33%</b>	<input checked="" type="radio"/>

## PY'2021-2022

### Quarterly Year-Over-Year Goal

### Current-Year Performance

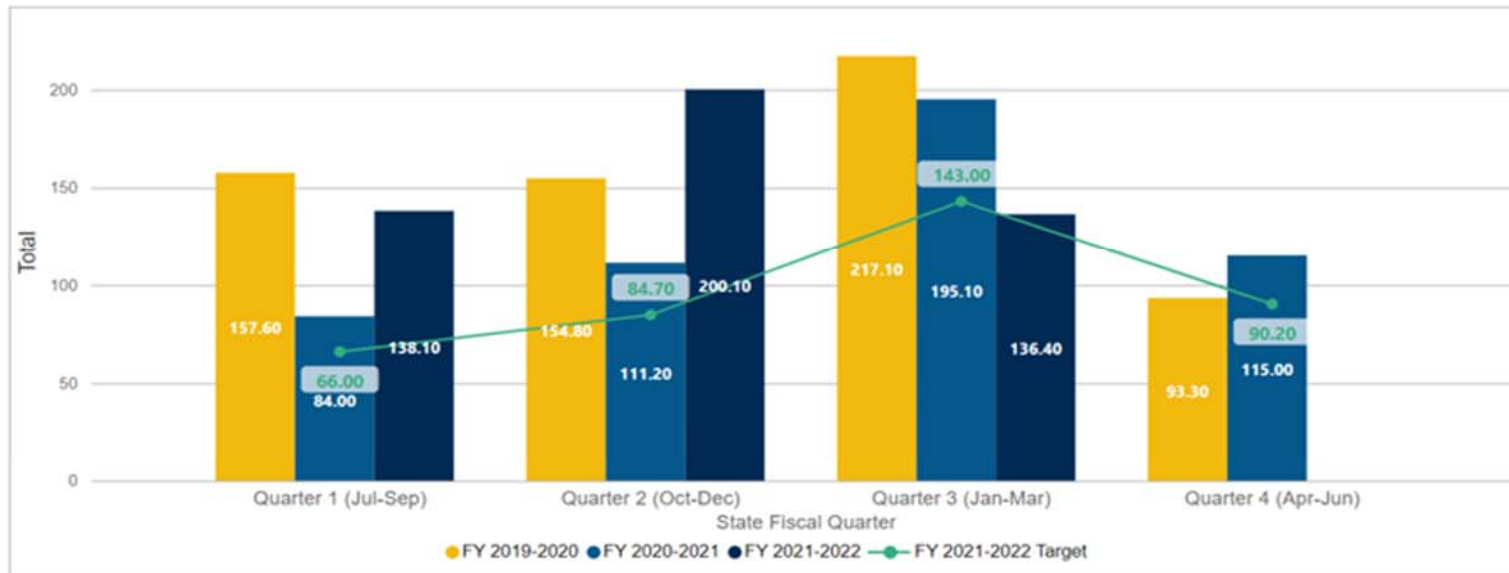
	Business Penetration Baseline	Applied to Current-Year Business Penetration + Additional Credit		Business Penetration	Improvement without Additional Credit	Business Penetration + Additional Credit	Improvement with Additional Credit	Target Met?
		Improvement Target	Performance Target					
<b>Qtr 1</b> <small>(July 1, 2021-Sept. 30, 2021)</small>	60	10%	<b>66.00</b>	103	71.67%	<b>138.10</b>	<b>130.17%</b>	<input checked="" type="radio"/>
<b>Qtr 2</b> <small>(Oct. 1, 2021-Dec. 31, 2021)</small>	77	10%	<b>84.70</b>	132	71.43%	<b>200.10</b>	<b>159.87%</b>	<input type="radio"/>
<b>Qtr 3</b> <small>(Jan. 1, 2022-March 31, 2022)</small>	130	10%	<b>143.00</b>	0	0.00%	<b>0.00</b>	<b>0.00%</b>	<input type="radio"/>
<b>Qtr 4</b> <small>(April 1, 2022-Jun 30, 2022)</small>	82	10%	<b>90.20</b>	0	0.00%	<b>0.00</b>	<b>0.00%</b>	<input type="radio"/>

## PY'2021-2022

\*\*\*CIP Initiative changed reporting format

### CareerSource Pinellas: Business Penetration

Business Penetration + Additional Credit, Year Over Year



Note: The improvement target for each quarter is 10% over the Business Penetration from the same quarter in the previous year.



## EmployFlorida Job Referrals and Placement Reports

The EmployFlorida (EF) system allows for customer self-referrals and staff-assisted referrals to open job orders. Each customer in EF must have a full background entered and a staff completed Personal Individual Record Layout (PIRL) before a staff-assisted referral can be entered. The staff then matches the job requirement to the customer's skills to ensure a quality referral is being made. Employers can review both types of referrals at any time by reviewing their EF job order.

Period	Service	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	YTD
PY'2020- 2021	Customer Self-Referrals	1653	934	902	670	658	490	494	361	180	415	531	1714	9,002
	Staff-Assisted Referrals	150	132	171	323	120	444	523	478	308	161	240	204	3,254
	<b>Total</b>	<b>1803</b>	<b>1066</b>	<b>1073</b>	<b>993</b>	<b>778</b>	<b>934</b>	<b>1017</b>	<b>839</b>	<b>488</b>	<b>576</b>	<b>771</b>	<b>1918</b>	<b>12,256</b>
	Unique Customers	502	292	282	250	205	273	274	230	138	193	224	390	3,253
PY'2021- 2022	Customer Self-Referrals	1575	1140	762	684	692	491	444						
	Staff-Assisted Referrals	113	98	106	101	53	71	69						
	<b>Total</b>	<b>1688</b>	<b>1238</b>	<b>868</b>	<b>785</b>	<b>745</b>	<b>562</b>	<b>513</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Unique Customers	422	396	402	552	451	347	366						2,936

When a job placement is made, it is recorded one of three ways in the EF system: as a Direct Placement, an Automated Obtained Employment, or a Staff-Entered Obtained Employment. These can be obtained through directly working with the customer, referring them to an open job that they qualify for, and by obtaining the information from a newly employed participant through automated or staff entered methods.

Period	Service	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	YTD
PY'2020- 2021	Direct Placements	1	2	1	4	5	5	1	3	0	6	3	8	39
	Staff Entered Obtained Employment	40	31	39	13	17	27	22	36	16	48	27	31	347
	Automated Obtained Employments	199	147	118	139	154	202	186	169	180	171	114	133	1,912
	<b>Total</b>	<b>240</b>	<b>180</b>	<b>158</b>	<b>156</b>	<b>176</b>	<b>234</b>	<b>209</b>	<b>208</b>	<b>196</b>	<b>225</b>	<b>144</b>	<b>172</b>	<b>2,298</b>
PY'2021- 2022	Direct Placements	0	1	4	1	2	1	0						9
	Staff Entered Obtained Employment	24	50	30	42	74	99	52						371
	Automated Obtained Employments	201	73	0	136	132	302	156						1000
	<b>Total</b>	<b>225</b>	<b>124</b>	<b>34</b>	<b>179</b>	<b>208</b>	<b>402</b>	<b>208</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1380</b>

<b>3rd Party</b>				
<b>Industry Sector Description</b>	<b>Total Job Orders</b>	<b>Total Job Openings</b>	<b>CSP Referrals</b>	<b>Newly Registered Employers</b>
<a href="#">Accommodation and Food Services</a>	184	329	22	0
<a href="#">Admin., Support, Waste Mgmt. Remediation</a>	227	555	22	2
<a href="#">Construction</a>	71	75	22	0
<a href="#">Education Services</a>	45	53	2	0
<a href="#">Finance and Insurance</a>	148	160	6	0
<a href="#">Health Care and Social Assistance</a>	459	662	23	2
<a href="#">Information</a>	21	21	0	0
<a href="#">Manufacturing (31-33)</a>	403	460	37	1
<a href="#">Other Services (except Public Admin.)</a>	81	90	14	1
<a href="#">Professional Scientific &amp; Technical Svc</a>	266	398	9	1
<a href="#">Public Administration</a>	81	96	14	0
<a href="#">Real Estate and Rental and Leasing</a>	179	179	19	0
<a href="#">Retail Trade (44 &amp; 45)</a>	149	153	9	0
<a href="#">Transportation and Warehousing (48 &amp; 49)</a>	58	67	18	0
<a href="#">Utilities</a>	2	2	2	0
<a href="#">Wholesale Trade</a>	88	103	9	1
<b>Total</b>	<b>2,462</b>	<b>3,403</b>	<b>228</b>	<b>8</b>

<b>Non 3rd Party</b>				
<b>Industry Sector Description</b>	<b>Total Job Orders</b>	<b>Total Job Openings</b>	<b>CSP Referrals</b>	<b>Newly Registered Employers</b>
<a href="#">Accommodation and Food Services</a>	125	125	4	10
<a href="#">Admin., Support, Waste Mgmt. Remediation</a>	302	302	11	0
<a href="#">Construction</a>	12	12	0	15
<a href="#">Education Services</a>	9	9	1	0
<a href="#">Finance and Insurance</a>	418	418	16	8
<a href="#">Health Care and Social Assistance</a>	3,516	3,516	65	18
<a href="#">Information</a>	162	162	16	0
<a href="#">Manufacturing (31-33)</a>	1,187	1,271	29	12
<a href="#">Other Services (except Public Admin.)</a>	157	157	6	13
<a href="#">Professional Scientific &amp; Technical Svc</a>	203	204	12	9
<a href="#">Public Administration</a>	3	3	1	0
<a href="#">Real Estate and Rental and Leasing</a>	17	17	6	6
<a href="#">Retail Trade (44 &amp; 45)</a>	67	67	4	0
<a href="#">Transportation and Warehousing (48 &amp; 49)</a>	59	59	5	0
<a href="#">Utilities</a>	87	87	3	0
<a href="#">Wholesale Trade</a>	540	540	36	0
<b>Total</b>	<b>6,864</b>	<b>6,949</b>	<b>215</b>	<b>91</b>

<b>Grand Total</b>	<b>9,326</b>	<b>10,352</b>	<b>443</b>	<b>99</b>
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## Work-based Learning Reports

**Paid Work Experience** is a career preparation program intended to introduce young workers to a business environment with a focus on skill development in high demand occupations. Employers may utilize the OJT program to effectively mitigate the upfront training costs associated with hiring new employees.

		PWE	OJT	Summer P.A.Y.S.	DWG – COVID 19	
Period	Performance	YTD	YTD	YTD	YTD	Totals
<b>PY'2020-2021</b>	Total Funding Expended	\$21,3702	\$6,134	\$53,236	\$120,695.84	<b>\$393,794.84</b>
	# of Enrollments	9	8	74	41	<b>132</b>
	# of Completers	7	1	74	28	<b>110</b>
	# of Employers	6	4	20	7	<b>37</b>
	Avg Placement Wage	\$10.19	\$12.75	\$12.00	\$13.00	<b>\$10.19</b>
<b>PY'2021-2022 Q3</b>	Total Funding Expended	\$94,224	\$7,878	\$16,631	\$22,0754	<b>\$499,168</b>
	# of Enrollments	4	14	83	6	<b>107</b>
	# of Completers	4	14	66	6	<b>90</b>
	# of Employers	20	20	21	7	<b>37</b>
	Avg Placement Wage	\$12.88	\$12.75	\$12.00	\$13.00	<b>N/A</b>

### Objective 5:

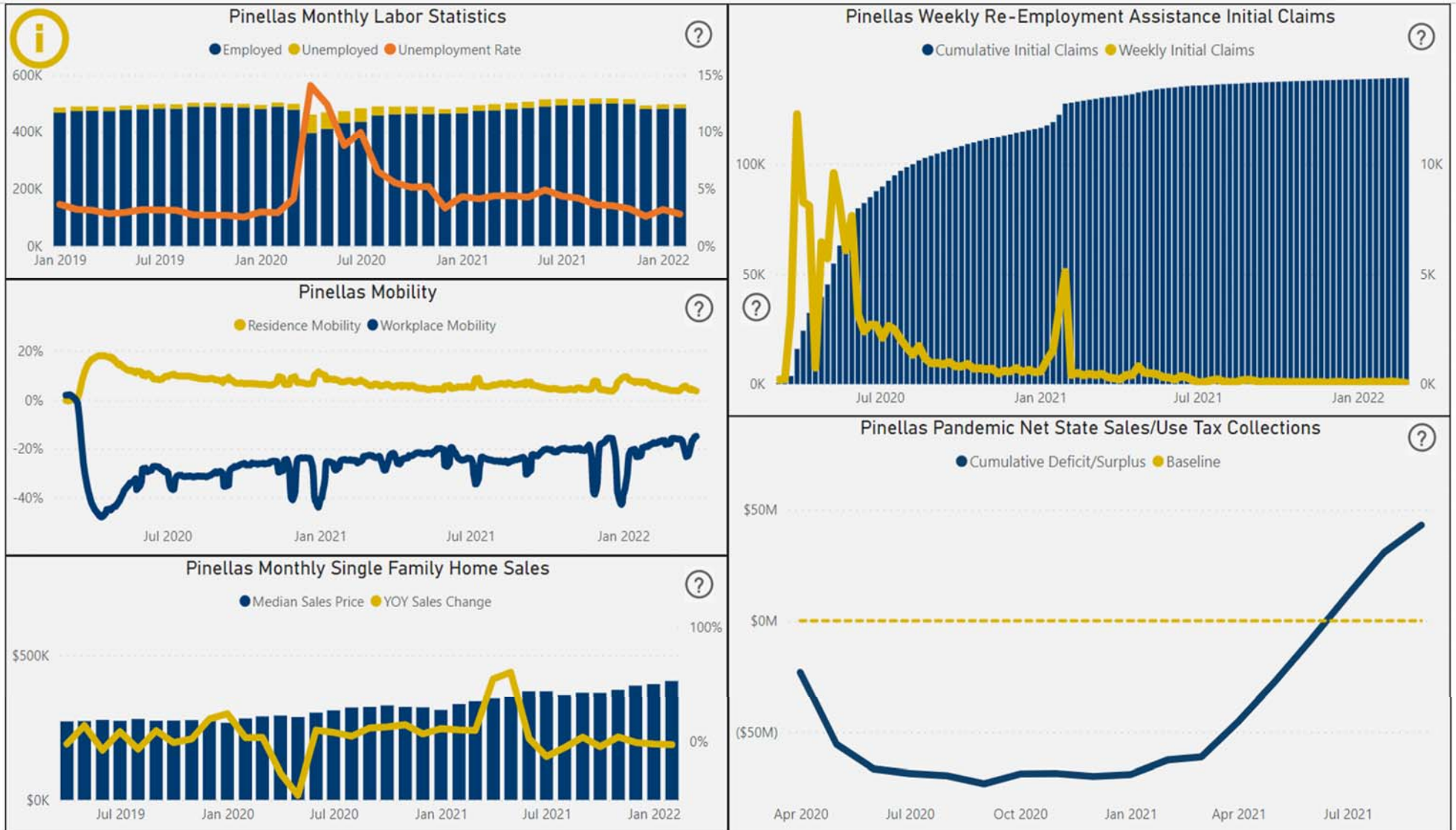
Inventory best and promising practice approaches for working with and engaging businesses and scale up.

- *Increasing outreach to reinforce and grow current business relationships and partnerships.*
- *Increased engagement with local groups and associations and maximizing opportunities to partner on events and initiatives.*
- *Expanding service offerings to businesses and job seekers.*
- *Return to in person events.*

## Goal II - Strengthen Partnerships with Organizations that Provide Educational Opportunities

**Objective 1:** Compile all Labor Market Information (LMI) data and information to work together to create *LMI Briefs* that can be used by jobseekers, employers, and other workforce organizations in easy to consume formats.

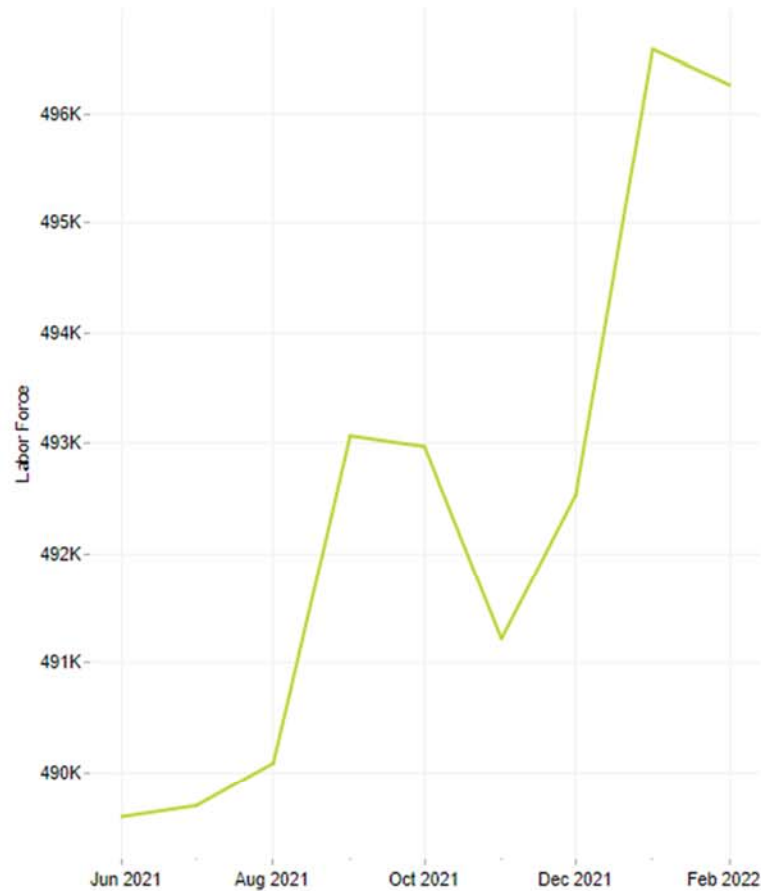
### LMI Briefs



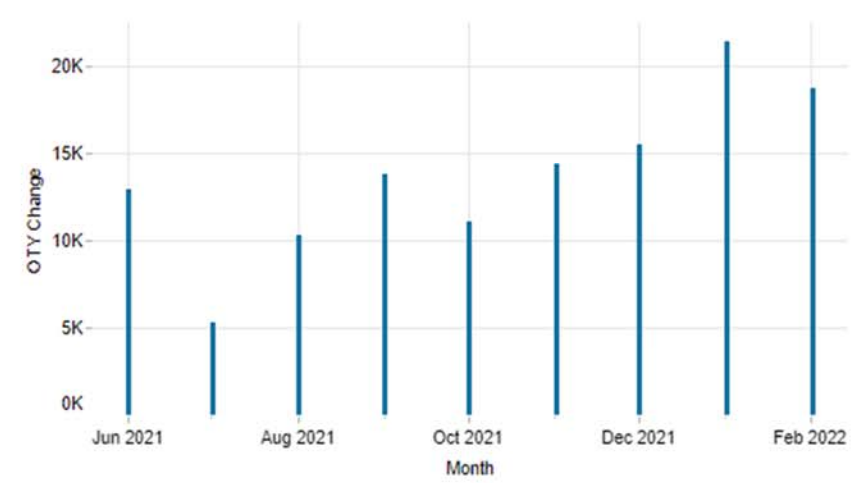
\*Produced by the Tampa Bay Partnership as part of the State of the Region initiative

Select Metric Type: Labor Force  
 Area Type\*: LDWA  
 Area Name: CareerSource Pinellas (14)  
 Period Type: Monthly  
 Adjustment: Not Seasonally Adjusted  
 Select Period: Jun 2021 to Feb 2022

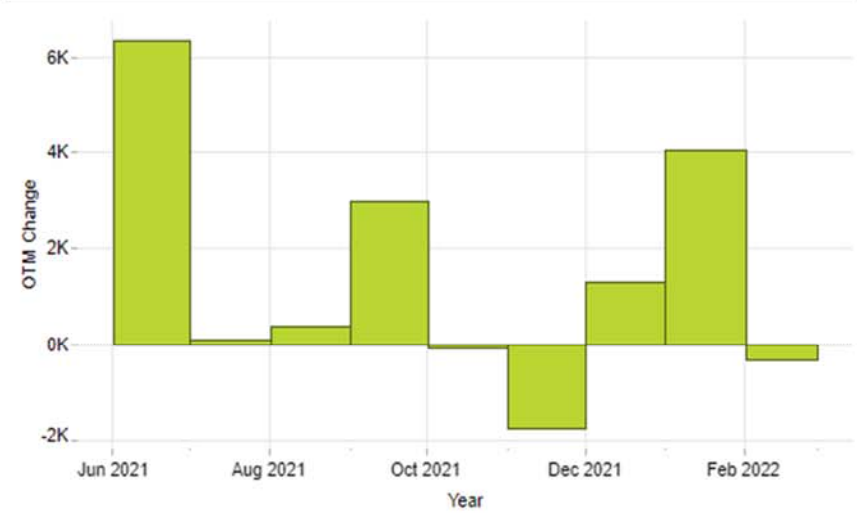
Labor Force - CareerSource Pinellas (14)  
(Not Seasonally Adjusted)



Labor Force Over-the-Year Change - CareerSource Pinellas (14)  
(Not Seasonally Adjusted)



Labor Force Over-the-Month Change - CareerSource Pinellas (14)  
(Not Seasonally Adjusted)



Glossary

Source:  
Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Local Area Unemployment Statistics (LAUS).

**Overview of the CareerSource Pinellas Region  
Not Seasonally Adjusted  
April 21, 2022**

- The unemployment rate in the CareerSource Pinellas region (Pinellas County) was 2.8 percent in February 2022. This rate was 2.0 percentage points lower than the region's year ago rate of 4.8 percent. The region's February 2022 unemployment rate was 0.3 percentage point lower than the state rate of 3.1 percent. The labor force was 496,253, up 18,683 (+3.9 percent) over the year. There were 13,869 unemployed residents in the region.
- In February 2022 nonagricultural employment in the Tampa-St. Petersburg-Clearwater MSA was 1,446,100, an increase of 75,900 jobs (+5.5 percent) over the year.
- The information (+9.4 percent); financial activities (+7.7 percent); trade, transportation and utilities (+7.1 percent); mining, logging, and construction (+4.1 percent); manufacturing (+3.9 percent); and education and health services (+2.2 percent) industries grew faster in the metro area than statewide over the year
- The Tampa-St. Petersburg-Clearwater MSA had the highest annual job growth compared to all the metro areas in the state in financial activities (+9,800 jobs) and manufacturing (+2,600 jobs) in February 2022.
- The Tampa-St. Petersburg-Clearwater MSA was tied for the highest annual job growth compared to all the metro areas in the state in information (+2,400 jobs) in February 2022.
- The Tampa-St. Petersburg-Clearwater MSA had the second highest annual job growth compared to all the metro areas in the state in education and health services (+4,800 jobs) and mining, logging, and construction (+3,500 jobs) in February 2022.
- The Tampa-St. Petersburg-Clearwater MSA had the third highest annual job growth compared to all the metro areas in the state in leisure and hospitality (+19,400 jobs); trade, transportation, and utilities (+18,000 jobs); and professional and business services (+15,800 jobs) in February 2022.
- The industries gaining in jobs over the year were leisure and hospitality (+19,400 jobs); trade, transportation, and utilities (+18,000 jobs); professional and business services (+15,800 jobs); financial activities (+9,800 jobs); education and health services (+4,800 jobs); mining, logging, and construction (+3,500 jobs); manufacturing (+2,600 jobs); information (+2,400 jobs); and other services (+1,600 jobs).
- The government (-2,000 jobs) industry lost jobs over the year.

**Objective 2:** Convene employers to identify skill needs and align education providers' offerings to current and future skill needs.

*The current Regional Targeted Occupations List (RTOL) list was approved by the Board for PY'2021-2022 on June 14, 2021. This item is approved annually and adopted for the subsequent program year. Training areas within the RTOL include occupations identified as critical to the five targeted industry sectors: Healthcare, Manufacturing, Information Technology, Construction, and Financial and Professional Services. CareerSource Pinellas follows DEO Guidance to remain compliant and has an approved policy for processing training vendors. Approved list is currently available on the CSPIN website via the link under Business Services: [ATPL-21-22-CSPIN-Rev-6.22.21.pdf \(careersourcepinellas.com\)](#)*

*The targeted training opportunities are outlined in the Regional Targeted Occupations List. The approved Regional Targeted Occupations List is located on the CSPIN website at: [ATPL-21-22-CSPIN-Rev-6.22.21.pdf \(careersourcepinellas.com\)](#)*

**Objective 3:** Provide easy to use 'career maps' for jobseekers to use to both know where to go for education/training to obtain necessary credentials and next steps on a career path.

*The current Approved Training Provider List (ETPL) outlines educational options for job seekers and is located at [ATPL-21-22-CSPIN-Rev-6.22.21.pdf \(careersourcepinellas.com\)](#). Data provided on this list is continuously updated and subject to change.*

**Objective 4:** Ensure that there is a Talent Pipeline that connects business service staff between CareerSource and educational institutions.  
*\*\*Apprenticeship reports run calendar year as opposed to program year*

## CareerSource Pinellas Quarterly Report

### NFA 037918: Apprenticeship Expansion 2019 – Workforce Apprenticeship

Quarter Ending 03/31/2022

*Cumulative: Activity for Year to Date 02/01/2019 – 03/31/2022*

Objective	Activities	Timeframe	Deliverables	Cumulative Update	% of Goal
<b>Outreach and Participant Identification</b>	Identify and screen eligible participants	02/2019-03/31/2022	82 participants	129 participants	n/a
<b>Addressing Needs of Participants</b>	Supported Services to aid with Apprenticeship Training or On-the-Job Training	02/2019-03/31/2022	62 participants	0 participants	0%
<b>Training and Certification</b>	Apprenticeship Training, or On-the-Job Training and certification as applicable	02/2019-03/31/2022	20 Participants	0 Participants	0%
<b>Placement</b>	Sponsorship into an Apprenticeship program with accompanying placement into employment.	02/2019-03/31/2022	72 participants	10 participants	14%

### Summary of Project Progress

To conclude the Grant, Apprenticeship Navigator participated in the expansion of a new registered pre-apprenticeship and apprenticeship program by placing the first eight (8) pre-apprentices at LT3 Academy/NetSVS IT Apprenticeship. The pre-apprentices will ultimately be able to enroll in the corresponding registered apprenticeship program upon successful completion. Pre-apprentices were identified from WIOA candidates who were recruited internally from staff caseloads, hiring events, career centers, and from Employ Florida. CSP provided its grant support to partially fund their Related Technical Instruction tuition expenses. In line with expansion of another Registered Apprenticeship Program sponsored by St. Petersburg College, CSP was also able to fund OJT Wage Reimbursement to apprentices recruited and hired for the Geographic Solutions Apprenticeship.

Apprenticeship Navigator worked with a web design company to facilitate CSP's new Apprenticeship Portal website, which now provides electronic information to local prospective apprentices to research, apply, and enroll in registered apprenticeship and pre-apprenticeship programs within the sector strategy areas of IT, Healthcare, Professional/Financial, Manufacturing and Construction, among others. With the ultimate objective of apprenticeship expansion, the new website additionally functions as a resource for existing Registered Apprenticeship Programs to promote newly posted apprenticeship opportunities, and it functions as a medium to inform external organizations how to start registered apprenticeship programs.

Apprenticeship Navigator also continued focusing on making key contacts and introductions, identifying eligible and suitable prospects, while identifying and increasing outreach and expansion of local pre-apprenticeships and apprenticeships in the five sector strategy areas of IT, Healthcare, Professional/Financial, Manufacturing and Construction through the grant extension period to March 2022. Sectors and programs were identified using the current Regional Demand Occupations list.

Additional targeted activities were performed this quarter to assist Registered Apprenticeship and Pre-Apprenticeship programs in identifying/recruiting candidates, as well as obligating grant funding for RTI tuition costs, OJT wages, and other supported service costs. CSP participated in the development and expansion of *future* Registered Apprenticeships and Pre-Apprenticeships through consultative meetings, presentations, and referrals to FLDOE for the following training providers and employers:

#### Training Providers

1. Equus (Pharmaceutical Tech)
2. School of EMS (Paramedic, EMT)
3. Precision Builds (Construction)

#### Employers

1. GE Aviation (Service Technician)
2. Impact Social Ventures (Construction, Culinary, Maritime)
3. Tampa Yacht Manufacturing (Manufacturing)
4. City of Pinellas Park (Manufacturing)
5. Sunstar Paramedic (Healthcare)
6. Pinellas County Government (Utilities, Stormwater)
7. Pinellas County Urban League (Renewable Energy)
8. Reggie's Roofing (Construction)
9. Krauss HVAC (Construction)

Participated in the development and expansion of *existing* Registered Apprenticeships and Pre-Apprenticeships through consultative meetings, WIOA eligibility screening, candidate interviews, and future funding obligations for RTI/OJT to training providers and employers, respectively:



Training Providers

1. Uptown Pre-Apprenticeship for Technology & Innovation/NetSVS (IT)
2. Learning Alliance (Manufacturing)
3. Independent Electrical Contractors FWCC GNJ (Construction)
4. Pinellas Technical College (Construction, Machining, Childcare, Bldg Maint, Composites/Mfg, Automotive)
5. Trumont (Home Health Aide, RN, Healthcare Pre-Apprenticeship)
6. FNGLA/University of Florida Extension (Farmworkers Pre-Apprenticeship and local employers)

Employers

1. Digital Operations Factory (IT)
2. APG Electric (Electrician)
3. Hammer Haag Steel (Manufacturing)
4. FKQ Marketing (Manufacturing)
5. Specialty Fabrication (Manufacturing)
6. HIT Promotional Products (Manufacturing)
7. Pharmerica (Pharmaceutical Technician)
8. National Molding Medical Products (Manufacturing)
9. H&S Swansons (Manufacturing)
10. MGM Electric (Electrician)
11. D'Andrea Electric (Construction)
12. Tri-Area Electric (Electrician)

*Activity for Quarter 1: 01/01/2022 – 03/31/2022*

<b>Objective</b>	<b>Activities</b>	<b>Timeframe</b>	<b>Deliverables</b>	<b>Quarter Update</b>
<b>Outreach and Participant Identification</b>	Identify and screen eligible participants	01/01/2022-03/31/2022	82 participants	73 participants
<b>Addressing Needs of Participants</b>	Supported Services to aid with Apprenticeship Training or On-the-Job Training	01/01/2022-03/31/2022	62 participants	0 participants
<b>Training and Certification</b>	Apprenticeship Training, or On-the-Job Training and certification as applicable	01/01/2022-03/31/2022	20 Participants	0 Participants
<b>Placement</b>	Sponsorship into an Apprenticeship program with accompanying placement into employment.	01/01/2022-03/31/2022	72 participants	8 participants

*Expenditures to Date for CareerSource Pinellas*

<b>Region</b>	<b>Budget</b>	<b>Expenditure to Date</b>	<b>% Expended</b>
R14	\$ 100,000.00	80,244	80.2%

## Background

### **CSF 2019 Apprenticeship Expansion grant: \$100,000**

This grant targeted expanding apprenticeship opportunities in the Tampa Bay region, targeting Pinellas County. The grant funded the development of a centralized Apprenticeship Portal to increase awareness and knowledge of local apprenticeship programs. It will also expand apprenticeship by funding enrollments into an apprenticeship providing supported services and assisting with On-the-Job Training for an employer sponsor. The CSF 2019 Apprenticeship Expansion grant request was approved and has been extended through March 31, 2022. Although Grant expansion deadline passed, there are remaining funds which will be braided into other similar WIOA funding.

## **Goal III - Expand Outreach to Jobseekers**

**Objective 1:** Target outreach efforts based on areas of opportunity.

### **Recruitment Events**

*Previously, In-House Recruitment (IHR) Events are held weekly in the Career Resource Centers to bring local businesses and career seekers together to discuss opportunities. As CareerSource Pinellas moves to a more virtual platform, the IHR's have been renamed Virtual Recruitment Events (VRE) and are now being held virtually to continue supporting local businesses by providing opportunities to facilitate meaningful connections.*

### **NEW Virtual / Drive Thru Recruitment Events – Former In-House Recruitments Events**

Period	Performance	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
<b>PY'2020-2021</b>	# VR/Drive Thru	0	1	3	3	3	4	1	0	0	0	0	0	
	# VR Job seekers	0	4	0	6	16	12	4	0	0	0	0	0	
<b>PY'2021-2022</b>	# IHR	7	5	5	5	5	2	5	8					
	# IHR Job seekers	17	5	6	12	14	8	2	11					

### **Networking Groups**

*The Professional and Career Networking Groups provide professional and entry-level job seekers the ability to connect and interact with their peers as well as a dedicated Business Services Representative. In addition, candidates are provided access to additional training to make them more marketable to hiring employers. Guest employers may also be featured during the weekly meetings improving the employers' visibility to a diverse talent pool.*

### **Professional and Career Networking Groups**

Period	Performance	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
<b>PY'2020-2021</b>	Attendees	122	260	166	156	104	82	104	109	144	147	143	183	<b>1,720</b>
	Placements	1	5	9	1	1	1	1	1	3	5	0	0	<b>28</b>
	Average Wage \$	25.00	15.00	33.62	9.25	9.25	10.50	28.00	15.00	27.42	15.00	0	0	<b>\$18.12</b>
<b>PY'2021-2022</b>	Attendees	116	108	121	85	92	124	113	68					<b>919</b>
	Placements	0	0	0	0	0	0	0	0					
	Average Wage \$	25.00	15.0	33.62	10.25	10.25	10.50	28.0	15.00					

## Career Fairs

It is CareerSource Pinellas' mission to support local businesses and community partners by providing opportunities to connect job seekers with employers. These events provide businesses the opportunity to meet and consider qualified job seekers for open positions. As we navigate a post-COVID landscape, some connection events occur via virtual platforms.

### PY'2021-2022 Q3

Date	Type	Employers	Job Seekers
2/22/22	SPC Career Fair – Engineering focused	20	40
3/16/22	SPC Career Fair – Health Sciences Focused	20	127
<b>Total</b>		40	167

### PY'2020-2021

Date	Type	Employers	Job Seekers
09/15/20	Fall Virtual Career Fair	13	107
10/28/20	Tampa Bay Tech Career Fair	1	5
11/10/20	Paychecks for Patriots Career Fair	19	21
11/17/20	PinellasWorks Virtual Career Fair	9	28
02/18/21	Congressman Bilirakis Veteran Employment Fair	46	37
06/23/21	St. Petersburg Downtown Job Fair	43	250
<b>Total</b>		<b>131</b>	<b>448</b>

**Objective 2:** Expand the virtual delivery of service system currently in place.

CareerSource Pinellas utilizes a range of tools and tactics to help raise awareness and encourage use of services and programs. The outreach strategy includes an emphasis on digital sources, as well as television, radio, and print advertising to reach customer. Each message is developed to reflect a call to action to job seekers who wish to advance in their careers and employers encouraging them to visit [careersourcepinellas.com](http://careersourcepinellas.com). A suite of social media platforms is utilized to complement other outreach efforts aimed at informing and engaging job seekers, workers, and businesses.

\*\*According to Tucker Hall, current Google Analytics data is unavailable for our website, as it didn't carry over during the holiday migration. As of 4/12/22 data was scheduled to be reaccumulated by the end of the week.

**Objective 3:** Conduct analysis of existing asset mapping to identify local community-based organizations and resource assets that might assist with outreach and service delivery.

**Focus on service**

*CareerSource Pinellas is in the process of increasing foot traffic to all centers, with a focus on Lealman Exchange. Additional staffing and a planned June hiring event are currently underway to put focus on this center.*

*Business Services teammates continue to reenergizing relationships across all sectors as COVID impacts continue to abate, adding new partnerships and memberships to Chambers of Commerce, community groups and sector specific support organizations.*

**Objective 4:** Conduct a gap analysis through engagement with priority customers and key stakeholders to assess what services may be missing and/or what changes are needed in how services are delivered to ensure participation.

*CareerSource Pinellas continues to assess customer feedback through one-on-one touch base conversations, while onsite kiosks are in service transition. This up chain reporting keeps strategic planning in front of mind in order to meet and exceed expectations. New kiosks are in process of being installed and will be in use by end of April 2022.*

**Objective 5:** Support individuals to gain employment through a system of wrap around services that is responsive to their diverse experience and needs.

*Please see **Information Item 2**, WIOA Primary Indicator Report, for the most updated employment rates and participation results for Welfare Transition, SNAP, WIOA programs and Wagner-Peyser (WP) services.*

**Objective 6:** Develop a Regional Targeted Occupations List.

*The current RTOL list was approved by the Board for PY'2021-2022 on June 14, 2021. This item is approved annually and adopted for the subsequent program year. Training areas included within the Regional Targeted Occupations List (RTOL) include occupations identified as critical to the five targeted industry sectors: Healthcare, Manufacturing, Information Technology, Construction, and Financial and Professional Services. CareerSource Pinellas follows DEO Guidance to remain compliant and has an approved policy for processing training vendors. The approved list is currently available on the CSPIN website via the link under Business Services: [ATPL-21-22-CSPIN-Rev-6.22.21.pdf \(careersourcepinellas.com\)](#)*

**Goal IV - Build Organizational Capacity; Promote Change and Transformation of CareerSource Pinellas**

**Objective 1:** Present a positive message of the organization to include all that is currently being done and what will be done based on the strategic plan.

*By continuing strategic leadership expansion, CareerSource Pinellas has begun to grow the organization, to include multiple director level roles, to resume pre-COVID operations.*

**Objective 2:** Update talking points for use by board members and staff as part of the awareness campaign.

*Tucker Hall, Public Relations Firm, is actively working to assist with strategic communications and to amplify our voice in the Tampa Bay area.*

**Objective 3:** Continue to improve and enhance the technology infrastructure both internally for staff to be more efficient and for communication among the system's partners and to increase user friendly access for customers.

### **vCIO Technology Report**

The following is an update on the 2022 strategic technology objectives for CSP under the direction of the vCIO (Paul Ashe, vCIO, Securance Consulting).

We will continue to center our focus around these principles:

1. Cybersecurity: Ensure the environment is protected from cyber-attacks and risks.
2. Technology Architecture: Begin to leverage the benefits and value of cloud computing.
3. Financial Responsibility: Make technology recommendations that are fiscally responsible.
4. Operational Responsibility: Streamline the technologies in the environment to reduce the day-to-day management.

### **2022 IT Updates**

- Have successfully transitioned to a new managed service provider, LinkTech
- Continuing end-user security training using KnowBe4 platform
- Completed migrating data, from the CTS provided ATLAS solution, to Employ Florida
- Continuing the build of a new website and process improvements

**Objective 4:** Ensure compliance and work with/train staff on the new ways of doing business that are in compliance while reducing the burden on customers through streamlined compliant processes.

*As a recipient of federal awards, CareerSource Pinellas is responsible for administering the awards in accordance with applicable laws, regulations, provisions, and policies. Programmatic, administrative, and fiscal monitoring is conducted to ensure the organization is fulfilling those requirements.*

### **DEO Monitoring**

*DEO's yearly programmatic monitoring has been rescheduled to the week of 16-20 May, 2022, due to the migration of Atlas to Employ Florida.*

**Objective 5:** Develop methods to regularly listen to customers to test new processes before implementing them permanently.

### **Customer Satisfaction Survey**

*The Customer Satisfaction Survey has historically measured a customer's satisfaction with the services received in the Career Resource Centers and has been obtained via weblinks on the Career Resource Center computers and via email. CareerSource Pinellas is in process of transitioning to a survey used more frequently by businesses and is the core measurement for customer experience management worldwide. This style of survey measures customer loyalty and likelihood of referral and assigns a net promoter score that indicates how many of your customers are promoting your services. There is a gap in service this quarter as we transition to a more virtual based service delivery and gather more robust feedback from a larger number of customers.*



## INFORMATION ITEM 2

### WIOA Primary Indicators Report

Measures	PY2020-2021 3rd Quarter Performance	PY2020-2021 % of Performance Goal Met For Q3	PY2020-2021 4th Quarter Performance	PY2020-2021 % of Performance Goal Met For Q4	PY2020-2021 Performance Goals	PY2021-2022 1st Quarter Performance	PY2021-2022 % of Performance Goal Met For Q1	PY2021-2022 2nd Quarter Performance	PY2021-2022 % of Performance Goal Met For Q2	PY2021-2022 Performance Goals
<b>Adults:</b>										
Employed 2nd Qtr After Exit	90.80	100.89	94.50	105.00	90.00	94.00	104.44	103.89	115.43	90.00
Median Wage 2nd Q After Exit	\$10,518	150.26	\$11,970	171.00	\$7,000	\$11,075	158.21	148.38	2.12	\$7,200
Employed 4th Qtr After Exit	88.50	103.51	87.50	102.34	85.50	87.30	102.11	109.01	127.49	85.50
Credential Attainment Rate	96.00	137.14	95.50	136.43	70.00	95.30	136.14	121.81	174.01	72.00
Measurable Skill Gains	65.40	139.15	76.60	162.98	47.00	67.10	142.77	128.57	273.56	49.00
<b>Dislocated Workers:</b>										
Employed 2nd Qtr After Exit	76.60	85.11	90.10	100.11	90.00	91.30	101.44	99.67	110.74	90.00
Median Wage 2nd Q After Exit	\$9,572	136.74	\$10,846	154.94	\$7,000	\$11,463	163.76	159.86	2.28	\$7,100
Employed 4th Qtr After Exit	72.90	85.56	72.90	85.56	85.20	71.60	84.04	100.94	118.47	85.20
Credential Attainment Rate	86.40	123.43	87.60	125.14	70.00	88.60	126.57	133.86	191.22	70.00
Measurable Skill Gains	83.80	178.30	88.70	188.72	47.00	80.30	170.85	127.96	272.25	49.00
<b>Youth:</b>										
Employed 2nd Qtr After Exit	90.80	107.46	89.80	106.27	84.50	91.70	108.52	106.63	126.19	84.50
Median Wage 2nd Q After Exit	\$5,184	162.00	\$4,739	148.09	\$3,200	\$4,472	139.75	144.22	4.51	\$3,200
Employed 4th Qtr After Exit	87.40	112.05	86.00	110.26	78.00	88.40	113.33	113.33	145.30	78.00
Credential Attainment Rate	83.40	96.64	76.00	88.06	86.30	88.90	103.01	91.08	105.54	86.30
Measurable Skill Gains	59.00	125.53	80.30	170.85	47.00	65.10	138.51	113.47	241.42	49.00
<b>Wagner Peyser:</b>										
Employed 2nd Qtr After Exit	62.20	93.96	59.50	89.88	66.20	56.40	85.20	85.23	128.75	65.00
Median Wage 2nd Q After Exit	\$5,704	114.08	\$5,651	113.02	\$5,000	\$5,610	112.20	123.58	2.47	\$5,000
Employed 4th Qtr After Exit	61.80	96.26	61.20	95.33	64.20	58.30	90.81	89.72	139.75	64.20

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)



**INFORMATION ITEM 3**  
**CareerSource Pinellas**  
**Training Provider Spending**  
**For the period July 1, 2021 - February 28, 2021**

Training Provider	Customer Training	Approved Spending (if required)	Remaining	# of Participants	Avg/ Per Part
Academy for Dental Assistants, (Pinellas)	3,085			2	1,543
Access Computer Training, (Hillsborough)	5,000			1	5,000
American Manufacturing Skills Initiative (AmSkills)					
BizTech Learning Centers, Inc., ( Pinellas)					
Center for Technology Training	20,000			4	5,000
Central Florida Heat and Frost Insulators J.A.C. (RA)					
Computer Coach IT Training Solutions	70,900			15	4,727
Concorde Career Institute, (Hillsborough)	5,000			1	5,000
Connecticut School of Broadcasting, (Hillsborough)					
Florida Technical College					
Galen College of Nursing, (Pinellas)	96,054			32	3,002
Gold Coast Professional Schools					
Hillsborough Community College					
IEC- Independent Electrical Contractors, FAAC					
International Union of Operating Engineers (RA)					
Ironworkers (RA)					
JATC - Tampa Area Electrical JATC, (Hillsborough), FAAC (RA)	27,054			33	820
Jersey College, ( Hillsborough)	31,818			9	3,535
Keiser University	2,500			1	2,500
Masonry (RA)					
National Aviation Academy	74,103			18	4,117
New Horizon Computer Learning Center, (Hillsborough)	269,845			52	5,189
Pinellas Ex-Offender Re-Entry Coalition *	2,760	50,000	47,240	6	460
Pinellas Technical Education Centers *	48,556	300,000	251,444	25	1,942
Plumbers and Pipefitters and HVAC, local union 123 (RA) *		50,000	50,000		
R.V. Training Center	4,796			1	4,796
Rasmussen College	9,684			4	2,421
Refrigeration & Air Conditioning Contractors (RACCA) (RA)					
Roadmaster Drivers School, Inc., (Hillsborough)					
Schiller International University, (Pinellas)					
Southern Technical Institute, Pinellas Park, (Pinellas)	13,258			10	1,326
St. Petersburg College *	77,635	700,000	622,365	39	1,991
Superior Aviation Gate					
Tampa Truck Driving School, Inc.	45,000			9	5,000
Ultimate Medical Academy (Pinellas) *	58,487	250,000	191,513	11	5,317
Ultimate Medical Academy (Online)					
University of South Florida / Innovative Education, SACS	24,280			8	3,035
Veritas Nursing Academy					
Webster University					
<b>Total</b>	<b>\$ 886,729</b>			<b>279</b>	<b>\$ 3,178</b>

<b>Prior Year for Same Period</b>	<b>\$ 1,615,993</b>	<b>462</b>	<b>\$ 3,498</b>
<b>Variance</b>	<b>\$ (729,264)</b>	<b>(183)</b>	<b>\$ (320)</b>

**RELATED PARTY CONTRACTS (with multiple components)**

	Spending	Amount	Remaining	Component
<b>Pinellas Technical Education Centers *</b>	48,556	300,000	251,444	Training (ITA)
	82,687	130,000	47,313	Leases
	<b>131,243</b>	<b>430,000</b>	<b>298,757</b>	
<b>St. Petersburg College *</b>	77,635	700,000	622,365	Training (ITA)
	79,356	160,000	160,000	Leases
	34,400	125,000	90,600	Contracts
	<b>191,391</b>	<b>985,000</b>	<b>872,965</b>	

\* Contracts required two-third board approval.

Note: Amounts above represent disbursements made to training providers during time period.



**INFORMATION ITEM 4**  
**CareerSource Pinellas**  
**Work-based Learning Spending**  
**For the period July 1, 2021 - February 28, 2022**

OJT Provider	Work-based Learning Spending	Approved Spending (if required)	Remaining	# of Participants	Avg./Per Part	Prior Year Spending
Bert Smith Oldsmobile, Inc.	\$ -					2,993
Catalyst QLM LLC	\$ 220,754			11	\$ 20,069	57,650
Celebrity Kids of Pinellas	\$ -					3,967
Coolgear, Inc.	\$ -					777
Manpower	\$ 166,312			80	\$ 2,079	53,263
Mechanical A/C Designs LLC	\$ 11,845			3	\$ 3,948	646
Orbit Motors dba Express Oil Change & Tire Engineers	\$ -					2,353
Pinellas County School Board	\$ -					4,200
Precision Shaft Technologies	\$ -					11,761
RK3 LLC	\$ -					327
Veterans Metal LLC dba DHS Enterprises	\$ 1,853			1	\$ 1,853	-
<b>Total</b>	<b>\$ 400,765</b>			<b>95</b>	<b>\$ 4,219</b>	<b>\$ 137,937</b>





## INFORMATION ITEM 5

### Help Wanted Online Report



FLORIDA ONLINE JOB DEMAND TOOL  
Local Workforce Development Areas

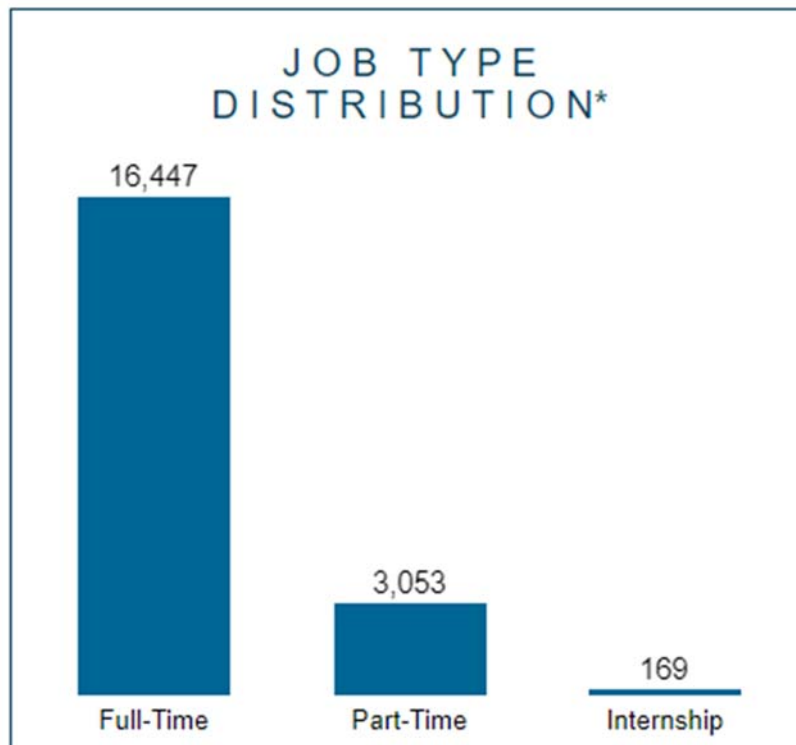
Select Area

CareerSource Pinellas (14) ▼

Select Category

All Occupations ▼

TOTAL ONLINE ADS						
March 2022	February 2022	March 2021	Over the Month Change	Over the Month Percent Change	Over the Year Change	Over the Year Percent Change
31,805	27,466	24,504	4,339	15.8%	7,301	29.8%

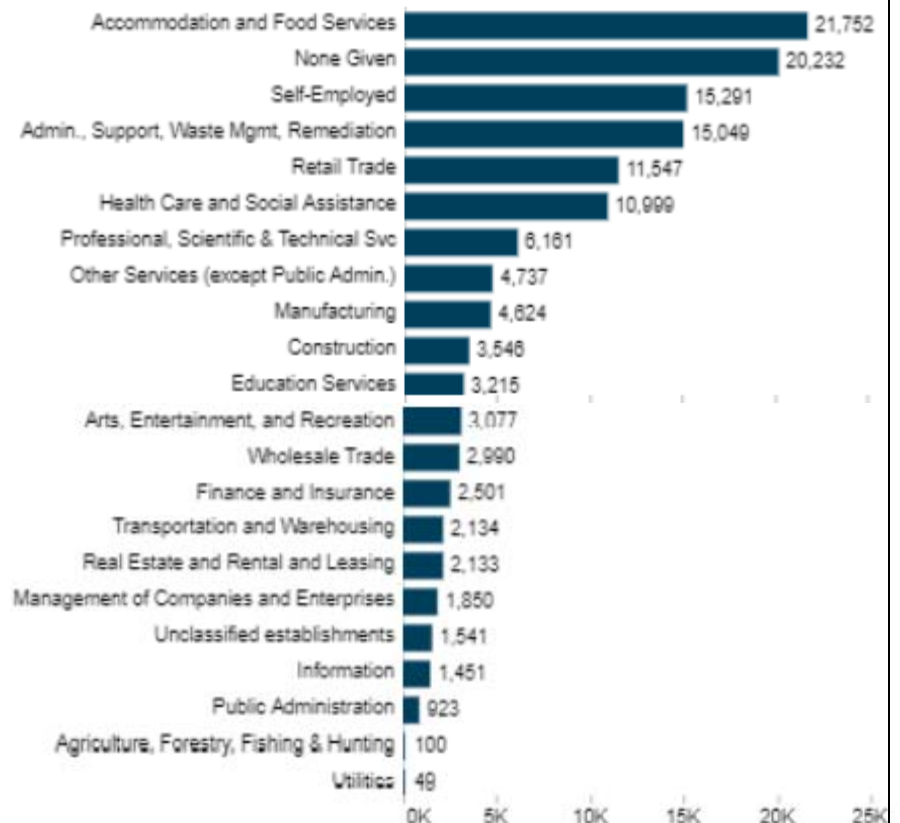


## TOP 10 EMPLOYERS BY ONLINE ADS

Employer	Count
Hospital Corporation of America	587
Raymond James Financial Incorporated	587
Baycare Health System	433
USAA	432
Anthem Blue Cross	326
Accenture	281
St Petersburg College	266
Allied Universal	236
UnitedHealth Group	205
Fisher Investments	189

\*Note: Total advertisements in this table may not equal the previously reported total due to overlapping or unspecified categories. Internships are only available in the All Occupations category.

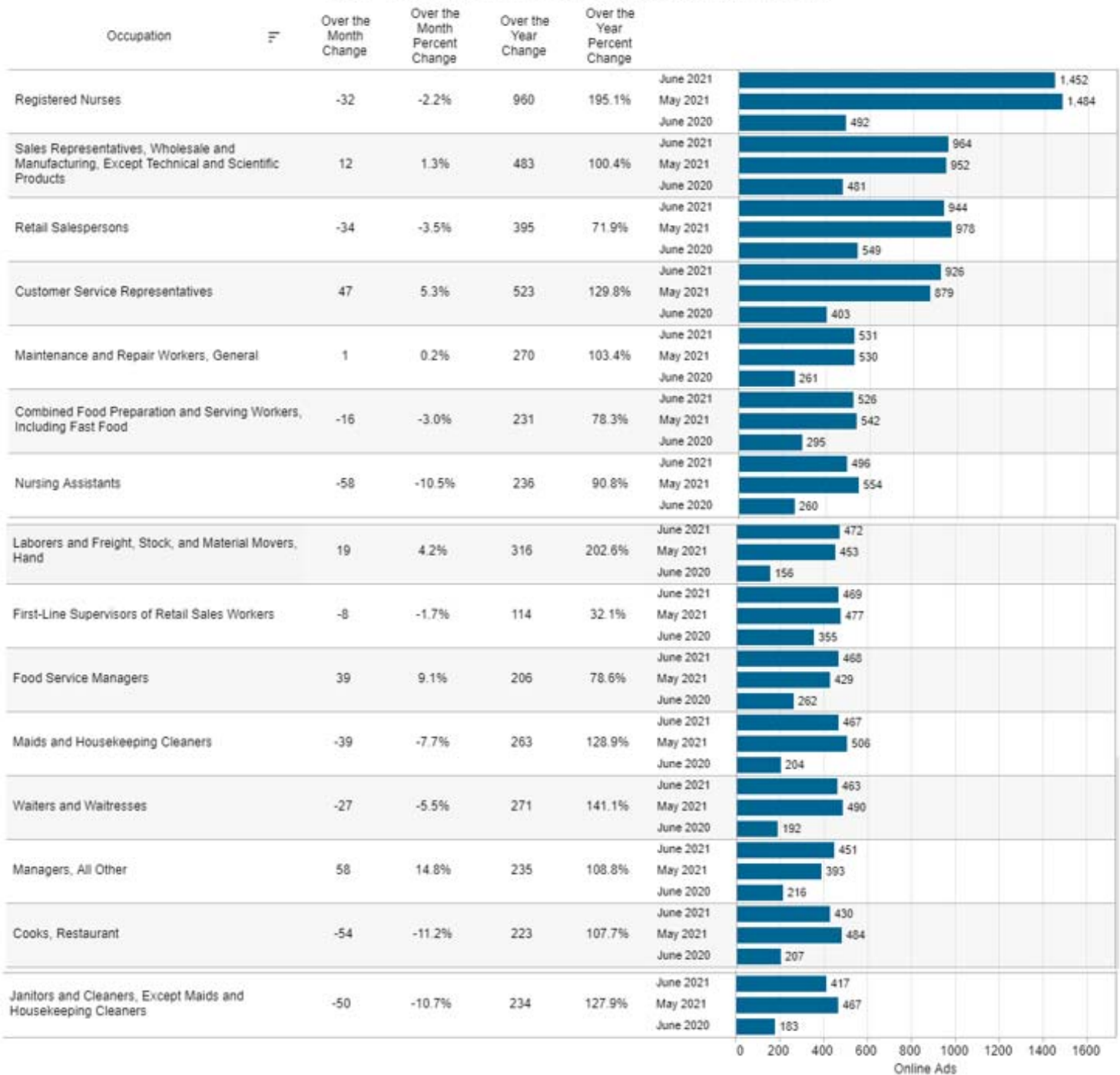
## Initial Claimants By Industry Pinellas County(ies)



Note: Initial claimant counts on this dashboard represent preliminary estimates of intrastate Reemployment Assistance applications for the week they were submitted. These estimates are subject to revision. Additionally, all claimant data are screened for confidentiality to protect the identity of Florida citizens and businesses. This may include individuals claiming Reemployment Assistance for reasons other than COVID-19 related closures.

[http://lmsresources.labormarketinfo.com/covid19/initial\\_claims.html](http://lmsresources.labormarketinfo.com/covid19/initial_claims.html)

## TOP 15 ADVERTISED OCCUPATIONS



## STATEWIDE

### MOST ONLINE ADS

#### TOP 15 COUNTIES

Counties	June 2021	June 2020
Miami-Dade	76,779	33,933
Hillsborough	55,518	30,606
Broward	54,852	19,410
Orange	48,936	22,995
Duval	38,910	22,087
Palm Beach	38,891	12,112
Pinellas	32,341	15,691
Lee	16,985	5,580
Brevard	12,754	5,584
Leon	12,060	3,351
Sarasota	11,455	4,023
Polk	10,467	4,470
Seminole	10,139	4,168
Alachua	9,452	3,154
Volusia	7,925	2,901

#### TOP 15 CITIES

Cities	June 2021	June 2020	Percent Change
Miami	57,789	26,656	116.8%
Tampa	45,250	25,762	75.6%
Orlando	40,581	19,878	104.2%
Jacksonville	37,987	21,838	73.9%
Fort Lauderdale	26,982	10,051	168.5%
West Palm Beach	14,396	4,725	204.7%
Saint Petersburg	12,893	6,406	101.3%
Tallahassee	12,049	3,349	259.8%
Hollywood	12,030	4,751	153.2%
Fort Myers	10,489	3,390	209.4%
Boca Raton	9,277	2,776	234.2%
Pompano Beach	8,691	2,737	217.5%
Clearwater	8,539	4,042	111.3%
Gainesville	8,502	2,847	198.6%
Sarasota	7,606	2,882	163.9%

### TOP 15 CERTIFICATIONS BY ONLINE ADS\*

Rank	Occupation	Online Ads
1	Driver's License	86,687
2	Registered Nurse	23,872
3	Basic Life Saving (BLS)	15,817
4	First Aid Cpr Aed	13,512
5	Advanced Cardiac Life Support (ACLS) Certification	10,768
6	Basic Cardiac Life Support Certification	7,911
7	Licensed Practical Nurse (LPN)	6,045
8	Security Clearance	4,872
9	Certified Nursing Assistant	4,833
10	CDL Class A	4,606
11	Certified Medical Assistant	3,956
12	American Heart Association Certification	3,259
13	Home Health Aide	2,598
14	Project Management Certification	2,453

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Note: \*Only All Occupations available, STEM Occupation not available.



## **INFORMATION ITEM 6**

### **Grant and Activities Updates**

Grant and activities update for Apprenticeship, Recovery, Rapid Response and Get there Faster Returning Adult Learning:

#### **Apprenticeship**

Q1, 2022 Apprenticeship Coordinator participated in the expansion of a new registered pre-apprenticeship and apprenticeship program by placing the first eight (8) pre-apprentices in IT Apprenticeship. The pre-apprentices will ultimately be able to enroll in the corresponding registered apprenticeship program upon successful completion. Pre-apprentices were identified from WIOA candidates who were recruited internally from staff caseloads, hiring events, career centers, and from Employ Florida. CSP provided its support to partially fund their Related Technical Instruction tuition expenses. In line with expansion of another Registered Apprenticeship Program sponsored by St. Petersburg College, CSP was also able to fund apprentices recruited and hired internally for the Geographic Solutions Apprenticeship.

#### **Recovery Navigator**

The Recovery Navigator provides support and guidance in assisting job seekers with substance use disorders (SUD) and those in recovery with services that lead to employment and self-sufficiency. They serve as the organizational and community liaison for establishing key linkages and partnerships with community addiction service providers and other partners in the joint effort to serve those in recovery. In the past few months, our current recovery navigator has partnered with the Pinellas Opioid Taskforce and Project Opioid of Tampa Bay. She has identified nearly 50 treatment facilities and 15 12-step programs in Pinellas County. Outreach has begun and partners such as Operation Par, Westcare, the VA, Groups Recover Together, and ServiceSource have been identified. 20 Second chance employers have been discovered through career fairs and relationship building with the goal of 100 by the end of this fiscal year.

#### **Rapid Response**

The Rapid Response Navigator provides a framework for CareerSource Pinellas to design and implement a local business engagement strategy and articulates the role of layoff aversion within the area of operation. WIOA requires states to implement statewide activities to assist adversely affected employers and workers as quickly as possible following the announcement of permanent closure, layoff, or natural or other disaster resulting in a mass job dislocation. Rapid Response promotes economic recovery and vitality by developing ongoing, comprehensive approaches to identifying, planning for, or responding to layoffs and preventing or minimizing the impacts of layoffs on workers, businesses, and communities.

Recent activity includes communicating with employers who have recently reported WARN activities to the state, active layoff aversion monitoring through EconoVue and updating CareerSource Pinellas emergency response work continuity plan to ensure appropriate readiness for the upcoming hurricane season.

Get There Faster Grant – Get there Faster WIOA Competitive Grant aims to ensure all Floridians have access to education and training that leads to Career paths for in-demand, middle-to-high wage jobs. Through Competitive grant opportunities, funding is available to address priority commitments for programs and initiatives that will have long-term impact in enabling program participants to gain and retain employment and attain self-sufficiency. Funds for this grant are focused on low-income returning adult learners. In partnership with CS Pasco-Hernando, we were awarded the highest amount in an award of \$750,000.



## **INFORMATION ITEM 7**

### **SkillBridge Program**

DoD SkillBridge programs provide our retiring and transitioning Service members the opportunity to participate in industry training programs while transitioning out of their Military careers. The DoD covers Military pay and benefits during a Service member's time in a SkillBridge program, providing an invaluable experience for the Service member and the Industry Partner.

Program partners include employers in all career fields such as:

- Amazon
- John Deere
- Lockheed Martin
- UnitedHealth Group
- U.S. Veterans Administration