



July 13, 2022 - 11:45 A.M.
Hybrid Meeting – EpiCenter
13805 58th St. N.
Room 1-451 & 1-453
Clearwater, FL 33760

Zoom

*Join via Zoom – Meeting ID: 338 034 9468

[Zoom Link](#)

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

Phone: +1 646-558-8656

Board of Directors
Agenda

I. Welcome and Introductions Scott Thomas, Chair

II. Public Comment

Members of the public may raise their virtual hand during the Public Comment portion of the meeting. Members of the public who do so will be acknowledged by the Chair and provided up to three minutes to make public comment.

III. Roll Call

IV. Chair’s Report

V. CEO Report

VI. Action/Discussion Items

- 1. Approval of minutes - May 26, 2022 Board of Directors Meeting..... Page 1
Ad Hoc Committee
- 2. Coverage Counsel Update Page 28
One-Stop Committee
- 3. Policy Approval – Supportive Services Page 29
- 4. Updated/Corrected Operating Hours Page 36
Workforce Solutions Committee
- 5. Regional Targeted Occupations List..... Page 38
- 6. Approval of Training Provider – Galen Nursing Page 47
- 7. Approved Training Providers: Renewal Agreements Page 48

VII. General Counsel Update – Gray|Robinson Page 49

VIII. vCIO Update Page 50



IX. Information Items

One-Stop Committee

1. 2021-2022 One-Stop Goals Update Page 51

2. Reports

 a. Status of Enrollments Page 53

 b. WIOA Primary Indicators Page 54

 c. Center Traffic Flow Page 55

3. Summer Youth Employment Program Update (Summer P.A.Y.S.)..... Page 56

Workforce Solutions Committee

4. Workforce Solutions Goal Update Page 58

5. WIOA Primary Indicators Report Page 74

6. Training Provider Spending Page 75

7. Work-Based Learning Spending..... Page 76

8. Help Wanted Online Report Page 77

Other

9. Update on Employee Engagement activities Page 80

10. Board Orientation Page 84

11. Committee Assignments Page 86

X. Other Administrative Matters

XI. Open Discussion

XII. Adjournment

Finance Committee – August 24, 2022 (10:00 am - 11:00 am)
 Audit Committee – August 24, 2022 (1:00 pm – 2:00 pm)
 Compensation Committee – August 4, 2022 (10:00 am - 11:00 am)
 Workforce Solutions Committee – August 18, 2022 (2:30 pm - 3:30 pm)
 One-Stop Committee – August 18, 2022 (9:00 am - 10:00 am)
 Next Board of Directors Meeting – September 7, 2022 (11:45 am - 12:45 pm)

**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 in order to participate in this meeting, please contact the Executive Assistant at 727-608-2551 or admin@careersourcepinellas.com at least two business days in advance of the meeting.*

JULY 2022

CHAIRMAN'S REPORT



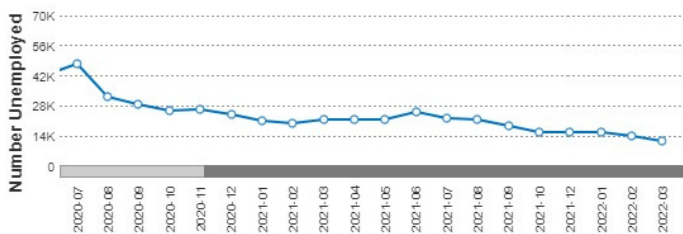
Updates for the Board of CareerSource Pinellas



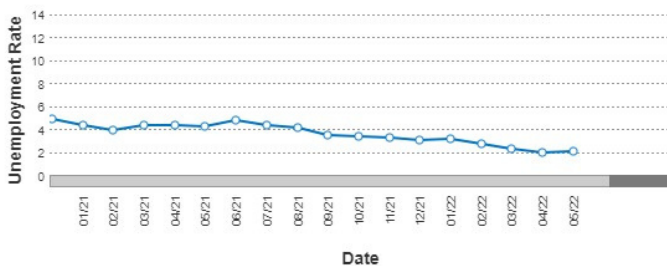
Florida Unemployment: At A Glance

The Pinellas County unemployment rate is 2.2%, which is 0.8% lower than the state unemployment rate of 3.0% and 1.4% lower than the national unemployment rate of 3.6%. In May, there were 11,943 unemployed residents of Pinellas County.

Unemployed People
Pinellas County



Unemployment Rate
Pinellas County



2022 Hiring Events By the Numbers

Career Fairs	24
Recruiting Events	46
Employers Served (May)	319
Job Seekers (May)	521

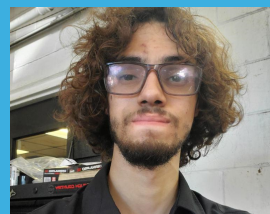


CareerSource Pinellas Success Story

Alejandro Negrón Morales was enrolled in WIOA as a low-income adult. He determined he wanted to enroll in the Automotive Service Technology program at Pinellas Technical College.

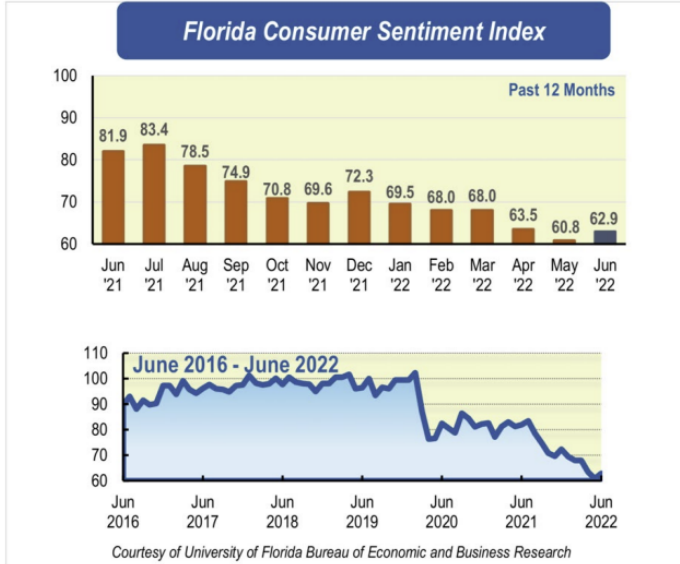
We assisted him in taking his TABE entrance exam, completing FAFSA, and enrolling in school. He found employment at Meineke Car Care as a service tech, after we worked together on updating his resume, part of his Individual Employment Plan we created. Securing this job allowed him to gain hands-on skills in the industry while he completed his certification.

He was an exemplary student, holding an A average through the program, and receiving numerous certificates through training. Alejandro successfully graduated in September and is now working towards becoming a master certified auto technician with Tyrone Square Mazda. He also owns and has fixed up his very own BMW while sharing an apartment with a roommate.



Florida Consumer Sentiment Index

Consumer sentiment among Floridians ticked up for the first time in 2022, up 2.1 points in June to 62.9. In contrast, national consumer sentiment sank to its lowest level on record.



Among the five components that make up the index, four increased and one (Personal financial situation now compared to a year ago) decreased, by only 0.1.

REACH Act Implementation Update

The REACH Act (HB 1507) calls for the REACH Office within the Executive Office of the Governor to develop criteria for assigning a letter grade to each local workforce development board and for CareerSource Florida to assign and make public the letter grades annually. The criteria will be based on local board performance accountability measures and return on investment with the majority of the grade based on improvement by each local board in the long-term self-sufficiency of participants.

At the June 9 board meeting, Gov. DeSantis' REACH Act Office presented guiding principles and a proposed formula for calculating those grades. The formula is expected to be finalized this month, with data for the program year available in August and baseline grades available this fall.



Partner Highlight

People Empowering and Restoring Communities (PERC)

People Empowering and Restoring Communities (PERC) assists ex-offenders by addressing their needs through education and employment. Beginning as informal networking meetings in 1993, it is the oldest Re-entry Coalition in the state of Florida.

Michael Jalazo and PERC have been robust partners for workforce development and to many other community partners. Michael is an active, involved member of the CareerSource Pinellas Workforce Development Board. CSPin and PERC have partnered on several initiatives, most recently on successful, soft skills development grants called Success Training and Retention Services (STARS) and Partners for Career Pathways. Michael and his team juggle numerous grants, programs, initiatives, and partnerships to make sure that ex-offenders have what they need to overcome barriers to successful reentry. Michael has also been an advocate for our staff, listening and taking actions to benefit CareerSource Pinellas.



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 May 26, 2022, Board of Directors meeting have been prepared and are enclosed.

RECOMMENDATION

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

**CareerSource Pinellas
Board of Directors Minutes**

Date: Thursday, May 26, 2022, at 11:45 am.

Location: 13805 58th Street, Suite 2-140, Clearwater, FL and via Zoom

Call to Order

Chair Barclay Harless called the meeting to order at 11:49 am. There was a quorum with the following board members present.

Board Members in Attendance

Andrea Cianek, Barclay Harless, Candida Duff (signed on at 12pm), Celeste Fernandez, Commissioner René Flowers, Dr. Rebecca Sarlo, Elizabeth Siplin, Jack Geller, John Howell, Kenneth Williams (logged on at some point during the meeting), Kevin Knutson, Mark Hunt, Michael Jalazo, Patricia Sawyer, Scott Thomas, Zachary White

Board Members Not in Attendance

Belinthia Berry, Chris Owens, David Fetkenher, Glenn Willocks, Ivonne Alvarez, Jody Armstrong, Lisa Cane

Staff in Attendance

Steven Meier, Jay Burkey, Kris Lucas, Mary Jo Schmick, Leah Geis

Board Counsel in Attendance

Heather Ramos

Public Comments

There were no public comments.

ACTION ITEM 1 – Approval of the Minutes – 4.25.22 Special Board of Directors Meeting

The minutes of the April 25, 2022, Special Board of Directors meeting were presented for approval.

RECOMMENDATION

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

Discussion: None

Motion:	Patricia Sawyer
Second:	Mark Hunt

The minutes were approved as presented. This motion carried unanimously.

ACTION ITEM 2 – PY’2022-2023 Board of Directors Reappointment Recommendations

The Board members listed below have terms which are expiring on 6/30/2022. All members, except for three individuals, are being presented for reappointment.

Representation	Name	Term Ends	Reappoint?
Business	Andrea Cianek	6/30/2022	No
GRO – Public Assistance	Celeste Fernandez	6/30/2022	Yes
Business	Chris Owens	6/30/2022	No
Business	David Fetkenher	6/30/2022	Yes
Business	Elizabeth Siplin	6/30/2022	Yes
Business	Glenn Willocks	6/30/2022	Yes
CBO – Individuals w/Barriers	Jody Armstrong	6/30/2022	No
WOLO*	Kenneth Williams	6/30/2022	Yes
ETPA*	Mark Hunt	6/30/2022	Yes
ETPO*	Dr. Rebecca Sarlo	6/30/2022	Yes

RECOMMENDATION

Approval of those directors whose term will expire on June 30, 2022 to be reappointed for an additional two-year term period, effective July 1, 2022 through June 30, 2024. Upon approval from the Board of Directors, this recommendation will be forwarded to the appointing authority, the Pinellas County Board of County Commissioners.

Discussion: None

Motion:	Jack Geller
Second:	Scott Thomas

The Board of Directors made a motion to approval of those directors whose term will expire on June 30, 2022 to be reappointed for an additional two-year term period, effective July 1, 2022 through June 30, 2024. Upon approval from the Board of Directors, this recommendation will be forwarded to the appointing authority, the Pinellas County Board of County Commissioners. The motion carried unanimously.

ACTION ITEM 3 – PY’2022-2023 Board Officer Recommendations

Officers	2021 – 2022 Board Officers	2022 – 2023 Nominees
Chair	Barclay Harless*	Scott Thomas
Chair-Elect	Michael Logal/Vacant	Elizabeth Siplin
Treasurer	Rebecca Sarlo*	Barclay Harless
Secretary	Sheryl Nadler/Kenneth Williams	Kenneth Williams

**Indicates the officer has served 2 consecutive terms in the same office.*

RECOMMENDATION

Approval of the 2022 - 2023 Board Officer nominees.

Discussion: None

Motion:	Jack Geller
Second:	Kevin Knutson
Abstentions:	Barclay Harless and Scott Thomas

The Board of Directors made a motion to approve of the 2022 - 2023 Board Officer nominees. The motion carried unanimously.

ACTION ITEM 4 – Annual Performance Evaluation

The annual performance process was approved for completion for all staff on a program year basis, from July 1 to June 30. On September 8, 2021, the Board of Directors approved the annual performance evaluation utilizing a five-point scale. CareerSource Pinellas is recommending that only merit increases be offered.

RECOMMENDATION

Approval for a merit increase for employees upon the completion of the annual performance evaluation. For those nearing the maximum of the pay range, automatically award a one-time performance evaluation stipend. The range for both the merit increase and one-time performance evaluation stipend would be from 0% to 5% of the employee’s base salary determined by the individual’s overall rating on his/her annual performance evaluation for the program year ending in June 2022.

Discussion: None

Motion:	Scott Thomas
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Second:	Jack Geller
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The Board of Directors made a motion to approve of a merit increase for employees upon the completion of the annual performance evaluation. For those nearing the maximum of the pay range, automatically award a one-time performance evaluation stipend. The range for both the merit increase and one-time performance evaluation stipend would be from 0% to 5% of the employee's base salary determined by the individual's overall rating on his/her annual performance evaluation for the program year ending in June 2022. The motion carried unanimously.

ACTION ITEM 5 – Approval of Vendor for 2022 Compensation Review

The RFQ was issued at the beginning of March with the deadline to submit proposals by March 25. CareerSource Pinellas received proposals from four qualified vendors. Based upon review of the proposals, it is the recommendation to enter into a contract with Compensation Resources to perform a compensation review as an update to the review performed in 2019. Their quote to perform the compensation review is \$30,800. A budget modification request was approved at the November 17, 2021, Board Meeting that included a line item of \$37,500 for a Compensation Review. The Compensation Committee approved Compensation Resources at its April 7, 2022 meeting.

RECOMMENDATION

Approval of Compensation Resources to perform Compensation Review for CareerSource Pinellas at a cost not to exceed \$30,800 plus out-of-pocket expenses, if any.

Discussion: None

Motion:	Mark Hunt
Second:	Jack Geller

The Board of Directors made a motion to approve of Compensation Resources to perform Compensation Review for CareerSource Pinellas at a cost not to exceed \$30,800 plus out-of-pocket expenses, if any. The motion carried unanimously.

ACTION ITEM 6 – Policy Approval – WIOA-P-120-14 Youth Service Provider Selection

This policy provides Local Workforce Development Board 14 (LWDB-14) the criteria for awarding grants and contracts for youth workforce services under the Workforce Innovation and Opportunity Act (WIOA). Additionally, this policy outlines procurement requirements that govern the youth service provider selection process.

RECOMMENDATION

Approval of Policy WIOA-P-120-14-Youth Service Provider Selection.

Discussion: None

Motion:	Scott Thomas
Second:	Jack Geller

The Board of Directors made a motion to approve of Policy WIOA-P-120-14-Youth Service Provider Selection. The motion carried unanimously.

ACTION ITEM 7 – Approval of One-Stop Operator

CareerSource Pinellas is recommending contracting with The Kaiser Group (DE), LLC, dba Dynamic Workforce Solutions Based on overall score, experience as a One-Stop-Operator and previous experience as One-Stop Operator of CareerSource Pinellas for the last four years, . The Kaiser Group (DE), LLC, dba Dynamic Workforce Solutions was approved by the One-Stop Committee at its April 21, 2022 meeting.

RECOMMENDATION

Approval to enter into contract negotiations and award a contract for the provision of One-Stop-Operator Services with The Kaiser Group (DE), LLC, dba Dynamic Workforce Solutions for a one-year term commencing July 1, 2022, with up to three one-year renewals.

Discussion: None

Motion:	Mark Hunt
Second:	Jack Geller

The Board of Directors made a motion for approval to enter into contract negotiations and award a contract for the provision of One-Stop-Operator Services with The Kaiser Group (DE), LLC, dba Dynamic Workforce Solutions for a one-year term commencing July 1, 2022, with up to three one-year renewals. The motion carried unanimously.

ACTION ITEM 8 – Memorandum of Understanding – Vocational Rehabilitation Renewal

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 and Vocational Rehabilitation have coordinated 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.

RECOMMENDATION

Approval, upon receipt of fully executed agreement, of the MOU/IFA two-year renewal for CareerSource Pinellas and Vocational Rehabilitation for submission to the Board of County Commissioners for review and approval.

Discussion: None

Motion:	Mark Hunt
Second:	Scott Thomas
Abstentions:	John Howell

The Board of Directors made a motion for approval, upon receipt of fully executed agreement, of the MOU/IFA two-year renewal for CareerSource Pinellas and Vocational Rehabilitation for submission to the Board of County Commissioners for review and approval. The motion carried unanimously.

ACTION ITEM 9 – Schedule of Operations

As part of the Grantee-Subgrantee Agreement, DEO requires the Board to adopt a schedule of operations for the upcoming state fiscal year. The proposed schedule must be posted on the website and the Board must approve any deviations from the schedule, except in emergency or reasonably unforeseeable circumstances.

RECOMMENDATION

Approval of the CareerSource Pinellas Schedule of Operations.

Discussion: None

Motion:	Scott Thomas
Second:	Jack Geller

The Board of Directors made a motion for approval of the CareerSource Pinellas Schedule of Operations. The motion carried unanimously.

ACTION ITEM 10 – 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. 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 (2/3rd) vote.

Discussion: None

10A	Motion:	Jack Geller
	Second:	Scott Thomas
	Abstention:	Dr. Rebecca Sarlo
10B	Motion:	Jack Geller
	Second:	Scott Thomas
	Abstention:	NONE – Belinthia Berry was not on the call at this time.
10C	Motion:	Scott Thomas
	Second:	Jack Geller
	Abstention:	Mark Hunt
10D	Motion:	Mark Hunt
	Second:	Patricia Sawyer
	Abstention:	Michael Jalazo

The Board of Directors made a motion for approval of the PY'2022-2023 related party contracts by a two-thirds (2/3rd) vote. The motion carried unanimously.

ACTION ITEM 11 – Approved Training Providers: Renewal Agreements

CareerSource Pinellas enters into individual training provider agreements with each approved training provider. Training providers listed have finished their initial one year term and are in continued eligibility status for review and two year renewal. 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.

Access Computer Training (Hillsborough) CIE #5237
ACI Learning 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
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
Ultimate Medical Academy, CIE #1606
University of South Florida / Innovative Education, SACS

RECOMMENDATION

Approval of the Board to enter into two-year (7/1/22-6/30/24) renewal agreements with the training providers listed above.

Discussion: None

Motion:	
Second:	

Following Board discussion of staff's Recommendation to approve the Board to enter into two year renewal agreement with the training providers listed in Action Item 11, the Chair announced that a motion and second was on the floor without a motion and second actually having been made, and the Board unanimously approved the recommendation (Note: this minor procedural error was waived when it was not raised and does not invalidate the Board's vote).

ACTION ITEM 12 – Procurement Policy

Information

CareerSource Pinellas' internal monitors, Taylor Hall Miller Parker P.A., reviewed our Purchasing Policy and recommended changes in light of updates to 2 CFR 200. Accordingly, in alignment with best practices, federal regulations, and Taylor Hall Miller Parker and DEO recommendations, CareerSource Pinellas is updating the organization's Procurement Policy.

RECOMMENDATION

Approval of the presented Procurement Policies.

Discussion: None

Motion:	Scott Thomas
Second:	Jack Geller

The Board of Directors made a motion for approval of the presented Procurement Policies. The motion carried unanimously.

ACTION ITEM 13 – Contract Extension – Fractional Virtual Chief Information Officer

The Board approved the hiring of a virtual Chief Information Officer (CIO), Paul Ashe, to act as the central point of contact for information technology services at the July 15, 2020, Board meeting. Although most of the strategic initiatives have been implemented, staff would like to continue to work with Paul Ashe (Securance, LLC) to oversee and manage all IT projects and vendors for 2022 - 2023. Securance, LLC’s minimum requirements are 8 hours per week.

RECOMMENDATION

Approval to renew contract for Securance LLC, for the period July 1, 2022, through June 30, 2023, for an amount not to exceed \$75,000.

Discussion: None

Motion:	Scott Thomas
Second:	Jack Geller

The Board of Directors made a motion for approval to renew contract for Securance LLC, for the period July 1, 2022, through June 30, 2023, for an amount not to exceed \$75,000. The motion carried unanimously.

ACTION ITEM 14 – Fiscal Year 2021 – 2022: Budget Modification No. 3

Total budgeted revenues estimated to decrease from \$9,765,948 to \$9,558,760, for an overall decrease of \$207,188; or 2.0%. Total budgeted expenses estimated to increase from \$9,691,422 to \$11,462,734, for an overall increase of \$1,771,312. Details were presented and included in the Board packet.

RECOMMENDATION

Staff recommends approval of adjustments to the revenue budget and resultant modifications to the expenditure budget.

Discussion: None

Motion:	Mark Hunt
Second:	Scott Thomas

The Board of Directors made a motion for approval of adjustments to the revenue budget and resultant modifications to the expenditure budget. The motion carried unanimously.

ACTION ITEM 15 – Program Year 2022-2023 Planning Budget

The final approved budget will be provided to the Florida Department of Economic Opportunity, CareerSource Florida and posted to the organization’s website as required by the Agreement between Career Source Pinellas and the Florida Department of Economic Opportunity. Details were presented and included in the Board packet.

RECOMMENDATION

Approval of the 2022-2023 planning budget subject to approval by the Pinellas Board of County Commissioners. The final approved budget will be provided to the Florida Department of Economic Opportunity, CareerSource Florida and posted to the organization’s website as required by the Agreement between Career Source Pinellas and the Florida Department of Economic Opportunity.

Discussion: None

Motion:	Jack Geller
Second:	Scott Thomas

The Board of Directors made a motion for approval of the 2022-2023 planning budget subject to approval by the Pinellas Board of County Commissioners. The final approved budget will be provided to the Florida Department of Economic Opportunity, CareerSource Florida and posted to the organization's website as required by the Agreement between Career Source Pinellas and the Florida Department of Economic Opportunity. The motion carried unanimously.

ACTION ITEM 16 – Abacode, LLC, Cybersecurity 24/7 Monitoring

The current contract with Abacode, LLC, at a cost of \$3,399 per month, expires on June 30, 2022. Paul Ashe, vCIO, has negotiated a new contract with Abacode, LLC, at a cost of \$44,880 per year for a 3-year contract (total \$136,640).

RECOMMENDATION

Approval of three-year contract with Abacode, LLC, for 24/7 Cybersecurity Monitoring at a cost of \$44,880 per year.

Discussion: None

Motion:	Jack Geller
Second:	Scott Thomas

The Board of Directors made a motion for approval of three-year contract with Abacode, LLC, for 24/7 Cybersecurity Monitoring at a cost of \$44,880 per year. The motion carried unanimously.

ACTION ITEM 17 – Audit of June 30, 2022, Financial Statements

Thomas Howell Ferguson P.A. will audit the financial statements of WorkNet Pinellas, Inc., which comprise the statement of financial position as of June 30, 2020, the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements. The fees for the audit and the preparation of the Form 990 will be \$25,500 which will include travel and other out-of-pocket costs.

RECOMMENDATION

Approval to enter into an agreement with Thomas Howell Ferguson P.A. to conduct a financial statement audit for the year ended June 30, 2020.

Discussion: None

Motion:	Mark Hunt
Second:	Scott Thomas

The Board of Directors made a motion for approval to enter into an agreement with Thomas Howell Ferguson P.A. to conduct a financial statement audit for the year ended June 30, 2020. The motion carried unanimously.

ACTION ITEM 18 – Annual 401(k) Plan Audit

Thomas Howell Ferguson P.A. in its second year as the organization's auditors, will audit the financial statements of WorkNet Pinellas, Inc. 401(k) Plan, which are comprised of the statement of net assets available for benefits as of December 31, 2021, the statement of changes in net assets available for benefits for the year then ended, and the related notes and report on the supplemental schedules for the year ended December 31, 2021. For calendar year 2021, a limited scope audit, as permitted by USDOL regulations, will be performed and will not exceed \$7,500. The annual audit is to be completed and filed along with the Form 5500 by October 15, 2021.

RECOMMENDATION

Approval for Thomas Howell Ferguson P.A. to commence a limited scope audit of the WorkNet Pinellas, Inc. 401(k) for 2021.

Discussion: None

Motion:	Scott Thomas
Second:	Jack Geller

The Board of Directors made a motion for approval for Thomas Howell Ferguson P.A. to commence a limited scope audit of the WorkNet Pinellas, Inc. 401(k) for 2021. The motion carried unanimously.

General Counsel Update – Gray|Robinson

Heather Ramos, Gray|Robinson, shared an overview of the projects that their firm has been working on since the last Board meeting. The items were summarized on a memo included in the Board packet. Ms. Ramos also indicated that there is no known pending litigation against CareerSource Pinellas.

INFORMATION ITEM 1 – Board and Committee 2022-2023 Draft Calendar

The 2022-2023 Board and Committee Draft Calendar was presented to the board for review and discussion. The draft calendar will be implemented.

INFORMATION ITEM 2 – Current Board Roster and Term Dates

A list of current board member and their term dates was included in the meeting packet.

INFORMATION ITEM 3 – PY’2021-2022 Committee Assignments

A list of current committee assignments was included in the meeting packet. Board members were asked to let staff know if they wanted to be a part of specific committees.

INFORMATION ITEM 4 – Employee Engagement

Jay Burkey, HR Director, shared the status of the implementation of tactics to improve organizational culture and employee engagement.

INFORMATION ITEM 5 – Compensation and Turnover Summary

Jay Burkey, HR Director, referred the Board to the compensation and turnover summary.

INFORMATION ITEM 6 – 2021-2022 One-Stop Goals Update

Kris Lucas, COO, referred the Board to One-Stop Goals Update included in the Board packet.

INFORMATION ITEM 7 – Reports

Kris Lucas, COO, referred the Board to One-Stop Reports included in the Board packet.

INFORMATION ITEM 8 – Workforce Solutions Goals Update

Kristopher Lucas gave a brief summary of the Workforce Solutions Goals Update included in the meeting packet.

INFORMATION ITEM 9 – WIOA Primary Indicators Report Q1

Report included in meeting packet.

INFORMATION ITEM 10 – Training Provider Spending

Report included in meeting packet.

INFORMATION ITEM 11 – Work-Based Learning Spending

Report included in meeting packet.

INFORMATION ITEM 12 – Help Wanted Online Report

Report included in meeting packet.

INFORMATION ITEM 13 – February 28, 2022 Financial Statements

Report included in meeting packet.

INFORMATION ITEM 14 – 401K Trustee Information

Steve Meier indicated that the Third-Party Administrator of the Plan, determined that we can simply use business positions or titles as the Trustees in the Plan Document instead of specific names. As a result, the Plan Document will be restated to list the trustees as:

1. Chief Executive Official/Executive Director/Chief Executive Officer (or highest-ranking officer)
2. Chief Financial Officer (or highest-ranking financial position)

These titles are consistent with the organization’s by-laws, handbook and other governing documents.

INFORMATION ITEM 15 – Unrestricted Cash

Subsequent to the payment of the disallowed costs attributable to the Final Determination from DOL compliance review from unrestricted funds, CareerSource Pinellas had almost \$893,000 of unrestricted funds available deposited in three accounts.

Other Administrative Items – None

Open Discussion – None

Adjournment

Jack Geller motioned and Scott Thomas seconded the motion for adjournment. Barclay Harless adjourned the meeting at 1:03 pm.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Harless, Barclay Richard		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Pinellas	
MAILING ADDRESS 531 100th Ave N		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input checked="" type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY	
CITY St. Petersburg	COUNTY Pinellas	NAME OF POLITICAL SUBDIVISION: Pinellas County Government	
DATE ON WHICH VOTE OCCURRED 5/26/2022		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE	

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Barclay Harless, hereby disclose that on May 26, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____ ;
- inured to the special gain or loss of my relative, _____ ;
- inured to the special gain or loss of _____, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

voting on officer slate that I am a recommendation of.

ACTION ITEM 3 – PY'2022-2023 Board Officer Recommendations

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

7/8/2022

Date Filed

DocuSigned by:

Barclay Harless

364E1200BA3A440

Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Thomas, Scott Thomas Scott Robert		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Pinellas	
MAILING ADDRESS 730 north old coachman road, b8		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY Clearwater	COUNTY Pinellas	<input type="checkbox"/> CITY <input checked="" type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY	
DATE ON WHICH VOTE OCCURRED 5/26/2022		NAME OF POLITICAL SUBDIVISION: Pinellas County Government	
		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE	

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Scott Thomas, hereby disclose that on May 26, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, I was on ballot ;
- inured to the special gain or loss of my relative, N/a ;
- inured to the special gain or loss of N/a , by whom I am retained; or
- inured to the special gain or loss of N/a , which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

My name was on the ballot

ACTION ITEM 3 – PY'2022-2023 Board Officer Recommendations

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

7/8/2022

Date Filed

DocuSigned by:



Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

John Howell
I, _____, hereby disclose that on May 26, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____ ;
- inured to the special gain or loss of my relative, _____ ;
- inured to the special gain or loss of Division of Vocational Rehabilitation, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

I abstained from a vote on Action Item 8 which was a vote on a MOU for Vocational Rehabilitation Renewal. I am currently employed by Vocational Rehabilitation creating a conflict of interest.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

6/13/2022

Date Filed

DocuSigned by:

John Howell

324D6DF3321043F...

Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

Rebecca Sarlo

I, _____, hereby disclose that on May 26, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____ ;
- inured to the special gain or loss of my relative, _____ ;
- inured to the special gain or loss of tuition from student enrollments/funding _____, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

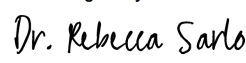
On May 26th, 2022 at the Board of Directors Meeting, I abstained from a vote on Action Item 10a which was a vote on Related Party Contracts for PY'2022-2023 due to a possible conflict of interest. This conflict stems from the fact that I am the Campus Director of Ultimate Medical Academy which is an approved CareerSource Pinellas training provider.

Action Item 10a - Related Party Contracts for PY'2022-2023

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

6/21/2022

Date Filed

DocuSigned by:


 Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

Rebecca Sarlo

I, _____, hereby disclose that on May 26, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____ ;
- inured to the special gain or loss of my relative, _____ ;
- inured to the special gain or loss of student tuition/funding _____, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

On May 26th, 2022 at the Board of Directors Meeting, I abstained from a vote on Action Item 11 which was a vote on Approved Training Providers - Renewal Agreements, due to a possible conflict of interest. This conflict stems from the fact that I am the Campus Director of Ultimate Medical Academy which is an approved CareerSource Pinellas training provider.

Action Item 11 - Approved Training Providers - Renewal Agreements

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

6/21/2022

Date Filed

DocuSigned by:

Dr. Rebecca Sarlo

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Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, William Mark Hunt, hereby disclose that on May 26, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____ ;
- inured to the special gain or loss of my relative, _____ ;
- inured to the special gain or loss of Pinellas County Schools, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Pinellas County Schools and Pinellas Technical College are training providers for Career Source clients and my participation on the CSPIN executive board and vote on issues of training provider agreements represents a potential conflict.

Action Item 10c - Related Party Contracts for PY'2022-2023

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

6/13/2022

Date Filed

DocuSigned by:

 Signature 2649368DE026444...

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, William Mark Hunt, hereby disclose that on May 26, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____ ;
- inured to the special gain or loss of my relative, _____ ;
- inured to the special gain or loss of Pinellas County Schools, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Pinellas County Schools and Pinellas Technical College are training providers for Career Source clients and my participation on the CSPIN executive board and vote on issues of training provider agreements represents a potential conflict.

Action Item 11 - Approved Training Providers - Renewal Agreements

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

6/13/2022

Date Filed

DocuSigned by:

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 Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

Michael Jalazo

I, _____, hereby disclose that on May 26, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____ ;
- inured to the special gain or loss of my relative, _____ ;
- inured to the special gain or loss of related party contracts _____, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Related Party Contracts, Florida Hires-PERC

Action Item 10d - Related Party Contracts for PY'2022-2023

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

6/14/2022

Date Filed

DocuSigned by:

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 Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.



ACTION ITEM 2

Insurance Coverage Counsel Update

At the April 25, 2022, Special Board Meeting, the Board approved Messer Caparello's proposal and conflict waiver so they may serve as insurance coverage counsel in all matters related to a claim for insurance coverage relating to the monetary demand made by the U.S. Department of Labor in March 2022. Messer Caparello were subsequently approved by the Pinellas County Board of County Commissioners at their April 26, meeting. Attorneys James J. Dean and Robert A. McNeely of the law firm Messer Caparello will give an update on their work performed to-date and their recommendation moving forward.

RECOMMENDATION

Approval of Messer Caparello's proposal.



ACTION ITEM 3

Policy Approval

Training, Supportive Services, and Needs-Related Payments

CareerSource Pinellas will be updating all policies to ensure Federal and State requirements are up to date. This policy reflects cost of tuition and cost of living increases.

Highlighted Changes:

- Tuition caps increased from \$5,000/year, \$10,000/lifetime to \$7,500/year, \$15,000/lifetime.
- Supportive services limits increased to match training requirements and more realistically support participant needs.
- DEO's requirements for procedures were removed from the policy and will be constructed in a Local Operations Procedure document.

RECOMMENDATION

Approval of the WIOA 22-01 Training, Supportive Services and Needs-Related Payments Policy.



Policy

**Policy
Number**
WIOA 22-01

Title:	Training, Supportive Service and Needs-Related Payments
Program:	Workforce Innovation and Opportunity Act
Effective:	TBD

I. PURPOSE AND SCOPE

The purpose of this policy is to provide CareerSource Pinellas (CSP) staff with information and requirements for supportive services and needs-related payments to eligible Workforce Innovation and Opportunity Act (WIOA) program participants. This policy also communicates the funding limits for these services, as well as for ITA training activities. Local Operating Procedures to guide the provision of WIOA supportive service and need-related payments are provided in a separate document.

II. BACKGROUND

A key principle in WIOA is to provide local areas with the authority to make policy and administrative decisions and the flexibility to tailor the public workforce system to the needs of the local community. To ensure maximum flexibility, WIOA regulations allow local areas the discretion to provide the supportive services they deem appropriate, subject to the conditions prescribed by WIOA. This policy requires coordination with other entities to ensure non-duplication of resources and services and establishes the limits on the amount and duration of supportive and training services.

III. AUTHORITY

Workforce Innovation and Opportunity Act, Public Law (WIOA) Sections [3\(59\)](#); [106\(c\)\(1\)\(F\)](#); [133\(b\)\(2\)\(B\)](#); [133\(b\)\(3\)](#); [134\(c\)\(3\)](#); [134\(d\)\(3\)](#); [134\(d\)\(4\)](#); [134\(c\)\(1\)\(A\)\(ii\)](#); [134\(c\)\(1\)\(A\)\(iii\)](#) 20 Code of Federal Regulations (CFR) Subpart G; [681.570](#); [681.640](#)

Training and Employment Guidance Letter (TEGL) [19-16](#) and [21-16](#)

IV. POLICY

A. ITA Training Payment Limits

WIOA offers classroom training and tuition assistance for programs provided by approved training institutions on the Eligible Training Provider List (ETPL). The training program can be up to two years or be the last two years of an extended training program. WIOA contributions for all Individual Training Account (ITA) training cannot exceed \$7,500 per program year, or \$15,000 in a participant's lifetime. The training limit includes all costs of ITA training (tuition, books, uniforms, tools, exam and license fees, etc., as required for the training program).

B. Supportive Services for Adults, Dislocated Workers and Youth

Supportive services are services that are necessary to enable an individual to successfully participate in activities authorized under WIOA. Services may include, but are not limited to:

- 1) Linkages to community services
- 2) Assistance with transportation
- 3) Assistance with childcare and dependent care
- 4) Assistance with housing
- 5) Needs-related payments, as described in **Section IV.C.** below
- 6) Assistance with educational testing
- 7) Reasonable accommodations for individuals with disabilities
- 8) Legal aid services
- 9) Referrals to health care
- 10) Assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear
- 11) Assistance with books, fees, school supplies and other necessary items for students enrolled in postsecondary education classes
- 12) Payments and fees for employment and training-related applications, tests, and certifications.

Supportive services may only be provided to adults, dislocated workers or youth who are participating in career or training services authorized under WIOA sections 129(c)(2) or 134(c)(2)-(3) and who are unable to obtain supportive services through other programs providing such services.

CSP staff must ensure adults and dislocated workers are provided accurate information about the availability of supportive services in the local area, as well as referral to such activities.

Note: Supportive services must not be used as incentive payments. Incentive payments are allowable for youth participants only, and unlike supportive services, are permitted for recognition of achievements directly tied to training activities and work experiences.

1. Determination of Need

As supportive services are not an entitlement, staff must first determine a participant to be in financial need of supportive services before they are provided. Supportive services should be used to address the participant's barriers identified through the initial or objective assessment process. The plan for addressing these barriers, to include the provision of supportive services, must be documented in the participant's Individual Employment Plan (IEP) or Individual Service Strategy (ISS), as appropriate. See Supportive Services Local Operating Procedures for the correct process to determine and document supportive services and needs-related payments.

2. Limits to the Amount or Duration of Supportive Services

Limits established by the Local Workforce Development Board on the provision of supportive services.

All supportive services required for ITAs (including books, exams, applications, certifications, uniforms, and tools) count in the training limit of \$7,500 per year and \$15,000 per lifetime. Transportation, emergency support, needs-related payments, and other types of supportive service that are not required for the training program, do not count in the training limit.

The following limits apply to Welfare Transition and WIOA participants:

Category	Type of Supportive Service	Supportive Services Limit	Method of Payment
Transportation	Transportation, mileage reimbursement	<ul style="list-style-type: none"> • \$100 max per month 	Reloadable Visa Cards
Emergency	To fit the unique need of the participant/situation	<ul style="list-style-type: none"> • Request must be approved by CEO or designee 	
Training and Employment Related Needs	Uniforms	<ul style="list-style-type: none"> • As required, in writing, for curriculum and included in ITA, or up to \$200 as needed for OJT, apprenticeship, etc. 	Direct Payment to Vendor
	Tools	<ul style="list-style-type: none"> • As required, in writing, for curriculum and included in ITA, or up to \$500 as needed for apprenticeship or OJT, etc. 	Direct Payment to Vendor
	Books, fees, supplies, and other items required for training	<ul style="list-style-type: none"> • As required, in writing, for training and included in ITA 	Direct Payment to Vendor
	Training related testing, fees, applications, certifications, etc.	<ul style="list-style-type: none"> • As required, in writing, for training and included in ITA 	Direct Payment to Vendor

C. Needs-Related Payments

Needs-related payments are a supportive service that provides financial assistance to participants to enable their participation in training. Unlike other supportive services, LWDB 14 may only provide needs-related payments to eligible WIOA participants who are enrolled in training or accepted in a training program that will begin within 30 calendar days.

1. Eligibility for Adults, Dislocated Workers and Out-of-School Youth (OSY)

To receive needs-related payments, adults and OSY (ages 18-24) must:

- a) Be unemployed;
- b) Not qualify for, or have ceased qualifying for, Reemployment Assistance (RA) benefits; and
- c) Be enrolled in training services authorized under WIOA sec. 134(c)(3).

To receive needs-related payments, dislocated workers must be unemployed, and:

- a) Have ceased to qualify for RA benefits or Trade Readjustment Allowance (TRA) under the Trade Adjustment Assistance (TAA) program; and
- b) Be enrolled in training services authorized under WIOA sec. 134(c)(3) by the end of the 13th week after the most recent layoff that resulted in a determination of the worker's eligibility as a dislocated worker, or, if later, by the end of the eighth week after the worker is informed that a short-term layoff will exceed six months; or
- c) Be unemployed, deemed ineligible for RA benefits or TRA under the TAA program, and be enrolled in training services authorized under WIOA sec. 134(c)(3).

*All needs-related payments must be approved by the CEO or designee.

2. Payment Levels

- a) For Adults and OSY, the LWDB established the payment level of needs-related payments not to exceed \$275 per week. For statewide projects, the payment level must be established by the State Workforce Development Board.
- b) For dislocated workers, the payment level of needs-related payments must not exceed the greater of:
 - i. The applicable weekly level of RA benefits for participants who were eligible for RA benefits, or
 - ii. The poverty level for an equivalent period, for participants who did not qualify for unemployment compensation because of the³⁴ qualifying layoff. The weekly payment level must be adjusted to reflect changes in total family income.

Note: Waivers to training, supportive services, and the option to provide emergency or needs-related payments may be requested on a case-by-case basis. A waiver must be approved by the CEO or designee with record of waiver retained within the participant's Employ Florida record.

V. RESOURCES

- Workforce GPS – Youth Connections, Community Resources, Supportive Services
- CareerSource Florida Supportive Service and Needs-Related Payment Policy 109

Staff must follow their program's Local Operating Procedures when providing any supportive service.

DRAFT



ACTION ITEM 4

Corrected Schedule of Operations

The schedule of operations included in the May 26 Board of Directors Meeting packet was inaccurate. It stated Tarpon Springs was operating on Tuesdays and Thursdays from 8:00am to 4:30pm. It has been updated to Monday through Friday from 8:00am to 5:00pm.

The revised schedule of operations is included for your review and consideration.

RECOMMENDATION

Approval of the revised CareerSource Pinellas Schedule of Operations.

Career Resource Centers



Clearwater

2312 Gulf to Bay Blvd.
Clearwater, FL. 33765
Monday- Friday, 8 am - 5 pm
(727) 608-2408

St. Petersburg

3420 8th Avenue South
St. Petersburg, FL. 33711
Monday- Friday, 8 am - 5 pm
(727) 524-4344

Lealman Exchange

5175 45th Avenue North
St. Petersburg, FL. 33714
Monday- Friday, 8 am - 5 pm
(727) 871-2344

Tarpon Springs

682 E. Klosterman Rd.
Tarpon Springs, FL. 34689
Monday- Friday, 8 am - 5 pm
(727) 608-2513

Career Resource Centers will be closed on the following holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day



ACTION ITEM 5

Regional Targeted Occupations List (RTOL)

The Department of Economic Opportunity's (DEO) Bureau of Labor Market Statistics (LMS) published the 2022-2023 Statewide Demand Occupational Lists on the Department's website. The Statewide Demand Occupations list identifies the labor market needs of Florida's business community and encourages job training based on those needs, with emphasis on jobs that are both in high demand and high skill/high wage and is used as a baseline for establishing the local Targeted Occupations List (TOL). The Local Workforce Development Boards (LWDBs) develop and use their TOLs to identify occupations for which eligible adults and dislocated workers may receive training assistance under the Workforce Innovation and Opportunity Act (WIOA).

A TOL must be updated when occupations are deleted or added. Each LWDB must update and publish the updated TOL to its website and submit a link to DEO by June 30, 2022.

Staff reviewed the new 2022-2023 Regional Demand Targeted Occupations List (TOL) for Pinellas County published by the Labor Market Unit with DEO, analyzing the changes from the 2021-2022 TOL previously approved by the board in June 2021.

Lists of potential additions and deletions were drafted with accompanying Labor Market Information to request review and approval to finalize the 2022-2023 TOL.

RECOMMENDATION

Approval to adopt the 2022-2023 Regional Demand Occupations for CareerSource Pinellas.



2022-23 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 14 - Pinellas County

Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$15.13/hour and Entry Wage of \$12.31/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$23.73/hour and Entry Wage of \$15.13/hour

SOC Code†	HSHW††	Occupational Title‡	2020 Hourly Wage				FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
			Annual Percent Growth	Annual Openings	Mean	Entry			
132011	HSHW	Accountants and Auditors	1.59	8,177	36.04	21.46	5	Yes	R
113010	HSHW	Administrative Services and Facilities Managers	1.86	1,634	45.03	24.82	5	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	2.86	1,509	32.76	19.73	3	Yes	S
119041		Architectural and Engineering Managers	4.10	15	73.25	76.43			S
274011		Audio and Video Equipment Technicians	3.63	932	24.00	14.18	4	No	S
493023		Automotive Service Technicians and Mechanics	1.02	4,922	21.09	12.71	3	No	R
433031		Bookkeeping, Accounting, and Auditing Clerks	0.52	11,538	20.36	13.81	4	Yes	R
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.63	1,356	24.01	16.64	3	Yes	S
152051		Business Intelligence Analysts	NR	NR	48.52	52.24			S
131199	HSHW	Business Operations Specialists, All Other	NR	NR	35.90	38.10		NR	S
131020	HSHW	Buyers and Purchasing Agents	0.33	2,324	31.36	18.98	4	Yes	R
535021	HSHW	Captains, Mates, and Pilots of Water Vessels	1.96	532	39.00	14.77	3	Yes	S
435011		Cargo and Freight Agents	1.63	826	21.40	14.08	3	Yes	S
472031		Carpenters	1.29	6,614	20.22	14.57	3	No	R
472051		Cement Masons and Concrete Finishers	1.06	1,579	19.14	14.26	3	No	S
351011		Chefs and Head Cooks	2.90	1,880	26.59	15.31	3	No	R
172051		Civil Engineers	8.20	25	42.33	45.91			S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.34	2,054	31.58	20.20	3	Yes	R
532012	HSHW	Commercial Pilots	2.00	538	60.80	24.50	3	Yes	S
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.94	688	27.61	18.52	4	Yes	S
131041	HSHW	Compliance Officers	1.48	2,245	33.00	17.49	3	Yes	R
113021	HSHW	Computer and Information Systems Managers	2.57	2,128	70.47	43.03	5	Yes	R
151231	HSHW	Computer Network Support Specialists	1.66	834	31.77	18.35	3	Yes	S
151299	HSHW	Computer Occupations, All Other	1.64	1,186	38.03	19.27	3	Yes	S
151211	HSHW	Computer Systems Analysts	2.13	2,676	42.29	25.33	4	Yes	R
151232		Computer User Support Specialists	2.13	4,313	24.89	15.43	3	Yes	R
474011	HSHW	Construction and Building Inspectors	1.25	1,208	29.39	18.84	3	Yes	S
119021	HSHW	Construction Managers	2.10	3,342	50.70	28.86	4	No	R
131051	HSHW	Cost Estimators	1.10	1,318	31.39	19.39	4	No	S
151245	HSHW	Database Administrators and Architects	2.38	725	46.29	26.88	4	Yes	S
319091		Dental Assistants	1.51	2,649	19.80	15.22	3	Yes	R
291292		Dental hygienists	11.20	16	37.41	39.12			S
292032	HSHW	Diagnostic Medical Sonographers	19.00	7	37.38	38.79			S
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	1.78	731	28.99	17.65	4	Yes	S
472111		Electricians	1.91	5,609	22.06	15.51	3	No	R
292042		Emergency Medical Technicians	NR	NR	17.05	17.64			S
132051	HSHW	Financial Analysts	NR	NR	44.03	49.53		NR	S
132098	HSHW	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	1.86	2,229	36.70	20.72	3	Yes	R
113031	HSHW	Financial Managers	2.77	3,444	65.55	33.81	5	Yes	R
332011	HSHW	Firefighters	1.13	1,618	25.35	15.95	3	No	S
371012		First-Line Superv. Landscaping & Groundskeeping Workers	2.37	1,754	23.97	15.45	3	No	S
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	1.60	5,670	30.37	19.97	4	No	R
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.62	3,138	30.83	19.59	3	No	R
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	0.84	11,717	28.26	17.81	4	Yes	R
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.42	2,722	29.36	18.69	3	Yes	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.40	2,343	40.97	22.70	4	No	R
391098		First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Se	2.62	1,992	22.64	14.38	3	No	S
411011		First-Line Supervisors of Retail Sales Workers	0.88	10,637	22.76	14.22	3	No	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	1.75	2,868	27.03	16.93	3	Yes	R
531047		First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	5.80	62	26.37	28.16			S
119051		Food Service Managers	1.81	3,364	28.03	17.18	4	No	S
111021	HSHW	General and Operations Managers	1.92	14,755	51.80	23.11	4	Yes	R
271024		Graphic Designers	1.43	1,759	24.81	15.68	4	Yes	R
292099		Health Technologists and Technicians, All Other	NR	NR	21.98	23.67			S
319099		Healthcare Support Workers, All Other	10.50	14	18.14	19.56			S
499021		Heating, A.C., and Refrigeration Mechanics and Installers	1.48	3,701	21.85	15.26	3	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	1.34	12,116	20.74	13.91	3	No	S
113121		Human Resources Managers	9.20	15	60.69	65.67			S
131071	HSHW	Human Resources Specialists	1.74	4,239	29.54	18.50	5	Yes	R
172112	HSHW	Industrial Engineers	2.74	1,028	41.55	27.82	5	Yes	R
499041		Industrial Machinery Mechanics	2.37	1,585	24.71	16.39	3	Yes	S
113051		Industrial Production Managers	5.30	14	49.59	56.62			S
537051		Industrial Truck and Tractor Operators	1.22	3,260	18.48	13.27	3	Yes	R
151212	HSHW	Information Security Analysts	4.93	883	45.77	27.75	3	Yes	S
413021		Insurance Sales Agents	1.49	5,427	29.60	15.06	3	Yes	R
252012		Kindergarten Teacher	8.10	NR	NR	NR	5		S
292061		Licensed Practical and Licensed Vocational Nurses	1.72	4,214	22.45	18.33	3	Yes	R
132072	HSHW	Loan Officers	0.85	1,394	36.61	17.13	4	Yes	S
119081	HSHW	Lodging Managers	1.97	543	31.72	17.69	4	No	S
514041		Machinists	1.71	1,100	20.93	14.51	3	Yes	R
499071		Maintenance and Repair Workers, General	8.10	152	20.76	21.60			S
131111	HSHW	Management Analysts	2.47	7,009	40.46	20.29	5	Yes	R
119199	HSHW	Managers, All Other	NR	NR	59.93	62.36		NR	S
131161	HSHW	Market Research Analysts and Marketing Specialists	3.46	5,811	29.84	15.98	5	Yes	R

112021	HSHW	Marketing Managers	2.23	1,343	64.06	32.18	5	Yes	R
172141		Mechanical Engineers	7.00	20	45.82	46.64			S
292010		Medical and Clinical Laboratory Technologists and Technicians	1.67	1,607	25.47	15.07	4	Yes	R
119111	HSHW	Medical and Health Services Managers	NR	NR	48.72	57.61	5	Yes	R
319092		Medical Assistants	3.14	8,736	16.74	13.51	3	Yes	S
292098		Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	1.70	2,227	21.04	14.20	3	Yes	R
292072		Medical Records Specialists	NR	NR	22.43	23.23			S
436013		Medical Secretaries	10.60	75	18.01	19.11			S
131121	HSHW	Meeting, Convention, and Event Planners	2.56	1,018	24.20	14.10	4	No	S
252022		Middle School Teacher	7.50	NR	NR	NR	5		S
119121		Natural Sciences Managers	5.80	6	66.30	75.05			S
151244	HSHW	Network and Computer Systems Administrators	1.76	1,513	39.71	25.41	4	Yes	R
311131		Nursing Assistants	8.30	187	14.57	15.99			S
472073		Operating Engineers/Construction Equipment Operators	1.32	2,593	20.44	14.77	3	No	R
472141		Painters, Construction and Maintenance	1.40	3,131	18.12	13.79	3	No	R
232011		Paralegals and Legal Assistants	1.95	3,937	25.10	16.95	3	Yes	R
132052	HSHW	Personal Financial Advisors	1.88	1,837	49.46	17.41	5	No	R
119198	HSHW	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Man	1.06	4,905	49.14	26.79	5	No	R
372021		Pest Control Workers	1.90	1,535	18.85	13.32	3	No	S
292052		Pharmacy Technicians	4.00	32	17.66	18.25			S
319097		Phlebotomists	2.86	1,116	16.68	13.36	3	Yes	S
312021	HSHW	Physical Therapist Assistants	3.82	1,121	30.28	21.23	4	Yes	S
472152		Plumbers, Pipefitters, and Steamfitters	1.49	3,412	21.92	15.59	3	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	1.10	3,295	30.13	20.83	3	No	R
251199	HSHW	Postsecondary Teachers, All Other	1.12	1,956	26.86	13.69	4	No	S
252011		Preschool Teacher	18.40	NR	NR	NR	4		S
131198	HSHW	Project Management Specialists and Business Operations Specialists, All Other	1.88	10,076	35.31	18.03	4	Yes	R
119141	HSHW	Property, Real Estate & Community Association Managers	1.34	3,134	29.99	17.14	4	No	R
292053		Psychiatric Technicians	12.80	NR	17.58	18.27	5		S
273031	HSHW	Public Relations Specialists	2.06	1,437	28.04	16.55	5	Yes	R
113061		Purchasing Managers	6.10	6	61.13	64.71			S
292034	HSHW	Radiologic Technologists	1.71	1,023	27.69	19.63	3	Yes	S
419021		Real Estate Brokers	1.65	754	32.12	14.88	3	No	S
419022	HSHW	Real Estate Sales Agents	1.63	4,521	29.39	11.93	3	No	R
291141	HSHW	Registered Nurses	1.54	12,883	33.42	25.51	4	Yes	R
291126	HSHW	Respiratory Therapists	2.92	685	28.91	24.43	4	Yes	S
112022	HSHW	Sales Managers	1.92	2,636	64.65	30.50	5	Yes	R
414011	HSHW	Sales Representatives, Wholesale & Mfg. Tech. & Sci. Prod.	1.49	2,439	44.18	18.61	3	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Other	1.19	9,272	31.64	14.78	3	Yes	R
252031		Secondary School Teacher	7.80	NR	NR	NR	5		S
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-7.60	195	18.21	19.75			S
413031	HSHW	Securities and Financial Services Sales Agents	1.44	3,268	37.35	18.33	5	No	R
492098		Security and Fire Alarm Systems Installers	1.99	785	21.74	15.08	3	No	S
151256	HSHW	Software Developers and Software Quality Assurance Analysts and Testers	3.86	7,095	48.10	28.91	5	Yes	R
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.87	2,006	22.10	14.68	5	Yes	R
292055		Surgical Technologists	1.70	782	22.46	16.39	3	Yes	S
492022	HSHW	Telecommunications Equipment Installers and Repairers	1.04	2,280	27.56	18.44	3	No	R
433071		Tellers	-16.90	NR	17.46	16.79			S
472044		Tile and Marble Setters	2.53	771	18.88	14.33	3	No	S
113131		Training and Development Managers	10.70	4	57.76	61.92			S
131151		Training and Development Specialists	2.02	2,403	29.14	15.75	5	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	8.30	12	47.22	50.76		NR	S
151257	HSHW	Web Developers and Digital Interface Designers	2.35	803	32.55	18.24	3	Yes	S
514121		Welders, Cutters, Solderers, and Brazers	1.68	1,746	21.04	15.19	3	Yes	R

†SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

††HSHW = High Skill/High Wage.

†††Data Source:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data. Regional data are shown.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data. Statewide data are shown.

NR = Not releasable.

EFI - Enterprise Florida, Inc.

Approved by the CareerSource Pinellas WDB Workforce Solutions Committee 6/23/22 Pending Board Approval 7/13/22



DRAFT 2022-23 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 14 - Pinellas County

Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$15.13/hour and Entry Wage of \$12.31/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$23.73/hour and Entry Wage of \$15.13/hour

SOC Code†	HSHW††	Occupational Title†	2020 Hourly Wage				FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
			Annual Percent Growth	Annual Openings	Mean	Entry			
132011	HSHW	Accountants and Auditors	1.59	8,177	36.04	21.46	5	Yes	R
113010	HSHW	Administrative Services and Facilities Managers	1.86	1,634	45.03	24.82	5	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	2.86	1,509	32.76	19.73	3	Yes	S
119041		Architectural and Engineering Managers	4.10	15	73.25	76.43			S
274011		Audio and Video Equipment Technicians	3.63	932	24.00	14.18	4	No	S
493023		Automotive Service Technicians and Mechanics	1.02	4,922	21.09	12.71	3	No	R
433031		Bookkeeping, Accounting, and Auditing Clerks	0.52	11,538	20.36	13.81	4	Yes	R
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.63	1,356	24.01	16.64	3	Yes	S
152051		Business Intelligence Analysts	NR	NR	48.52	52.24			S
131199	HSHW	Business Operations Specialists, All Other	NR	NR	35.90	38.10		NR	S
131020	HSHW	Buyers and Purchasing Agents	0.33	2,324	31.36	18.98	4	Yes	R
535021	HSHW	Captains, Mates, and Pilots of Water Vessels	1.96	532	39.00	14.77	3	Yes	S
435011		Cargo and Freight Agents	1.63	826	21.40	14.08	3	Yes	S
472031		Carpenters	1.29	6,614	20.22	14.57	3	No	R
472051		Cement Masons and Concrete Finishers	1.06	1,579	19.14	14.26	3	No	S
351011		Chefs and Head Cooks	2.90	1,880	26.59	15.31	3	No	R
172051		Civil Engineers	8.20	25	42.33	45.91			S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.34	2,054	31.58	20.20	3	Yes	R
532012	HSHW	Commercial Pilots	2.00	538	60.80	24.50	3	Yes	S
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.94	688	27.61	18.52	4	Yes	S
131041	HSHW	Compliance Officers	1.48	2,245	33.00	17.49	3	Yes	R
113021	HSHW	Computer and Information Systems Managers	2.57	2,128	70.47	43.03	5	Yes	R
151231	HSHW	Computer Network Support Specialists	1.66	834	31.77	18.35	3	Yes	S
151299	HSHW	Computer Occupations, All Other	1.64	1,186	38.03	19.27	3	Yes	S
151211	HSHW	Computer Systems Analysts	2.13	2,676	42.29	25.33	4	Yes	R
151232		Computer User Support Specialists	2.13	4,313	24.89	15.43	3	Yes	R
474011	HSHW	Construction and Building Inspectors	1.25	1,208	29.39	18.84	3	Yes	S
119021	HSHW	Construction Managers	2.10	3,342	50.70	28.86	4	No	R
131051	HSHW	Cost Estimators	1.10	1,318	31.39	19.39	4	No	S
151245	HSHW	Database Administrators and Architects	2.38	725	46.29	26.88	4	Yes	S
319091		Dental Assistants	1.51	2,649	19.80	15.22	3	Yes	R
291292		Dental hygienists	11.20	16	37.41	39.12			S
292032	HSHW	Diagnostic Medical Sonographers	19.00	7	37.38	38.79			S
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	1.78	731	28.99	17.65	4	Yes	S
472111		Electricians	1.91	5,609	22.06	15.51	3	No	R
292042		Emergency Medical Technicians	NR	NR	17.05	17.64			S
132051	HSHW	Financial Analysts	NR	NR	44.03	49.53		NR	S
132098	HSHW	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	1.86	2,229	36.70	20.72	3	Yes	R
113031	HSHW	Financial Managers	2.77	3,444	65.55	33.81	5	Yes	R
332011	HSHW	Firefighters	1.13	1,618	25.35	15.95	3	No	S
371012		First-Line Superv. Landscaping & Groundskeeping Workers	2.37	1,754	23.97	15.45	3	No	S
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	1.60	5,670	30.37	19.97	4	No	R
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.62	3,138	30.83	19.59	3	No	R
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	0.84	11,717	28.26	17.81	4	Yes	R
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.42	2,722	29.36	18.69	3	Yes	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.40	2,343	40.97	22.70	4	No	R
391098		First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling S	2.62	1,992	22.64	14.38	3	No	S
411011		First-Line Supervisors of Retail Sales Workers	0.88	10,637	22.76	14.22	3	No	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supe	1.75	2,868	27.03	16.93	3	Yes	R
531047		First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supe	5.80	62	26.37	28.16			S
119051		Food Service Managers	1.81	3,364	28.03	17.18	4	No	S
111021	HSHW	General and Operations Managers	1.92	14,755	51.80	23.11	4	Yes	R
271024		Graphic Designers	1.43	1,759	24.81	15.68	4	Yes	R
292099		Health Technologists and Technicians, All Other	NR	NR	21.98	23.67			S
319099		Healthcare Support Workers, All Other	10.50	14	18.14	19.56			S
499021		Heating, A.C., and Refrigeration Mechanics and Installers	1.48	3,701	21.85	15.26	3	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	1.34	12,116	20.74	13.91	3	No	S
113121		Human Resources Managers	9.20	15	60.69	65.67			S
131071	HSHW	Human Resources Specialists	1.74	4,239	29.54	18.50	5	Yes	R
172112	HSHW	Industrial Engineers	2.74	1,028	41.55	27.82	5	Yes	R
499041		Industrial Machinery Mechanics	2.37	1,585	24.71	16.39	3	Yes	S
113051		Industrial Production Managers	5.30	14	49.59	56.62			S
537051		Industrial Truck and Tractor Operators	1.22	3,260	18.48	13.27	3	Yes	R
151212	HSHW	Information Security Analysts	4.93	883	45.77	27.75	3	Yes	S
413021		Insurance Sales Agents	1.49	5,427	29.60	15.06	3	Yes	R
292061		Licensed Practical and Licensed Vocational Nurses	1.72	4,214	22.45	18.33	3	Yes	R
132072	HSHW	Loan Officers	0.85	1,394	36.61	17.13	4	Yes	S
119081	HSHW	Lodging Managers	1.97	543	31.72	17.69	4	No	S
514041		Machinists	1.71	1,100	20.93	14.51	3	Yes	R
499071		Maintenance and Repair Workers, General	8.10	152	20.76	21.60			S
131111	HSHW	Management Analysts	2.47	7,009	40.46	20.29	5	Yes	R
119199	HSHW	Managers, All Other	NR	NR	59.93	62.36		NR	S
131161	HSHW	Market Research Analysts and Marketing Specialists	3.46	5,811	29.84	15.98	5	Yes	R
112021	HSHW	Marketing Managers	2.23	1,343	64.06	32.18	5	Yes	R

172141		Mechanical Engineers	7.00	20	45.82	46.64			S
292010		Medical and Clinical Laboratory Technologists and Technicians	1.67	1,607	25.47	15.07	4	Yes	R
119111	HSHW	Medical and Health Services Managers	NR	NR	48.72	57.61	5	Yes	R
319092		Medical Assistants	3.14	8,736	16.74	13.51	3	Yes	S
292098		Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	1.70	2,227	21.04	14.20	3	Yes	R
292072		Medical Records Specialists	NR	NR	22.43	23.23			S
436013		Medical Secretaries	10.60	75	18.01	19.11			S
131121	HSHW	Meeting, Convention, and Event Planners	2.56	1,018	24.20	14.10	4	No	S
119121		Natural Sciences Managers	5.80	6	66.30	75.05			S
151244	HSHW	Network and Computer Systems Administrators	1.76	1,513	39.71	25.41	4	Yes	R
311131		Nursing Assistants	8.30	187	14.57	15.99			S
472073		Operating Engineers/Construction Equipment Operators	1.32	2,593	20.44	14.77	3	No	R
472141		Painters, Construction and Maintenance	1.40	3,131	18.12	13.79	3	No	R
232011		Paralegals and Legal Assistants	1.95	3,937	25.10	16.95	3	Yes	R
132052	HSHW	Personal Financial Advisors	1.88	1,837	49.46	17.41	5	No	R
119198	HSHW	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Man	1.06	4,905	49.14	26.79	5	No	R
372021		Pest Control Workers	1.90	1,535	18.85	13.32	3	No	S
292052		Pharmacy Technicians	4.00	32	17.66	18.25			S
319097		Phlebotomists	2.86	1,116	16.68	13.36	3	Yes	S
312021	HSHW	Physical Therapist Assistants	3.82	1,121	30.28	21.23	4	Yes	S
472152		Plumbers, Pipefitters, and Steamfitters	1.49	3,412	21.92	15.59	3	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	1.10	3,295	30.13	20.83	3	No	R
251199	HSHW	Postsecondary Teachers, All Other	1.12	1,956	26.86	13.69	4	No	S
131198	HSHW	Project Management Specialists and Business Operations Specialists, All Other	1.88	10,076	35.31	18.03	4	Yes	R
119141	HSHW	Property, Real Estate & Community Association Managers	1.34	3,134	29.99	17.14	4	No	R
273031	HSHW	Public Relations Specialists	2.06	1,437	28.04	16.55	5	Yes	R
113061		Purchasing Managers	6.10	6	61.13	64.71			S
292034	HSHW	Radiologic Technologists	1.71	1,023	27.69	19.63	3	Yes	S
419021		Real Estate Brokers	1.65	754	32.12	14.88	3	No	S
419022	HSHW	Real Estate Sales Agents	1.63	4,521	29.39	11.93	3	No	R
291141	HSHW	Registered Nurses	1.54	12,883	33.42	25.51	4	Yes	R
291126	HSHW	Respiratory Therapists	2.92	685	28.91	24.43	4	Yes	S
112022	HSHW	Sales Managers	1.92	2,636	64.65	30.50	5	Yes	R
414011	HSHW	Sales Representatives, Wholesale & Mfg, Tech. & Sci. Prod.	1.49	2,439	44.18	18.61	3	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Other	1.19	9,272	31.64	14.78	3	Yes	R
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-7.60	195	18.21	19.75			S
413031	HSHW	Securities and Financial Services Sales Agents	1.44	3,268	37.35	18.33	5	No	R
492098		Security and Fire Alarm Systems Installers	1.99	785	21.74	15.08	3	No	S
151256	HSHW	Software Developers and Software Quality Assurance Analysts and Testers	3.86	7,095	48.10	28.91	5	Yes	R
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.87	2,006	22.10	14.68	5	Yes	R
292055		Surgical Technologists	1.70	782	22.46	16.39	3	Yes	S
492022	HSHW	Telecommunications Equipment Installers and Repairers	1.04	2,280	27.56	18.44	3	No	R
472044		Tile and Marble Setters	2.53	771	18.88	14.33	3	No	S
113131		Training and Development Managers	10.70	4	57.76	61.92			S
131151		Training and Development Specialists	2.02	2,403	29.14	15.75	5	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	8.30	12	47.22	50.76		NR	S
151257	HSHW	Web Developers and Digital Interface Designers	2.35	803	32.55	18.24	3	Yes	S
514121		Welders, Cutters, Solderers, and Brazers	1.68	1,746	21.04	15.19	3	Yes	R

New Occupational Titles for CSP PY 22-23

Keep from CSP PY21-22 RTOL

Requested additions

†SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

††HSHW = High Skill/High Wage.

†††Data Source:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data. Regional data are shown.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data. Statewide data are shown.

NR = Not releasable.

EFI - Enterprise Florida, Inc.



2022-23 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 14 - Pinellas County

Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$15.13/hour and Entry Wage of \$12.31/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$23.73/hour and Entry Wage of \$15.13/hour

SOC Code†	HSHW††	Occupational Title†	2020 Hourly Wage				FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
			Annual Percent Growth	Annual Openings	Mean	Entry			
132011	HSHW	Accountants and Auditors	1.59	8,177	36.04	21.46	5	Yes	R
113010	HSHW	Administrative Services and Facilities Managers	1.86	1,634	45.03	24.82	5	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	2.86	1,509	32.76	19.73	3	Yes	S
274011		Audio and Video Equipment Technicians	3.63	932	24.00	14.18	4	No	S
493023		Automotive Service Technicians and Mechanics	1.02	4,922	21.09	12.71	3	No	R
433031		Bookkeeping, Accounting, and Auditing Clerks	0.52	11,538	20.36	13.81	4	Yes	R
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.63	1,356	24.01	16.64	3	Yes	S
131199	HSHW	Business Operations Specialists, All Other	N/A	N/A	N/A			NR	
131020	HSHW	Buyers and Purchasing Agents	0.33	2,324	31.36	18.98	4	Yes	R
535021	HSHW	Captains, Mates, and Pilots of Water Vessels	1.96	532	39.00	14.77	3	Yes	S
435011		Cargo and Freight Agents	1.63	826	21.40	14.08	3	Yes	S
472031		Carpenters	1.29	6,614	20.22	14.57	3	No	R
472051		Cement Masons and Concrete Finishers	1.06	1,579	19.14	14.26	3	No	S
351011		Chefs and Head Cooks	2.90	1,880	26.59	15.31	3	No	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.34	2,054	31.58	20.20	3	Yes	R
532012	HSHW	Commercial Pilots	2.00	538	60.80	24.50	3	Yes	S
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.94	688	27.61	18.52	4	Yes	S
131041	HSHW	Compliance Officers	1.48	2,245	33.00	17.49	3	Yes	R
113021	HSHW	Computer and Information Systems Managers	2.57	2,128	70.47	43.03	5	Yes	R
151231	HSHW	Computer Network Support Specialists	1.66	834	31.77	18.35	3	Yes	S
151299	HSHW	Computer Occupations, All Other	1.64	1,186	38.03	19.27	3	Yes	S
151211	HSHW	Computer Systems Analysts	2.13	2,676	42.29	25.33	4	Yes	R
151232		Computer User Support Specialists	2.13	4,313	24.89	15.43	3	Yes	R
474011	HSHW	Construction and Building Inspectors	1.25	1,208	29.39	18.84	3	Yes	S
119021	HSHW	Construction Managers	2.10	3,342	50.70	28.86	4	No	R
131051	HSHW	Cost Estimators	1.10	1,318	31.39	19.39	4	No	S
151245	HSHW	Database Administrators and Architects	2.38	725	46.29	26.88	4	Yes	S
319091		Dental Assistants	1.51	2,649	19.80	15.22	3	Yes	R
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	1.78	731	28.99	17.65	4	Yes	S
472111		Electricians	1.91	5,609	22.06	15.51	3	No	R
132051	HSHW	Financial Analysts	N/A	N/A	N/A			NR	
132098	HSHW	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	1.86	2,229	36.70	20.72	3	Yes	R
113031	HSHW	Financial Managers	2.77	3,444	65.55	33.81	5	Yes	R
332011	HSHW	Firefighters	1.13	1,618	25.35	15.95	3	No	S
371012		First-Line Superv. Landscaping & Groundskeeping Workers	2.37	1,754	23.97	15.45	3	No	S
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	1.60	5,670	30.37	19.97	4	No	R
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.62	3,138	30.83	19.59	3	No	R
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	0.84	11,717	28.26	17.81	4	Yes	R
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.42	2,722	29.36	18.69	3	Yes	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.40	2,343	40.97	22.70	4	No	R
391098	HSHW	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Se	2.62	1,992	22.64	14.38	3	No	S
411011		First-Line Supervisors of Retail Sales Workers	0.88	10,637	22.76	14.22	3	No	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	1.75	2,868	27.03	16.93	3	Yes	R
119051		Food Service Managers	1.81	3,364	28.03	17.18	4	No	S
111021	HSHW	General and Operations Managers	1.92	14,755	51.80	23.11	4	Yes	R
271024		Graphic Designers	1.43	1,759	24.81	15.68	4	Yes	R
499021		Heating, A.C., and Refrigeration Mechanics and Installers	1.48	3,701	21.85	15.26	3	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	1.34	12,116	20.74	13.91	3	No	S
131071	HSHW	Human Resources Specialists	1.74	4,239	29.54	18.50	5	Yes	R
172112	HSHW	Industrial Engineers	2.74	1,028	41.55	27.82	5	Yes	R
499041		Industrial Machinery Mechanics	2.37	1,585	24.71	16.39	3	Yes	S
537051		Industrial Truck and Tractor Operators	1.22	3,260	18.48	13.27	3	Yes	R
151212	HSHW	Information Security Analysts	4.93	883	45.77	27.75	3	Yes	S
413021		Insurance Sales Agents	1.49	5,427	29.60	15.06	3	Yes	R
292061		Licensed Practical and Licensed Vocational Nurses	1.72	4,214	22.45	18.33	3	Yes	R
132072	HSHW	Loan Officers	0.85	1,394	36.61	17.13	4	Yes	S
119081	HSHW	Lodging Managers	1.97	543	31.72	17.69	4	No	S
514041		Machinists	1.71	1,100	20.93	14.51	3	Yes	R
131111	HSHW	Management Analysts	2.47	7,009	40.46	20.29	5	Yes	R
119199	HSHW	Managers, All Other	N/A	N/A	N/A			NR	
131161	HSHW	Market Research Analysts and Marketing Specialists	3.46	5,811	29.84	15.98	5	Yes	R
112021	HSHW	Marketing Managers	2.23	1,343	64.06	32.18	5	Yes	R
292010		Medical and Clinical Laboratory Technologists and Technicians	1.67	1,607	25.47	15.07	4	Yes	R
119111	HSHW	Medical and Health Services Managers	N/A	N/A	N/A			NR	
319092		Medical Assistants	3.14	8,736	16.74	13.51	3	Yes	S
292098	HSHW	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	1.70	2,227	21.04	14.20	3	Yes	R
131121	HSHW	Meeting, Convention, and Event Planners	2.56	1,018	24.20	14.10	4	No	S
151244	HSHW	Network and Computer Systems Administrators	1.76	1,513	39.71	25.41	4	Yes	R
472073		Operating Engineers/Construction Equipment Operators	1.32	2,593	20.44	14.77	3	No	R
472141		Painters, Construction and Maintenance	1.40	3,131	18.12	13.79	3	No	R
232011		Paralegals and Legal Assistants	1.95	3,937	25.10	16.95	3	Yes	R
132052	HSHW	Personal Financial Advisors	1.88	1,837	49.46	17.41	5	No	R
119198	HSHW	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Man	1.06	4,905	49.14	26.79	5	No	R
372021		Pest Control Workers	1.90	1,535	18.85	13.32	3	No	S

319097		Phlebotomists	2.86	1,116	16.68	13.36	3	Yes	S
312021	HSHW	Physical Therapist Assistants	3.82	1,121	30.28	21.23	4	Yes	S
472152		Plumbers, Pipefitters, and Steamfitters	1.49	3,412	21.92	15.59	3	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	1.10	3,295	30.13	20.83	3	No	R
251199	HSHW	Postsecondary Teachers, All Other	1.12	1,956	26.86	13.69	4	No	S
131198	HSHW	Project Management Specialists and Business Operations Specialists, All Other	1.88	10,076	35.31	18.03	4	Yes	R
119141	HSHW	Property, Real Estate & Community Association Managers	1.34	3,134	29.99	17.14	4	No	R
273031	HSHW	Public Relations Specialists	2.06	1,437	28.04	16.55	5	Yes	R
292034	HSHW	Radiologic Technologists	1.71	1,023	27.69	19.63	3	Yes	S
419021		Real Estate Brokers	1.65	754	32.12	14.88	3	No	S
419022	HSHW	Real Estate Sales Agents	1.63	4,521	29.39	11.93	3	No	R
291141	HSHW	Registered Nurses	1.54	12,883	33.42	25.51	4	Yes	R
291126	HSHW	Respiratory Therapists	2.92	685	28.91	24.43	4	Yes	S
112022	HSHW	Sales Managers	1.92	2,636	64.65	30.50	5	Yes	R
414011	HSHW	Sales Representatives, Wholesale & Mfg. Tech. & Sci. Prod.	1.49	2,439	44.18	18.61	3	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Other	1.19	9,272	31.64	14.78	3	Yes	R
413031	HSHW	Securities and Financial Services Sales Agents	1.44	3,268	37.35	18.33	5	No	R
492098		Security and Fire Alarm Systems Installers	1.99	785	21.74	15.08	3	No	S
151256	HSHW	Software Developers and Software Quality Assurance Analysts and Testers	3.86	7,095	48.10	28.91	5	Yes	R
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.87	2,006	22.10	14.68	5	Yes	R
292055		Surgical Technologists	1.70	782	22.46	16.39	3	Yes	S
492022	HSHW	Telecommunications Equipment Installers and Repairers	1.04	2,280	27.56	18.44	3	No	R
472044		Tile and Marble Setters	2.53	771	18.88	14.33	3	No	S
131151		Training and Development Specialists	2.02	2,403	29.14	15.75	5	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	8.30	12	47.23			NR	
151257	HSHW	Web Developers and Digital Interface Designers	2.35	803	32.55	18.24	3	Yes	S
514121		Welders, Cutters, Solderers, and Brazers	1.68	1,746	21.04	15.19	3	Yes	R

New Occupational Titles for CSP PY 22-23

Keep from CSP PY21-22 RTOL due to 50+ Job Orders and \$20+ median wage

†SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

††HSHW = High Skill/High Wage.

†††Data Source:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data. Regional data are shown.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data. Statewide data are shown.

NR = Not releasable.

EFI - Enterprise Florida, Inc.



JOBS BY OCCUPATION

CareerSource Pinellas

SOC Code	SOC Title	Employment				Total Job Openings	Job Order Openings	2021 Median Hourly Wage (\$)*	2021 Median Job Order Wages	Education	CSP Comments
		2020	2030	Growth	Percent Growth					BLS**	
113121	Human Resources Managers	162	177	15	9.2	15	89	60.69	40.60	B	
152051	Business Intelligence Analysts	N/A	N/A	N/A	N/A	N/A	65	N/A	30.50	B	
172071	Electrical Engineers	188	201	13	6.8	14	49	48.28	37.13	B	
113071	Supply Chain Managers	138	149	11	8.3	12	48	47.23	30.36	HS	
113051	Industrial Production Managers	189	199	10	5.3	14	40	49.59	34.45	B	
172141	Mechanical Engineers	299	320	21	7.0	20	40	45.82	27.97	B	
119121	Natural Sciences Managers	79	84	5	5.8	6	36	66.30	29.04	B	
172072	Electronics Engineers, Except Computer	125	133	8	6.2	9	27	50.39	35.53	B	
172051	Civil Engineers	310	335	25	8.2	25	25	42.33	26.16	B	
292032	Diagnostic Medical Sonographers	76	90	14	19.0	7	25	37.38	27.96	B	
113061	Purchasing Managers	74	79	5	6.1	6	25	61.13	36.20	B	
119041	Architectural and Engineering Managers	198	206	8	4.1	15	24	73.25	49.47	B	
113131	Training and Development Managers	42	47	5	10.7	4	23	57.75	36.47	B	

* Annual wage rates are reported where hourly wage rates do not exist but annual wage rates do. These rates are italicized.

** Education levels are abbreviated as follow.

U.S. Department of Labor, Bureau of Labor Statistics

A: associate degree

B: bachelor's degree

D: doctoral or professional degree

HS: high school diploma or GED

M: master's degree

NR: no formal educational credential required

PS: postsecondary non-degree award

SC: some college, no degree



2022-23 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 14 - Pinellas County

SOC Code†	HSHW††	Occupational Title‡	Annual Percent Growth	Annual Openings	2020 Hourly Wage Mean	Annual Job Openings in Region	Median Wage in Region
113011	HSHW	Administrative Services Managers	N/A	N/A	N/A	0	N/A
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	13.70	10	97.20	0	N/A
392021		Animal Caretakers	34.40	56	13.75	0	N/A
173011	HSHW	Architectural and Civil Drafters	-0.90	9	29.01	5	\$22.59
493021		Automotive Body and Related Repairers	5.30	15	22.73	3	\$14.00
513011		Bakers	9.50	28	14.30	6	\$17.58
472021		Brickmasons and Blockmasons	-5.30	6	28.53	3	\$15.69
533051		Bus Drivers, School	N/A	N/A	N/A	9	\$15.10
533021		Bus Drivers, Transit and Intercity	N/A	N/A	N/A	0	N/A
399011		Childcare Workers	8.50	150	13.22	28	\$11.00
211099		Community and Social Service Specialists, All Other	13.30	12	22.78	28	\$13.84
151143	HSHW	Computer Network Architects	N/A	N/A	N/A	0	N/A
151199	HSHW	Computer Occupations, All Other	N/A	N/A	N/A	0	N/A
151131	HSHW	Computer Programmers	N/A	N/A	N/A	0	N/A
434051		Customer Service Representatives	-1.20	362	17.75	597	\$12.95
151141	HSHW	Database Administrators	N/A	N/A	N/A	0	N/A
292021	HSHW	Dental Hygienists	N/A	N/A	N/A	0	N/A
292032	HSHW	Diagnostic Medical Sonographers	19.00	7	37.38	25	\$27.96
212021		Directors, Religious Activities and Education	2.20	17	22.59	1	\$10.95
252021	HSHW	Elementary School Teachers, Except Special Education	7.40	111	29.52	3	\$30.00
119161	HSHW	Emergency Management Directors	6.20	1	36.89	2	\$24.36
292041		Emergency Medical Technicians and Paramedics	N/A	N/A	N/A	0	N/A
371011		First-Line Superv. of Housekeeping & Janitorial Workers	5.90	27	19.05	33	\$13.57
331099		First-Line Superv., Protective Service Workers, All Other	N/A	N/A	N/A	15	\$17.94
391021		First-Line Supervisors of Personal Service Workers	N/A	N/A	N/A	0	N/A
331012	HSHW	First-Line Supervisors of Police and Detectives	6.80	9	47.75	3	\$33.95
531048	HSHW	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators, except aircre	N/A	N/A	N/A	0	N/A
194092	HSHW	Forensic Science Technicians	15.60	3	29.77	0	N/A
472121		Glaziers	4.70	6	22.68	4	\$17.00
292099		Health Technologists and Technicians, All Other	N/A	N/A	N/A	232	\$12.95
319099		Healthcare Support Workers, All Other	10.50	14	18.14	95	\$15.69
499098		Helpers--Installation, Maintenance, and Repair Workers	7.40	13	15.91	7	\$15.00
311011		Home Health Aides	N/A	N/A	N/A	0	N/A
373011		Landscaping and Groundskeeping Workers	7.60	158	16.55	331	\$14.01
533033		Light Truck Drivers	9.80	128	18.40	46	\$11.10
434131		Loan Interviewers and Clerks	-2.40	18	22.09	23	\$16.88
499071		Maintenance and Repair Workers, General	8.10	152	20.76	203	\$13.84
292071		Medical Records and Health Information Technicians	N/A	N/A	N/A	0	N/A
436013		Medical Secretaries	10.60	75	18.00	156	\$13.66
252022		Middle School Teachers, Except Special and Career/Technical Education	7.50	48	29.48	3	\$20.85
493042		Mobile Heavy Equipment Mechanics, Except Engines	11.70	18	27.90	4	\$16.25
493051	HSHW	Motorboat Mechanics and Service Technicians	13.30	3	22.47	4	\$18.00
311014		Nursing Assistants	N/A	N/A	N/A	0	N/A
439061		Office Clerks, General	-2.10	325	17.80	43	\$12.37
292052		Pharmacy Technicians	4.00	32	17.66	116	\$12.92
472151		Pipelayers	-1.50	4	22.11	9	\$15.73
292053		Psychiatric Technicians	12.80	8	17.58	14	\$12.24
435031		Public Safety Telecommunicators (formerly Police, Fire and Ambulance Dispatchers)	8.20	10	22.44	3	\$18.27
493092		Recreational Vehicle Service Technicians	17.20	2	20.94	1	\$20.00
472181		Roofers	4.60	16	22.65	18	\$19.48
535011		Sailors and Marine Oilers	10.40	4	22.46	0	N/A
252031	HSHW	Secondary School Teachers, Exc. Special and Voc. Ed.	7.80	77	29.72	0	N/A
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-7.60	195	18.21	77	\$13.31
211093		Social and Human Service Assistants	16.60	59	18.08	173	\$13.20
151132	HSHW	Software Developers, Applications	N/A	N/A	N/A	0	N/A
151133	HSHW	Software Developers, Systems Software	N/A	N/A	N/A	0	N/A
472221		Structural Iron and Steel Workers	5.90	8	28.15	0	N/A
173031		Surveying and Mapping Technicians	3.70	7	22.55	0	N/A
259045		Teaching Assistants, Except Postsecondary	8.90	136	14.12	0	N/A
292056		Veterinary Technologists and Technicians	14.90	10	17.72	1	\$10.00
251194	HSHW	Vocational Education Teachers, Postsecondary	3.40	11	28.77	3	\$17.13
151134	HSHW	Web Developers	N/A	N/A	N/A	0	N/A

†SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

††HSHW = High Skill/High Wage.

No discernable reason to keep



ACTION ITEM 6
Approval of Training Provider
Galen College of Nursing-Sarasota Campus
 501 N. Cattleman Road, Sarasota, FL 34232

Galen College of Nursing in Tampa is a current, approved training provider for CareerSource Pinellas. The Sarasota Campus is a new off-campus instructional site. They are licensed by Commission for Independent Education by means of accreditation (SACSCOC).

Courses/Certificate/Diploma Programs

Program –Type of Degree or Certificate	Books & Supplies	Tuition & Fees	Total Cost	Duration of Training	Completion Rate	Average Wage at Placement	Retention Rate
BA of Science-Nursing Pre-licensure option	\$3,600	\$72,285	\$75,885	36 months	new	\$33	new
AS Nursing, 2-year option	\$3,050	\$46,970	\$50,020	24 months	new	\$23	new
ADN bridge option	\$2,700	\$35,700	\$38,400	15-18 months	new	\$23	new

- Galen College of Nursing-Sarasota Campus is opening for the Fall term in July 2022

RECOMMENDATION

Approval to add Galen College of Nursing-Sarasota Campus to the CSP Eligible Training Provider List.



ACTION ITEM 7

Approved Training Providers: Renewal Agreement

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.

Rasmussen College (Pasco) CIE #3226

Ultimate Medical Academy, (Hillsborough) Online Only CIE #4379
--

RECOMMENDATION

Approval to recommend to the full Board that CareerSource enter into two year (7/1/22-6/30/24) renewal agreements with Rasmussen College and Ultimate Medical Academy (Hillsborough). These training providers have finished their initial one year term and are in continued eligibility status for review and two year renewal.

Stephanie M. Marchman
Attorney at Law
352-376-6400

STEPHANIE.MARCHMAN@GRAY-ROBINSON.COM

MEMORANDUM

TO: CareerSource Pinellas Board of Directors
FROM: Stephanie Marchman, CareerSource Pinellas General Counsel
DATE: July 1, 2022
SUBJECT: Legal Services Summary and Litigation Report

The following is a summary of legal services provided to CareerSource Pinellas since the General Counsel issued her last Legal Services Summary and Litigation Report to the Board of Directors on May 25, 2022:

- Reviewed contracts as to their form and legality, including the Subaward, DecisionWise, EA Compensation Resources, Village MD, Abacode, Tucker Hall, and Securance contracts.
- Reviewed board and One Stop and Workforce Solutions committee agenda packets as to their form and legality; attended board of directors and nominating committee meetings.
- Provided legal advice on displaying public information regarding an Equal Opportunity Officer and notice of non-discrimination to be displayed on the public website.
- Reviewed Cycle 3 plan documents for the 401(k) plan and related trust agreement.
- Provides legal advice with respect to employee discipline.
- Provided legal advice related to board governance related matters, including Board member absences, exit interviews, voting abstentions, proper membership of ad hoc committee in light of leadership change effective July 1, and parliamentary procedure.
- Coordinated with coverage counsel regarding the response to the Department of Labor final determination and possible insurance coverage of the disallowed costs.

Pending litigation report:

There is no known pending litigation against CareerSource Pinellas.



MEMORANDUM

DATE: July 2022 (version 1.0)
TO: Career Source Pinellas (CSP)
FROM: OFFICE OF vCIO
RE: 2022 IT Strategic Goal Update

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
- Transitioned the Intranet to SharePoint Online, in our strategic effort to migrate to the cloud
- Upgraded the WIFI network with a cloud-based solution
- Improved the Internet speed a Lealman Exchange
- Provided all (2014 – 2021) ATLAS PDF files to CSP



INFORMATION ITEM 1

One-Stop Operator Update

June 23, 2022

Below is a summary of work completed under the One-Stop Operator Contract in the 2021-2022 program year:

1. Maintain Linkages

- a. CSPIN Partner Portal, is now active using the Crosswalk system.
- b. Three partner agencies have signed up; however, we are actively pursuing all agency partners in signing up for Crosswalk.
- c. A review of the system will be provided at the June Partner meeting.

2. Coordinate Quarterly Meetings

- a. Four quarterly partner meetings held during the year with strong partner engagement and new addition of Partner Spotlight:
 - i. August 19, 2021 - Partner meeting rescheduled to October.
 - ii. October 21, 2021 - Partner meeting scheduled with Dynamic Workforce Solutions as the Partner Spotlight.
 - iii. February 17, 2022 - Partner meeting with Pinellas Technical College as the Partner Spotlight.
 - iv. April 21, 2022 - Partner meeting with the Early Learning Coalition of Pinellas as the Partner Spotlight.
 - v. June 23, 2022 - Partner meeting is scheduled.

3. Memoranda of Understanding/Memoranda of Agreement

- a. A total of seven MOA's executed. 8 MOA's pending renewal.
- b. Chief Operating Officer will provide the OSO access to the MOU and MOA data files in SharePoint to begin more formal management in July.
- c. MOU's are executed by CS Pinellas staff.

4. Universal Design/Barriers to Employment

- a. Centers are easily accessible via public transit.
- b. ADA equipment is accessible, and staff are able to assist career seekers with special needs.

- i. Request was made to Division of Blind services and the Family Center on Deafness to meet with Career Center staff to ensure training on use of assistive technology in all centers.
- c. Translation services are available to career seekers with English as a second language.
- d. OSO conducted a center visit at the Lealman location to observe customer service and engagement in April 2022.

5. Strategic Plan

- a. Plan is up-to-date and services observed at the Centers are in alignment with the plan.
- b. No changes recommended.

6. Customer Satisfaction Initiatives

- a. **Remote Employability Skills Workshops** – There have been 334 survey respondents between July 2021 - May 2022, with an average satisfaction rating of 4.77 on a scale of 5.
 - 1. 96.24% (333 customers) responded they were satisfied or very satisfied.
 - 2. “Other various” Workshop topics was the most attended at a 34.13%.
 - 3. Professional Networking Group shows the 2nd highest attended workshop topic, with 25.75%
- b. **Net Promoter Survey (NPS)**
 - i. 499 out of 3605 (14% response rate) NPS surveys have been completed between October 2021 - April 2022.
 - ii. NPS score is an average of 43% out of a target of 40%.
 - iii. 88.89% of customers felt staff were very friendly to extremely friendly.
 - iv. 55.4% of customers heard about us from our website and 31.1% from other sources, while 10.8% heard from a friend or relative.
 - v. 54.0% of customers primary reason to access services was for Re-employment assistance.
 - vi. Many customers also accessed live and online appointments with staff and Workforce programs comprised a combined 56.4%
 - vii. Customers largest frustration was feeling the system was antiquated and it is hard to obtain employment from the job postings.
 - viii. Positive customer feedback includes statements as noted below:
 - 1. *“Glen Alexander is amazing and will get you to where you need to be. He goes above and beyond to help you exceed and get back on his feet you can tell he really has a heart for this!”*
 - 2. *Very understanding with employment needs, family dynamics, educational level.*
 - 3. *Very Resourceful for Employment.*



INFORMATION ITEM 2a

Status of Enrollments

Workforce Innovation and Opportunity Act									
WIOA	No. of cases as of 03/31/20	No. of cases as of 06/30/20	No. of cases as of 09/30/20	No. of cases as of 12/31/20	No. of cases as of 03/31/21	No. of cases as of 06/30/21	No. of cases as of 09/30/21	No. of cases as of 12/31/21	No. of cases as of 03/31/22
Adult	485	452	426	398	397	304	222	203	222
Dislocated Worker	334	360	351	319	301	219	181	155	181
Youth	256	265	292	265	257	167	120	112	120
Total	1075	1077	1069	982	955	690	523	470	523
Welfare Transition									
WT	No. of cases as of 03/31/20	No. of cases as of 06/30/20	No. of cases as of 09/30/20	No. of cases as of 12/31/20	No. of cases as of 03/31/21	No. of cases as of 06/30/21	No. of cases as of 09/30/21	No. of cases as of 12/31/21	No. of cases as of 03/31/22
WT Applicant	485	452	261	264	293	342	375	390	437
WT Mandatory	334	360	585	561	486	187	146	108	103
WT Transitional	256	265	104	92	82	43	38	30	18
Total	1075	1077	950	917	861	572	559	528	558
Supplemental Nutrition Assistance Program									
SNAP	No. of cases as of 03/31/20	No. of cases as of 06/30/20	No. of cases as of 09/30/20	No. of cases as of 12/31/20	No. of cases as of 03/31/21	No. of cases as of 06/30/21	No. of cases as of 09/30/21	No. of cases as of 12/31/21	No. of cases as of 03/31/22
Career Counselor	103	174	56	22	10	55	94	104	107
Automation	558	8973	7158	6087	4061	747	599	329	323
Total	661	9147	7214	6109	4071	802	693	433	430



INFORMATION ITEM 2b WIOA Primary Indicators

LWDB 14										
Measures	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 3rd Quarter Performance	PY2021-2022 % of Performance Goal Met For Q3	PY2021-2022 Performance Goals
Adults:										
Employed 2nd Qtr After Exit	94.50	105.00	90.00	94.00	104.44	93.50	103.89	92.70	103.00	90.00
Median Wage 2nd Quarter After Exit	\$11,970	171.00	\$7,000	\$11,075	153.82	\$10,683	148.38	\$10,787	149.82	\$7,200
Employed 4th Qtr After Exit	87.50	102.34	85.50	87.30	102.11	93.20	109.01	92.00	107.60	85.50
Credential Attainment Rate	95.50	136.43	70.00	95.30	132.36	87.70	121.81	87.20	121.11	72.00
Measurable Skill Gains	76.60	162.98	47.00	67.10	136.94	63.00	128.57	54.60	111.43	49.00
Dislocated Workers:										
Employed 2nd Qtr After Exit	90.10	100.11	90.00	91.30	101.44	89.70	99.67	90.90	101.00	90.00
Median Wage 2nd Quarter After Exit	\$10,846	154.94	\$7,000	\$11,463	161.45	\$11,350	159.86	\$12,147	171.08	\$7,100
Employed 4th Qtr After Exit	72.90	85.56	85.20	71.60	84.04	86.00	100.94	86.60	101.64	85.20
Credential Attainment Rate	87.60	125.14	70.00	88.60	126.57	93.70	133.86	93.20	133.14	70.00
Measurable Skill Gains	88.70	188.72	47.00	80.30	163.88	62.70	127.96	60.20	122.86	49.00
Youth:										
Employed 2nd Qtr After Exit	89.80	106.27	84.50	91.70	108.52	90.10	106.63	91.00	107.69	84.50
Median Wage 2nd Quarter After Exit	\$4,739	148.09	\$3,200	\$4,472	139.75	\$4,615	144.22	\$4,761	148.78	\$3,200
Employed 4th Qtr After Exit	86.00	110.26	78.00	88.40	113.33	88.40	113.33	86.00	110.26	78.00
Credential Attainment Rate	76.00	88.06	86.30	88.90	103.01	78.60	91.08	76.80	88.99	86.30
Measurable Skill Gains	80.30	170.85	47.00	65.10	132.86	55.60	113.47	50.90	103.88	49.00
Wagner Peysers:										
Employed 2nd Qtr After Exit	59.50	89.88	66.20	56.40	86.77	55.40	85.23	57.30	88.15	65.00
Median Wage 2nd Quarter After Exit	\$5,651	113.02	\$5,000	\$5,610	112.20	\$6,179	123.58	\$6,304	126.08	\$5,000
Employed 4th Qtr After Exit	61.20	95.33	64.20	58.30	90.81	57.60	89.72	57.40	89.41	64.20
Not Met (less than 90% of negotiated)										
Met (90-100% of negotiated)										
Exceeded (greater than 100% of negotiated)										



INFORMATION ITEM 2c Center Traffic Flow

Current program year total traffic data by location (PY' July 1, 2021 – June 30, 2022) has been impacted by the loss of Atlas. Data from July 1 2021 - December 2021 is either incomplete or unavailable

	TARPON SPRINGS	GULF TO BAY	LEALMAN	SOUTH COUNTY
MARCH	137	1089	69	1247
APRIL	111	646	68	969
MAY	75	473	58	845
TOTAL	323	2208	195	3061



INFORMATION ITEM 3

Summer Youth Employment Program (Summer P.A.Y.S.)

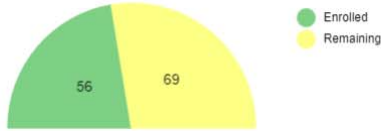
CareerSource Pinellas recognizes and supports the importance of developing the workforce of tomorrow. With the introduction of the Summer P.A.Y.S. Program, local Pinellas County employers will make available employment opportunities to eligible students (Ages 16-19).

The CareerSource Pinellas Summer P.A.Y.S. Program will provide work experience for 150 young adults by matching them with summer jobs at local organizations. Participants will benefit from work experience, gain workplace skills and best of all, earn \$12/hr.

In partnership with Pinellas County Schools, Junior Achievement and Bank of America, CareerSource Pinellas has committed \$425,000 to support Summer P.A.Y.S.

Summer Pays 2022

Student Enrollment Goal: 125



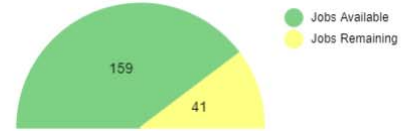
Student Applications

Total	250
Enrolled	56
In Progress	116
Not Participating	78

Students by City



Employer Enrollment Goal: 200 Jobs



Employer Applications

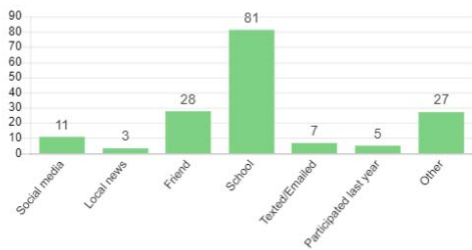
Total	58
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Jobs by City

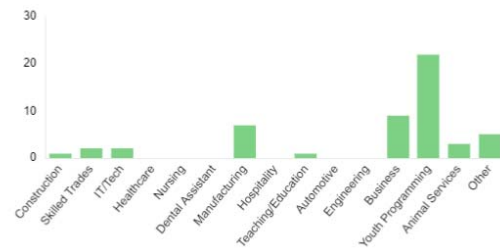


Summer Pays 2022

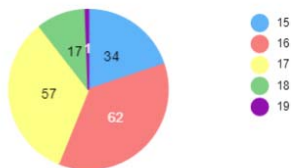
Marketing



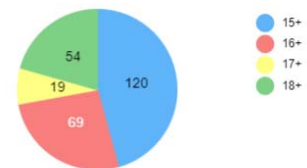
Industries Represented



Students by Age



Jobs by Age





INFORMATION ITEM 4

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>
St. Petersburg Chamber	The St. Pete Chamber has begun 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 are also supporting this year's CareerSource Pinellas Summer P.A.Y.S. youth employment program which also has partnered with Pinellas County Schools, Manpower Staffing, Bank of America, and Junior Achievement.
Upper Tampa Bay Chamber	Hosted multiple after-hours events, morning mingles and lunch and learn opportunities; monthly non-profit newsletter. CareerSource Pinellas was a presenting partner at the May UTB Job Fair.
Central Pinellas Chamber	Economic Chamber Development Committee reporting, Women's Leadership Committee involvement, community input opportunities, resuming in person grant award ceremonies, state and community updates. CareerSource Pinellas was a presenting sponsor at this months Women's Leadership D&I panel discussion.
St. Petersburg Area Econ. Development Corporation	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 sponsored an evening mixer where COO Kristopher Lucas presented CSPin programs and updated information. St. Pete EDC will continue to engage with new and existing businesses and connect them with CareerSource Pinellas for a full-service experience.
Recruiter Networking Group	Business Services is actively engaged in re-energizing this relationship attending monthly meetings and sharing referrals.
Tampa Bay Beaches Chamber	Hosted a VIP event welcoming CSPin to the Chamber, as well as a one on one meeting with BSU Supervisor, Amy Leuschke, to discuss how we can best serve chamber members and the community.
BAMA (Bay Area Manufacturing Association)	CSPin staff attended Bama's 60 th Annual Award Banquet. BSU Supervisor, has been invited to join BAMA's workforce development committee, as well as their Board of Directors.
Tampa Bay Tech	We are actively working with Tampa Bay Tech, researching ways to enhance existing programming and create new dynamic ways to support emerging IT industries.

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

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. Strides have been made updating old collateral and standardizing event marketing to create effective 'plug and play' formats to ensure powerful marketing coverage.

Recent Tucker Hall coverage includes multiple articles and one featured online news item around this year's Summer PAYS programming.

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'2020-2021

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					
Qtr 1 <small>(July 1, 2020-Sept. 30, 2020)</small>	97	10%	106.70	60	-38.14%	84.00	-13.40%	<input type="radio"/>
Qtr 2 <small>(Oct. 1, 2020-Dec. 31, 2020)</small>	105	10%	115.50	77	-26.67%	111.20	5.90%	<input type="radio"/>
Qtr 3 <small>(Jan. 1, 2021-March 31, 2021)</small>	140	10%	154.00	130	-7.14%	195.10	39.36%	<input checked="" type="radio"/>
Qtr 4 <small>(April 1, 2021-Jun 30, 2021)</small>	75	10%	82.50	82	9.33%	115.00	53.33%	<input checked="" type="radio"/>

PY'2021-2022

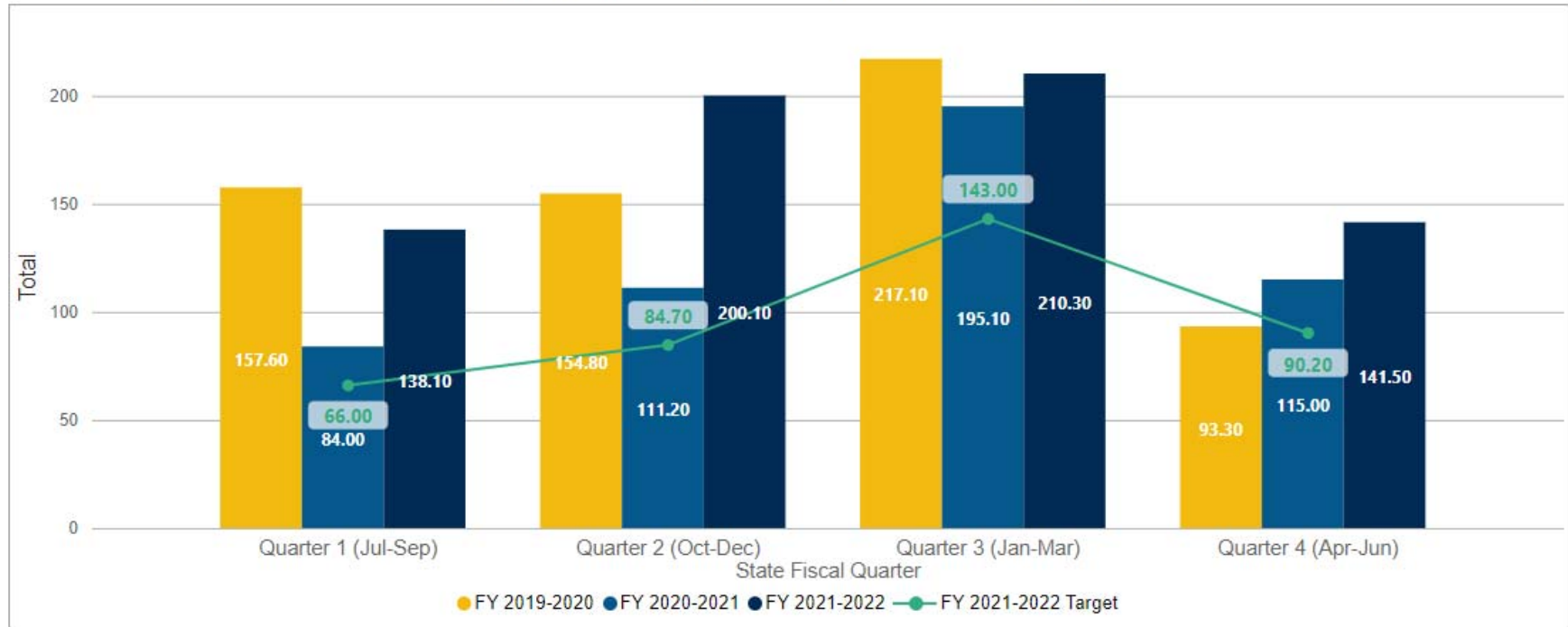
Quarterly Year-Over-Year Goal

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					
Qtr 1 <small>(July 1, 2021-Sept. 30, 2021)</small>	60	10%	66.00	103	71.67%	138.10	130.17%	<input checked="" type="radio"/>
Qtr 2 <small>(Oct. 1, 2021-Dec. 31, 2021)</small>	77	10%	84.70	132	71.43%	200.10	159.87%	<input checked="" type="radio"/>
Qtr 3 <small>(Jan. 1, 2022-March 31, 2022)</small>	130	10%	143.00	108	-16.92%	210.30	61.77%	<input checked="" type="radio"/>
Qtr 4 <small>(April 1, 2022-Jun 30, 2022)</small>	82	10%	90.20	89	8.54%	141.50	72.56%	<input type="radio"/>

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	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
PY'2020-2021	Customer Self-Referrals	1,653	934	902	670	658	490	494	361	180	415	531	1,714	9,002
	Staff-Assisted Referrals	150	132	171	323	120	444	523	478	308	161	240	204	3,254
	Total	1,803	1,066	1,073	993	778	934	1,017	839	488	576	771	1,918	12,256
	Unique customers	502	292	282	250	205	273	274	230	138	193	224	390	3,253
PY'2021-2022	Customer Self-Referrals	2,633	1,838	1,404	1,265	481	337	501	380	362	437	387		10,025
	Staff-Assisted Referrals	205	197	181	198	47	29	63	82	43	34	12		1,091
	Total	2,838	2,035	1,585	1,463	528	366	564	462	405	471	399		11,116
	Unique customers	466	366	396	367	149	97	149	136	117	115	96		2,454

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	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
PY'2020-2021	Direct Placements	1	2	1	4	5	5	1	3	-	6	3	8	39
	Staff Entered Obtained Employment	40	31	39	13	17	27	22	36	16	48	27	31	347
	Automated Obtained Employment	199	147	118	139	154	202	186	169	180	171	114	133	1,912
	Total	240	180	158	156	176	234	209	208	196	225	144	172	2,298
PY'2021-2022	Direct Placements	-	1	4	1	2	1	-	8	3	2			22
	Staff Entered Obtained Employment	24	50	30	42	74	99	52						371
	Automated Obtained Employment	199	73	-	136	131	299	156	86	118	88	122		1,408
	Total	223	124	34	179	207	399	208	94	121	90	122		1,801

NAICS	Job Orders	Job Openings	CSPIN Referrals	Newly Registered Employers
3rd Party	12,788	12,924	704	2
Accommodation and Food Services	482	496	42	0
Administrative and Support and Waste Management and Remediation Services	536	537	35	0
Construction	51	53	2	0
Educational Services	13	13	3	0
Finance and Insurance	932	932	59	0
Health Care and Social Assistance	5774	5774	247	0
Information	373	373	35	0
Manufacturing	2105	2223	85	1
Other Services (except Public Administration)	194	194	8	1
Professional, Scientific, and Technical Services	648	649	32	0
Real Estate Rental and Leasing	41	41	10	0
Retail Trade	146	146	17	0
Transportation and Warehousing	95	95	19	0
Utilities	223	223	5	0
Wholesale Trade	1,175	1,175	105	0
Non 3rd Party	3,787	7,420	580	317
Accommodation and Food Services	155	310	32	26
Administrative and Support and Waste Management and Remediation Services	331	889	66	19
Agriculture, Forestry, Fishing and Hunting	11	22	0	5
Arts, Entertainment, and Recreation	41	72	8	2
Construction	117	155	33	25
Educational Services	83	96	14	8
Finance and Insurance	155	183	17	16
Health Care and Social Assistance	413	854	51	52
Information	34	56	6	7
Management of Companies and Enterprises	8	8	0	3
Manufacturing	620	697	88	32
Other Services (except Public Administration)	164	184	50	20
Professional, Scientific, and Technical Services	630	785	33	27
Public Administration	188	2,213	28	6
Real Estate Rental and Leasing	304	313	66	13
Retail Trade	274	290	27	18
Transportation and Warehousing	81	90	27	6
Utilities	6	6	6	4
Wholesale Trade	123	148	22	10
Unclassified Establishments	49	49	6	18
Grand Total	16,575	20,344	1,284	319

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
PY'2020-2021	Total Funding Expended	\$21,3702	\$6,134	\$53,236	\$120,695.84	\$393,794.84
	# of Enrollments	9	8	74	41	132
	# of Completers	7	1	74	28	110
	# of Employers	6	4	20	7	37
	Avg Placement Wage	\$10.19	\$12.75	\$12.00	\$13.00	\$10.19
PY'2021-2022 Q3	Total Funding Expended	\$94,224	\$7,878	\$16,631	\$22,0754	\$499,168
	# of Enrollments	4	14	83	6	107
	# of Completers	4	14	66	6	90
	# of Employers	20	20	21	7	37
	Avg Placement Wage	\$12.88	\$12.75	\$12.00	\$13.00	N/A

Objective 5:

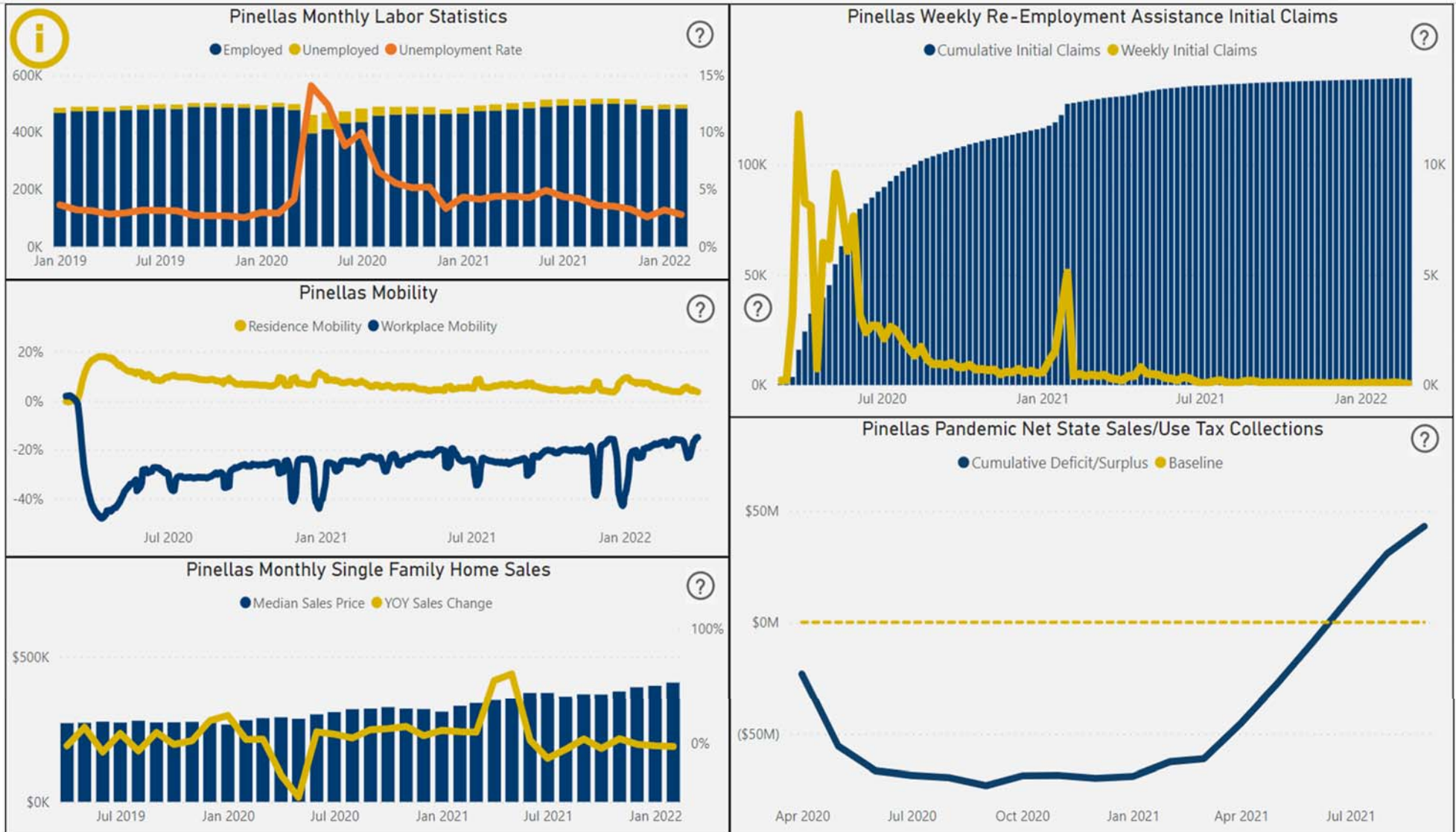
Inventory best and promising practice approaches for working with and engaging businesses and scale up.

- *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.

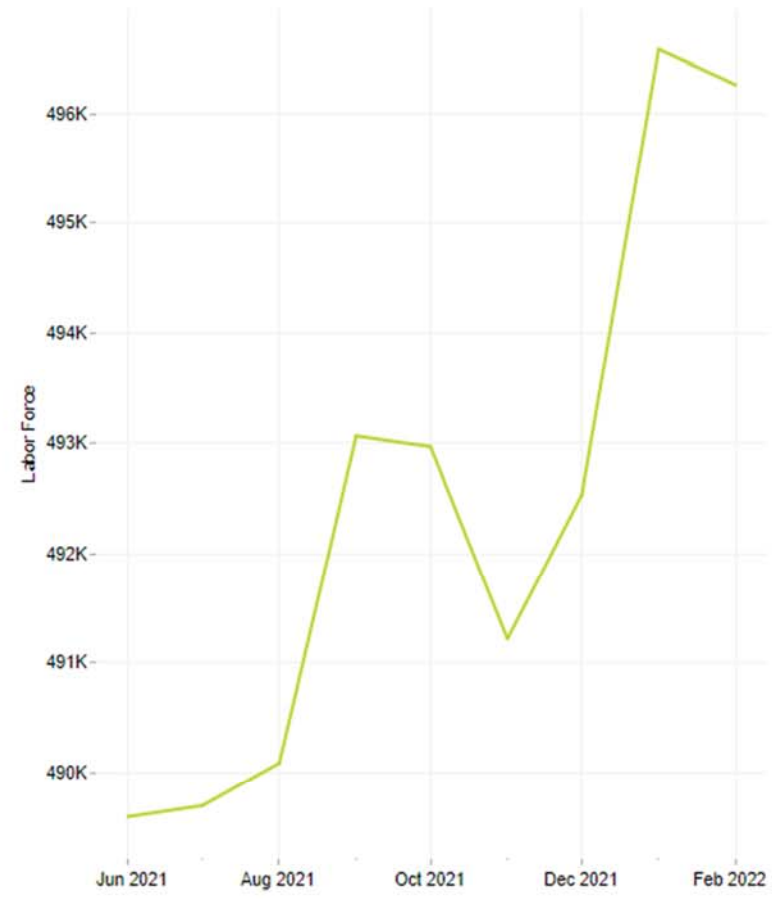
LMI Briefs



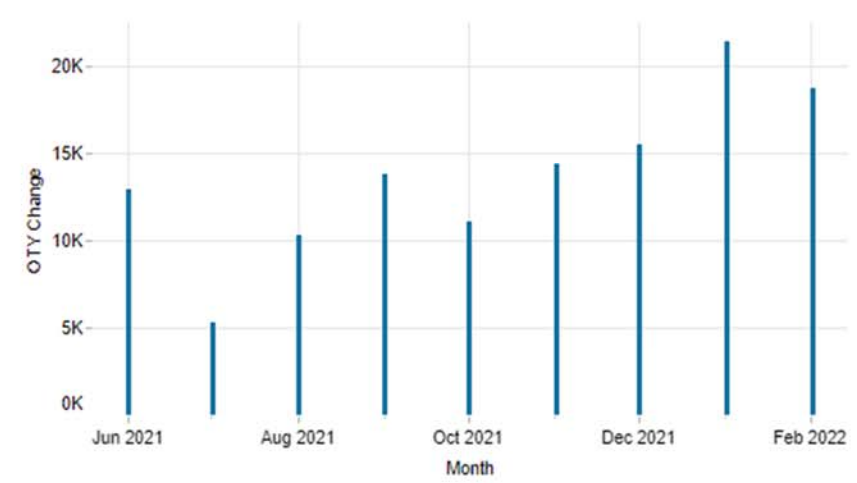
*Produced by the Tampa Bay Partnership as part of the State of the Region initiative

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

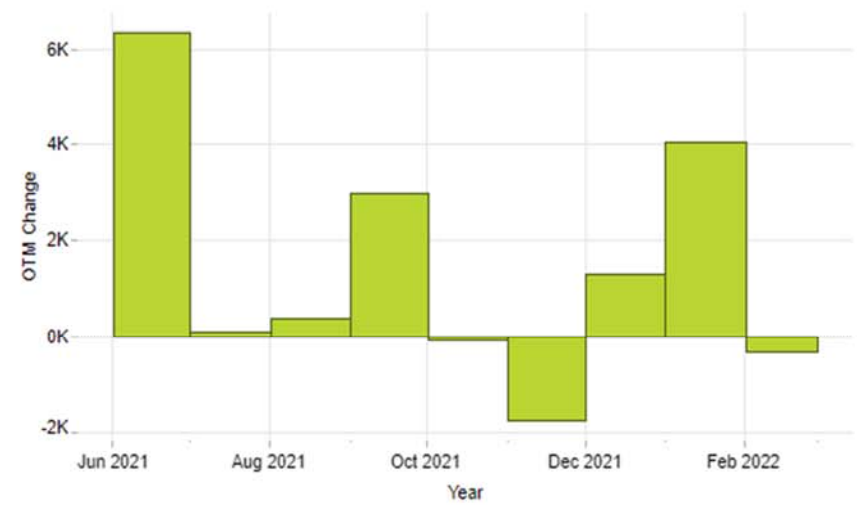
Labor Force - CareerSource Pinellas (14)
(Not Seasonally Adjusted)



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

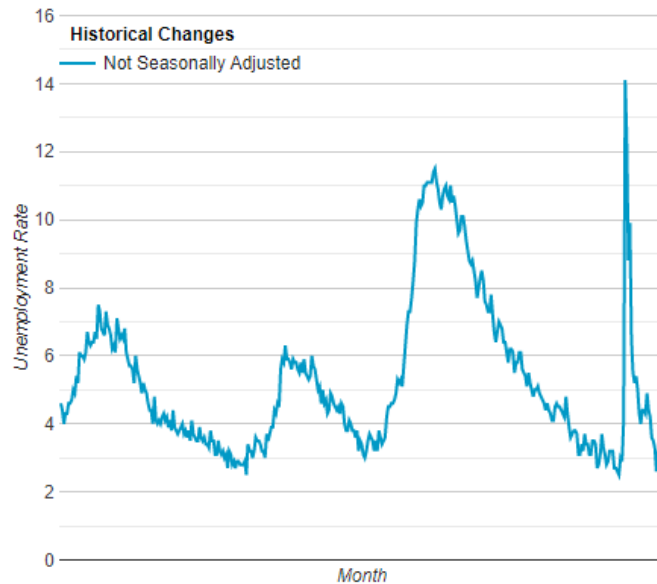
Source:
Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Local Area Unemployment Statistics (LAUS).

Overview of the CareerSource Pinellas Region Not Seasonally Adjusted April 2022

At-a-glance: Pinellas County, FL (April 2022)

Not Seasonally Adjusted

Rate (%)	2.1
Unemployment	10,471
Employment	489,675
Labor Force	500,146
Record High	14.1% on April 2020
Record Low	2.1% on April 2022



Related Areas

Not Seasonally Adjusted

↕	Area	↕Rate	↕Unemployment	↕ Labor Force
	Florida	2.4%	254,457	10,562,401
	Tampa-St. Petersburg-Clearwater, FL Metropolitan Statistical Area	2.3%	36,436	1,619,344
	Clearwater city, FL	2.1%	1,247	59,425
	Dunedin city, FL	1.9%	353	18,395
	Largo city, FL	2.2%	934	42,152
	Pinellas Park city, FL	2.0%	552	27,726
	St. Petersburg city, FL	2.2%	3,183	145,044

* 16 years and over

Area	Population *	In Labor Force					Not In Labor Force
		Total	Civilian		Armed Force	Total	
			Employed	Unemployed			
United States	259,662,880	164,629,492 63.4%	163,555,585 63.0%	154,842,185 59.6%	8,713,400 3.4%	1,073,907 0.4%	95,033,388 36.6%
	4.4% ↑	3.6% ↑	3.6% ↑	8.0% ↑	-39.9% ↓	4.7% ↑	5.8% ↑
Florida	17,201,999	10,116,026 58.8%	10,056,801 58.5%	9,495,353 55.2%	561,448 3.3%	59,225 0.3%	7,085,973 41.2%
	8.8% ↑	7.4% ↑	7.4% ↑	13.9% ↑	-45.2% ↓	7.4% ↑	10.7% ↑
Pinellas County, Florida	825,192	480,186 58.2%	478,767 58.0%	453,031 54.9%	25,736 3.1%	1,419 0.2%	345,006 41.8%
	5.3% ↑	3.9% ↑	3.9% ↑	8.8% ↑	-42.3% ↓	12.4% ↑	7.3% ↑

- The unemployment rate in the CareerSource Pinellas region (Pinellas County) was 2.1 percent in April 2022. This rate was 2.2 percentage points lower than the region's year ago rate of 4.3 percent. The region's April 2022 unemployment rate was 0.3 percentage point lower than the state rate of 2.4 percent. The labor force was 500,146, up 20,342 (+4.2 percent) over the year. There were 10,471 unemployed residents in the region.
- In April 2022 nonagricultural employment in the Tampa-St. Petersburg-Clearwater MSA was 1,456,900, an increase of 76,300 jobs (+5.5 percent) over the year.
- The leisure and hospitality (+14.7 percent), financial activities (+7.4 percent), trade, transportation, and utilities (+7.3 percent), and mining, logging, and construction (+4.2 percent) industries grew as fast or 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 (+9,400 jobs), mining, logging, and construction (+3,600 jobs) and manufacturing (+3,200 jobs) in April 2022.

- The Tampa-St. Petersburg-Clearwater MSA tied for the highest annual job growth compared to all the metro areas in the state in information (+1,800 jobs) in April 2022.
- The Tampa-St. Petersburg-Clearwater MSA had the second highest annual job growth compared to all the metro areas in the state in the professional and business services (+14,900 jobs) industry in April 2022.
- The Tampa-St. Petersburg-Clearwater MSA tied for the second highest annual job growth compared to all the metro areas in the state in other services (+2,500 jobs) industry in April 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 (+21,400 jobs) and trade, transportation, and utilities (+18,600 jobs) in April 2022.
- The industries gaining in jobs over the year were leisure and hospitality (+21,400 jobs); trade, transportation, and utilities (+18,600 jobs); professional and business services (+14,900 jobs); financial activities (+9,400 jobs); mining, logging, and construction (+3,600 jobs); manufacturing (+3,200 jobs); other services (+2,500 jobs); education and health services (+2,000 jobs); and information (+1,800 jobs).
- The government (-1,100 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 \(careersourcepinellas.com\)](https://careersourcepinellas.com/ATPL-21-22-CSPIN-Rev-6.22.21.pdf)

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 \(careersourcepinellas.com\)](https://careersourcepinellas.com/ATPL-21-22-CSPIN-Rev-6.22.21.pdf)

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 \(careersourcepinellas.com\)](https://careersourcepinellas.com/ATPL-21-22-CSPIN-Rev-6.22.21.pdf). 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.

NFA 037918: Apprenticeship Expansion 2019 – Workforce Apprenticeship

CareerSource Pinellas successfully completed this grant and continues to build on the opportunities that the grant has provided. The addition of a robust apprenticeship portal has propelled apprenticeship efforts in Pinellas and the Tampa Bay area. The apprenticeship navigator has focused on existing apprenticeships and the addition of new programs including IT, medical, and animation, all of which are unique and exclusive to the area.

CareerSource Pinellas has shifted to a sector strategy which aligns the business services team with training providers based on an assigned sector. The higher focus on training providers allows targeted focus based on occupational demand with a quicker response to the needs of participants and business alike.

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
PY'2020-2021	# 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	
PY'2021-2022	# 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
PY'2020-2021	Attendees	122	260	166	156	104	82	104	109	144	147	143	183	1,720
	Placements	1	5	9	1	1	1	1	1	3	5	0	0	28
	Average Wage \$	25.00	15.00	33.62	9.25	9.25	10.50	28.00	15.00	27.42	15.00	0	0	\$18.12
PY'2021-2022	Attendees	116	108	121	85	92	124	113	68	61	75	73		919
	Placements	0	0	0	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	15.00	17.00	17.00		

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 Q4

Date	Type	Employers	Job Seekers
3/30/22	Job Corps Job Fair	15	45
4/6/22	SPC Job Fair – Business and Admin	28	87
4/11/22	Tampa Bay Times Job Fair	75	350
4/28/22	MacDill AFB Job Fair	60	223
5/21/22	Upper Tampa Bay Chamber	21	35
5/24/22	Keiser University Job Fair	17	65
5/26/22	CSPin Resource Fair	30	55
6/8/22	CSPin Job Fair @ Lealman Exchange	29	79
Total		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
Total		131	448

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. 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. 71

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 is complete. CareerSource Pinellas has submitted a 10-day response and is awaiting final report from DEO. Preliminary feedback from DEO is being used to develop local training and procedures and engage in-person training from DEO in the coming months.

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 5 WIOA Primary Indicators

LWDB 14										
Measures	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 3rd Quarter Performance	PY2021-2022 % of Performance Goal Met For Q3	PY2021-2022 Performance Goals
Adults:										
Employed 2nd Qtr After Exit	94.50	105.00	90.00	94.00	104.44	93.50	103.89	92.70	103.00	90.00
Median Wage 2nd Quarter After Exit	\$11,970	171.00	\$7,000	\$11,075	153.82	\$10,683	148.38	\$10,787	149.82	\$7,200
Employed 4th Qtr After Exit	87.50	102.34	85.50	87.30	102.11	93.20	109.01	92.00	107.60	85.50
Credential Attainment Rate	95.50	136.43	70.00	95.30	132.36	87.70	121.81	87.20	121.11	72.00
Measurable Skill Gains	76.60	162.98	47.00	67.10	136.94	63.00	128.57	54.60	111.43	49.00
Dislocated Workers:										
Employed 2nd Qtr After Exit	90.10	100.11	90.00	91.30	101.44	89.70	99.67	90.90	101.00	90.00
Median Wage 2nd Quarter After Exit	\$10,846	154.94	\$7,000	\$11,463	161.45	\$11,350	159.86	\$12,147	171.08	\$7,100
Employed 4th Qtr After Exit	72.90	85.56	85.20	71.60	84.04	86.00	100.94	86.60	101.64	85.20
Credential Attainment Rate	87.60	125.14	70.00	88.60	126.57	93.70	133.86	93.20	133.14	70.00
Measurable Skill Gains	88.70	188.72	47.00	80.30	163.88	62.70	127.96	60.20	122.86	49.00
Youth:										
Employed 2nd Qtr After Exit	89.80	106.27	84.50	91.70	108.52	90.10	106.63	91.00	107.69	84.50
Median Wage 2nd Quarter After Exit	\$4,739	148.09	\$3,200	\$4,472	139.75	\$4,615	144.22	\$4,761	148.78	\$3,200
Employed 4th Qtr After Exit	86.00	110.26	78.00	88.40	113.33	88.40	113.33	86.00	110.26	78.00
Credential Attainment Rate	76.00	88.06	86.30	88.90	103.01	78.60	91.08	76.80	88.99	86.30
Measurable Skill Gains	80.30	170.85	47.00	65.10	132.86	55.60	113.47	50.90	103.88	49.00
Wagner Peysers:										
Employed 2nd Qtr After Exit	59.50	89.88	66.20	56.40	86.77	55.40	85.23	57.30	88.15	65.00
Median Wage 2nd Quarter After Exit	\$5,651	113.02	\$5,000	\$5,610	112.20	\$6,179	123.58	\$6,304	126.08	\$5,000
Employed 4th Qtr After Exit	61.20	95.33	64.20	58.30	90.81	57.60	89.72	57.40	89.41	64.20
Not Met (less than 90% of negotiated)										
Met (90-100% of negotiated)										
Exceeded (greater than 100% of negotiated)										



INFORMATION ITEM 6
CareerSource Pinellas
Training Provider Spending
For the period July 1, 2021 - April 30, 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	75,900			16	4,744
Concorde Career Institute, (Hillsborough)	5,000			1	5,000
Connecticut School of Broadcasting, (Hillsborough)					
Florida Technical College					
Galen College of Nursing, (Pinellas)	111,617			37	3,017
Gold Coast Professional Schools					
Hillsborough Community College	5,000			1	5,000
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	84,020			21	4,001
Net Synergy Virtual Solutions LLC	40,000			8	5,000
New Horizon Computer Learning Center, (Hillsborough)	284,605			55	5,175
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	17,074			4	4,268
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 *	91,990	700,000	608,010	44	2,091
Superior Aviation Gate					
Tampa Truck Driving School, Inc.	45,000			9	5,000
Ultimate Medical Academy (Pinellas) *	80,316	250,000	169,685	15	5,354
Ultimate Medical Academy (Online)					
University of South Florida / Innovative Education, SACS	24,280			8	3,035
Veritas Nursing Academy					
Webster University					
Total	\$ 1,020,542			309	\$ 3,303
Prior Year for Same Period	\$ 1,873,135			521	\$ 3,595
Variance	\$ (852,593)			(212)	\$ (293)

RELATED PARTY CONTRACTS (with multiple components)

	Spending	Amount	Remaining	Component
Pinellas Technical Education Centers *	48,556	300,000	251,444	Training (ITA)
	103,359	130,000	26,641	Leases
	151,915	430,000	278,085	
St. Petersburg College *	91,990	700,000	608,010	Training (ITA)
	99,090	160,000	160,000	Leases
	45,200	125,000	79,800	Contracts
	236,280	985,000	847,810	

* Contracts required two-third board approval.

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



INFORMATION ITEM 7
CareerSource Pinellas
Work-based Learning Spending
For the period July 1, 2021 - April 30, 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	\$ 224,018			11	\$ 20,365	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
Veterans Metal LLC dba DHS	\$ 1,853			1	\$ 1,853	-
Total	\$ 404,029			95	\$ 4,253	\$ 137,937



INFORMATION ITEM 8

Help Wanted Online Report

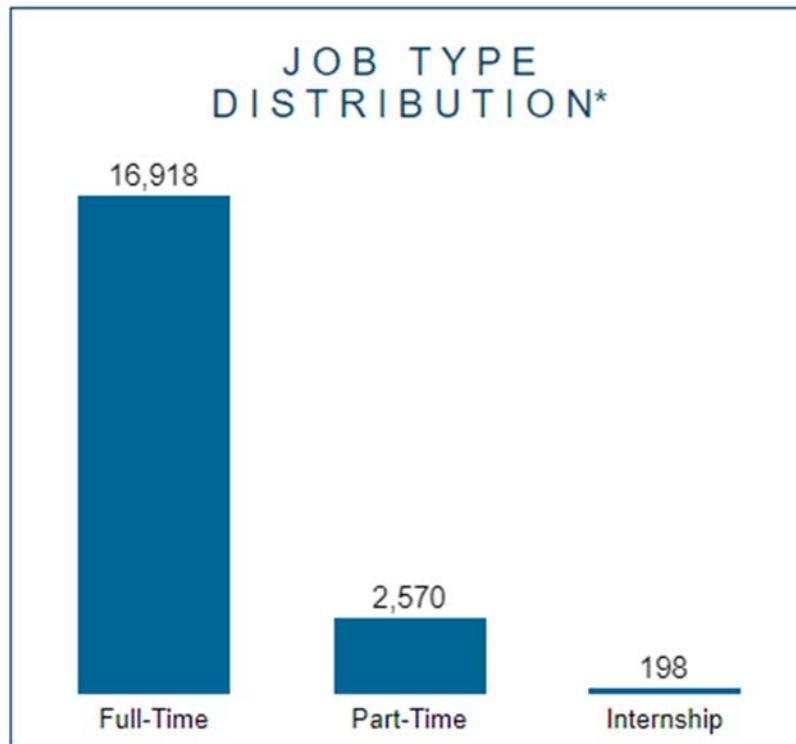


FLORIDA ONLINE JOB DEMAND TOOL
Local Workforce Development Areas

Select Area
CareerSource Pinellas (14)

Select Category
All Occupations

TOTAL ONLINE ADS						
May 2022	April 2022	May 2021	Over the Month Change	Over the Month Percent Change	Over the Year Change	Over the Year Percent Change
30,752	30,487	32,185	265	0.9%	-1,433	-4.5%



TOP 10 EMPLOYERS BY ONLINE ADS

Employer	≡
TATA Consultancy Services	672
USAA	540
Hospital Corporation of America	502
Baycare Health System	490
Raymond James Financial Incorporated	484
Anthem Blue Cross	447
Accenture	273
Walmart / Sam's	196
Raytheon	194
UnitedHealth Group	180

TOP 15 ADVERTISED OCCUPATIONS

Occupation	Over the Month Change	Over the Month Percent Change	Over the Year Change	Over the Year Percent Change	May 2022	April 2022	May 2021
Registered Nurses	59	4.7%	-162	-10.9%	1,321	1,262	1,483
Customer Service Representatives	218	23.8%	256	29.1%	1,135	917	879
Retail Salespersons	-40	-4.6%	-166	-16.6%	834	874	1,000
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	-40	-5.7%	-279	-29.6%	665	705	944
Combined Food Preparation and Serving Workers, Including Fast Food	-11	-2.0%	-14	-2.6%	528	539	542
First-Line Supervisors of Retail Sales Workers	-26	-4.9%	29	6.1%	505	531	476
Managers, All Other	-1	-0.2%	82	20.9%	475	476	393
Heavy and Tractor-Trailer Truck Drivers	183	64.4%	147	45.9%	467	284	320
Writers and Waitresses	-17	-3.6%	-41	-8.4%	449	466	490
Food Service Managers	63	17.0%	4	0.9%	433	370	429
Nursing Assistants	31	8.0%	-136	-24.5%	418	387	554
Medical and Health Services Managers	-15	-3.5%	77	23.2%	409	424	332
Licensed Practical and Licensed Vocational Nurses	-6	-1.5%	-19	-4.5%	401	407	420
Security Guards	19	5.1%	48	13.8%	395	376	347
Software Developers, Applications	19	5.1%	162	70.1%	393	374	231

0 500 1000 1500
Online Ads



INFORMATION ITEM 9

Recommendations for Employee Engagement

At the Special Meeting of the Board of Directors on December 15, 2021, the board unanimously approved to refer Section IV of the Whistleblower Report related to organizational culture and employee engagement, as well as recommendations by Commissioner Flowers to address these topics, to the Compensation Committee for further review and recommended action, if any. The Compensation Committee reviewed and discussed various topics and submitted the following to the Board for review. The Board approved these topics at the March 16, 2022, Board meeting.

One of HR Director's, Jay Burkey, main focuses will be implementation of tactics to improve organizational culture and employee engagement. Below is an update on the current status of these topics.

Action	Description	Considerations	Budget Implications	Current Status
One-on-One Engagement	Ongoing, frequent, and informal feedback discussions between employees and leaders to establish priorities, empower employees with knowledge and tools, and clarify expectations. Important to listen to employees.	<ul style="list-style-type: none"> • Formalize the process to ensure consistency <ul style="list-style-type: none"> • Develop expectations for supervisors that support this work • Encourage open communication and effective listening • Understand the time required for leaders to have more one-on-one conversations 	N/A	One-on-one discussions between employees and Interim CEO have begun

Action	Description	Considerations	Budget Implications	Current Status
Employee Recognition Luncheon on Feb. 15, 2022	<ul style="list-style-type: none"> Recognize and appreciate the outstanding work of the CareerSource Pinellas team during the pandemic. Present, long-overdue, Employee Awards. Introduction of Interim CEO Attended by Board Chair 	<ul style="list-style-type: none"> Celebratory moment for the team and opportunity for engagement Ensured services are covered during recognition luncheon 	Included in existing budget	February 15, 2022 (Done)
Mission-Focused Engagement	Information session to review the organization's mission, the Employee Handbook, performance expectations, etc.	<ul style="list-style-type: none"> Formalize the process to ensure consistency Evaluate best options for reaching all employees while maintaining services 	Included in work of HR Director	Implementation in Q4 of Program Year with ongoing opportunities for new hires
Classification and Compensation Review	<p>Review existing compensation plan and conduct a comprehensive analysis of salary benchmark and data to ensure CareerSource Pinellas offers competitive salaries and compensation compared to the marketplace;</p> <p>Ensure job descriptions and job titles align with work and best practices</p>	<ul style="list-style-type: none"> Positions may need to be created, consolidated, reclassified and/or eliminated This process affords a review of FLSA exemption criteria for each position 	<p>Included in approved Budget Modification #2</p> <p>Potential budget impacts for 2022-2023 if salary adjustments are recommended to retain talent and competitiveness</p>	<p>RFQ issued March 1, 2022</p> <p>Responses received March 25, 2022</p> <p>Vendor selected: Approved at 5/26 Board Meeting</p> <p>Rollout and implementation in Q1 of 2022-2023 Program Year</p> <p>Waiting on contract to be signed</p>

Action	Description	Considerations	Budget Implications	Current Status
Employee Engagement Survey	Assess employees' perceptions and alignment with organizational values and practices; Measure employees' commitment, motivation, sense of purpose, and passion for their work and the organization	<ul style="list-style-type: none"> • Ensure best practices are followed to determine actionable results <ul style="list-style-type: none"> • Ensure confidentiality to the extent allowed by Florida Public Records Law • Use results to impact overall recommendations for enhancing work culture 	Included in Budget Modification 1, approved by the board on November 17, 2021	RFQ sent out March 22, 2022 Responses due April 13, 2022 Decisionwise selected. In contract negotiations. Survey to be sent out July 11, 2022
Annual 360 Performance Review	Performance Feedback Tool and process to solicit feedback from direct reports, leadership, and other appropriate stakeholders to enhance communication and performance	<ul style="list-style-type: none"> • Ensure best practices are followed to determine actionable results <ul style="list-style-type: none"> • Ensure confidentiality to the extent allowed by Florida Public Records Law • Use results to impact overall recommendations for enhanced outcomes 	Preliminary research suggests a minimum budget of \$25,000-\$50,000 Exact pricing to be determined with HR Director	To be re-evaluated
Organization-Wide Collaborative Labs Opportunity at St. Petersburg College	St. Petersburg Collaborative Labs designs and executes facilitated meetings to build teamwork and assist groups in reaching consensus on key priorities and developing an action plan	<ul style="list-style-type: none"> • Evaluate best options for including all employees while maintaining services • Encourage open communication and effective listening <ul style="list-style-type: none"> • Use results to impact overall recommendations for enhancing work culture and performance 	For a half-day event for 70+ employees with five Collaborative Labs team members, the non-profit partnership rate is \$6,655 Lunch costs	To be evaluated – on-hold

Action	Description	Considerations	Budget Implications	Current Status
Review performance evaluation process and metrics	Align performance metrics with the primary indicators with DEO and USDOL to ensure employee accountability and enhanced service delivery to reach operational objectives	<ul style="list-style-type: none"> Review current process Develop metrics, process, and performance tools Will be evaluated in conjunction with Annual 360 Performance Review process above 	Exact pricing, if any, to be determined	Implement in Q1 of 2022-23 program year Process is being evaluated and built for implementation for '22-'23 program year
Employee Engagement Committee	Employee driven committee to come up with ideas to engage employees and to improve morale for all employees.	<ul style="list-style-type: none"> Trade engagement ideas. Bring new ideas to improve culture for employees 	To be determined	First meeting was May 11, 2022 Meetings are being held monthly Newsletter (combined with Diversity) committee will begin July
Diversity Committee	Committee to foster inclusivity in the workplace	<ul style="list-style-type: none"> Educate and embrace our employees differences and unique challenges to make our workplace inclusive for all 	To be determined	Committee selection underway First Meeting was June 2022, committee will be meeting monthly.



INFORMATION ITEM 10

Board Orientation

Background

CareerSource Pinellas has contracted with Taylor, Hall, Miller, Parker, CPAs to provide an online Board Member Orientation module that complies with the Florida Department of Economic Opportunity's requirements. All new Board members are required to complete this orientation upon appointment to the Board. All other Board members should review this on an annual basis. The training is broken down into six chapters:

- Chapter 1: Introduction
- Chapter 2: Budget & Financial Responsibilities
- Chapter 3: Auditing & Monitoring
- Chapter 4: Performance Oversight
- Chapter 5: Transparency & Ethics
- Chapter 6: DEO Agreement

The online module should take a little more than an hour to complete. A certificate is generated once the course is completed and handouts are viewed; there is not a test. Please send completed certificates to Leah Geis at LGeis@careersourcepinellas.com.

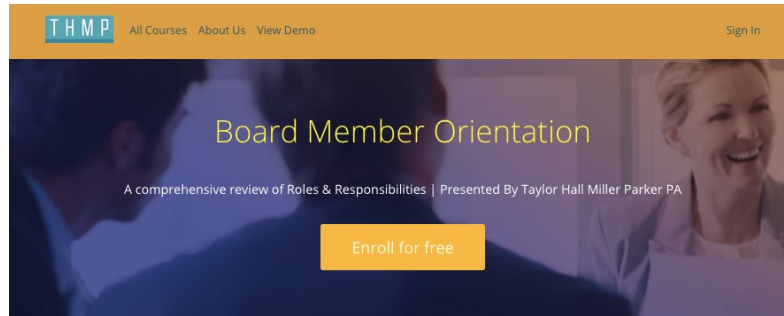
See next page for how to access Board Member Orientation training.

How to Access BOARD MEMBER ORIENTATION Training

URL: https://workforce-academy.thinkific.com/courses/board-member-orientation-py21-22?th_u=ca435a00

Note: Thinkific supports the 2 most recent versions of **Chrome, Firefox, Safari and Edge** browsers.

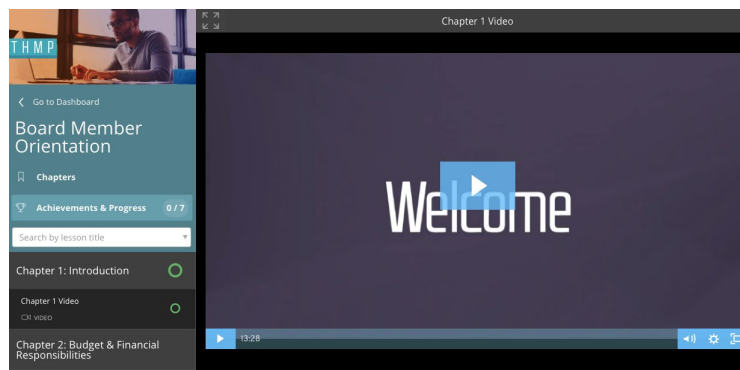
1. First, be sure to log-on to THMP Workforce Academy using the course URL (above), which takes you to the course landing page (below). Click on “Enroll for Free”:



2. Fill out the Enrollment Form (below) and click “Create Account.” If you already have an account, click “I already have an account” and log-in as you normally would:

The screenshot displays an enrollment form titled 'Enroll in Board Member Orientation for free'. At the top, there is a small video thumbnail showing a man in a suit. Below the title, there are four input fields: 'First Name', 'Last Name', 'Email', and 'New Password'. A large orange button labeled 'Create Account' is positioned below the fields. At the bottom of the form, there is a link that says 'I already have an account!'.

3. Once enrolled, you'll automatically be directed to the course curriculum (below), where you can begin watching the course videos.





INFORMATION ITEM 11
PY'2022-2023 Committee Assignments



PY'2022 – 2023 Committee Assignments

Executive Committee

- | | |
|---|--|
| 1. Scott Thomas (Board Chair) | 6. Jack Geller (Past Chair) |
| 2. Elizabeth Siplin (Chair-Elect) | 7. Jack Geller (Compensation Chair) |
| 3. Commissioner René Flowers (Vice-Chair) | 8. Mark Hunt (Workforce Solutions Chair) |
| 4. Barclay Harless (Treasurer) | 9. TBD (One-Stop Chair) |
| 5. Kenneth Williams (Secretary) | 10. TBD (Audit & Finance Chair) |

Finance Committee

1. **Barclay Harless (Chair)**
2. David Fetkenher
3. Jack Geller
4. Scott Thomas
5. County Appointee (TBD)

Audit Committee

1. **Barclay Harless (Chair)**
2. Scott Thomas
3. Comm. René Flowers
4. David Fetkenher
5. County Appointee (TBD)
6. County Appointee (TBD)

Compensation Committee

1. **Jack Geller (Chair)**
2. Barclay Harless
3. Scott Thomas
4. Candida Duff
5. Angela Barton
6. County Appointee (TBD)
7. County Appointee (TBD)

One-Stop Committee

- | | |
|-------------------------------------|---------------------------|
| 1. Dr. Rebecca Sarlo (Chair) | 5. Pattye Sawyer |
| 2. Mark Hunt | 6. John Howell |
| 3. Tiffany Nozicka | 7. Jason Krupp |
| 4. Candida Duff | 8. County Appointee (TBD) |

Workforce Solutions Committee

- | | |
|-----------------------------|----------------------|
| 1. Mark Hunt (Chair) | 7. Candida Duff |
| 2. Belinthia Berry | 8. Glenn Willocks |
| 3. Michael Jalazo | 9. Denise Sanderson |
| 4. Dr. Rebecca Sarlo | 10. Elizabeth Siplin |
| 5. Ivonne Alvarez | 11. Appointee (TBD) |
| 6. Kevin Knutson | 12. Appointee (TBD) |

Ad Hoc CEO/Counsel Selection Committee

- | | |
|------------------------------|------------------|
| 1. Barclay Harless | 3. Kevin Knutson |
| 2. Commissioner René Flowers | 4. Mark Hunt |
| | 5. Lisa Cane |

Ad Hoc Nominating Committee

1. Barclay Harless
2. Commissioner René Flowers
3. Dr. Rebecca Sarlo
4. Kevin Knutson

Quorums: 40% plus 1

- Board of Directors
- Executive Committee
- Finance Committee
- Ad Hoc CEO/Counsel Selection Committee