



April 20, 2023 - 2:30 P.M.
Hybrid Meeting - 13805 58th St. N.
Room 1-455
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

Workforce Solutions Committee Agenda

- I. Welcome and Introductions**Mark Hunt, 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. Action/Discussion Items**
 - 1. Approval of minutes - November 29, 2022 Workforce Solutions Com. Meeting Page 1
 - 2. Approval of Extension as Direct Provider of Services..... Page 4
 - 3. Approval of Training Provider CodeBoxx..... Page 13
 - 4. Approval of Training Provider Jersey College-Largo Campus Page 14
 - 5. Approval of Training Provider Ropham..... Page 15
 - 6. Approval of Training Provider Renewals Page 16
 - 7. Approval of CSP Related Party Contracts – PY'23-24 Page 17
- V. Information Items**
 - 1. Training Providers Performance & Spending Report..... Page 19
 - 2. Work based learning Providers thru 2.28.2023..... Page 24
 - 3. WIOA Primary Indicators Page 25
 - 4. Letter Grades..... Page 27
 - 5. Business Services Update..... Page 28
 - 6. Workforce Solutions Goals Update..... Page 29
 - 7. Center Traffic Flow Page 33
 - 8. The Demographic Drought Page 34
- VI. Industry Insights**
 - 1. Education..... Committee Members
 - 2. Economic Development..... Committee Members
 - 3. Healthcare Committee Members
 - 4. Other Industry Sector Committee Members



VII. Other Administrative Matters

(Items of urgency not meeting the seven-day guideline for review.)

VIII. Open Discussion

IX. Adjournment

Next Workforce Solutions Committee – June 22, 2023 (2:30 pm - 3:30 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.*



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 November 29, 2022 meeting of the Workforce Solutions Committee have been prepared and are enclosed.

RECOMMENDATION

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

**CareerSource Pinellas
Workforce Solutions Committee Minutes**

Date: November 29, 2022, at 2:00 pm
Location: Hybrid – 13805 58th St. N. Room 1-455, Clearwater, FL 33760/Zoom

Call to Order

Committee Chair Mark Hunt called the meeting to order at 2:01 pm.

Members in Attendance

Mark Hunt, Dr. Rebecca Sarlo (signed on at 2:16pm), Belinthia Berry, Candida Duff, Elizabeth Siplin, Esther Matthews, Jenee Skipper

Members not in Attendance

Angel Barton, Denise Sanderson, Glenn Willocks, Ivonne Alvarez, Kevin Knutson, Michael Jalazo, Shawn McDonnell

Staff

Steven Meier, Jay Burkey, Mary jo Schmick, Caroline Kenney, Leah Geis, Jason Druding

Guests - NetSynergy

Amy Lesniak, Chris Morancie

ACTION ITEM 1 – Approval of Minutes

The minutes from the October 20, 2022, Workforce Solutions Committee meeting were presented for approval.

Motion:	Belinthia Berry
Second:	Candida Duff

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

ACTION ITEM 2 – Approval of Training Provider NetSynergy

Net Synergy Virtual Solution’s Pre-apprenticeship, LT3 Academy, is seeking initial provider approval. They have a registered apprenticeship that is already on the Eligible Training Provider List (no approval needed for RA).

Courses/Certificate/Diploma Programs

Type of Degree or Certificate		Tuition & Fees	Total Cost	Duration Of Training
Software Developer Pre-Apprenticeship Certificate		\$18,000	\$18,000	6 months

- Years in operation: 14 years
- Total enrollments for prior year: 0 (for pre-apprenticeship)
- Total enrollments current year: 33
- Retention Rate: 2 dropped out
- Completed: 3
- Employed: All 3
- 28 still in the program
- CareerSource would only actually cover: \$7,500 - \$7,900 **(the committee requested this bullet point be added)**

RECOMMENDATION

Approval to add the Net Synergy LT3 Academy Pre-Apprenticeship program to the Eligible Training Provider List.

Discussion: Mark Hunt made a statement he wanted on record, that he has concerns about the cost of the program because 18k is an exorbitant cost for a pre-apprenticeship program.

Motion:	Esther Matthews
Second:	Belinthia Berry
Descent:	Mark Hunt

*The Workforce Solutions Committee motioned for approval to add the Net Synergy LT3 Academy Pre-Apprenticeship program to the Eligible Training Provider List. **Mark Hunt was opposed and voted Nay.** The motion carried.*

Industry Insights – Some committee members gave updates about their respective sectors.

Other Administrative Matters - None

Open Discussion - None

Adjournment – Esther Matthews made a motion to adjourn and the meeting was adjourned at 2:22pm.

DRAFT



ACTION ITEM 2

Extension of Designation as a Direct Provider of Services

CareerSource Florida's Administrative Policy (CSF Admin Policy 83) regarding Direct Provider of Workforce Services, requires a formal extension request every three years. The new request is to extend the designation effective July 1, 2023-June 30, 2026.

Upon approval of the Board of Directors, the request for Extension of Designation as Direct Provider of Workforce Services will be forwarded to the Pinellas Board of County Commissioners for approval at the May 23, 2023 meeting.

RECOMMENDATION

Approval of the WorkNet Pinellas Inc, d/b/a/ CareerSource Pinellas, Region 14's Extension of Designation as a Direct Provider of Workforce Services, effective July 1, 2023 through June 30, 2026.



EXTENSION OF DESIGNATION REQUEST AS DIRECT SERVICES PROVIDER

As indicated in the attached statement of intent, WorkNet Pinellas, Inc., d/b/a and herein referred to as CareerSource Pinellas, with the approval of the CareerSource Pinellas Board of Directors and the Pinellas County Board of County Commissioners, submits the following extension of designation request to CareerSource Florida for approval.

This extension request follows the process outlined by CareerSource Florida in their final guidance adopted on November 18, 2013 and updated on December 21, 2017 (CSF Admin Policy 83) regarding Extension of Designation as Direct Provider of Workforce Services. This final guidance requires:

1. A review of how the provision of direct services during the prior period fit the business mode that the local workforce development board (LWDB) proposed in its original request, and any proposed changes in the business model or the particular workforce services the LWDB intends to provide during the extension period.

Per our original request for designation as a Direct Provider of Workforce Services, CareerSource Pinellas has a business model that reflects CareerSource Florida's emphasis that each local workforce development board increase flexibility in their delivery of workforce programs and services, allowing for a swift response to both local and statewide demands, economic shifts and strategic priorities.

In order to meet CareerSource Florida's emphasis on flexibility, as well as its unified plan goal that "Florida will have a business-led, market-responsive, results-oriented and integrated workforce development system", the Board of Directors of CareerSource Pinellas identified and adopted several specific goals that are included in its approved plan. These goals drive the CareerSource Pinellas Board of Director's business model and decisions, including the Board's and Chief Elected Officials' original decision to seek approval to be a Direct Provider of Workforce Services and this subsequent request to seek an additional extension of the designation.

In addition, the CareerSource Pinellas Board of Directors has consistently acted to maximize the ability of the Local Workforce Development Board to respond effectively and efficiently to the demands of our customers, both employers and job seekers, within the workforce system in Pinellas County. The original proposal to directly provide services and this new request to extend for an additional three-year period, as well as a being a continued priority of the Board, reflects this position.

The proposed changes to the business model, in addition to promoting accountability and transparency, will focus on the deliberate collaboration among education, workforce, and economic development networks to increase prosperity of the Region's workforce.

2. The effective date for when the extension would begin.

This extension is requested to be effective July 1, 2023.

3. The period of time, not to exceed three years that the LWDB will directly provide the service.

This extension is requested to be effective July 1, 2023 and continue through June 30, 2026.

4. A review of the LWDB's stated reason(s) in its previous request why the LWDB has decided to directly provide the workforce services, and an explanation of how it is still in the best interest of the LWDB's customers that the LWDB continue to provide these services.

As described in our original request for designation, the CareerSource Pinellas Board of Directors is committed to meeting CareerSource Florida's challenge of increased flexibility and ability to quickly respond to economic shifts and strategic priorities. This is accomplished more effectively and in a timelier manner as the Board has the ability to move forward directly without the need to negotiate changes through a contract modification with a third party. With the designation as the Direct Provider of Workforce Services, CareerSource Pinellas has been able to work with our many partners in the area to better meet any new and/or changing needs of our business community and job seekers.

Additionally, CareerSource Pinellas originally estimated that by directly providing services to job seekers and employers, it would be able to redirect/reallocate approximately \$15,000 per year that was being paid in indirect costs to previous service providers. This estimate was achieved and surpassed. Based on our current Youth provider's percentage of indirect costs, CSPIN approximates an average of \$85,000 in savings annually. The savings realized are reallocated to an estimated 15-20 additional ITAs and increased OJT enrollments for occupational skills training for demand jobs in Pinellas County.

With continuous changes in the recent past coupled with the need and ability to be flexible and streamline processes for delivering services, it continues to be in the best interest of CareerSource Pinellas' customers that this LWDB continue to provide these services directly.

5. A review of the effectiveness of the firewall established by the LWDB to clearly separate existing roles as oversight body for the region's workforce delivery system and its role as the operational services directly provided by the LWDB, and an explanation of changes to be made to the firewall.

The administrative entity for LWDB–Region 14 is WorkNet Pinellas, Inc., d/b/a CareerSource Pinellas (CSPIN). CSPIN operates as the local sub-grant recipient and local fiscal agent for all WIOA and workforce development programs operating within the Local Workforce Development Area (LWDA). The board has developed appropriate firewalls between staff providing services and staff responsible for oversight and monitoring of services. The same person or department does not both provide services and oversee the provision of those services.

The board's committee structure is fully described in CareerSource Pinellas' By-laws, with a full description of each committee's functions and the responsibilities of each. The Committee structure is specifically designed to empower the board to perform its fiduciary, policymaking, goal setting, and oversight responsibilities.

The responsibilities of program development and implementation, as well as infrastructure, are assigned to the One-Stop Committee, oversight for business services and economic development activities falls under the purview of the Workforce Solutions Committee, and the responsibilities of budgeting and monitoring are assigned to the Finance Committee. CSPIN's Ad-Hoc Compensation Committee actively oversees internal staff and HR issues, such as benefits, HR policies, and employee performance guidelines.

Committees operate and report independently, with final approval and oversight for any proposed actions falling to the Board of Directors. A separate Audit Committee comprised of members of the Pinellas Board of County Commissioners and CareerSource Pinellas Board members provides additional oversight.

The scope and leadership of each CareerSource Pinellas Board committee ensure a deliberate, continuous pattern of identifying the needs of its customers and the community, as well as development of effective short- and long-range goals. The committees establish best practices for monitoring program services, outcomes, and overall program performance, and the ongoing review process facilitates integration of stakeholder feedback into the planning process.

As described in the CareerSource Pinellas Contracting Conflict of Interest Policy, each Board Member must complete a Disclosure and Certification of Conflict of Interest in a specific contract form. Our policy requires notification of conflicts of interest regarding board members and board employees to be disclosed prior to the board's vote to approve contracts. A board member who benefits financially or who has a relationship with the contracting vendor must abstain from the vote, and the contract must be approved by a two-thirds vote of the board after a quorum has been established.

Active and ongoing board-committee engagement results in the following:

- A. All programs directly delivered by CareerSource Pinellas are formally monitored on an annual basis by an independent monitoring firm and are also subject to unannounced and random monitoring throughout the program year. Monitoring activities are reported in detail to the One-Stop Committee and made available for further review. Ongoing internal monitoring of programs and program staff is carried out by MIS staff reporting to a separate Policy and Compliance department.

- B. Programmatic monitoring includes –
 - i. Analysis of data;
 - ii. Comparison of actual processes against policy;
 - iii. Compilation and delivery of a monitoring report within thirty (30) calendar days of the end of the monitoring;
 - iv. Development of a plan for corrective action(s) (if necessary); and
 - v. Prompt implementation of corrective action(s).

The establishment and adherence to board best-practices result in a sufficient “firewall” between the Board of Directors of CareerSource Pinellas and the conduct of LWDA operations. The board and its staff will have sole authority for the oversight, monitoring, and evaluation of the performance of the One-Stop Operator.

6. Identification of the grant program(s) that currently fund the workforce service delivery model.

CareerSource Pinellas will charge all expenses incurred in accordance with our approved cost allocation plan. Therefore, the costs associated with directly providing the services as proposed shall be allocated or directly charged to all grants (WIOA, Wagner-Peyser, Veterans, TANF, SNAP, etc.) as appropriate.

This extension will not change the description of grant programs and/or services currently contained in the approved plan and subsequent modifications. All such portions of the approved plan will remain in effect.

7. A cost analysis that documents the actual reduction in costs with the LWDB providing workforce services rather than contracting those services to another provider and an estimate of such costs and savings for the upcoming three-year period.

CareerSource Pinellas originally estimated that by directly providing services to job seekers and employers, it would be able to redirect/reallocate approximately \$15,000 per year that was being paid in indirect costs to previous service providers. This estimate was achieved and surpassed.

Based on our current Youth provider’s percentage of indirect costs, CSPIN approximates an average of \$85,000 in savings annually. As mentioned prior, the savings realized are reallocated to an estimated 15-20 additional ITAs and increased OJT enrollments for occupational skills training for demand jobs in Pinellas County.

We also expect to continue to exceed this original estimated savings with the approval of our extension request dependent on overall funding.

8. A review of any other realized improvement to service delivery and performance outcomes, and description of anticipated improvements.

CareerSource Pinellas originally projected that our area's performance would improve in the areas of increased enrollments and placements as related to funding availability. CareerSource Pinellas has maintained performance, and continued robust enrollments and placements related to funding availability. CareerSource Pinellas also maintained performance during the three-year period.

In addition, the reorganization of management and oversight duties was another key improvement to service delivery and performance outcomes.

9. Documentation that the public was provided a meaningful opportunity for review and comment on the proposed extension for a period not less than 10 days. Any submitted comments must be included.

A request for an extension of its designation as a Direct Provider of Workforce Services in Pinellas County was posted for public comment on the CareerSource Pinellas website on April 6, 2023.

Additionally, a notice was placed in the local newspaper advising the public of the opportunity to comment.

See Attachment 2

The public will also be offered the opportunity to submit or voice comments about the proposed extension request at a publicly held CareerSource Board of Directors meeting on May 17, 2023.

10. Documentation that the Chief Elected Official has agreed to the planned extension.
11. Completed Request for Extension to Serve as a Direct Service Provider of Workforce Services.

See Attachment 1 - Request for Extension

Requesting approval of Extension to Serve as a Direct Service Provider of Workforce Services. Forms can be signed by the Board Chair (May 17, 2023) and the Chief Elected Official/Board of County Commissioners (May 23).

**ATTACHMENT 1
REQUEST FOR EXTENSION**

LOCAL WORKFORCE AREA INFORMATION	
Name of Local Area: <i>CareerSource Pinellas</i>	
LWDB Number: <i>14</i>	
Date of Submission:	
Contact Person Name: <i>Steven Meier</i>	Phone: <i>727-608-1709</i>
	Email Address: <i>smeier@careersourcepinellas.com</i>
AMENDMENT TO THE LOCAL WORKFORCE SERVICES PLAN	
<p>The Local Workforce Development Board seeks to extend its designation as a direct service provider of certain services by agreement of the Chief Elected Official and the Governor. This extension to the designation of the Local Workforce Development Board as a direct service provider of certain services is to be effective for the period <u>July 1, 2023</u> through <u>June 30, 2026</u>.</p> <p>The signatures below certify agreement to the request for extension submitted by the Local Workforce Development Board and the assurance that the Local Workforce Development Board will operate in accordance with this extension, its Workforce Service Plan, and applicable federal and state laws and regulations.</p>	

LOCAL WORKFORCE DEVELOPMENT BOARD CHAIRMAN	
Name: <i>Scott Thomas</i>	Title: <i>Board Chair</i>
Signature:	Date:

LOCAL CHIEF ELECTED OFFICIAL	
Name and Title:	County:
Signature:	Date:

ATTACHMENT 2

**SOLICITATION FOR
PUBLIC COMMENTS**

CareerSource Pinellas is proposing extend its designation as the direct provider of services Through June 30, 2026. The proposa may be viewed at <https://careersourcepinellas.com/reports-and-publications/> or at the Administrative Office. You may make public comments by submitting them in writing to the CareerSource Pinellas Administrative Office, 13805 58th St. N., #2-140 Clearwater, FL 33760 or email them to admin@careersourcepinellas.com Public comments will be taken under consideration through April 19, 2023.

4/12/23

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SIGNATURE PAGE

This plan represents the efforts of **CareerSource Pinellas** to implement the Workforce Innovation and Opportunity Act in the following county: **Pinellas**

We will operate in accordance with this plan and applicable federal and state laws, rules and regulations.

Workforce Development Board Chair

Chief Elected Official

Signature

Signature

Scott Thomas _____
Name

Name

Date

Date

ATTEST: _____



ACTION ITEM 3

Approval of Training Provider

CodeBoxx Technology School
136 4th St. N. St. Petersburg, FL 33701

CodeBoxx Technology School is seeking initial provider approval.

Courses/Certificate/Diploma Programs

Type of Degree or Certificate	Tuition	Books & Fees	Total Cost	Duration Of Training
Full Stack Web Development	\$9,800		\$9,800	16 weeks

- Years in operation: 2 years
- Total enrollments: 75 (35 in 2022, 40 in 2023)
- Completion Rate: 77%
- Average Wage at Placement: \$26 per hour

RECOMMENDATION

Approval to add the CodeBoxx Technology School to the Eligible Training Provider List.



ACTION ITEM 4

Approval of Training Provider

Jersey College – Largo Campus 2025 Indian Rocks Rd, Largo, FL 33774

Jersey College, Largo Campus, is seeking initial provider approval.
Their Tampa campus is already an eligible training provider.

Courses/Certificate/Diploma Programs

Type of Degree or Certificate	Tuition	Books & Fees	Total Cost	Duration Of Training
Professional Nursing	\$44,669	\$4,835	\$49,504	24-32 months

- Years in operation: 14 years
- Total enrollments: 149
- Completion Rate: 73%
- Average Wage at Placement: \$28-\$34 per hour

RECOMMENDATION

Approval to add the Jersey College-Largo Campus to the Eligible Training Provider List.



ACTION ITEM 5

Approval of Training Provider

Rophem School of Nursing
 11300 4th Street N. Suite 130, St. Petersburg, FL 33716

Rophem School of Nursing is seeking initial provider approval.

Courses/Certificate/Diploma Programs

Type of Degree or Certificate	Tuition	Books & Fees	Total Cost	Duration Of Training
Professional Nursing	\$11,650	Testing \$585 Books – varies/external	\$12,235 + books	640 hours

- Years in operation: 2 years
- Total enrollments: 19 (2022) 6 (2023)
- Completion Rate: 47%
- Average Wage at Placement: \$20-42 per hour

******The financial documents submitted show income from the Professional Nursing program **and** NCLEX tutoring. Because the school has been open for less than three years, they are not yet an eligible recipient of federal financial aid, and all students are currently self-paid. The school has relatively little cash and few assets at this stage, and while it is currently supporting itself, its long-term financial viability is unknown.

RECOMMENDATION

Discussion and potential approval to add the Rophem School of Nursing to the Eligible Training Provider List.



ACTION ITEM 6

Approved Training Providers: Contract Renewal Agreements

CareerSource Pinellas enters into individual training provider agreements with each approved training provider. Initial agreements are reviewed annually and approved for a two year renewal period. 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.

Champion Truck Driving School CIE #9018
Galen School of Nursing-Sarasota Campus School CIE #3150
Academy for Dental Assistants CIE # 7538

RECOMMENDATION

Approval to enter into two year (7/1/23-6/30/25) renewal agreements with approved training providers. The training providers listed are still within their initial one year term. Early renewal will get them on a PY renewal schedule along with all other providers.



ACTION ITEM 7

Related Party Contracts for PY'2023-2024

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

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

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

- **On the Job Training program (OJT)** assists companies find, interview, and hire the right person for their job vacancies. The OJT program provides a unique opportunity for employers to train the new employee to their processes and standards. The skills learned are directly relevant to the work the employee will perform. Employers who hire new, full-time workers under OJT receive reimbursement of 50% of the candidate's hourly wage or salary for up to 6 months of employment if the individual meets certain eligibility criteria.
- **Paid Work Experience (PWE)** is a CareerSource Pinellas program that works with local employers to place individuals who are just entering the workforce or others who are re-entering the job market into a position at their company. After placing them at the company, CareerSource Pinellas employs and pays them for up to 480 hours. CareerSource Pinellas also covers all unemployment taxes and workers comp during this "trial" period.
- **Grant Training** is defined as services not offered by CareerSource Pinellas that must be performed by educational institutions as outlined in the proposal and award.

- **Leases** with various institutions and organizations are necessary to cost effectively deliver services within the community.
- **Individual Training Accounts (ITAs)** are provided to program-specific eligible individuals to receive funding for educational programs for the institution selected. CareerSource Pinellas identifies and maintains a list of qualified training institutions which provide occupational training in skill areas of sustained labor market demand or growth.
- **Contracts** with various institutions and organizations are necessary to cost effectively deliver services within the community.

A listing of related party contracts requiring two-third board approval is below. Each is a separate action and vote.

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		\$500K	\$60K
C	Pinellas County Schools	Mark Hunt		\$130K		\$300K	
D	H&T Global Circuits	Candy Duff	\$20K				
E	Empact Solutions	Elizabeth Siplin	\$20K				
F	*Promedica	Scott Thomas	\$20K				

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

*Potential contracts/in discussion. With approval, will submit to DEO when contracts are made.

RECOMMENDATION

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



INFORMATION ITEM 1
Training Providers
Performance and Spending Reports
PY'2022- 2023

- 1A - Performance: Current Year through March
- 1B - Performance: Three Year Period 20/21-22/23 through March
- 1C - Spending: Current Program Year through February

Provider	Enrolled	# that Exited Training	Exited after Completing Training	No job at the point of training completion	# that obtained a job whether they completed training or not	Job Placement Rate	Training Related Job Placement Rate	# of job placements that occurred this PY but training ended prior to beginning of PY	Average Wage at Job Placement
Academy for Dental Assistants	2	1	0	0	0		0.0%	0	
Access Computer Training	1	2	1	1	0	0.0%	0.0%	0	
ACI Learning, Online	0	0	0	0	0			0	
Biztech Learning Centers, Inc	0	0	0	0	0			0	
Building Industry Construction Service International (BIC)	0	0	0	0	0			0	
Center for Technology Training	5	3	0	0	0		0.0%	0	
Champion Truck Driving School	2	13	13	10	3	23.1%	23.1%	0	\$18.33
Computer Coach IT training solutions	23	2	2	2	0	0.0%	0.0%	0	
Concorde Institute	1	0	0	0	1			1	
FleetForce Truck Driving School	0	0	0	0	0			0	
Florida School of Traditional Midwifery, (Alachua)	0	0	0	0	0			0	
Florida Technical College	0	0	0	0	0			0	
Galen College of Nursing, (Sarasota)	0	0	0	0	0			0	
Galen Health Institute, Inc.	56	12	7	5	3	28.6%	16.7%	0	\$22.85
Jersey College	13	1	1	1	0	0.0%	0.0%	0	
Keiser University	0	0	0	0	0			0	
Learning Alliance Corp	0	0	0	0	0			0	
National Aviation Academy	31	11	9	4	5	55.6%	45.5%	0	\$28.85
Net Synergy Pre-Apprenticeship LT3 Academy	0	0	0	0	0			0	
New Horizons Computer Learning Center of Tampa Bay	75	14	9	5	7	44.4%	21.4%	0	\$29.33
Palm Beach Code School	0	0	0	0	0			0	
Pinellas County Schools	38	8	3	2	2	33.3%	12.5%	0	\$40.05
Rasmussen University	4	1	1	0	1	100.0%	100.0%	0	\$14.00
Roadmaster Driver's School, Inc.	0	0	0	0	0			0	
RV Training Center, (Pinellas)	0	0	0	0	0			0	
Schiller International University, (Pinellas)	0	0	0	0	0			0	
ServiceSource Florida Career Institute	0	0	0	0	0			0	
Southern Technical Institute	8	2	2	1	1	50.0%	50.0%	0	\$19.20
St. Petersburg College	71	16	9	8	3	11.1%	12.5%	1	\$24.85
Tampa Truck Driving School	12	9	7	6	2	14.3%	0.0%	0	\$16.00
Ultimate Medical Academy - Online	0	0	0	0	0			0	
Ultimate Medical Academy, Inc.	10	1	1	1	0	0.0%	0.0%	0	
University of South Florida	9	3	3	2	1	33.3%	33.3%	0	\$22.59
Grand Total	361	99	68	48	29	29.4%	19.2%	2	\$25.58

PY20/21 - thru 03/31/2023

Provider	Enrolled	# that Exited Training	Exited after Completing Training	No job at the point of training completion	# that obtained a job whether they completed training or not	Job Placement Rate	Training Related Job Placement Rate	Average Wage at Job Placement
PY22/23	361	99	68	48	29	29.4%	19.2%	\$25.58
PY21/22	288	147	108	28	105	74.1%	49.7%	\$26.93
PY20/21	492	261	241	28	484	88.4%	61.7%	\$24.62
Grand Total	1141	507	417	104	618	75.1%	49.9%	\$25.34

Academy for Dental Assistants	8	3	1	0	2	100.0%	33.3%	\$14.00
Access Computer Training	4	2	1	1	0	0.0%	0.0%	
ACI Learning, Online	0	0	0	0	0			
Biztech Learning Centers, Inc	0	0	0	0	2			
Building Industry Construction Service International (BIC)	0	0	0	0	0			
Center for Technology Training	15	8	4	1	8	75.0%	25.0%	\$24.75
Champion Truck Driving School	25	15	15	12	3	20.0%	20.0%	\$18.33
Computer Coach IT training solutions	80	47	44	13	52	70.5%	53.2%	\$30.80
Concorde Institute	3	1	1	0	2	100.0%	100.0%	\$20.00
FleetForce Truck Driving School	0	0	0	0	0			
Florida School of Traditional Midwifery, (Alachua)	0	0	0	0	0			
Florida Technical College	1	1	1	0	4	100.0%	100.0%	\$24.03
Galen College of Nursing, (Sarasota)	0	0	0	0	0			
Galen Health Institute, Inc.	182	52	43	6	62	86.0%	69.2%	\$23.09
Jersey College	38	7	6	2	6	66.7%	42.9%	\$22.92
Keiser University	2	1	1	0	1	100.0%	100.0%	\$25.00
Learning Alliance Corp	0	0	0	0	0			
National Aviation Academy	94	45	41	11	50	73.2%	51.1%	\$21.37
Net Synergy Pre-Apprenticeship LT3 Academy	0	0	0	0	0			
New Horizons Computer Learning Center of Tampa Bay	224	124	109	18	167	83.5%	53.2%	\$34.08
Palm Beach Code School	0	0	0	0	0			
Pinellas County Schools	120	46	33	8	55	75.8%	45.7%	\$17.77
Rasmussen University	11	1	1	0	1	100.0%	100.0%	\$14.00
Roadmaster Driver's School, Inc.	1	1	1	0	4	100.0%	100.0%	\$18.00
RV Training Center, (Pinellas)	0	0	0	0	0			
Schiller International University, (Pinellas)	0	0	0	0	0			

ServiceSource Florida Career Institute	0	0	0	0	0			
Southern Technical Institute	15	6	5	1	6	80.0%	33.3%	\$15.81
St. Petersburg College	219	87	57	17	136	70.2%	34.5%	\$19.79
Tampa Truck Driving School	29	25	23	6	18	73.9%	60.0%	\$20.41
Ultimate Medical Academy - Online	1	1	1	0	1	100.0%	100.0%	\$15.00
Ultimate Medical Academy, Inc.	37	14	12	3	13	75.0%	64.3%	\$15.43
University of South Florida	32	20	17	5	25	70.6%	55.0%	\$24.92
Grand Total	1141	507	417	104	618	75.1%	49.9%	\$25.34



INFORMATION ITEM 1C
CareerSource Pinellas
Training Provider Spending
For the period July 1, 2022 - February 28, 2023

Training Provider	Customer Training	Approved Spending (if required)	Remaining	# of Participants	Avg/ Per Part
Academy for Dental Assistants, (Pinellas)	20,300			7	2,900
Access Computer Training, (Hillsborough)	20,000			3	6,667
American Manufacturing Skills Initiative (AmSkills)	-				
BizTech Learning Centers, Inc., (Pinellas)	-				
Center for Technology Training	10,995			3	3,665
Central Florida Heat and Frost Insulators J.A.C. (RA)					
Champion Truck Driving School	109,200			22	4,964
Computer Coach IT Training Solutions	5,000			1	5,000
Concorde Career Institute, (Hillsborough)	15,000			2	7,500
Connecticut School of Broadcasting, (Hillsborough)					
Florida Technical College					
Galen College of Nursing, (Pinellas)	181,458			44	4,124
Gold Coast Professional Schools					
Hillsborough Community College	-			-	
IEC- Independent Electrical Contractors, FAAC					
International Union of Operating Engineers (RA)					
Ironworkers (RA)					
JATC - Tampa Area Electrical JATC, (Hillsborough), FAAC (RA)	15,278			22	694
Jersey College, (Hillsborough)	26,458			8	3,307
Keiser University	12,500			2	6,250
Masonry (RA)					
National Aviation Academy	122,421			21	5,830
Net Synergy Virtual Solutions LLC	7,112			2	3,556
New Horizon Computer Learning Center, (Hillsborough)	170,560			27	6,317
Pinellas Ex-Offender Re-Entry Coalition *		50,000	50,000		
Pinellas Technical Education Centers *	20,377	300,000	279,623	16	1,274
Plumbers and Pipefitters and HVAC, local union 123 (RA) *					
R.V. Training Center					
Rasmussen College	15,673			5	3,135
Refrigeration & Air Conditioning Contractors (RACCA) (RA)					
Roadmaster Drivers School, Inc., (Hillsborough)					
Schiller International University, (Pinellas)					
Southern Technical Institute, Pinellas Park, (Pinellas)	6,541			6	1,090
St. Petersburg College *	92,499	1,200,000	1,107,501	38	2,434
Superior Aviation Gate	4,820			1	4,820
Tampa Bay Aviation	5,000			1	5,000
Tampa Truck Driving School, Inc.	68,000			12	5,667
Ultimate Medical Academy (Pinellas) *	85,669	250,000	164,331	14	6,119
Ultimate Medical Academy (Online)					
University of South Florida / Innovative Education, SACS	22,156			4	5,539
Veritas Nursing Academy					
Webster University					
Total	\$ 1,016,716			254	\$ 4,003
Prior Year for Same Period	\$ 886,729			279	\$ 3,178
Variance	\$ 129,987			(25)	\$ 825
	15%			-9%	26%

RELATED PARTY CONTRACTS (with multiple components)

	Spending	Amount	Remaining	Component
Pinellas Technical Education Centers *	20,377	300,000	279,623	Training (ITA)
	82,687	130,000	47,313	Leases
	103,064	430,000	326,936	
St. Petersburg College *	92,499	1,200,000	1,107,501	Training (ITA)
	78,218	160,000	81,782	Leases
	45,000	125,000	80,000	Contracts
	215,717	1,485,000	1,269,283	
Ultimate Medical Academy (Pinellas) *	85,669	250,000	164,331	Training (ITA)
	-	100,000	100,000	OJT
	85,669	350,000	264,331	

* Contracts required two-third board approval.

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



INFORMATION ITEM 2
CareerSource Pinellas
Work-based Learning and On-the-Job Training Spending
For the period July 1, 2022 - February 28, 2023

OJT Provider	Work-based Learning Spending	Approved Spending (if required)	Remaining	# of Participants	Avg./ Per Part	Prior Year Spending
Badaro Group	\$ 9,281			2	\$ 4,641	-
Bert Smith Oldsmobile, Inc.	\$ 3,065			1	\$ 3,065	-
Clean Soil Technology	\$ 2,285			1	\$ 2,285	-
Catalyst QLM LLC	\$ -			-		220,754
Manpower	\$ 395,063			150	\$ 2,634	166,312
Mechanical A/C Designs LLC	\$ -					11,845
Net Synergy Virtual Solutions LLC	\$ 25,344			6	\$ 4,224	-
Universal Life and Health Insurance	\$ 1,401			1	\$ 1,401	-
Veterans Metal LLC dba DHS	\$ -					1,853
Total	\$ 436,439			161	\$ 2,711	\$ 400,764

Variance \$ \$ 35,674
Variance % 9%



INFORMATION ITEM 3

LWDB 14

Measures	PY2021-2022 4th Quarter Performance	PY2021-2022 % of Performance Goal Met For Q4	PY2021-2022 Performance Goals	PY2022-2023 1st Quarter Performance	PY2022-2023 % of Performance Goal Met For Q1	PY2022-2023 2nd Quarter Performance	PY2022-2023 % of Performance Goal Met For Q2	PY2022-2023 Performance Goals
Adults:								
Employed 2nd Qtr After Exit	82.60	91.78	90.00	81.80	88.91	75.80	82.39	92.00
Median Wage 2nd Quarter After Exit	\$11,068	153.72	\$7,200	\$10,506.00	97.82	\$10,619.00	98.87	\$10,740
Employed 4th Qtr After Exit	92.90	108.65	85.50	90.60	100.44	75.40	83.59	90.20
Credential Attainment Rate	86.90	120.69	72.00	80.40	92.41	67.10	77.13	87.00
Measurable Skill Gains	66.20	135.10	49.00	58.30	89.69	56.60	87.08	65.00
Dislocated Workers:								
Employed 2nd Qtr After Exit	80.30	89.22	90.00	78.60	89.32	71.80	8159.09%	88.00
Median Wage 2nd Quarter After Exit	\$12,112	170.59	\$7,100	\$11,409.00	121.77	\$11,667.00	124.53	\$9,369
Employed 4th Qtr After Exit	87.50	102.70	85.20	90.40	107.36	77.20	91.69	84.20
Credential Attainment Rate	93.30	133.29	70.00	93.50	108.09	86.90	100.46	86.50
Measurable Skill Gains	57.50	117.35	49.00	45.00	69.23	39.20	60.31	65.00
Youth:								
Employed 2nd Qtr After Exit	83.50	98.82	84.50	82.30	98.56	81.00	97.01	83.50
Median Wage 2nd Quarter After Exit	\$4,726	147.69	\$3,200	\$4,866.00	103.58	\$4,965	105.68	\$4,698
Employed 4th Qtr After Exit	86.00	110.26	78.00	86.40	106.67	77.00	95.06	81.00
Credential Attainment Rate	82.90	96.06	86.30	79.80	94.89	80.30	95.48	84.10
Measurable Skill Gains	69.20	141.22	49.00	55.70	85.69	50.70	78.00	65.00
Wagner Peyser:								
Employed 2nd Qtr After Exit	59.60	91.69	65.00	60.90	96.36	60.20	95.25	63.20
Median Wage 2nd Quarter After Exit	\$6,686	133.72	\$5,000	\$6,839.00	104.97	\$6,808.00	104.50	\$6,515
Employed 4th Qtr After Exit	60.40	94.08	64.20	63.60	100.63	61.40	97.15	63.20

Not Met (less than 90% of negotiated)

Indicators of Performance Regional Comparison PY2022 Q2

PY2022 Q2	Statewide	LWDB 01	LWDB 02	LWDB 03	LWDB 04	LWDB 05	LWDB 06	LWDB 07	LWDB 08	LWDB 09	LWDB 10	LWDB 11	LWDB 12	LWDB 13	LWDB 14	LWDB 15	LWDB 16	LWDB 17	LWDB 18	LWDB 19	LWDB 20	LWDB 21	LWDB 22	LWDB 23	LWDB 24
Adults:																									
Employed 2nd Qtr After Exit	62.60	78.60	83.30	89.80	89.40	65.40	87.90	84.40	97.40	59.10	74.80	76.90	75.30	82.80	75.80	71.70	65.30	82.60	84.30	89.70	89.90	72.30	78.40	56.30	81.00
Median Wage 2nd Quarter After Exit	\$7,685	\$7,774	\$8,051	\$7,876	\$11,758	\$6,326	\$7,395	\$10,767	\$12,919	\$7,129	\$8,180	\$9,703	\$8,877	\$8,884	\$10,619	\$7,821	\$8,836	\$9,100	\$11,066	\$9,134	\$11,925	\$7,783	\$9,710	\$6,981	\$8,365
Employed 4th Qtr After Exit	61.60	80.30	87.30	77.50	91.30	56.10	86.50	88.00	96.00	65.40	80.40	73.40	70.70	82.60	75.40	73.30	67.50	83.80	88.30	78.80	88.30	73.50	78.90	55.10	79.50
Credential Attainment Rate	67.30	76.60	87.20	78.80	92.60	53.20	89.60	60.00	93.10	59.60	82.70	69.80	62.50	80.00	67.10	50.00	85.20	77.00	67.30	85.70	89.70	71.30	74.70	55.60	80.70
Measurable Skill Gains	69.90	52.10	83.10	84.60	51.60	56.50	72.30	55.60	79.60	54.20	69.20	81.40	66.50	72.50	56.60	67.10	78.20	78.10	78.30	86.00	85.40	67.50	67.90	91.70	52.80
Dislocated Workers:																									
Employed 2nd Qtr After Exit	70.60	90.00	80.00	91.70	100.00	75.00	100.00	0.00	92.70	46.70	60.00	75.50	75.90	93.90	71.80	70.80	66.90	81.40	71.30	100.00	74.10	71.10	70.90	66.50	84.60
Median Wage 2nd Quarter After Exit	\$9,639	\$7,047	\$12,898	\$7,934	\$6,761	\$9,118	\$9,239	\$0	\$12,899	\$6,529	\$13,475	\$9,704	\$8,931	\$10,456	\$11,667	\$10,112	\$11,115	\$8,128	\$10,025	\$7,800	\$11,511	\$9,455	\$11,026	\$9,178	\$9,184
Employed 4th Qtr After Exit	71.00	60.00	50.00	87.50	100.00	75.00	100.00	100.00	83.30	45.50	80.00	80.90	75.70	91.80	77.20	72.30	63.60	80.20	68.70	100.00	82.10	78.10	74.50	66.50	74.50
Credential Attainment Rate	78.80	80.00	100.00	85.70	50.00	100.00	100.00	100.00	86.70	66.70	100.00	87.50	79.80	93.80	86.90	57.60	87.40	78.90	25.90	100.00	93.80	84.40	82.40	76.80	92.70
Measurable Skill Gains	69.00	47.40	66.70	0.00	81.80	0.00	0.00	66.70	82.00	62.50	33.30	69.20	78.50	73.90	39.20	64.10	59.60	68.90	56.50	100.00	92.30	75.80	78.70	87.70	65.20
Youth:																									
Employed 2nd Qtr After Exit	70.50	72.20	40.00	67.40	61.90	64.40	61.30	60.50	84.40	62.00	82.00	87.00	66.40	78.00	81.00	75.80	63.80	78.80	54.10	76.00	66.90	71.50	70.40	69.80	79.20
Median Wage 2nd Quarter After Exit	\$5,031	\$4,341	\$2,123	\$4,814	\$3,031	\$3,493	\$1,257	\$3,166	\$4,446	\$3,788	\$4,432	\$3,783	\$5,211	\$4,735	\$4,965	\$4,736	\$3,611	\$3,441	\$7,001	\$4,540	\$3,453	\$4,767	\$4,718	\$5,468	\$4,871
Employed 4th Qtr After Exit	68.00	75.00	54.10	64.40	58.30	65.20	60.00	59.50	82.40	61.90	70.90	88.90	63.90	80.20	77.00	75.00	62.90	72.00	70.00	78.40	67.80	75.00	75.10	65.60	79.80
Credential Attainment Rate	62.20	71.90	33.30	43.70	33.30	41.00	63.50	30.80	82.40	85.20	96.70	100.00	68.20	64.30	80.30	39.70	94.60	67.20	87.00	93.40	100.00	94.10	39.80	55.10	64.60
Measurable Skill Gains	65.60	54.90	50.00	58.20	55.60	22.60	84.70	56.40	79.80	0.00	80.80	86.60	47.40	76.50	50.70	52.20	78.90	60.00	66.70	68.60	86.00	85.00	81.20	81.60	54.50
Wagner Peyser:																									
Employed 2nd Qtr After Exit	61.40	60.10	59.80	66.90	58.90	65.70	65.50	56.10	64.10	64.30	70.10	61.60	68.40	60.70	60.20	63.40	56.60	60.80	63.60	67.20	61.90	66.60	67.40	56.90	62.60
Median Wage 2nd Quarter After Exit	\$6,742	\$6,378	\$7,754	\$5,768	\$6,541	\$4,861	\$5,883	\$5,061	\$7,385	\$6,751	\$5,925	\$6,877	\$7,009	\$6,216	\$6,808	\$6,962	\$6,470	\$5,893	\$6,768	\$6,184	\$6,734	\$6,570	\$8,622	\$6,948	\$6,474
Employed 4th Qtr After Exit	60.50	61.70	59.00	64.10	58.10	64.10	64.80	58.70	65.60	65.80	67.80	61.60	67.30	62.30	61.40	65.10	48.30	63.00	61.00	66.20	65.20	63.30	67.90	57.10	56.80

Not Met (less than 90 of negotiated)
Met (90-100 of negotiated)
Exceeded (greater than 100 of negotiated)



INFORMATION ITEM 4 CareerSource Pinellas Letter Grade - Historical Data

		Baseline				
Metric	Max Points	6/30/2022	9/30/2022	12/31/2022	3/31/2023	6/30/2023
1. Participants with Increased Earnings	25	20.64	21.28	21.65		
2. Reduction in Public Assistance	25	25.00	25.00	25.00		
3. Employment and Training Outcomes	20	18.89	14.44	12.22		
4. Participants in Work-Related Training	10	5.89	6.45	6.59		
5. Continued Repeat Business	5	2.56	2.52	3.00		
6. Year-over-Year Business Penetration	5	4.00	3.50	4.00		
7. Completion-to-Funding Ratio	10	10.00	10.00	10.00		
Extra Credit: Serving Individuals on Public Assistance	5	1.00	-	4.00	-	-
Total Grade	105	87.98	83.19	86.46	-	-
GRADE		B+	B	B		



INFORMATION ITEM 5

Business Services Update

- Business Services is fully staffed, recently added 3 Placement Specialists to the team focused on candidate recruitment and referral to open job orders
- Partnership development continues
- Job Corps-first cohort of 15 candidates is halfway through their Work Experience
- PERC - 3rd cohort is moving forward with enrollment
- Bausch & Lomb is referring candidates from HEP/STARS programs for OJT
- Ultimate Medical Academy staff have been instrumental in connecting BSU to companies such as Bayfront, Optum Health, Evara - agreements pending with all agencies for PWE (supporting Externships)
- IT Job Fair - April 26th - Employer spots still available
- General Job Fair at Lealman Exchange - May 24th

Goal 1 - Develop Robust Partnerships with Employers

- **Objective 1:** Utilize and partner with existing business group that convene employers regularly to understand immediate and future needs.
- **Objective 2:** Develop and execute a marketing strategy to build awareness with businesses about engagement and services available.
- **Objective 3:** Increase services to incumbent workers and underemployed workers.
- **Objective 4:** Develop methods that help businesses navigate the workforce system's services and that connect them with qualified applicants.

11 Business Group Partners

- | BAMA (Bay Area Manufacturing Association)
- | Central Pinellas Chamber
- | Greater Seminole Chamber of Commerce
- | Pinellas Economic Development
- | Recruiter Networking Group
- | St. Petersburg Area Econ. Development Corp
- | St. Petersburg Chamber
- | Tampa Bay Beaches Chamber
- | Tampa Bay Tech
- | Upper Tampa Bay Chamber
- | Volunteers of Active Disaster (VOAD)

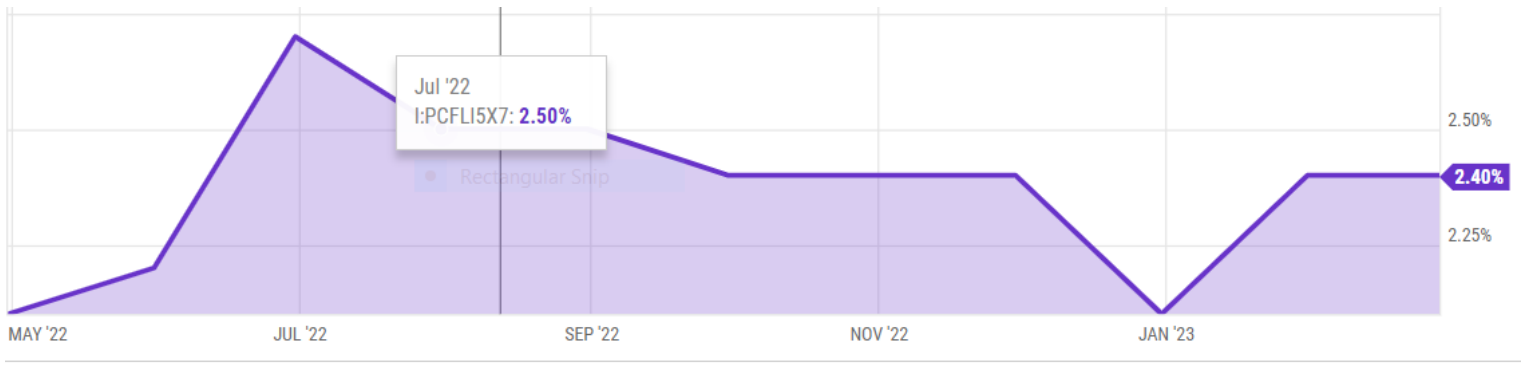
1396
Employers Served

260
Newly Registered Employers

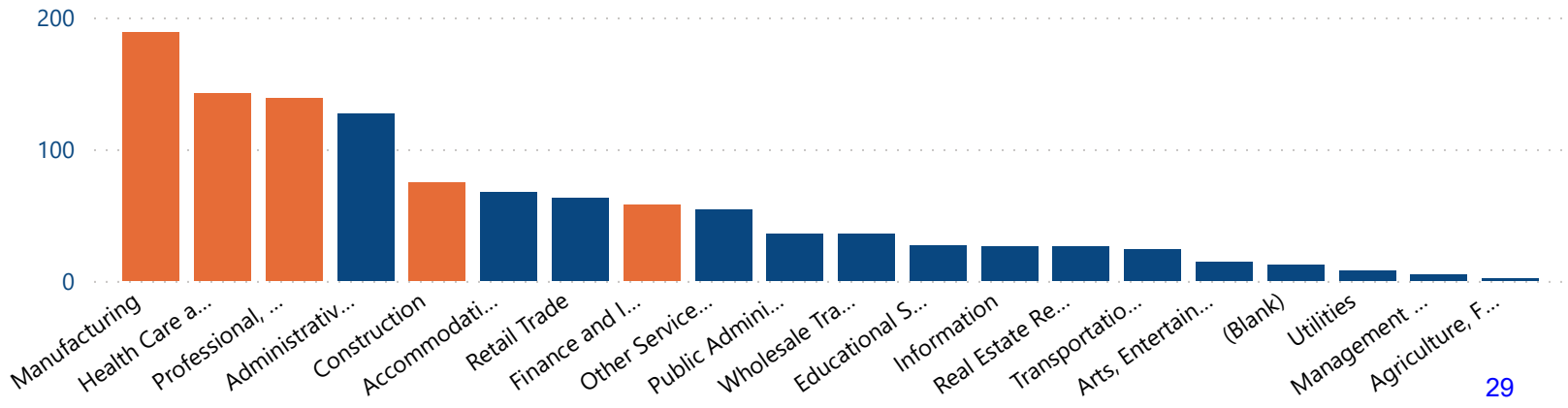
3914
Services Provided by Staff

11383
Job Orders Posted

The unemployment rate in the CareerSource Pinellas region (Pinellas County) was 2.4 percent in February 2023. This rate was 0.6 percentage point lower than the region's year ago rate of 3.0 percent. The region's February 2023 unemployment rate was 0.1 percentage point lower than the state rate of 2.5 percent. The labor force was 521,492, up 20,476 (+4.1 percent) over the year. There were 12,643 unemployed residents in the region.



Industries Represented



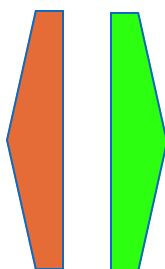
Goal 2 - Strengthen Partnerships with Organizations that Provide Educational Opportunities

- **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.
- **Objective 2:** Convene employers to identify skill needs and align education providers' offerings to current and future skill needs.
- **Objective 3:** Provide easy to use 'career maps' for jobseekers to use to both knew where to go for education/training to obtain necessary credentials and next steps on a career path.
- **Objective 4:** Ensure that there is a Talent Pipeline that connects business service staff between CareerSource and educational institutions.

42 Approved Training Providers and
129 Regional Targeted Occupations



The industries gaining jobs over the year were Professional and Business Services (+18,100 jobs); Education and Health Services (+17,200 jobs); Leisure and Hospitality (+10,800 jobs); Trade, Transportation, and Utilities (+8,900 jobs); Mining, Logging, and Construction (+4,800 jobs); Manufacturing (+3,200 jobs); Other Services (+3,100 jobs); Financial Activities (+1,300 jobs); and Government (+1,300 jobs).



The Tampa-St. Petersburg-Clearwater MSA had the highest annual job growth compared to all the metro areas in the state in the Professional and Business Services (+18,100 jobs); Education and Health Services (+17,200 jobs); Mining, Logging, and Construction (+4,800 jobs); Manufacturing (+3,200 jobs); and Other Services (+3,100 jobs) industries.

Goal 3 - Expand Outreach to Jobseekers

- **Objective 1:** Target outreach efforts based on areas of opportunity.
- **Objective 2:** Expand the virtual delivery of service system currently in place.
- **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.
- **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.
- **Objective 5:** Support individuals to gain employment through a system of wraparound services that is responsive to their diverse experience and needs.
- **Objective 6:** Develop a Regional Targeted Occupations List.

192 Employers participated in **8** career fairs with **671** job seekers attending.

Job Seekers during PY

6368

Placements Recorded

1155

Services Provided

18884

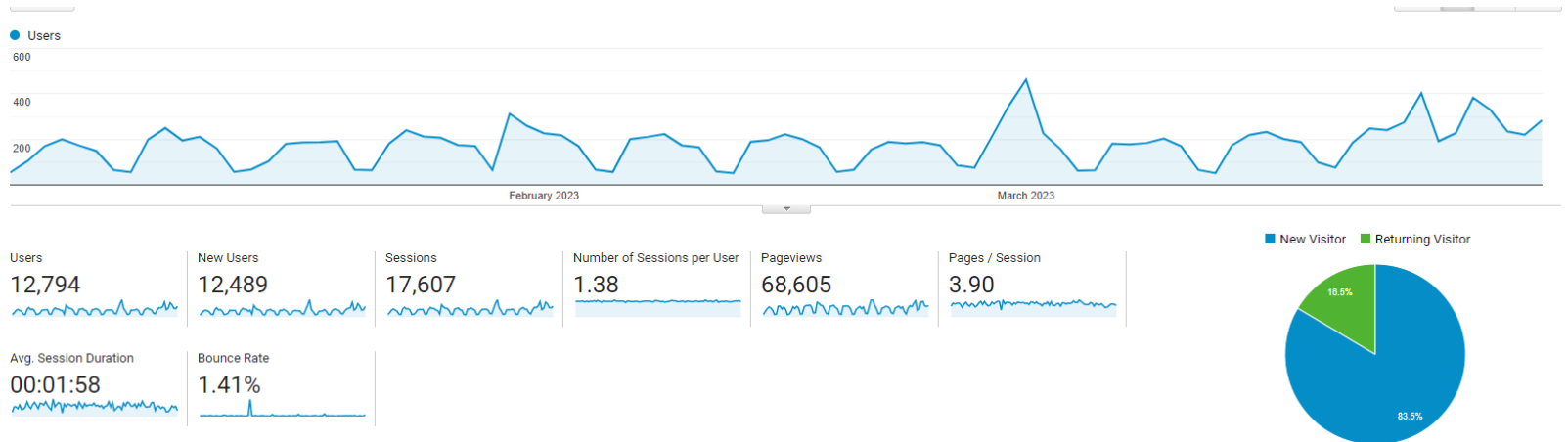
Focus on service

Business Services teammates continue to reenergize 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.

Networking Groups

***Networking events are temporarily on hold as the BSU team reimagines this program, current projected startup date November 2022*

Website Visits Jan 1 - Mar 31, 2023



Goal 4 - Build Organizational Capacity; Promote Change and Transformation of CareerSource Pinellas

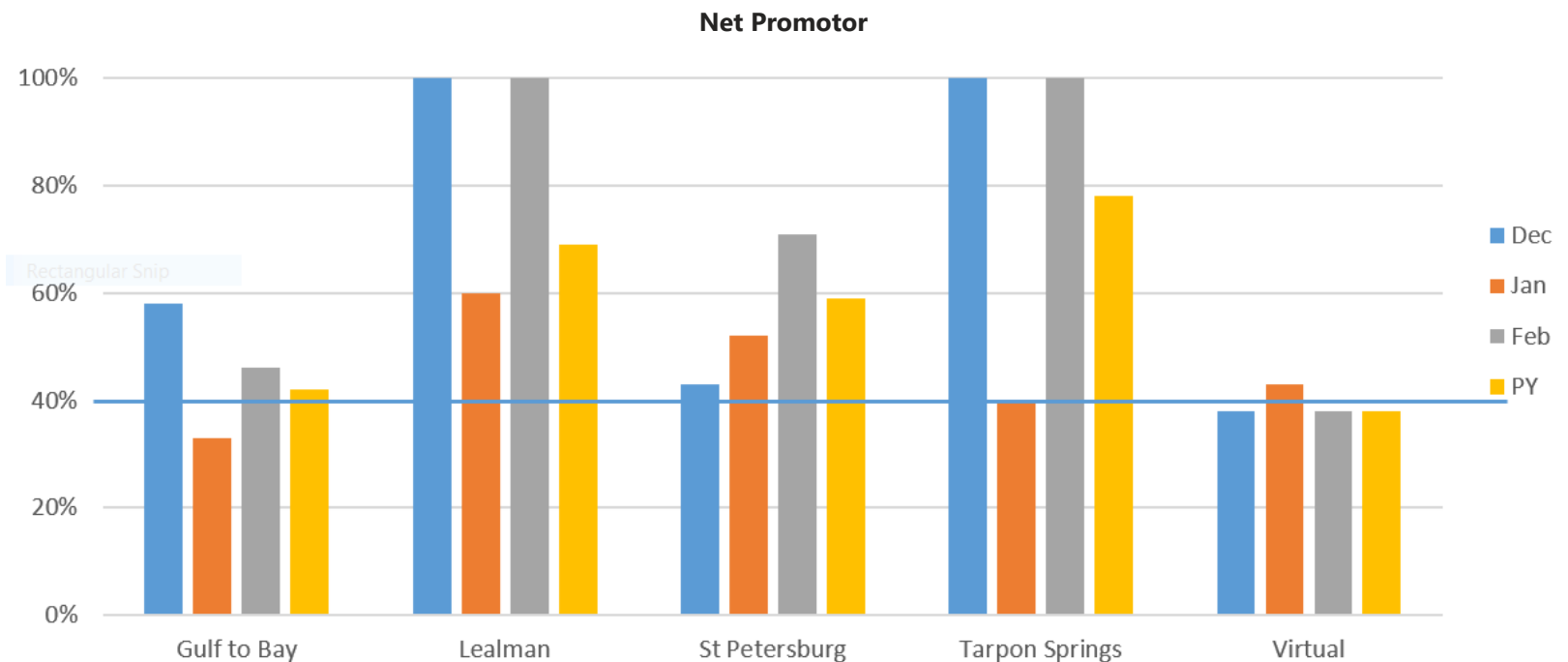
- **Objective 1:** Present a positive message of the organization to include all that is currently being done and what will be done based on the strategic plan.
- **Objective 2:** Update talking points for use by board members and staff as part of the awareness campaign.
- **Objective 3:** Continue to 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.
- **Objective 4:** Ensure compliance and work with/train on the new ways of doing business that are in compliance while reducing the burden on customers through streamlined compliant processes.
- **Objective 5:** Develop methods to regularly listen to customers to test new processes before implementing them permanently.

Strategy

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

Awareness

Our internal marketing team and Tucker Hall, Public Relations Firm, are actively working to assist with strategic communications and to amplify our voice in the Tampa Bay area.



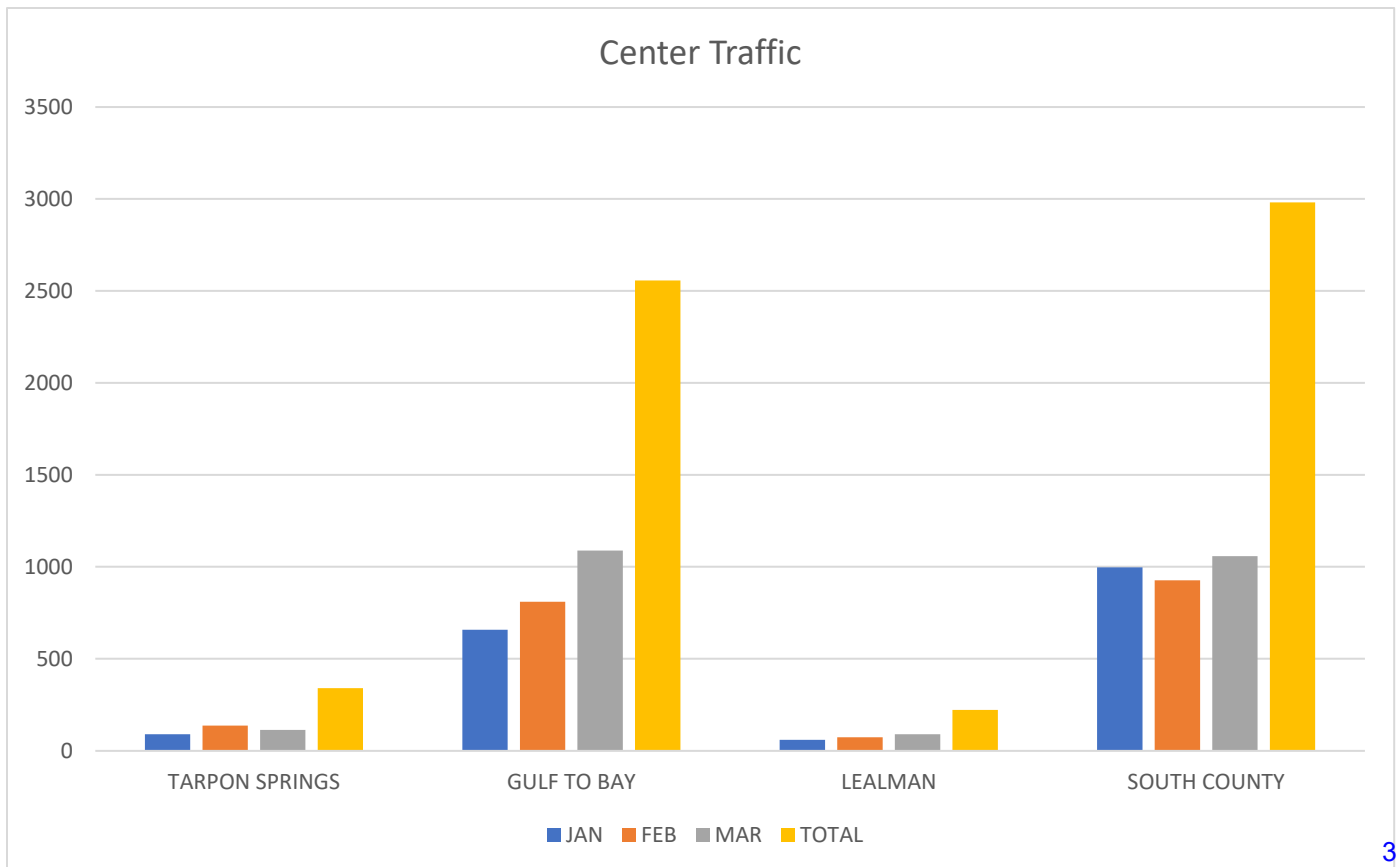
Services Accessed by Month

Service	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Total
Appointment with Staff	25.00%	17.39%	19.61%	22.73%	12.50%	33.82%	30.00%	42.59%	25.46%
Live or Recorded Online Workshops	25.00%	21.74%	35.29%	25.76%	34.38%	33.82%	28.57%	33.33%	29.74%
Recruitment Event	0.00%	4.35%	5.88%	16.67%	7.81%	1.47%	10.00%	11.11%	7.16%
Reemployment Assistance	58.33%	50.00%	56.86%	66.67%	60.94%	61.76%	75.71%	64.81%	61.89%
Use of Computer Lab	8.33%	23.91%	11.76%	12.12%	15.63%	8.82%	17.14%	16.67%	14.30%
Workforce Program Services (Job Search/WIOA/WTP/SNAP)	33.33%	43.48%	25.49%	24.24%	18.75%	38.24%	44.29%	33.33%	32.64%
Other	2.78%	17.39%	9.80%	6.06%	7.81%	5.88%	10.00%	0.00%	7.47%



INFORMATION ITEM 7 Center Traffic Flow

	TARPON SPRINGS	GULF TO BAY	LEALMAN	SOUTH COUNTY
JAN	90	658	59	997
FEB	137	810	73	926
MAR	113	1088	90	1058
TOTAL	340	2556	222	2981



THE **DEMOGRAPHIC DROUGHT**

Bridging the Gap in our Labor Force



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Takeaways

- » Our working-age population is increasing, but the labor force participation rate is down.
- » The US is witnessing a record number of job openings (11 million).
- » Recovering our workforce is not about the employed vs. unemployed; it's about the unengaged.
- » Declining birth rates have led to a greater reliance on the foreign-born workforce.
- » Immigration numbers are down for a variety of complex reasons.
- » Addressing the labor shortage involves understanding the role of immigration and strategies that will engage people on the sidelines.
- » Workers can come from only two sources: the population we already have or the population we can gain through immigration.

The Current Labor Shortage Crisis

An illustration of a cliffside with a path leading down. Several stylized human figures are walking along the path, each with a shadow cast behind them. The cliff face is dark and textured, while the path is a lighter shade of green. The overall scene suggests a journey or a descent into a challenging situation, representing the labor shortage crisis.

Early in 2021, Lightcast released *The Demographic Drought*, a sobering look at the current and future state of the US labor force. We explored how surging Baby Boomer retirements, declines in labor force participation amongst millennials, ebbing birth rates, and falling immigration numbers help explain why the US is facing talent shortages and near record-low unemployment.

In that report, we also projected that the US labor force would eventually start to decline—with far more job openings than people available to fill them—as permanent retirees outpace new labor force entrants. Even before the pandemic, the US was set up to face a talent deficit of six million people by the end of the decade.

Then, the COVID-19 pandemic struck and hit the accelerator on many of these long-term trends. Almost overnight, our future labor crisis became a present reality. We now face a record 11 million job openings. With 5 million unengaged workers on the sidelines and more than [4 million immigration visas stuck in processing](#), the same question is on everyone's minds: How can we fill the labor force gap?

IN THE LATEST RELEASE OF OUR DEMOGRAPHIC DROUGHT SERIES, WE:

- » Reflect on how we got here
- » Provide an update on the state of the US labor force
- » Offer insight into what's holding us back from recovering
- » Suggest two opportunities for bridging the gap in our labor force: re-engaging people on the sidelines and increasing our labor force through immigration

HOW DID WE GET HERE?

To understand our shrinking labor force, we first need to understand its two primary components:

1. THE TOTAL NUMBER OF WORKING-AGE PEOPLE

2. THE LABOR FORCE PARTICIPATION RATE (I.E., THE PERCENTAGE OF WORKING-AGE PEOPLE THAT ARE EITHER WORKING OR ACTIVELY LOOKING FOR WORK)

When one or both of those numbers start falling, we expect talent shortages to follow—which is precisely what’s happening.

Fifty years of birth rates¹ below replacement levels, combined with a recent precipitous drop in immigration, has left us with fewer and fewer young, working-age people. This decline is happening as a record number of Americans are reaching retirement age, compounding the problem. What’s more, a steadily falling labor force participation rate (LFPR) means fewer people are looking for work or filling available jobs. It’s a one-two punch that has left the labor market reeling.

¹Replacement rate is a total fertility rate (TFR) of 2.1 births per woman in her lifetime, which translates roughly to 2 children born to replace every two people in the current population. A TFR of 2.1 results in stable population size over time. Apart from immigration, a TFR lower than 2.1 results in a shrinking population over time. In 2020, the US TFR dropped to a historic low of 1.64.



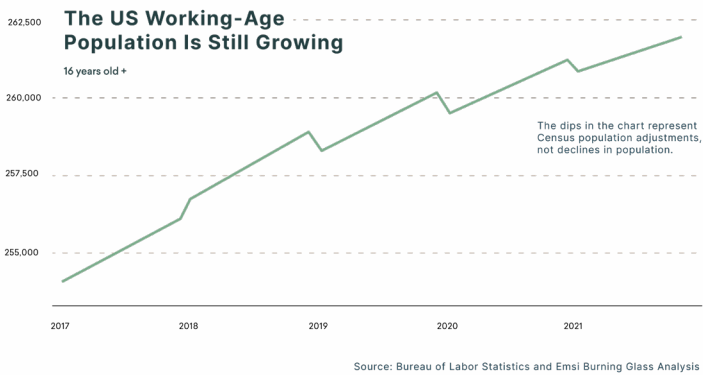
The working-age population is increasing, but ...

First things first. The working-age population is increasing². It should continue increasing for several more decades, even if at slower rates than historically. As we mentioned in *The Demographic Drought*, the US population growth rate from 2010-2020 was the lowest since the decade after the Great Depression, but it is growing.

However, as far as the labor force (those working or actively looking for work) is concerned, this population growth is misleading. For example, by 2030, all baby boomers will be 65±, and by 2034, older adults will outnumber children for the first time in US history.

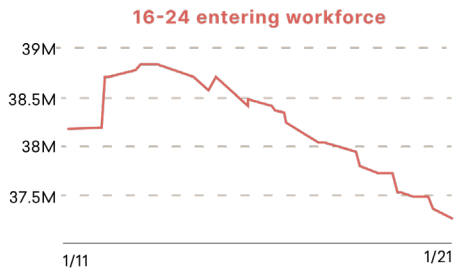
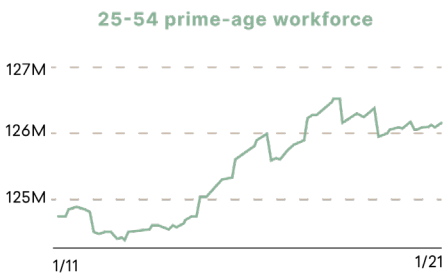
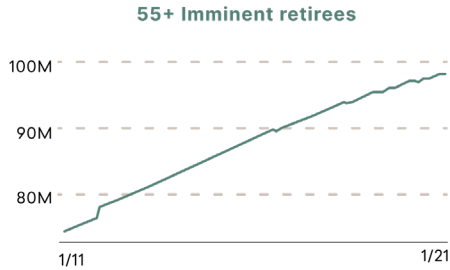
BY 2034, OLDER ADULTS WILL OUTNUMBER CHILDREN FOR THE FIRST TIME IN US HISTORY.

In other words, the boomer cohort, which once participated in the labor force in record numbers, will largely be retired, out of the labor force, and out of the working-age population. This results in an aging population, with more people leaving the labor force than entering it.



²For the purposes of this paper, we define the working-age population using the BLS definition: the civilian noninstitutional population aged 16 and over.

More Americans Are Nearing Retirement Age than Are Entering Working Age



Civilian noninstitutional population
Source: Bureau of Labor Statistics

To visualize this, we can divide our overall working-age population into three groups; those above the age of 55, which we can call imminent retirees, those 25-54, or the prime-age workforce, and lastly, those 16-24, or entering workforce. The population of adults 55+ is growing steadily. In contrast, the population aged 16-24 is rapidly declining. Considering these trends, and factoring in current labor force participation rates, the US should see slightly more people aged 55+ leaving the labor force than they see people aged 16-24 entering the labor force. That gap is predicted to continue growing every year as people graduate from one age group to the next.

THIS TREND IS NOT PROJECTED TO TURN AROUND ANY TIME THIS CENTURY.

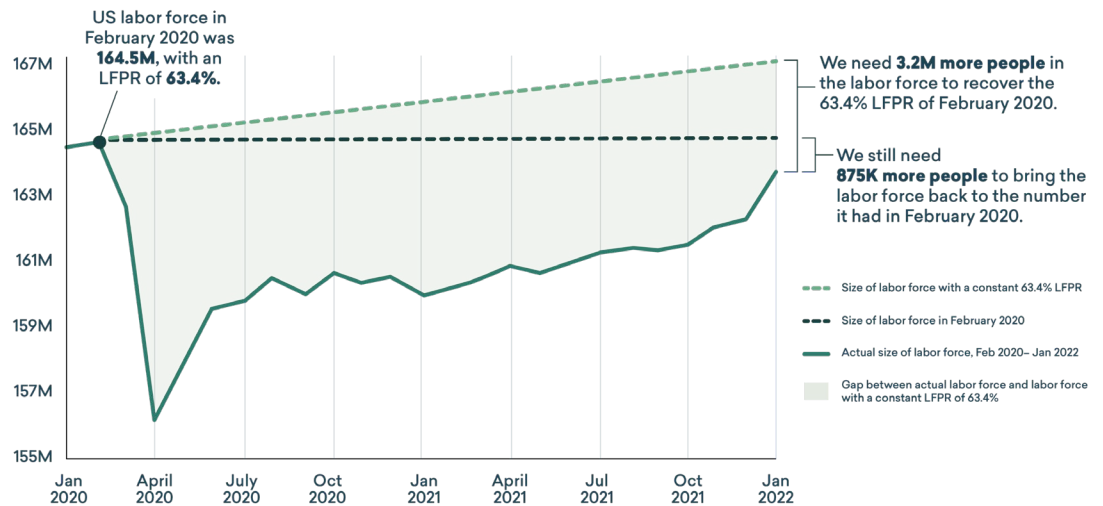
This means a growing number of companies depending on a shrinking number of workers. Given the lower-than-projected birth rates and the considerable loss of immigrant workers over the last few years, the labor shortage, especially for entry-level and lower-skill jobs, may be even worse than we thought.



The labor force participation rate is down

One significant side effect of the pandemic was a steep decline in our labor force participation rate (people working or looking for work as a percentage of the civilian population greater than 16 years old). It fell from around 63.4% pre-pandemic to 62.1% currently. This drop largely explains the pains employers are feeling.

We Need 3.2 Million More Workers to Get Back on Track



Source: Bureau of Labor Statistics, Current Population Survey, Seasonally Adjusted: February 2022

Because our population kept growing the past 2 years, the labor force needed to grow along with it. But it didn't. If we apply our pre-pandemic labor force participation rate to our current overall population, we estimate that we would *actually* need roughly 3.2 million workers to regain our previous trend line.

The fact that the LFPR has stayed essentially flat for almost two years, has meant that many workers that dropped out during the pandemic are not returning. In other words, we have enough people in our population, but not enough who are either willing or able to enter the labor force. This has led to a record number of job openings, topping 11 million.

IN ORDER TO ADDRESS THE PROBLEM OF THE MISSING WORKERS, SIMPLY KNOWING HOW MANY PEOPLE ARE OUT OF THE LABOR FORCE IS NOT ENOUGH.

We need a better understanding of specifically who is missing. Let's look at the same three age cohorts again: 16–24 (entering workforce), 25–54 (prime-age workforce), and 55+ (imminent retirees).

More than Half of the Excess 5 million+ People Who Are Unemployed or Out of the Labor Force Since Early 2020 Are Over 55

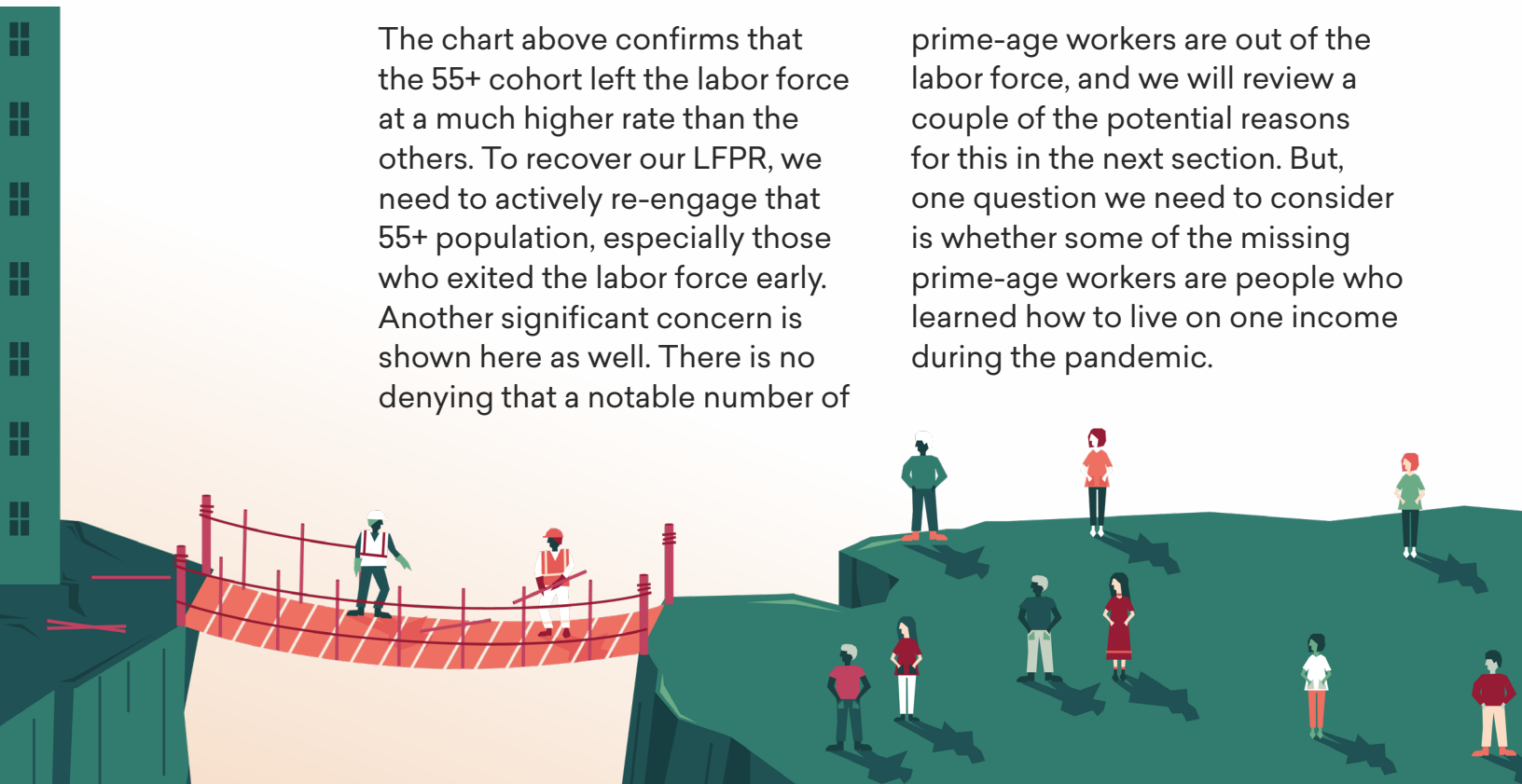
Age	Excess Unemployed	Excess Not in the Labor Force
16-24	-78	791
25-54	422	1,558
55+	204	2,636
Total	548	4,985

All data in k's

Source: Emsi Burning Glass analysis of US Census Current Population Survey and Bureau of Labor Statistics data

The chart above confirms that the 55+ cohort left the labor force at a much higher rate than the others. To recover our LFPR, we need to actively re-engage that 55+ population, especially those who exited the labor force early. Another significant concern is shown here as well. There is no denying that a notable number of

prime-age workers are out of the labor force, and we will review a couple of the potential reasons for this in the next section. But, one question we need to consider is whether some of the missing prime-age workers are people who learned how to live on one income during the pandemic.



Childcare and personal savings are impacting engagement

Fluctuations in pandemic conditions continue into 2022. With that in mind, let's focus on two other factors compounding our low labor force participation rate: cost and lack of childcare and a temporary boost in personal savings.

Addressing Childcare Challenges

The childcare dilemma is two-pronged. First, childcare facilities struggle to fully staff their centers with qualified employees. This staffing problem directly affects the number of children they can serve. In addition, child care expenses can undercut the economic benefits of returning to work, especially for lower-wage workers.

Childcare workers are at ground zero of the problem we face nationally regarding the shortage of workers for jobs that pay less than \$20/hr. Since early 2020, postings for childcare workers are up 15%, and pay rates have crept up into the high \$18/hr range, according to Lightcastjob posting data. Without workers, childcare options are harder for parents to find. In addition, childcare becomes more expensive as these centers pass their labor costs on to their clients.

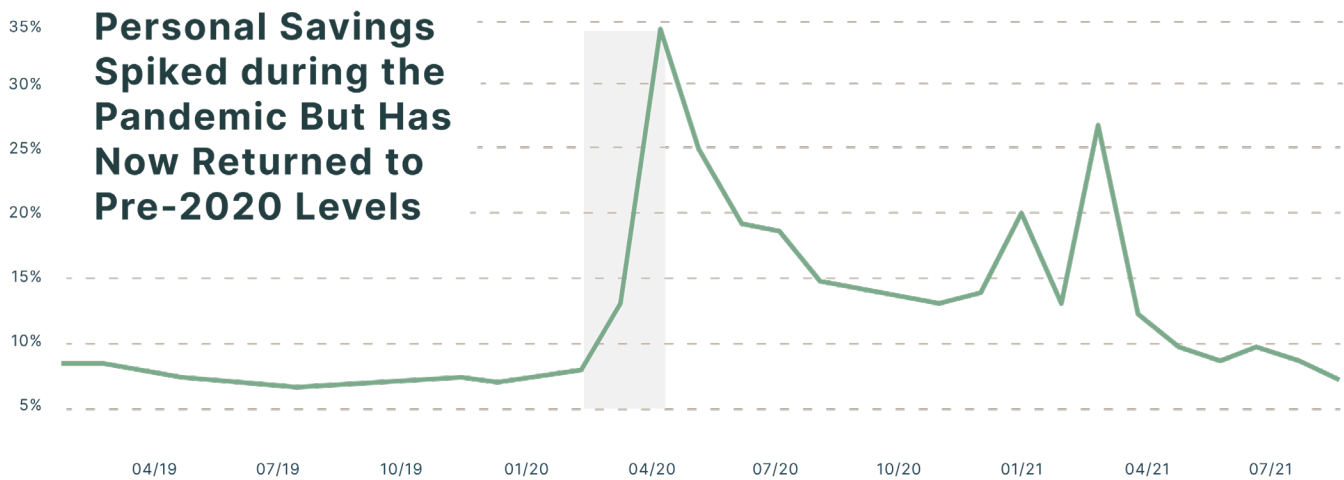
These increased costs wipe out earnings for many lower-wage workers. It simply costs more for care than many workers can afford. For example, an employee making \$7.25/hr (the national minimum wage) earns gross wages of \$1,257 per month. The national average monthly cost for full-time care at a daycare center is \$1,324 per month. With two infants, that price quickly rises above the total income of said employee. This means some lower-wage workers simply cannot *afford* to return to work. To illustrate further, for a single parent with 2 children paying housing and food costs, hourly pay would need to be well north of \$22-25/hr *after taxes*.

Employers can help with some creativity. One approach is for employers to partner with their local organizations and/or other employers to fully fund daycare centers. This approach would combat the issue from both ends: availability and costs associated with daycare. On the other hand, offering flexible hours and remote work opportunities allow parents to determine the best arrangement for their family. Overall, addressing childcare challenges parents face can help bring numerous people back into the labor force.

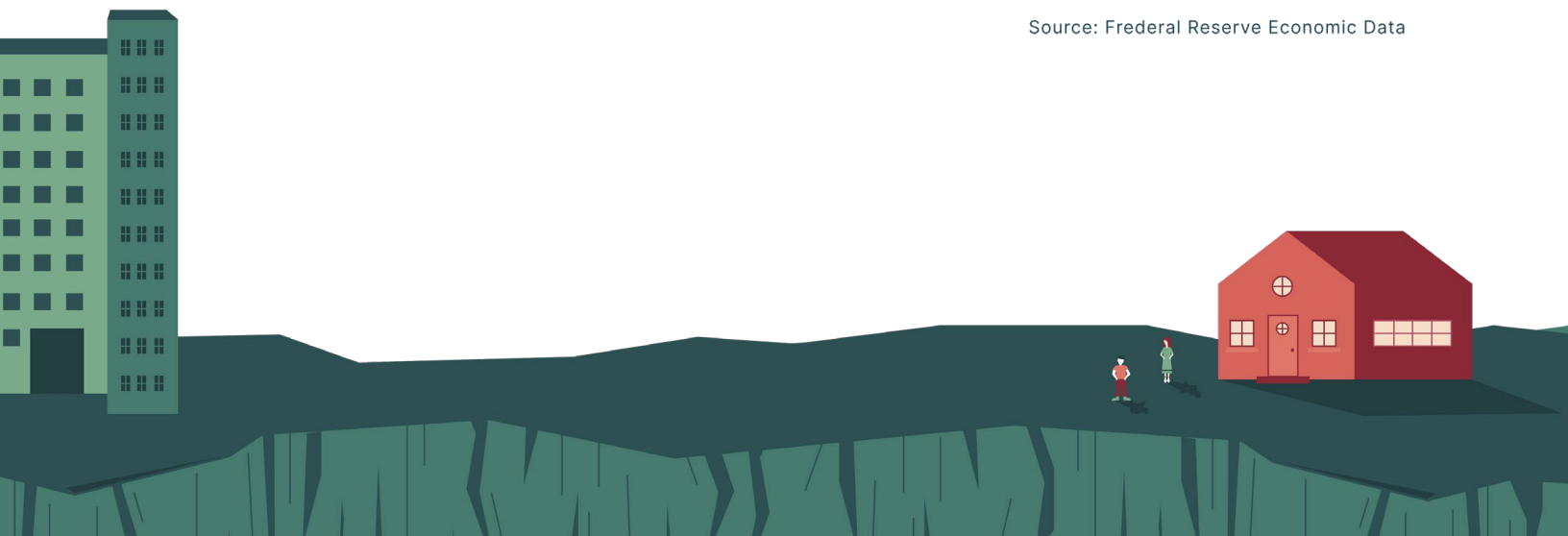
A Temporary Boost in Personal Savings

More than anything, financial need is a primary motivation for people to work. So it should come as no surprise that when people can meet their basic needs without a job, many will choose to step away from the labor force. During the pandemic, some families could only opt out of work by making lifestyle changes and cutting living expenses. But many—especially those nearing retirement—found that they could get by on their savings without having to return to work.

As we see in the chart below, personal savings actually went *up* during the pandemic, likely meaning more Americans could make ends meet without returning to work. So, how are people paying for expenses outside of working? In addition to savings (22%), people are also borrowing money from friends and family (13%) and using credit cards or loans (23%). For good or bad, savings reflect a person's need to work, and the fact these savings are now decreasing may indicate that people will return.



Source: Federal Reserve Economic Data



Rise of the robots?

A major concern of the last decade was that automation might gradually take over human jobs and leave millions of workers unemployed. Instead, the demand for human talent is the highest it's ever been. In today's tight labor market, attitudes toward automation have shifted from fear to hope, and the current question is: can we rely on robots to ease the labor crunch?

THE SHORT ANSWER IS: NOT LIKELY. THIS IS FOR A NUMBER OF REASONS, MANY OF WHICH WE ADDRESS IN *THE DEMOGRAPHIC DROUGHT* (P 36-37).

First, one thing must remain clear: technology almost always generates more jobs than it takes away. The World Economic Forum estimates that AI and robotics advancements will result in a net *increase* of 12 million jobs globally by 2025.

It's true that automation has helped replace some of our missing workers in specific roles and industries, but not at a pace that has moved the needle enough to ease the overall talent shortage.

Even within occupations where automation has been heavily used to replace human workers, talent shortages remain high. Take cashiers, for example. Despite already-existing technology and widespread adoption of self-checkouts, Lightcastjob postings data shows that cashiers remain the seventh highest-demand job in the nation.

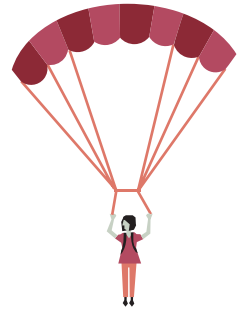
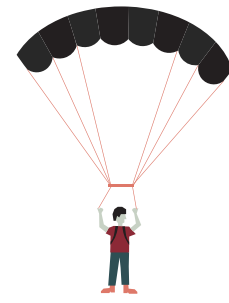
TO ACCELERATE THE ADOPTION OF AUTOMATION WOULD REQUIRE OVERCOMING THE LABOR SHORTAGE AT EACH STAGE OF THE PROCESS: CONCEPT, DEVELOPMENT/DESIGN, MANUFACTURING, DISTRIBUTION, MARKETING, AND MAINTENANCE/SUPPORT.

In addition to facing labor shortages, AI and robotics have also encountered materials shortages as supply chains struggle. As a case in point, the lack of chips and semiconductors in 2021 led to a crisis for auto manufacturing. Due to one seemingly minor hiccup in the production process, the entire industry faltered and failed to meet demand. Such shortages could worsen if the demand for automation technology rises further.

The upshot is that automation can help fill some of the roles in understaffed industries, and businesses should consider automation as a valuable tool for meeting specific needs. But, the net result of new technologies will likely be *more* job openings, not fewer. And even in roles and industries where tech does help fill critical job openings, these technologies face significant obstacles before they can become a reliable solution to the labor crisis.

PEOPLE, NOT ROBOTS, REMAIN THE NEED OF THE HOUR.

WHAT CAN WE DO NOW?



The only way to fill the millions of jobs that remain unfilled is to grow the size of our labor force.

As we look for long-term solutions, we also need creative short-term strategies to help ease the current labor crisis. These strategies will require a multifaceted approach involving people and institutions from every sector of the economy.

Overall, the concept is relatively simple.

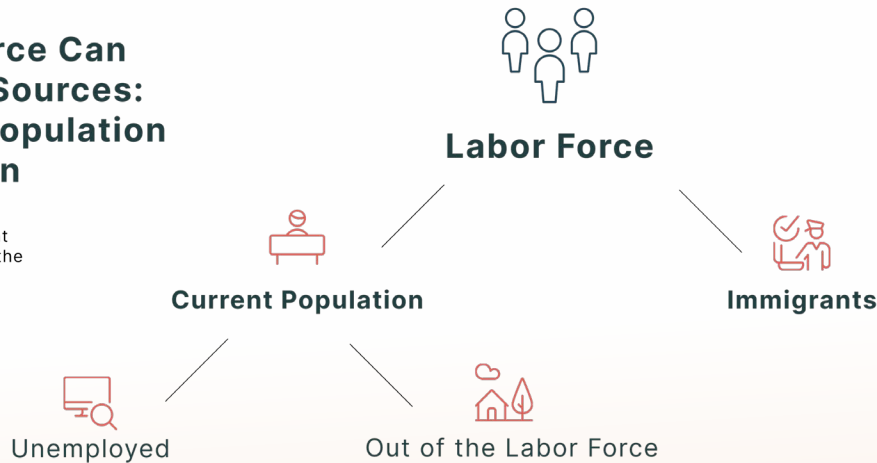
WORKERS CAN COME FROM ONLY TWO SOURCES: THE POPULATION WE ALREADY HAVE OR THE POPULATION WE CAN GAIN THROUGH IMMIGRATION.

As previously discussed, we will have to engage people to coax them back into the US labor force.



The Labor Force Can Grow from 2 Sources: the Current Population or Immigration

Filling Jobs from the Current Population Requires Hiring the Unemployed and Reaching Those On the Sidelines.



Engage the People on the Sidelines

As of January 2022, job openings are at near-record highs of 11 million, with only 6.5 million unemployed³ people in the labor force. This means that even if every unemployed person got a job today, a shortfall of well over 4 million workers would remain.

So, reaching the people who are not working is vital in addressing the labor shortage. These include people with less advantaged backgrounds, veterans, people with mental or physical health challenges, people with a criminal or substance-abuse history, and, as we've already discussed, recent retirees and caregivers. Recruiting tactics that simply shuffle employees from one company to another or employ people on unemployment do not solve the problem employers face. Additionally, engaging people on the sidelines will mean offering creative work solutions.

Be transparent about the job and benefits

More companies are revealing salaries, benefits, and other perks than ever before. In fact, three times more job postings now advertise signing bonuses compared to 2016 (*2022 Talent Playbook*). Employers should make sure job postings include full job responsibilities, tools, resources, technologies, etc. When employers are fully transparent about the role they are looking to fill, potential employees can accurately assess if the position is a good fit.

Further, improving the quality of work is vital in convincing people to enter the labor force. First, employers can use compensation data to track and understand pay rates across the entire market, as well as their specific industry. Additionally, emphasizing career pathways in job postings shows employees are valued and have opportunities for advancement. Employers can use skills data to discover logical pathways, both within and across companies, and within and across industries.

In addition, company image matters. Management can emphasize the company's core values, mission, and vision to potential employees. Ultimately, investing in employees, even before they officially start at your organization, shows that you will continue to invest in them when they are onboarded.

IT'S NOT ABOUT THE EMPLOYED VS. UNEMPLOYED, IT'S ABOUT THE UNENGAGED



³The Bureau of Labor Statistics defines an unemployed person as someone who is "jobless, actively seeking work, and available to take a job."

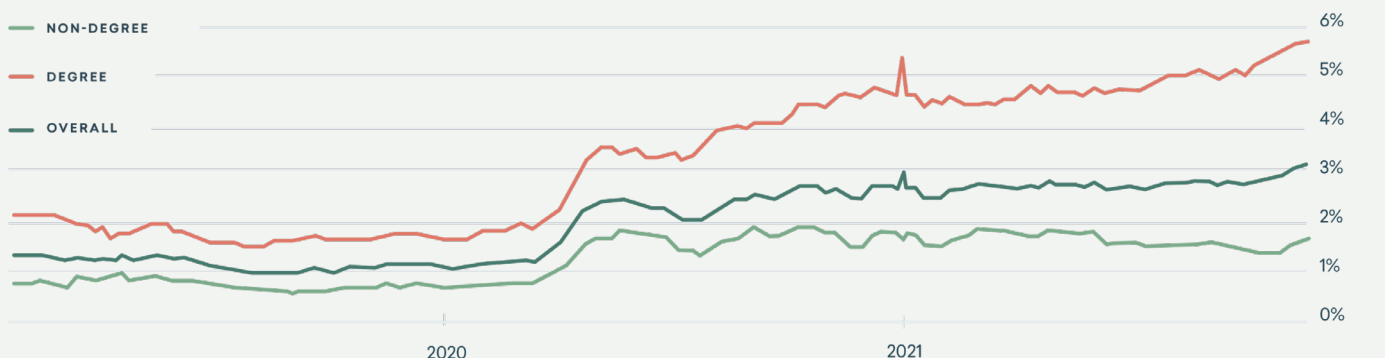
Embrace the job freedom mentality

Those who left or lost their job in the pandemic may not want to return to the labor force in a full-time capacity. Embracing the gig economy, part-time work, and overall “job freedom mentality”—including flexible hours, contract work, and remote and hybrid options—can open up creative opportunities for filling positions.

The job freedom mentality shifts the work-life balance concept on its head. For people with this mentality, it’s not about scheduling life around your work schedule. It’s the opposite. To appeal to these workers, offering flexible hours, contract work, remote work, or hybrid options can make returning to work more appealing.

More Americans Are Working from Home—Especially Those with College Degrees

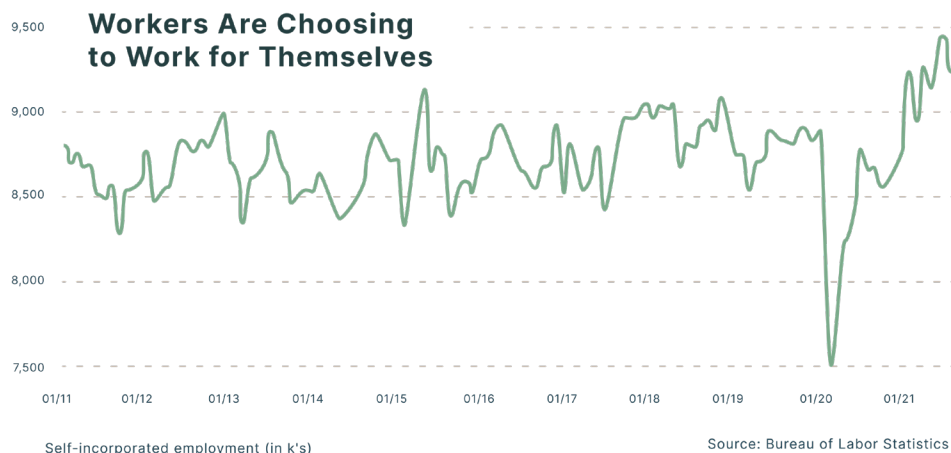
Source: 2022 Talent Playbook, Emsi Burning Glass



For example, some people prefer flexible hours and/or remote work arrangements. For people who struggle with physical or mental health challenges, jobs that offer the support and flexibility needed to address those challenges become more attractive. The percentage of remote positions has tripled compared to pre-COVID, and continues to climb. This astounding growth indicates that remote work is here to stay. According to Lightcast job postings data, more than 10% of all job postings are now advertising hybrid and/or remote work arrangements.

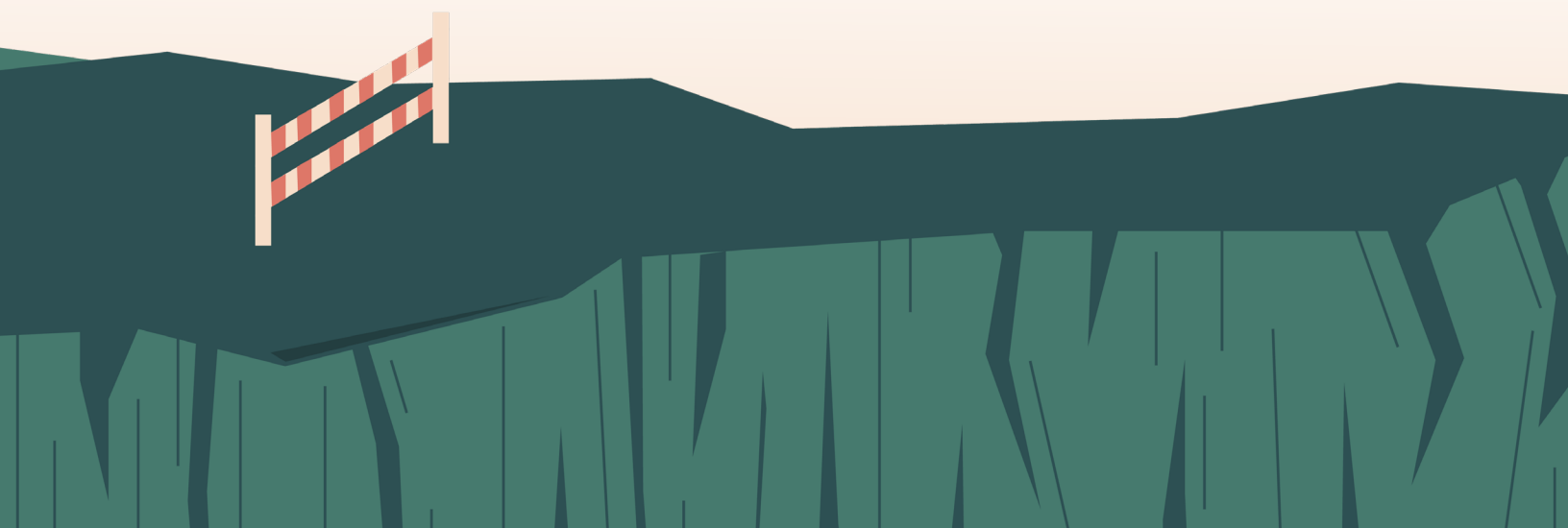
Re-engaging early retirees can pull essential skills back into the workforce. However, strategies used to recruit younger people into the workforce may not motivate older workers, or vice versa. Employers should get creative about appealing to these populations. For example, benefits usually provided only to full-time employees can be leveraged to entice this demographic of people (and their decades of experience) into the workforce again.

In addition, some people may have started their own businesses and won't ever be returning to their old employer. New business starts surged during the pandemic, and it's not just sole proprietorships.



Self-employment rose to a ten-year high last year. New business applications from firms likely to hire employees surged as well, from 987,500 in 2019 to 1.4 million in 2021. This may be a bit painful for legacy employers who are holding out hope their workforce will return in full. But with workers remaining on the sidelines, communities will need to adjust their expectations. It will be more important that workers come back than where they come back to.

ULTIMATELY, UNDERSTANDING THE PRIORITIES AND CONCERNS OF PEOPLE OUTSIDE THE LABOR FORCE (WILLFULLY AND SITUATIONALLY) WILL HELP EMPLOYERS REMOVE SOME OF THE ROADBLOCKS KEEPING THEM OUT—AND HELP COMPANIES ALIGN THEIR JOB DESCRIPTIONS TO THOSE PRIORITIES.



Be active in recruiting

To engage people on the sidelines, employers must be active in recruiting. Try shifting the focus of your recruiting efforts away from resumes that check all of the skill boxes. This includes sourcing and recruitment techniques that tap into pools of workers that may have no experience in your industry. Now more than ever, it's important that the entire hiring process is highly accessible for all populations of people.

First, make sure your application process is quick and easy to understand. The entire process, including your applicant tracking system, should be set up to keep as many people as possible in the funnel, not remove them. Keep job descriptions short with only the must-have items and emphasize soft skills. Be open to employing unique talent pools such as part-time workers, people in other geographies, former inmates, people with health impairments, people needing flexible work options, and more.

Ultimately, employers have to get creative about recruiting and hiring strategies. Job seekers are already aware of the usual recruiting streams such as job ads, career fairs, and local university visits. To engage people on the sidelines, employers have to meet people where they are. A better alternative is to engage people through their community networks such as community events, social networks, sports leagues, etc.

Mike McSally, a former executive in one of the largest staffing companies in the world and someone who possesses decades worth of recruiting knowledge, is a firm believer in actively recruiting vs. relying solely on job postings, career fairs, and help wanted signs.

“I AVOID THOSE EMPLOYERS (ONES WHO OUTSOURCE RECRUITING UNTIL THE VERY END) AT ALL COSTS. IF YOU ARE NOT WILLING TO INVEST IN THE INTERVIEW PROCESS, HOW WILLING WILL YOU BE TO INVEST IN THE PERSON’S CAREER ONCE THEY ARE HIRED?”

— MIKE MCSALLY



Align educational programs to the demands of the market

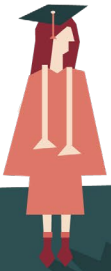
The labor force gap is not for businesses to solve alone. People are the most critical asset in a community. If students leave your region upon graduation, that loss will be felt even more so in the current state of the labor force. But, if those graduates see a clear path to a job and a career in their local community, the impacts of the labor shortage will be far less painful.

Because there are so many unfilled job openings, workers have much more leverage in the marketplace. But they still won't advance if they don't have the skills to do the more complex work that will increasingly be in demand.

On the flip side, if employers are looking for skills your educators don't teach, openings go unfilled, and workers remain on the sidelines. Encourage business leaders to engage with education providers through earn-and-learn opportunities, program advisory boards, facility tours, guest lectures, or even donations of industry-specific equipment.

GET EVERYONE IN ALIGNMENT: COLLEGES, UNIVERSITIES, WORKFORCE BOARDS, AND EMPLOYERS ARE ALL FOCUSED ON DIFFERENT PARTS OF THIS PROBLEM.

Regional development organizations and industry associations can step in to make sure that all stages of the pipeline are connected, communicating, collaborating, and flowing smoothly.



Explore Immigration Opportunities

As discussed at length in *The Demographic Drought*, US births fell below the replacement rate starting in the early 1970s. This means that for 50 years, the US has had fewer children than the number that would replace its existing population. The obvious result is population decline over time—and yet, the US population has not stopped growing. How is that possible?

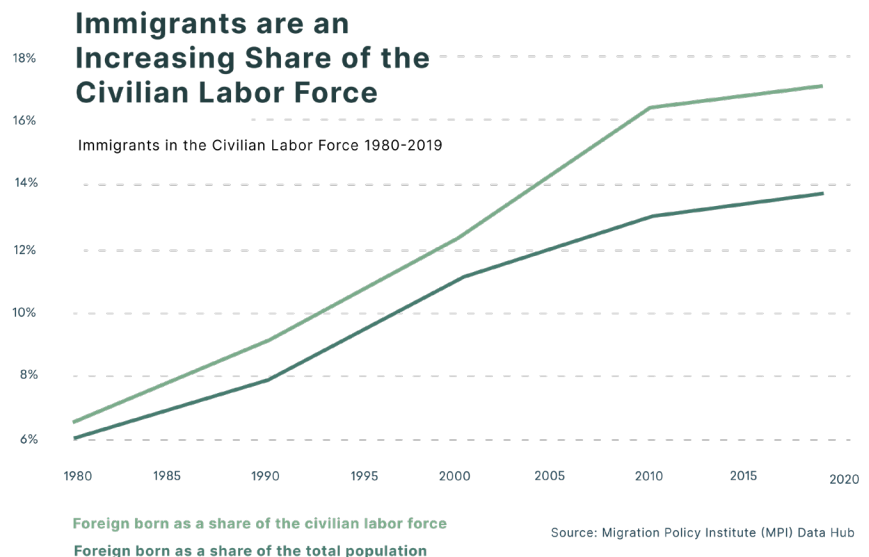
The math is fairly simple. Population growth can come from only two places: inside the country or outside the country. So despite birth rates consistently below the replacement rate, the US population has continued to grow due to immigration.

HOWEVER, SINCE THE 2008 RECESSION, THE US BIRTH RATE HAS FALLEN BY ROUGHLY 30% TO A NEW ALL-TIME LOW, WHICH MEANS THAT SLOWING OR PREVENTING POPULATION DECLINE WILL REQUIRE AN EVEN GREATER INFUX OF IMMIGRANTS THAN IN THE PAST.

To understand what the declining birth rate represents, let's translate it into raw numbers. By simply maintaining the 2007 birth rate through 2020, the US population would have added roughly 7.6 million more people.

Although the total population grew from 301.6 million to 330.5 million during that same time period, the under-20 segment of the population fell by 1.6 million people—dropping from 27% of the total population in 2007 to just 25% in 2020. This younger group represents the future of the labor force, and it's shrinking. Over the next 10 to 20 years, this population shortfall will present an even more significant challenge to enrollment and recruitment efforts unless those numbers are offset from elsewhere.

With the share of young people already in short supply within the borders, foreign-born workers have filled an increasing share of the U.S. labor force since 1980.




Immigration Trends

Looking at our labor shortage, then, one potential solution would be to try offsetting our labor force declines by increasing immigration. But this is not a matter of simply flipping a switch. Immigration raises a tangled set of social, political, economic, and demographic questions. And there are no one-size-fits-all answers. At the same time, however, the data indicates that conversations about the labor shortage should include a look at the future of immigration.

One major component for understanding recent changes in the labor force is that immigration has been trending downward since 2016. This is due to a complex variety of factors, such as political decisions, administrative processing delays, caps set in 1990 that have not been updated, global demographic and economic shifts, and recent Covid-related interruptions—including delays in fully reopening US Consulates.

An additional factor that may affect the future of the immigrant labor force is the public's perception of immigration numbers. A recent Gallup poll shows a significant increase in the number of Americans who say they want fewer immigrants to the US. This perception nearly doubled over the past year—at the same time that actual immigration numbers had dropped to the lowest level in recent history, according to CATO Institute data.

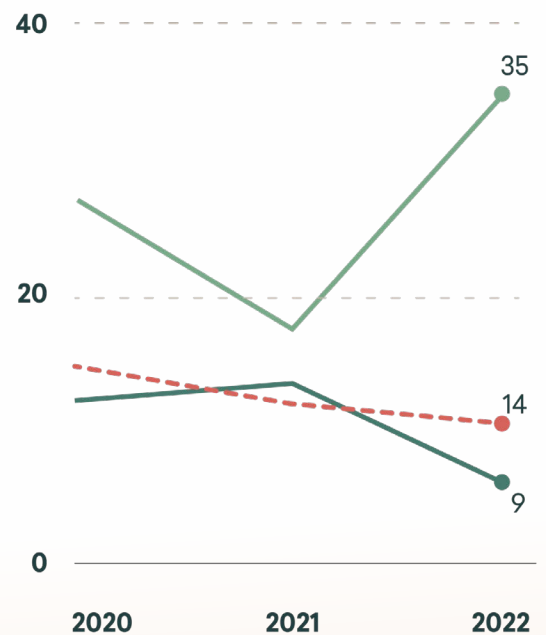
58% OF AMERICANS ARE DISSATISFIED WITH THE LEVEL OF IMMIGRATION INTO THE U.S.



The Number of Americans Who Are Dissatisfied with Immigration and Want Less of It Rose by 84%

- % Dissatisfied, want more
- % Dissatisfied, want less
- - - % Dissatisfied, remain same

Source:Gallup



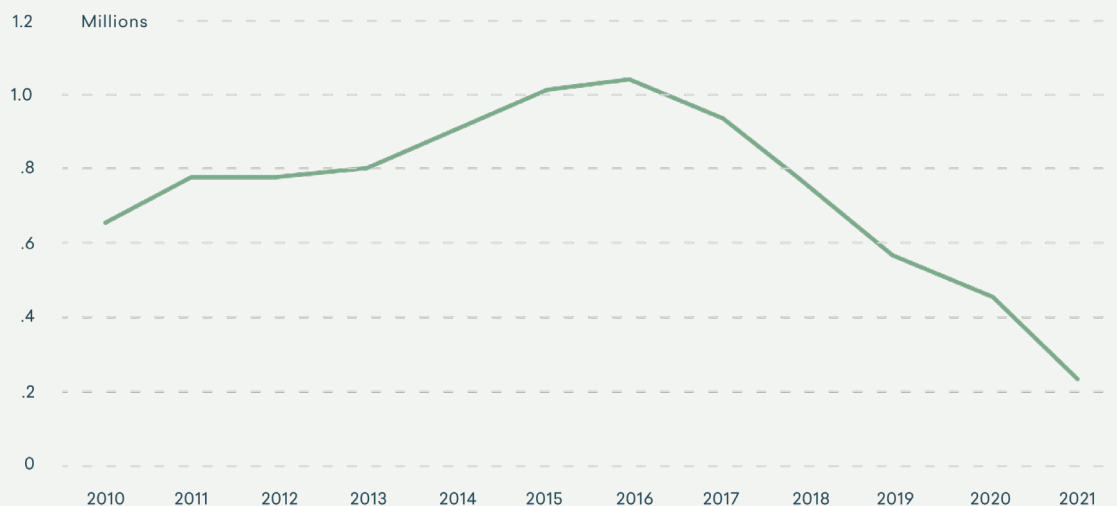
Regardless of changes in public opinion or policy, however, global demographic shifts are likely to start closing the window on population growth through immigration. Other countries increasingly need the people they have in order to meet labor demands as they desperately attempt to modernize their own economies. Mexico, where most US-bound immigrants originate, currently has an unemployment rate lower than the US, and its labor force participation rate is just several percentage points lower. The days of attracting large numbers of foreign-born job seekers are likely nearing an end.

Lastly, developed nations around the world, like the US, have also experienced declining birth rates and labor shortages of their own.

THEY, TOO, ARE RELYING MORE HEAVILY ON IMMIGRATION TO FILL JOBS.

The combination of shifting immigration policies, pandemic-related challenges, and escalating competition for talent worldwide have all converged to slow the influx of immigrants to the US.

U.S. Yearly Immigration Numbers Have Fallen to New Record Lows



Sources: U.S. Census Bureau, Vintage 2021 Population Estimates.

Immigrant visas issued / New arrivals of legal permanent residents from abroad

Some of the immigration downturns might be overcome by offshoring or turning to international remote work, but this, too, presents many of the same challenges as immigration itself. More importantly, most of the jobs that currently need filling in the US are in-person roles or are poor candidates for remote work or overseas operations.

The connection between immigration declines and our current labor shortage becomes more clear in the following tables.

Below, we can see that since February 2020, job openings have soared in lower-skilled industries. The majority of unfilled jobs in the US are now those that do not require a college degree.

Since February 2020, Job Openings Have Soared in Lower-Skilled Industries

Source: Emsi Burning Glass analysis of Bureau of Labor Statistics Job Openings and Labor Turnover Survey data

	Feb 20 (ks)	Oct 21 (ks)	% Change
Construction	302	410	36%
Manufacturing	572	1,009	76%
Retail Trade	734	1,055	44%
Transport/Warehousing	321	611	90%
Leisure & Hospitality	945	1,781	88%
Professional Business Services	1,307	1,819	39%
Information	139	180	29%
Finance & Insurance	312	321	3%
Healthcare	1,146	1,823	59%
% Change Lower-Skill Job Openings	2,874	4,985	69%
% Change Higher-Skill Job Openings	1,597	2,324	46%

And to the right, we can see that these are the very jobs that are disproportionately filled by foreign-born workers. By looking at worker distribution in occupational groups where the labor shortage is most pronounced, one thing becomes clear: a significant part of the pain the US labor market is feeling comes from the recent collapse of immigration.

Foreign-Born Workers Fill a Disproportionate Percentage of Lower-Skilled Occupations

Occupational Group	% of Total Foreign-Born Workers	% of Total Native-Born Workers
Service Occupations	20.6%	14.4%
Natural Resources, Construction, Maintenance	13.6%	8.1%
Production	15.2%	11.7%

Source: BLS, "Foreign-Born Worker Labor Force Characteristics, 2020"

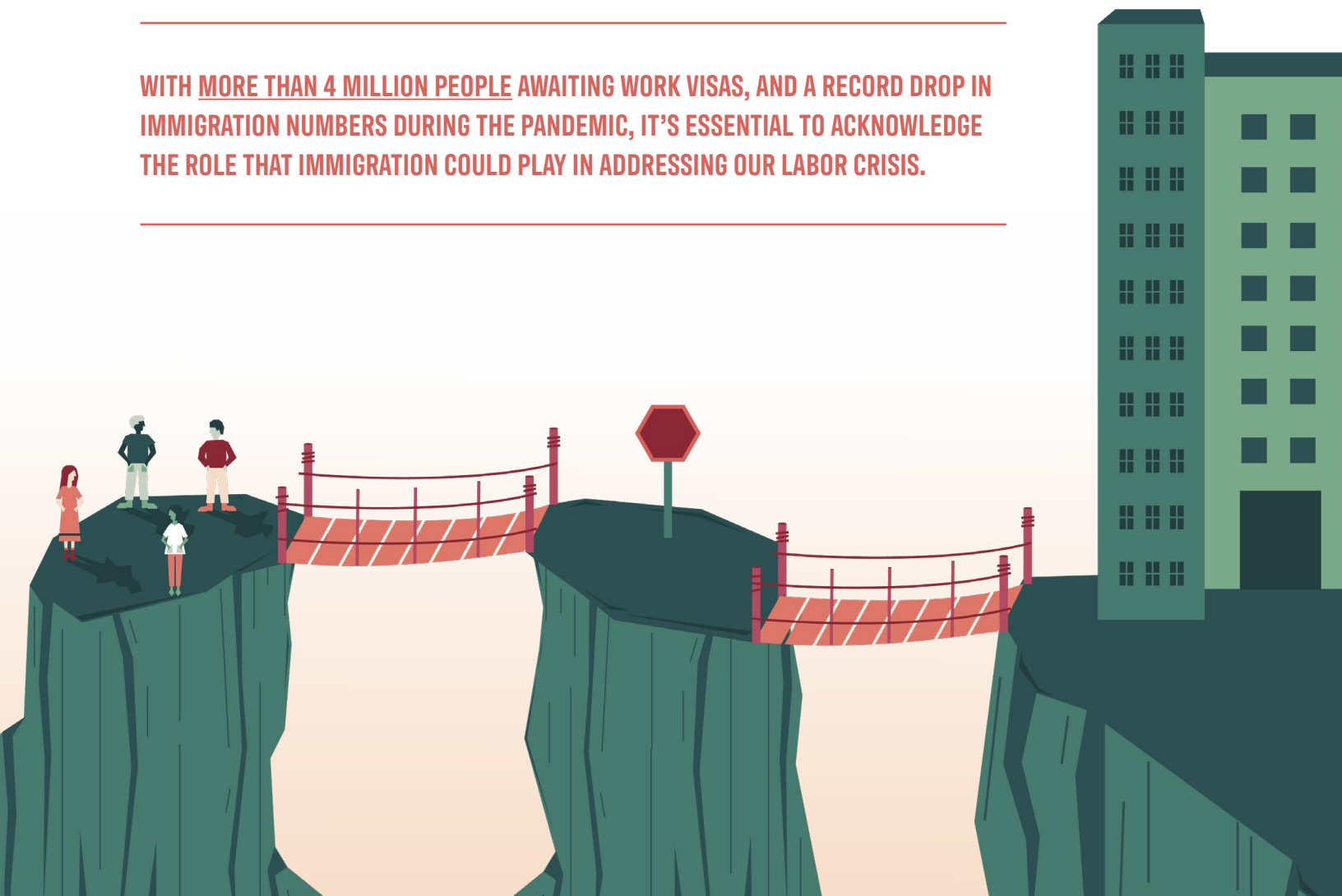


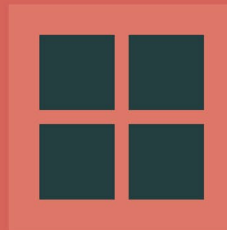
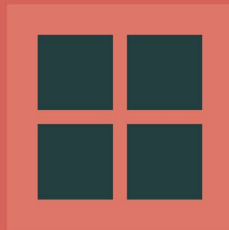
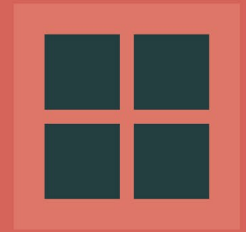
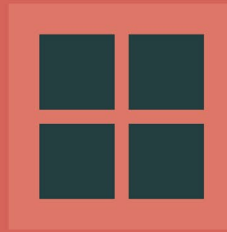
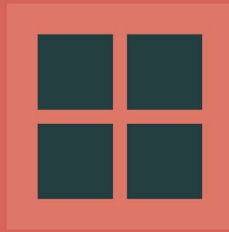
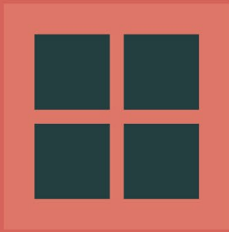
Immigration Opportunities

Knowing which industries and occupations face the most significant worker shortages, and identifying who has (at least historically) filled those jobs, can help provide more focus to strategies that address the problem.

Despite numerous challenges, immigration remains an important source of workers, especially as falling US birth rates affect the size of the potential workforce. Further, current data shows that a significant percentage of the lower-skilled jobs that we cannot fill are jobs that have been disproportionately filled by the foreign-born population.

WITH MORE THAN 4 MILLION PEOPLE AWAITING WORK VISAS, AND A RECORD DROP IN IMMIGRATION NUMBERS DURING THE PANDEMIC, IT'S ESSENTIAL TO ACKNOWLEDGE THE ROLE THAT IMMIGRATION COULD PLAY IN ADDRESSING OUR LABOR CRISIS.





CONCLUSION

Since a shortage of workers has become the new normal, what can employers, educators, communities, and the workers themselves do in response?

How can businesses reach people who have stepped away from the labor force and offer them compelling and meaningful opportunities? How can educators boost enrollment and align their programs to the needs of regional businesses? How can communities help businesses and sidelined workers find each other? And how can people on the sidelines overcome their current obstacles and re-enter the workforce?

CONCLUSION CONTINUED

A permanently tight labor market is a recent change—but it is far from a hopeless situation. It does mean, however, that we have no workers to spare. Everyone will need to up their game, investing in a skilled, agile, and effective workforce. With a mountain of unfilled job postings and an unengaged working-age population on the sidelines, now is the time to rethink how we recruit workers.

With more than 4 million people awaiting work visas, and a record drop in immigration numbers during the pandemic, it's vital that employers acknowledge the role that immigration could play in addressing our labor crisis. Given the slower growth of the US population and the rising share of immigrants in the workforce, particularly in occupations with the greatest labor shortages, the current 11 million job openings are unlikely to be filled solely by the existing US labor force.

Long gone are the days when it was enough to put up a help wanted sign to fill a vacancy. Employers must be active and transparent in the recruitment process, engaging people on the sidelines by meeting people where they are and offering flexible work options and competitive benefits.

As the above data indicates, our incredibly tight labor market is more than just an effect of the pandemic. It's the culmination of both long-term trends and short-term events. The widening gap in our labor force results from decades of low birth rates, the boomer generation reaching retirement age, and several years of declining immigration numbers. The onset of the pandemic accelerated these already existing trends.

ADDRESSING THE SHORT-TERM FACTORS BROUGHT ABOUT BY THE PANDEMIC CAN HELP PROVIDE SOME TEMPORARY RELIEF, BUT ADAPTING TO THE LONG-TERM TRENDS WILL PROVE MORE OF A CHALLENGE—AND REQUIRE A CREATIVE AND PROACTIVE APPROACH.



Lightcast

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