



Lightcast Representative: Chris Laney

Work Agreement: Brevard Workforce Development Board, Inc. d/b/a CareerSource Brevard

This Custom Consulting Work Agreement (the "Agreement") is between Economic Modeling LLC of Moscow, Idaho (hereinafter, "Lightcast") and Brevard Workforce Development Board, Inc. d/b/a CareerSource Brevard of Rockledge, Florida (hereinafter, "Client") sets forth the terms and conditions for Lightcast to provide Custom Consulting to Client.

I. Scope of Work

Lightcast will provide Client with a Labor Market and Sector Strategies Analysis, encompassing the Aerospace/Aviation, Advanced Manufacturing, and Cybersecurity industries.

The study will focus on the following region(s): Brevard County.

Lightcast will provide Client with the following deliverables:

- Final Report #1 - Regional Labor Market Analysis for Alliance
 - Executive Summary
 - Methodology
 - Final Report includes:
 - Labor market analysis
 - Sector Analysis
 - Aerospace
 - Advanced Manufacturing
 - Cyber Security
 - Talent Supply
 - Included K-12 Supply Chain Analysis (Client-provided data)
 - Schools with CTE Programs
 - Certifications earned in CTE Programs
 - Number of students finishing certifications
- Final Report #2 - Skills Gap Analysis for Brevard County
- Final Report #3 - Targeted Sector Analysis for Brevard County

Additional details outlining the scope of work are outline in the attached Exhibit A.

Deliverables and Timeline

Lightcast will provide Client with a professionally formatted, graphically designed, detailed report. Lightcast will present, document, and address methodologies and findings during a final project presentation with the appropriate regional personnel, members, and stakeholders.

Lightcast will provide the final reports and deliverables to Client no later than 24 weeks from execution of this Agreement, assuming timely communication from Client when Client's input is needed. The timeline can be modified slightly to accommodate schedules but should adhere to as closely as possible to the below to complete the project within the projected timeframe:

- Phase 1 - Skill Gap Analysis - 12 Weeks
- Phase 2 - Labor Market Analysis - 20 Weeks
- Phase 3 - Executive Summaries and Recommendations - 24 Weeks

II. Fee

The fee for this agreement is \$85,000.00, invoiced half upon execution of this Agreement and half upon delivery of final report/deliverable to Client. Invoices are due 30 days from receipt. Sales tax (including, as applicable, VAT, GST, HST, PST, etc.) will be added for non-tax-exempt institutions where applicable.

III. Data Use Agreement

The data provided by Lightcast may be published only with citation to Lightcast. Neither the report itself nor any data included in the report may be resold.

If the deliverables under this agreement include provision of data other than within static (e.g., pdf format) reports, Client may only make outputs of the non-static data file available to third parties. Any data modeling contained in the data files is the sole intellectual property of Lightcast and is provided to Client solely for Client's internal use and to generate outputs for external use with citation to Lightcast. Client may not make any data models available to any third party. For clarity, examples of non-static data files include, but are not limited to, Excel and Tableau.

IV. Work Samples

Unless instructed otherwise by Client, Lightcast may share the deliverables with a third party as samples of work previously completed.

V. Publishing Lightcast Data

All report data must be referenced to Lightcast when results are presented publicly. No unreferenced public usage or presentation of data is allowed.

VI. Responsibility for Outcomes

Lightcast' products and services use data, reports, and forecasts which are generated using government data sources and proprietary analytical processes. Lightcast uses estimates when there are suppressed or missing data points, and such estimates are subject to error. Data, reports, and forecasts included in Lightcast' products and services may differ significantly from actual circumstances or outcomes. Lightcast' products and services are provided "as is," without warranty for a particular purpose or project. Lightcast is not liable for their misuse, or for the results of any planning errors based thereon. The Client is fully responsible for the decisions that are made based on Lightcast' products or services and the outcomes of those decisions. By purchasing Lightcast' products or services, the Client shall not hold Lightcast liable for economic loss arising from their use.

BY PURCHASING THIS DATA, REPORT, PRODUCT, OR SERVICE, CLIENT AGREES THAT LIGHTCAST SHALL NOT BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, OR CONSEQUENTIAL DAMAGES, OR OTHER ECONOMIC LOSS ARISING FROM THEIR USE. LIGHTCAST' MAXIMUM LIABILITY, WHETHER BASED IN CONTRACT, TORT, WARRANTY, OR OTHERWISE, SHALL NOT EXCEED THE AMOUNT THAT LIGHTCAST RECEIVED FOR THE DATA, REPORT, FORECAST, OR SERVICE IN QUESTION.

VII. Applicable Law

Any litigation regarding interpretation or enforcement of this agreement shall be brought in the state of Florida, and this agreement shall be interpreted according to the laws of the state of Florida without regard to any conflict of law provisions.

VIII. Compliance with Laws

Lightcast warrants that its performance under this agreement complies with all applicable laws. If at any time during the term of this agreement it becomes unlawful for Lightcast to continue performance, Lightcast may immediately terminate its performance under this agreement without penalty. If Lightcast terminates under this section, Lightcast will refund the unused portion of any prepaid fees.

IX. Complete Agreement

This is the complete agreement between the parties. Any amendments to this agreement, including any terms that the Client is required by law to include in a contract for services, must be in writing and signed by both parties.

For Lightcast

Art Feldman 10/31/2022
 Authorized Signature Date
 Art Feldman
 Printed Name
 Economic Modeling, LLC
 232 N. Almon St.
 Moscow, ID 83843

For Client

Marci L. Murphy 10/31/2022
 Authorized Signature Date
 Marci L. Murphy
 Printed Name
 Brevard Workforce Development Board,
 Inc. d/b/a CareerSource Brevard
 297 Barnes Blvd.
 Rockledge, Florida 32955

Invoicing Information (to be completed by Client at time of signature)			
Invoice Contact			
Name	Jana Bauer		
Email	jbauer@careersourcebrevard.com		
PO #	22 CE293		
Is a PO required? (check one)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
If yes, Client must provide PO at time of signature		Is Client tax-exempt?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
		If yes, Client must provide tax-exempt certificate	

Exhibit A

Scope of Work

NOTES

Labor Market Analysis

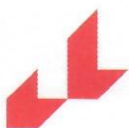
As a critical asset to the overall evaluation, it is important to analyze the region's labor market in more of a traditional government surveyed labor market data approach. The custom analysis prepared by Lightcast will include demographics, educational supply, existing labor supply, wages for key occupations, demand for key occupations, and a labor shed analysis. Lightcast will provide a comprehensive profile of the workforce in the region to include Flaglar, Volusia, Brevard, Indian River, Saint Lucie and Martin Counties.

Labor Market Overview

- Standard demographics profiles of the population and workforce
- Total available workforce and labor force participation
- Educational attainment levels and training levels of the adult population
- Overall industry and occupation mix
 - Industry health check to identify target industries - 3-digit level
 - Opportunity occupations list to identify target occupations - 6-digit level
- Commuting Trends by county

Sector Analysis

- Top in-demand SOC occupations at the sub-BA and BA-plus levels in the industry sectors defined below
- Top in-demand skill clusters and skills at the sub-BA and BA-plus levels, by occupation family, by industry sector as defined below
- Top employers exhibiting demand for talent in the industry sectors as defined below
- Top in-demand certifications for each of the sectors defined below
- Top in-demand degrees for each of the sectors defined below.



Definitions for Each Sector

The following sectors will be defined in the Scope of Work in the contract via NAICS codes.

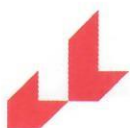
- **Aerospace/Aviation manufacturing, aggregating the following NAICS codes**
- **Advanced manufacturing (exclusive of aerospace manufacturing), aggregating the following NAICS codes**
- **Cybersecurity, aggregating the following NAICS codes**

Talent Supply Analysis

- Workforce size over time for the sectors defined above
- Local growth projections for the sectors defined above
- Demographic information (race/ethnicity, gender, and age) for the sectors defined above
- Location quotient for the sectors defined above within the scoped regions
- Other regions with high location quotients for the industry sectors defined above, for sourcing talent

Skills Analysis

- Assessing current skill gaps
 - Measuring the change in the shape of demand for skills - at the sub-BA/BA-plus level within the industry sectors defined above - at the present compared to multiple years ago, in order to assess where traditional and familiar talent pipelines are strained
 - For skills in higher demand today, list occupations in the broader economy in which those skills are present, and provide a flag for where those occupations have greater representation of women and/or people of color than the target sector



K-12 Talent Supply Rollup

- If data is provided by the school districts which include number of students in CTE-related programs and the number of earned certifications in programs, then we can run an analysis on whether those earned certifications match employer demand needs in the region and how they could articulate to further post-secondary training or employment opportunities.



Deliverables

This analysis will generate a wealth of information, valuable to the region and their stakeholders. The analysis will be presented in a graphically designed, detailed report. Lightcast will present, document, and address methodologies and findings during a final project presentation with the appropriate regional personnel, members, and stakeholders.

Final Report #1 - Regional Labor Market Analysis for Alliance

- Executive Summary
- Methodology
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Final Report #2 - Skills Gap Analysis for Brevard County

Final Report #3 - Targeted Sector Analysis for Brevard County

