



Board of Directors Meeting
May 19, 2022 – 8:00am-9:30am
CareerSource Brevard Boardroom
297 Barnes Blvd., Rockledge, FL.

Join on your computer or mobile app [Click here to join the meeting](#)

Or call in (audio only) [+1 561-486-1414](tel:+15614861414),,934916995# Phone Conference ID: 934 916 995#

Attendees: Frank Abbate, Shawn Beal, Daryl Bishop, Mary Jane Brecklin, Lynn Brockwell-Carey, Colleen Browne, William Chivers, Randy Fletcher, Susan Glasgow, Lloyd Gregg (Chair), Nancy Heller, Art Hoelke, Brian Jaskiewicz, Jennifer Kenny, Traci Klinkbeil, Travis Mack, Mike Menyhart, Mark Mullins, Wayne Olson, Kirsten Patchett, Amar Patel, Pamela Reed, Terry Schruppf, Lynda Weatherman.

Agenda

*To facilitate and be the catalyst for workforce development services
that are responsive to the employment needs of Brevard County*

Call to Order	<i>Lloyd Gregg</i>	<u>Page No.</u>
Roll Call	<i>Holly Paschal</i>	
 Public Comment		
 Presentations:		
A. Partner Recognition- Wells Fargo	<i>Jana Bauer/Wells Fargo Rep</i>	
B. DEO Annual Presentation	<i>Daniel Harper/ Charles Williams</i>	
 Action Items:		
A. Related Party Contract – Brevard Achievement Center		1-2
B. Related Party Contract – Valeo Networks Inc./Saalex Corporation		3-4
C. Related Party Contract - Knight’s Enterprise Mgmt. LLC		5-6
D. PY 2022-2023 Proposed Budget	<i>Richard Meagher</i>	7-9
E. Board Member Reappointments		10
F. Auditing and Monitoring Contract Awards	<i>Jana Bauer</i>	11-24
 Consent Action Items:		
A. Board of Directors Meeting Minutes – 2/17/22		25-26
B. Selection of Key Industries 2022-2023		27-29
C. Regional Targeted Occupations List 2022-2023		30-36
D. Career Center Schedule of Operations		37-38
E. WIOA DW to Adult Transfer		39-40
 Committee Chair Reports:		
A. Industry Workforce Committee	<i>Mike Menyhart</i>	
B. Career Center Committee	<i>Nancy Heller</i>	
C. Finance Committee	<i>Colleen Browne</i>	

Information Items

Marci Murphy

A. President's Report (no brief)	
B. Primary Indicators of Performance	41
C. Third Quarter Contractor Performance	42-44
D. Quarterly Multimedia Outreach	45-49
E. Grow the Resources of the Board	50-54
F. Financial Reports (Charts 1, 2, & 3)	55-59
G. Presentations at Committee meetings	60-101
H. Committee Meeting Minutes	
a. Executive Committee – 5/02/22	102-104
b. Finance Committee – 5/02/22	105-106
c. Industry Workforce Committee – 1/13/22 & 4/19/22	107-111
d. Career Center Committee – 1/25/22 & 4/26/2022	112-119

Adjourn

Meeting information is always available @ careersourcebrevard.com

Pursuant to the provisions of the Americans with Disabilities Act, any person requiring special accommodations to participate in this meeting is asked to advise CareerSource Brevard at least 48 hours prior to the meeting by contacting Holly Paschal at (321) 394-0507. Persons who are hearing or speech impaired can contact Holly Paschal through the Florida Relay Service by dialing 7-1-1

UPCOMING MEETINGS 2022-2023

July 2022

12th Industry Workforce Committee-8:30am
26th Career Center Committee-8:30am

August 2022

1st Finance Committee-3:30pm
1st Executive Committee-4:00pm
18th Board of Directors-8:30am

September 2022

No meetings

October 2022

11th Industry Workforce Committee-8:30am
25th Career Center Committee-8:30am

November 2022

7th Finance Committee-3:30pm
7th Executive Committee-4:00pm
17th Board of Directors-8:30am

December 2022

No meetings

January 2023

10th Industry Workforce Committee-8:30am
24th Career Center Committee-8:30am

February 2023

6th Finance Committee-3:30pm
6th Executive Committee-4:00pm
18th Board of Directors-8:00am-12pm [Annual Meeting and Retreat]

March 2023

No meetings

April 2023

11th Industry Workforce Committee-8:30am
25th Career Center Committee-8:30am

May 2023

1st Finance Committee-3:30pm
1st Executive Committee-4:00pm
18th Board of Directors Retreat-8:00am-12pm (TBD)

June 2023

No meetings



May 19, 2022

Action Brief

On the Job Training (OJT), Incumbent Worker Training (IWT) Adult Work Experience (AWE), and other Contracts with Board Members

Background

Florida Statute 445.007 and CareerSource Florida (CSF) Policy concerning regional workforce board contracting states that any contract between a regional workforce board and a member of that board who may benefit financially or that has any relationship with the contracting vendor must be approved at Board level and reported to CSF, and if over \$25,000 must be approved by CSF prior to executing the contract.

Recommendation

Recognizing that the board convenes on a quarterly basis, and to be able to meet business needs in a timely and efficient manner, staff has worked closely with the employer(s) listed below to identify their currently known and subsequently anticipated OJT, IWT and AWE training needs. Where there certainly may be other opportunities presented at future board meetings, by approving this request today, CareerSource Brevard (CSB) will be able to assist these business customers.

Staff recommends Board approval of the following work based training contracts:

Business Name:	Brevard Achievement Center
Board Member:	Amar Patel
Total Not to Exceed:	\$50,000

The maximum amount of training hours (1040 hours per person) for approximately 6 people was used to determine the maximum available funding. All funding is dependent upon Board and CSF approval, along with availability of funds. Training is for the following types of positions with annual salaries ranging from \$17,600 to \$85,000.

- Housekeeper/Custodian
- Maintenance
- Project Manager
- Business Developer
- Transition Services Instructor
- Employment Coordinator

- Clerical and Administrative
- Information Technology staff training
- Other positions as identified by Brevard Achievement Center

Action

Approve contract recommendations for Brevard Achievement Center for work based training contracts.



May 19, 2022

Action Brief

On the Job Training (OJT), Incumbent Worker Training (IWT) Adult Work Experience (AWE), and other Contracts with Board Members

Background

Florida Statute 445.007 and CareerSource Florida (CSF) Policy concerning regional workforce board contracting states that any contract between a regional workforce board and a member of that board who may benefit financially or that has any relationship with the contracting vendor must be approved at Board level and reported to CSF, and if over \$25,000 must be approved by CSF prior to executing the contract.

Recommendation

Recognizing that the board convenes on a quarterly basis, and to be able to meet business needs in a timely and efficient manner, staff has worked closely with the employer(s) listed below to identify their currently known and subsequently anticipated OJT, IWT and AWE training needs. Where there certainly may be other opportunities presented at future board meetings, by approving this request today, CareerSource Brevard (CSB) will be able to assist these business customers.

Staff recommends Board approval of the following work-based training contracts:

Business Name:	Valeo Networks, Inc./ Saalex Corporation
Board Member:	Travis Mack
Total Not to Exceed:	\$20,000

The maximum amount of training hours (1040 hours per person) for approximately 15 people was used to determine the maximum available funding. All funding is dependent upon Board and CSF approval, along with availability of funds. Training is for the following types of positions with annual salaries ranging from \$27,000 to \$60,000.

- **Business Administration**
- **Business Development**
- **Contracting**
- **Finance**
- **Human Resources**

- **Information Technology**
- **Marketing**
- **Proposals**

Action

Approve contract recommendations for Valeo Networks Inc./ Saalex Corporation for work-based training contracts.



May 19, 2022

Action Brief

On the Job Training (OJT), Incumbent Worker Training (IWT) Adult Work Experience (AWE), and other Contracts with Board Members

Background

Florida Statute 445.007 and CareerSource Florida (CSF) Policy concerning regional workforce board contracting states that any contract between a regional workforce board and a member of that board who may benefit financially or that has any relationship with the contracting vendor must be approved at Board level and reported to CSF, and if over \$25,000 must be approved by CSF prior to executing the contract.

Recommendation

Recognizing that the board convenes on a quarterly basis, and to be able to meet business needs in a timely and efficient manner, staff has worked closely with the employer(s) listed below to identify their currently known and subsequently anticipated OJT, IWT and AWE training needs. Where there certainly may be other opportunities presented at future board meetings, by approving this request today, CareerSource Brevard (CSB) will be able to assist these business customers.

Staff recommends Board approval of the following work-based training contracts:

Business Name:	Knight's Armament Company
Board Member:	Art Hoelke
Total Not to Exceed:	\$50,000

The maximum amount of training hours (1040 hours per person) for approximately 20 people was used to determine the maximum available funding. All funding is dependent upon Board and CSF approval, along with availability of funds. Training is for the following types of positions with annual salaries ranging from \$27,000 to \$60,000.

- Clerical and Administrative
- CNC Machinist
- Facility Maintenance/Electricians/HVAC/Plumber
- Inventory Specialist
- Machine Operators
- Machine Technicians

- Maintenance-Machine Mechanics
- Production Planners
- Purchasing Agents
- Shipping/Receiving Specialists
- Skilled Laborers/Mechanics
- Welders
- Other positions as identified by Knight Enterprises Mgmt.

Action

Approve contract recommendations for Knight's Armament Company for work-based training contracts.



May 19, 2022

Action Brief

Proposed Budget for Program Year (PY) 2022-2023

Background

Preliminary FY 2022-2023 funding figures released from the U.S. Department of Labor and the Florida Department of Economic Opportunity (DEO) indicate a reduction of about 10% from our current year funding levels. Our Workforce Innovation and Opportunity Act (WIOA) Adult and Youth programs are down by 4% in FY 2022-2023 and the Dislocated Worker program is down by 10%. Welfare (TANF) and other DEO formula funded programs are projected to remain at about the same levels as this year. We have several National Emergency Grants that ended in 2021-2022, so our initial pool of NEG funding is reduced by 44%. A portion of that reduction will be offset by several competitive grants, including Get There Faster and Rebuild Florida, so the pool of other grants is projected to increase by 13%. We are continually applying for new competitive grants and they will be added to the budget as they become available.

To address this projected 10% funding reduction of \$1,186,000, senior staff have cut \$329,900 in payroll and operating costs, and we've identified another \$53,900 in optional budget items that will only be restored when we receive additional funding. The one-stop operator's initial budget has been reduced by \$358,500, and discontinued NEG grant activities account for the remaining \$443,700. Our pool of formula funds for customer training and support will remain at the same level as the current year to ensure we meet CareerSource Florida's Individual Training Account (ITA) spending requirement.

The budget is summarized in the left column of Attachment 1, and the funding categories are described as follows:

- 1) Staff Salaries and Fringe Benefits (\$1,401,800) – The total cost of board staff (represents 91% of current year level).
- 2) Program Operations and Business Services (1,307,200) - The total cost of workforce board operations, grant management, employer and customer outreach, planning and financial services (represents 95% of current year level).
- 3) Infrastructure and Maintenance Related Costs (\$854,300) – The total cost of CSB facilities, including rent, telephones, utilities, maintenance and supplies (represents 90% of current year level).

- 4) IT Costs and Network Expenses (\$411,100) – The total cost of technology and telecommunications services, computer hardware and software for the CSB system (represents 94% of current year level).
- 5) Contracted One-Stop Services (\$3,569,000) – The total cost of delivering career center services, including all contracted grant staffing by C2 GPS (represents 90% of current year level).
- 6) Customer Training Activities (\$2,198,100) – Funding administered by the CSB Scholarship Unit for direct customer training (represents 100% of current year formula funding and 76% of current grant funding levels).
- 7) Customer Support Services (\$100,000) – Funding administered by the CSB Scholarship Unit for customer support services (represents 100% of current year funding level).
- 8) Indirect Costs (\$632,500) – Board administrative services (represents 94% of current year projected costs).

Action

Approve the Finance Committee's recommendation to adopt the Program Year 2022-2023 Budget of \$10,474,000 based on preliminary funding estimates. The motion grants the President the authority to add or increase budget items when the actual budget is received and the ability to increase budget items as additional funds become available throughout the program year. The final budget will be ratified by the Brevard County Board of County Commissioners.



Annual Budget Proposal
For the Program Year Ending June 30, 2023

Projected Revenue PY 2022 - 2023	Annual Budget	WIOA Adult	WIOA Youth	WIOA Disl Wkr	Welfare Transition	NEG Grants	Other Grants
Carry In Funds From PY 21 - 22	400,000	200,000	-	-	200,000	-	-
PY 22 - 23 Awards	10,074,000	1,268,190	669,635	367,644	1,646,502	2,404,203	3,717,826
Award Total - Available Funds	10,474,000	1,468,190	669,635	367,644	1,846,502	2,404,203	3,717,826
LESS planned Carryover For PY 23 - 24	-	-	-	-	-	-	-
Projected Annual Revenue	10,474,000	1,468,190	669,635	367,644	1,846,502	2,404,203	3,717,826

Proposed Annual Budget							
Staff Salaries/Fringe Benefits	1,401,800	145,367	36,202	27,203	199,193	323,585	670,250
Program Operations/Business Services	1,307,200	135,557	33,759	25,366	185,750	301,748	625,020
Infrastructure/Maintenance Related Costs	854,300	88,591	22,063	16,578	121,394	197,202	408,472
IT Costs/Network Expenses	411,100	42,631	10,617	7,978	58,416	94,896	196,562
Contracted One-Stop Services	3,569,000	489,417	495,612	136,293	1,139,908	342,320	965,450
Customer Training Activities	2,198,100	490,451	39,093	138,442	32,085	961,090	536,939
Customer Support Services	100,000	10,586	15,954	3,510	19,879	37,359	12,712
Indirect Cost (Budgeted at 6% of Direct)	632,500	65,590	16,335	12,274	89,877	146,003	302,421
TOTAL ANNUAL BUDGET	10,474,000	1,468,190	669,635	367,644	1,846,502	2,404,203	3,717,826



May 19, 2022

Action Brief

Board Member Re-Appointments

Background

According to CareerSource Brevard bylaws, Article IV, paragraph E, "Term of Directorship" Directors of the Board shall serve three (3) year terms. Prior to expiration of their term, the Executive Committee will review each membership and may ask one or more Board members to serve additional term(s) upon the expiration of their current term, subject to Board approval.

Nominees

The following Board members have been asked to serve an additional term and are recommended by the Executive Committee for reappointment effective July 1, 2022.

Frank Abbate – Brevard County Manager

Shawn Beal – Business Manager, IBEW 208

Susie Glasgow – President/CEO, Kegman Inc.

Nancy Heller – Project Director, SCSEP

Art Hoelke – GM/Vice President, Knight's Armament Company

Jennifer Kenny – Organizer, IBEW 606

Traci Klinkbeil – Community Administrator, Department of Children & Families

Terry Schrupf – President/CEO, Florida Sports & Spinal Rehab

Action

Approve the Executive Committee recommendation for reappointments for the Board of Directors which will result in requesting ratification action by the Brevard County Commission.

RFP22-200-00 for Administrative Services

May 19, 2022

ADMINISTRATIVE SERVICES

Financial Auditing

- Contracting with a CPA firm to perform annual financial and compliance audit for workforce programs and operations, in addition to producing the annual IRS 990 form.

Program and Fiscal Monitoring

- Contracting with a qualified firm to conduct program and fiscal monitoring oversight of the board and its contractor, reviewing areas of administration, customer data, finance, contracted services, customer satisfaction and continuous improvement.

2022 RFP TIMELINE

Action	Date & Time
RFP Issued	March 10, 2022
Questions/Clarifications Submitted to CSB	March 22, 2022 Questions will be accepted until 5 p.m. <i>Submittals past this period won't be responded to.</i>
Responses posted on CSB Website <i>(link listed above)</i>	March 28, 2022
Proposals Due to CSB	April 12, 2022 no later than 12 p.m.
Virtual Public Opening of Proposals	April 13, 2022 9 a.m.
Technical Review	April 13 – 15, 2022
Review by Rating Committee	April 18 – May 9, 2022
Recommendations/best value determinations submitted for CSB approval	May 12, 2022
CSB Approval	May 19, 2022
Notice of Intent to award posted on CSB Website <i>(link listed above)</i>	May 19, 2022
Anticipated negotiations	May 30 – June 3, 2022
Anticipated contract execution	June 3 – June 30, 2022
Commencement of Effort	July 1, 2022

PUBLIC NOTICES

Per 2 CFR 200.320, formal procurements require public advertisement. This procurement was advertised in the following ways:

- Public Notice posted in Florida Today
- Placement on the Florida Vendor Bid System
- Placement on CareerSource Brevard's Website (Open Procurement Section)
- E-Mail blast to CSB Vendor List (over 20 providers)

RFP RESPONSE

Area of Service I *Financial Auditing*

- Carr, Riggs & Ingram, LLC
- Grau & Associates
- HCT Certified Public Accountants and Consultants, LLC
- James Moore & Co., P.L.

Area of Service II *Program and Fiscal Monitoring*

- Alexander Rebb, Inc.
- Taylor, Hall, Miller & Parker, P.A.

RFP CRITERIA

Regardless of Area of Service applying for, all proposals are evaluated using a point system measuring four areas;

- Experience and Qualifications (50 points)
- Proposed Fees (25 points)
- Availability to Perform Services (20 points)
- Capacity for Expedient Services (5 points)

RATING PROCESS

All proposals were reviewed by a rating committee comprised of (2) internal BWDB staff and (1) board member.

- Rating Committee Member Individual Review and Scoring
- Collective Strengths/Weakness/General Discussion
- Team Consensus on Recommendations

Due diligence was conducted by BWDB staff for technical review, Dun and Bradstreet Reporting, verification of any debarment or suspension, and verification of any excluded parties' reports.

AREA OF SERVICE I FINANCIAL AUDITING SERVICES

Award Recommendation

JAMES MOORE & CO., P.L.

Total Proposed Fees – **\$30,500**

- Audit Fees - \$28,000
- IRS Form 990 - \$2,500

Funding Period

- Initial Period – July 1, 2022 – June 30, 2023
- 4 one-year options

BOARD ACTION

Approve the Rating Team's recommendation to award James Moore & Co., P.L., the contract for Audit Services for the initial period of July 1, 2022 – June 30, 2023, plus (4) one-year options, with funding for the initial period not to exceed \$30,500, subject to successful negotiation of the contract and available funding.

AREA OF SERVICE II PROGRAM AND FISCAL MONITORING SERVICES

Award Recommendation

TAYLOR, HALL, MILLER & PARKER, P.A.

Total Proposed Fees - **\$50,000**

- Quote includes (2) monitoring visits for the initial period.

Funding Period

- Initial Period – July 1, 2022 – June 30, 2023
- 4 one-year options

BOARD ACTION

Approve the Rating Team's recommendation to award Taylor, Hall, Miller & Parker, P.A., the contract for Monitoring Services for the initial period of July 1, 2022 – June 30, 2023, plus (4) one-year options, with funding for the initial period not to exceed \$50,000, subject to successful negotiation of the contract and available funding.

QUESTIONS?

Thank you!

**CareerSource Brevard Board
of Directors Meeting
February 17, 2022**

MINUTES

Members in Attendance: Shawn Beal (via teleconference), Mary Jane Brecklin (via teleconference), Colleen Browne (via teleconference), Randall Fletcher (via teleconference), Susan Glasgow, Lloyd Gregg (Chair), Nancy Heller (via teleconference), Art Hoelke (via teleconference), Brian Jaskiewicz (via teleconference), Jennifer Kenny (via teleconference), Traci Klinkbeil (via teleconference), Mike Menyhart, Wayne Olson (via teleconference), Kirsten Patchett (via teleconference), Amar Patel, and Pamela Reed.

Members Absent: Frank Abbate, Daryl Bishop, Lynn Brockwell-Carey, William Chivers, Mark Mullins, Terry Schrupf, Travis Mack, and Lynda Weatherman.

Staff Present: Marci Murphy, Jeff Witt, Holly Paschal, Thomas LaFlore, Denise Biondi, Jana Bauer, Richard Meagher, Lynn Hudson (via teleconference), Caroline Joseph-Paul, Chakib Chehadi, and Raul Santana.

Guests: Raquel McIntosh (via teleconference), Aaron Meavy, and Nuno Mana.

Call to Order: The CareerSource Brevard (CSB) Board Meeting was called to order at 8:00am by Lloyd Gregg.

Public Comment: There was no public comment.

Presentations:

Employer Recognition

Marci Murphy introduced CSB's Local Veterans Employment Representative (LVER) Raul Santana from CSB. Raul Santana presented Employer Acadian Contractors Inc. as an exemplary employer who regularly partners with CSB. Nuno Mana accepted the Employer Certificate on behalf of Acadian Contractors Inc.

Raquel McIntosh from Grau & Associates presented the audit of the financial position of Brevard Workforce Development Board, Inc. dba CareerSource Brevard for the fiscal year ending on June 30, 2021. Ms. McIntosh states that she is happy to report that the audit did not detect any material weaknesses or deficiencies. Ms. McIntosh also states that Grau believes that the board complied with all programs and there were no deficiencies with the programs as well. Lloyd Gregg asked Marci Murphy how this audit compared with other audits, and Marci explained it is similar to previous audits. Motion to accept the report made by Susan Glasgow and seconded by Mike Menyhart. Motion passed unanimously.

Dr. Chris Laney from EMSI/Burning Glass presented Labor Market Information (LMI). Dr. Laney shared pre-Covid LMI as it pertains to Baby Boomers and retirement status during COVID. He also states that job seekers 55+ were retiring at a faster pace during COVID. His presentation including gender-specific labor force participation as well as data regarding part-time employment during the pandemic. He states we've had a record number of job openings and explained seven factors contributing to the labor shortage. Dr. Laney states there are less 16–24-year-old workers in the workforce and shared the negative effects in the labor market. He informed that another contributing factor due to labor market shortages is due to drug overdoses. He reports that more workers are now choosing to work for themselves. Dr. Laney shared how low birth replacement rates have also negatively impacted our labor force participation rate and the overall economy. He recommended short-term strategies to offer non-wage incentives to include flexibility of workers and reaching into untapped talent, also known as hidden workers, and he recommended reducing the length of the hiring process. Long-term strategies include Executives being part of the hiring process.

Art Hoelke confirmed Dr. Laney's long-term strategy for Executives to be involved in hiring process. Art Hoelke asked Mr. Laney where he can find the data that is being presented. Mr. Laney informed that he would share the full presentation with Marci Murphy as well as the demographic draught. Marci will send out the presentation to Board members.

Mike Menyhart asked why workers are not choosing to go back to work. Dr. Laney explained some factors to

include childcare costs and entrepreneurship.

Marci Murphy reminded the group to attend the LEAD Brevard event in March for more on this topic.

Consent Action Items

Consent action item presented included Board of Director meeting minutes for November 18, 2021. Motion to approve the Consent Action Item made by Mike Menyhart and seconded by Susan Glasgow. Motion passed unanimously.

Reports

Mike Menyhart gave a report on the Industry Workforce Committee meeting held on January 13, 2022.

Nancy Heller gave a report on the Career Center Committee meeting held on January 25, 2022.

Colleen Browne gave a report on the Finance Committee meeting held on February 8, 2022.

Information Items:

Marci Murphy gave the president’s report on the items she has been focusing on since the last board meeting. Items covered included CareerSource Brevard sponsoring the next LEAD Brevard, Conversation & Community Event which will be held on March 11, 2022, from 7:30-9:30am at the Holiday Inn Melbourne-Viera Conference Center.

She states that CSB’s annual report covering July 1, 2020, through June 30, 2021, is about to be released.

Ms. Murphy also said that she continues to focus on labor market data, what it shows and where we are headed and informed that Brevard’s current unemployment rate is 3.2% which is quite low.

She highlighted some of the monies we have received to include NEG Covid, additional funding for NEG Opioid Grant, monies for the AARP skill Accelerator Program and during the last quarter, we were granted the “Get There Faster” Governor’s competitive grant for Returning Adult Learners.

Information items presented the PY 22-23 Meeting Schedule and informed the Director’s that the meetings will begin at 8:30am instead of 8:00am beginning in August 2022.

Susan Glasgow asked about details from the customer satisfaction survey. Marci Murphy asked Career Center Director Caroline Joseph-Paul to explain. Caroline explained that when there are negative surveys, the Career Center Manager will reach out directly to the job seeker to ensure they are served and receive the help they need.

Other Business:

There being no further business, the meeting was adjourned at 9:08am.

Submitted by,

Reviewed by,

(Signature on file)
Holly Paschal

2/28/2022
Date

(Signature on file)
Lloyd Gregg

2/22/2022
Date

Consent Action Brief

Selection of Key Industries - Program Year (PY) 2022 – 2023

Background

CareerSource Brevard (CSB) annually reviews Key Industries by researching and analyzing Labor Market Information (LMI) provided by various sources. The Industry Workforce Committee (IWC) is provided this information in order to garner a business perspective on the Key Industry selection and to make recommendations to the CSB Board of Directors regarding any adjustments. The selection of Key Industries allows for CSB to deploy limited resources and social capital in a manner to optimize prospects for success. Most of the identified industries represent those which offer the best promise for overall economic growth by attracting and retaining high skill, high wage, and value-added jobs. Key industries can also represent those that require our focus due to major workforce issues, sector strategies, career pathways and other job-driven, industry focused initiatives. A quick look at the workforce situation in Brevard will set the stage for reviewing Key Industry information.

Brevard County's jobless rate decreased from 5.1% to 2.9% comparing February 2022 to February 2021. Brevard's unemployment rate is lower than the statewide rate of 3.1%. There are 292,268 persons in the labor force and 8,476 who are unemployed. Out of 67 counties in the State of Florida, Brevard ranks 21 in terms of unemployment rate.

Another trend that has been watched over the years is the Labor Force Participation Rate (LFPR). LFPR is the estimated share of the population actively engaged in the labor market. Based on DEO's Florida LMI Data Release for February 2022, Brevard's workforce has recovered well from the pandemic. The economy is improving, as people are becoming more comfortable returning to "normal" activities such as in-person work, traveling and leisure activities. There are currently 8,476 unemployed persons as of February 2022, which is a decrease of approximately 6,058 from February 2021.

The following tables contain the history of employment growth by industry from 2018 through 2022 and the selected Key Industries over this time period. The following is noted:

- Overall, each industry in Brevard experienced positive growth from February 2021 to February 2022, with the exception of the Construction industry (-0.6%). This indicates that Brevard's economy is recovering well from the effects of the pandemic.
- Industries with greatest growth over the past year included Transportation, Warehousing, and Utilities (+18.8%) and Information (+22.2%).
- The information, other services and government industries grew faster in Brevard County than statewide over the past year at +22.2%, +6.1% and +3.5%, respectively.
- The industries gaining in jobs over the year were leisure and hospitality (+2,900 jobs); trade, transportation and utilities (+2,700 jobs); professional and business services (+1,600 jobs); retail trade (+1,600 jobs); government (+1,000 jobs); other services (+500 jobs); manufacturing (+400 jobs); information (+400 jobs); and financial activities (+200 jobs).






Employment by Industry										
Not Seasonally Adjusted/Over the Year Percent Change										
<i>Industry</i>	2018		2019		2020		2021		2022	
	<i>Florida</i> %	<i>Brevard</i> %	<i>Florida</i> %	<i>Brevard</i> %	<i>Florida</i> %	<i>Brevard</i> %	<i>Florida</i> %	<i>Brevard</i> %	<i>Florida</i> %	<i>Brevard</i> %
Construction	9.0	13.3	4.7	7.9	2.4	2.5	-1.7	-1.2	3.7	-0.6
Manufacturing	4.4	3.9	2.8	7.7	4.5	9.5	-1.1	5.0	3.7	1.4
Trade, Transportation & Utilities	1.7	1.3	1.7	3.8	1.1	2.0	1.8	-2.3	6.6	7.0
Information	2.0	4.3	1.8	3.8	-4.8	-3.6	-8.8	-8.3	8.7	22.2
Financial Activities	2.4	2.6	2.9	2.4	1.3	1.1	-0.1	0.0	5.7	2.2
Professional & Business Services	4.3	-2.9	4.4	6.1	2.6	-2.0	-3.6	1.4	7.4	4.2
Education & Health Services	1.5	-0.6	3.0	3.1	4.0	3.8	-2.1	-7.6	1.9	-1.1
Leisure & Hospitality	1.0	-1.9	1.9	1.1	4.0	3.6	-15.5	-5.9	16.8	11.3
Other Services*	4.1	2.3	2.5	3.5	2.2	1.1	-6.7	-4.3	6.1	6.1
Government	1.0	0.0	0.1	1.8	1.2	1.2	1.4	-4.2	0.3	3.5

* The Other Services (except Public Administration) sector comprises establishments engaged in providing services not specifically provided for elsewhere in the classification system. Establishments in this sector are primarily engaged in activities, such as equipment and machinery repairing, promoting or administering religious activities, grant making, advocacy, and providing dry-cleaning and laundry services, personal care services, death care services, pet care services, photofinishing services, temporary parking services, and dating services.

Historical Key Industry Selection for Brevard	
2015 – 2016	<ul style="list-style-type: none"> ➤ Aviation and Information Technology ➤ Manufacturing, Logistics, Transportation, Distribution, Maritime and Construction ➤ Health Care, Professional and Business Services ➤ Leisure and Hospitality
2017 – 2020	<ul style="list-style-type: none"> ➤ Manufacturing, Aviation and Aerospace ➤ Information Technology ➤ Health Care ➤ Logistics, Transportation, Distribution ➤ Construction ➤ Leisure and Hospitality
2021 - 2022	<ul style="list-style-type: none"> ➤ Aerospace and Aviation ➤ Manufacturing ➤ Information Technology ➤ Health Care ➤ Construction ➤ Logistics, Transportation, Distribution ➤ Leisure and Hospitality
2022 – 2023	See below for recommendation

Recommendation

The Industry Workforce Committee the following Key Industries for PY 2022 - 2023:

Key Industry	Sector Strategy	CSB Role	Rationale
Aerospace & Aviation	Established 	LEAD	<ul style="list-style-type: none"> Aviation is a growing industry in Brevard. Increased opportunities in Aerospace. Increased engagement with EDC regarding support of prospective aerospace/aviation employers. AeroFlex Pre Apprenticeship through GAMAAA Grant. Expected growth of 32% in next 10 years.
Manufacturing	Established (in support with Florida MAKES) 	Stakeholder Currently Supporting the EDC MASC Efforts	<ul style="list-style-type: none"> Local concerns and statewide focus on advanced manufacturing. Career pathways offer flexibility into aerospace and aviation industries. Growing opportunities for businesses and workers. Expected growth of 16% in next 10 years.
Information Technology	Established 	LEAD	<ul style="list-style-type: none"> Local concerns over availability of information technology workers, supporting need to build the pipeline or attract from other areas. Expected growth of 8% in next 10 years.
Health Care	Established 	LEAD	<ul style="list-style-type: none"> Demand area for occupational training by CareerSource Brevard job-seeking customers and Business Customers. Pandemic created increased need for health care workers, while also resulting in great loss of health care workers due to safety concerns. While pandemic recovery is occurring, the need for healthcare workers remains strong in order to build future resiliency. Expected growth of 33% in next ten years.
Construction	In Development 	LEAD	<ul style="list-style-type: none"> Identified talent pipeline challenges for persons who want to learn the trade jobs. Community Development Block Grant Disaster Recovery (CDBG-DR) Funding. Expected growth of 12% in next 10 years.
Leisure and Hospitality	New Focus	Supporting Local Employers and Chamber Partners	<ul style="list-style-type: none"> Most impacted by the pandemic but recovering well. Increased utilization of online training platform (SkillUp Brevard) to enhance employee skillset and productivity as part of a retention strategy. Identification of career ladders & wage projection within the industry. Good starting point for Re-Entry Customers and other special populations. Several new and expansion projects in this industry occurring in Brevard over the next few years.
Other Key Industries			
Logistics, Transportation, Distribution	<ul style="list-style-type: none"> Port Canaveral development of container and shipping industry and expanded cruise service. Maritime activity continues to develop. Career Ladders available for some Re-Entry customers and other special populations. Amazon establishing new distribution center in Brevard. 		

*Expected Growth rate over the next 10 years according to EMSI Burning Glass's Industry Snapshot report.

Action

Approve the Industry Workforce Committee's recommendation of the Key Industries for PY 2022-2023.

Consent Action Brief

Regional Targeted Occupations List for 2022-2023

Background

CareerSource Brevard (CSB) is required to produce and publish the Regional Targeted Occupations List (RTOL) on an annual basis. This brief completes the local activity required to create the list. Creation and revision of the RTOL generally includes the following:

REGIONAL TARGETED OCCUPATIONS LIST (RTOL) DEVELOPMENT PROCESS		
Step/ Timeline	Activity	Resources Used/Action Required
1 Early March <input checked="" type="checkbox"/>	Establish Draft Regional Targeted Occupations List	<ul style="list-style-type: none"> • Review Statewide/Regional TOL • Internal Review by Industry Relations, Program Managers and Staffing Specialists • Utilize Labor Market Information (LMI) from multiple sources.
2 Mid- March <input checked="" type="checkbox"/>	Key Partner & Training Vendor Filtering	Solicit Feedback from <ul style="list-style-type: none"> • Training Vendors • School District • Other Economic & Business entities
3 Late March <input checked="" type="checkbox"/>	Alignment with Economic Development Priorities	Determine how occupations fit with LWDB 13 Key Industry Analysis which include: <ul style="list-style-type: none"> • Florida Targeted Industries • Florida Infrastructure Industries • Local Economic Development Priorities
4 April <input checked="" type="checkbox"/>	Business & Industry Filtering	Solicit Feedback from the following groups: <ul style="list-style-type: none"> • Training Vendors provide CIP to SOC crosswalk information when available and pertinent. • Reviewed by the Career Center Committee which includes business and other organizations.
5 April <input checked="" type="checkbox"/>	Customization	<ul style="list-style-type: none"> • This includes reviewing State Demand Report and determining which occupations should be added or removed and the coding for training.
6 April <input checked="" type="checkbox"/>	Review by Career Center Committee (CCC)	<ul style="list-style-type: none"> • Staff walks the CCC members through the issues and information impacting the RTOL. • Staff describes the changes, additions, deletions and training category changes.
7 May	Final Approval by the CSB Board of Directors	<ul style="list-style-type: none"> • Consent Action Item at the May/June BOD Meeting
8 June	Final Actions	<ul style="list-style-type: none"> • Post final RTOL on website by June 30th.

Denotes completed activities Denotes pending activities

Recommendation

The PY 2022-2023 RTOL is attached. The changes to the RTOL are based on current employment trends and data, in addition to feedback received from community partners, educators and staff. Some of the additions to the RTOL were requested by partner agencies such as Brevard County Public Schools and Florida Solar Energy Center.

The following charts show the occupations being added, removed or adjusted based on labor market and supply & demand data. For occupations being added, the assigned category is delineated in the color that will appear in the RTOL. For the occupations being adjusted, the color shown is the color contained in the PY 21-22 RTOL.

	Added to RTOL
13-1111	Management Analysts

	Changed to Blue – Growing
472231	Solar Photovoltaic Installers
474099	Solar Thermal Installers and Technician

Action

Approve the attached RTOL for PY 2022-2023.

2022 - 2023 Regional Targeted Occupations List



1	ITA & WBT Permitted - Growing Now
2	ITA & WBT Permitted - Projected to Recover or Expected to Grow
3	ITA & WBT Not Permitted - Static or Shrinking

SOC	1 C O D E	Occupation ²	Annual Percent Growth	Annual Openings	2020 Hourly Wage		Training Code ³
					\$ Entry	\$ Mean	
132011	2	Accountants and Auditors	1.59	147	19.85	35.93	5
113011	2	Administrative Services Managers	1.56	376	31.21	49.63	4
43199	3	Office and Administrative Support Workers, All Other	1.54	195	25.61	46.23	4
173021	1	Aerospace Engineering and Operations Technicians	3.42	112	20.68	32.20	4
172011	1	Aerospace Engineers	1.33	81	38.31	58.46	5
493011	2	Aircraft Mechanics and Service Technicians	1.33	67	18.29	26.80	3
512011	2	Aircraft Structure, Surfaces, Rigging, and Systems	N/R	N/R	14.29	21.90	3
532022	2	Airfield Operations Specialists	N/R	N/R	15.00	25.00	4
532011	2	Airline Pilots, Copilots, and Flight Engineers	1.52	557	45.87	88.88	4
291071	3	Anesthesiologist Assistants	N/R	N/R	24.62	41.67	5
173011	3	Architectural and Civil Drafters	1.38	733	16.33	24.73	3
119041	3	Architectural and Engineering Managers	1.73	66	54.19	72.83	5
274011	3	<i>Audio and Video Equipment Technicians</i>	2.68	20	13.70	17.22	4
493021	1	Automotive Body and Related Repairers	1.08	40	14.49	23.84	3
493023	1	Automotive Service Technicians and Mechanics	1.25	62	11.99	17.95	3
492091	1	Avionics Technicians	N/R	14	20.41	26.98	3
119041	2	Biofuels/Biodiesel Product Dev. Mgrs.	1.4	10	20.41	14.04	4 -
194021	3	Biological Technicians	N/R	N/R	N/R	N/R	4
172031	3	Biomedical Engineers <i>(Includes Technician)</i> ⁴	N/R	N/R	N/R	N/R	4
433031	2	Bookkeeping, Accounting, and Auditing Clerks	0.57	281	12.47	18.21	4
472021	2	Brickmasons and Blockmasons	4.49	227	11.43	16.37	3
493031	1	Bus & Truck Mechanics and Diesel Engine Specialists	1.36	20	16.90	22.87	3
432031	3	Bus Driver, Transit & Intercity	1.38	1,524	12.48	16.28	3
131199	1	Business Operations Specialists, All Other	1.02	239	21.11	34.39	4
517011	1	Cabinetmakers and Bench Carpenter	N/R	N/R	13.06	20.66	3
535021	1	Captains, Mates, and Pilots of Water Vessels	2.91	10	19.29	32.32	3
292031	3	Cardiovascular Technologists and Technicians	2.70	17	13.12	22.50	3
435011	1	Cargo and Freight Agents	0.56	4	13.08	22.85	3
472031	1	Carpenters	1.15	133	14.90	19.65	3
473012	3	Carpenters.Helpers	1.52	123	12.41	15.68	3
472051	3	Cement Masons and Concrete Finishers	0.74	49	16.95	20.46	3
351011	3	Chefs and Head Cooks	2.35	18	13.81	19.97	3
194031	3	Chemical Technicians	N/R	N/R	14.67	19.19	4
111011	3	Chief Executives	0.02	47	35.37	75.66	5
399011	1	Childcare Workers	N/R	N/R	10.67	11.28	3
172051	1	Civil Engineers	1.10	53	30.29	45.08	5
131031	2	Claims Adjusters, Examiners, and Investigators	0.17	27	18.26	27.86	3
272022	3	Coaches and Scouts <i>(Director of Athletics)</i>	N/R	N/R	18.01	21.05	4
532012	3	Commercial Pilots	3.13	19	N/R	N/R	3
201109	2	Community Health Worker	1.02	15	14.87	18.41	3
131041		Compliance Officers, Exc. Safety, Agri, Constr & Tranp.	2.07	65	21.99	36.44	3
113021	2	Computer and Information Systems Manager <i>(Computer Cyber-Security Information Specialist)</i>	1.99	49	46.36	70.33	5
172061	1	Computer Hardware Engineers	1.79	121	39.13	53.91	5
151241	2	Computer Network Architects	2.25	32	37.75	50.71	5
151231	2	Computer Network Support Specialists	1.87	77	19.31	26.15	3
151299	1	Computer Occupations, All Other	1.31	46	23.29	40.33	3
151131	3	Computer Programmers	0.96	34	30.04	43.20	3

2022 - 2023 Regional Targeted Occupations List



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151211	1	Computer Systems Analysts	2.03	67	28.37	43.84	4
151232	2	Computer User Support Specialists	1.69	80	15.88	24.07	3
492011	3	Computer, ATM, and Office Machine Repairers	N/R	N/R	12.32	14.75	3
514011	1	Computer-Controlled Machine Tool Operators Metal & Plastic	17.2	55	15.90	17.44	3
474011	2	Construction and Building Inspectors	0.88	25	18.68	28.43	3
472061	2	Construction Laborers	23.80	378	13.59	XXX	3
119021	2	Construction Managers	1.79	58	28.42	46.03	4
352014	1	Cooks, Restaurant	17.80	97	9.53	13.79	3
273043	2	Copy Writers (<i>Web Content</i>)	N/R	N/R	N/R	N/R	5
333012	2	Correctional Officers and Jailers	.18	62	16.54	21.33	3
131051	1	Cost Estimators	1.11	26	18.06	28.70	4
37021	1	Crane and Tower Operators	0.39	12	21.23	39.63	3
151245	1	Database Administrators and Architects	1.79	17	30.01	48.38	4
319091	2	Dental Assistants	1.91	86	12.99	17.53	3
292021	2	Dental Hygienists	2.21	1,000	22.54	30.31	4
292032	2	Diagnostic Medical Sonographers	4.07	270	21.51	28.80	3
292051	3	Dietetic Technicians	N/R	N/R	10.87	13.98	3
291031	3	Dietitians and Nutritionists	19.80	18.83	29.43	28.21	5
173019	3	Drafters, All Other	N/R	N/R	13.54	17.29	3
472081	3	Drywall and Ceiling Tile Installers	2.88	11	11.52	15.03	3
119031	3	Education Administrators, Preschool and Childcare Centers	1.56	16	15.09	18.12	4
512022	3	Electrical and Electronic Equipment Assemblers	N/R	N/R	N/R	N/R	3
492094	2	Electrical and Electronic Repairers, (<i>Commercial & Industrial Equip</i>)	N/R	21	17.25	24.19	3
173023	2	Electrical and Electronics Engineering Technicians	2.03	80	12.61	27.78	4
172071	2	Electrical Engineers	2.93	129	33.88	50.99	5
499051	1	Electrical Power-Line Installers and Repairers	.75	N/R	17.35	27.20	3
472111	2	Electricians	1.28	191	17.47	23.83	3
512023	2	Electromechanical Equipment Assemblers	1.06	15	18.25	27.89	3
172072	1	Electronic Engineers, Except Computers	2.66	82	36.25	49.99	5
492097	3	Electronic Home Entertainment Equip. Installers & Repairers	1.90	152	11.04	16.24	3
252021	2	Elementary School Teachers, Except Special Education	0.80	178	17.07	21.29	5
292041	2	Emergency Medical Technicians and Paramedics	2.30	11	12.53	15.88	4
172199	2	Engineers, All Other (<i>Mechatronics</i>)	1.14	114	36.48	55.29	5
194091	2	Environmental Science & Protection Technicians	1.71	54	21.07	36.67	5
173026	2	Industrial Engineering Technologists and Technicians	1.45	16	17.45	28.52	4
192041	2	Environmental Scientists & Specialists, Including Health	2.40	11	18.63	28.79	5
436011	2	Executive Secretaries and Administrative Asst.	1.25	33	15.79	20.99	3
399031	3	Exercise Trainers and Group Fitness Instructors	.43	11	12.65	15.01	2
512091	2	Fiberglass Laminators and Fabricators (<i>Composites</i>)	N/R	N/R	12.50	14.84	3
332011	2	Fire Fighters	N/R	N/R	N/R	N/R	3
431011	1	First-Line Superv. of Office and Admin. Support Workers	N/R	N/R	N/R	N/R	4
471011	1	First-Line Supervisors of Constr. Trades and Extraction Workers	1.30	123	21.63	30.21	4
351012	1	First-Line Supervisors of Food Preparation & Serving Wkrs.	N/R	112	11.39	17.22	3
491011	1	First-Line Supervisors of Mechanics, Installers, and Repairers	1.25	75	20.49	30.48	3
411012	1	First-Line Supervisors of Non-Retail Sales Wkrs.	0.11	55	25.15	40.36	4
391098	2	First-Line Supervisors of Personal Service Workers	N/R	N/R	N/R	N/R	3
511011		First-Line Supervisors of Production & Oper. Wkrs.	1.35	104	18.93	29.56	3
411011	1	First-Line Supervisors of Retail Sales Workers	0.96	245	15.41	22.73	3
531047	1	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	1.47	47	15.82	23.18	3
371012	1	First-Line Supv. of Landscaping, Lawn Svc,& Groundskeeping	2.33	49	16.92	24.78	3

2022 - 2023 Regional Targeted Occupations List



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119039	3	Fitness and Wellness Coordinators	2.63	97	30.43	37.64	5
119051	3	Food Service Managers	1.24	86	16.11	26.83	4
194092	3	Forensic Science Technicians	N/R	N/R	N/R	N/R	4
170329	3	Fuel Cell Technicians	N/R	N/R	18.56	29.97	3
119061	3	Funeral Service Managers	1.20	217	23.75	29.19	4
517021	3	Furniture Finisher	9.10	65	10.65	13.40	3
111021	3	General and Operations Managers	1.86	393	24.20	53.36	4
472121	3	Glaziers	1.96	658	13.89	17.80	3
271024	3	Graphic Designers	1.42	26	12.19	19.72	4
292099	2	Health Technologists and Technicians, All Other	1.92	1011	12.98	19.75	3
319099	2	Healthcare Support Workers, All Other	N/R	N/R	N/R	N/R	3
499021	2	Heating, Air Cond. & Refrigeration Mechanics & Installers	0.99	102	16.27	21.59	3
533032	1	Heavy and Tractor-Trailer Truck Drivers	1.13	144	15.97	20.70	3
473012	3	Helper, Carpenter	2.89	10.45	12.65	15.01	3
519198	2	Helpers--Production Workers (<i>Forklift Operator and Dock Wkr.</i>)	N/R	N/R	N/R	N/R	3
537041	2	Hoist and Winch Operators	N/R	N/R	N/R	N/R	3
311011	2	Home Health Aide	28.4	930	11.57	13.67	3
131071	1	Human Resources Specialist	1.47	90	18.23	31.99	5
172112	1	Industrial Engineers (<i>Human Factors & Ergonomics</i>)	3.68	167	30.69	42.31	5
173026	2	Industrial Engineering Technologist & Technicians	2.89	91	26.01	43.01	4
499041	2	Industrial Machinery Mechanics (<i>Crane Maintenance Tech.</i>)	1.42	29	16.49	25.03	3
151212	1	Information Security Analysts (<i>Cyber-security Specialist</i>)	6.02	50	33.74	52.18	3
519061	3	Inspectors, Testers, Sorters, Samplers & Weighers	N/R	N/R	12.48	19.05	3
259031	2	Instructional Designers and Technologists	N/R	N/R	19.22	28.14	5
271025	3	Interior Designers	1.36	39	13.77	23.70	3
273091	2	Interpreters and Translators	3.76	162	11.22	19.97	4
373011	3	Landscapers & Grounds Keeping Workers	12.90	10.65	11.47	14.01	3
436012	1	Legal Secretaries	1.41	456	12.74	18.77	3
254031	1	Library Technicians	2.45	135	14.05	18.29	3
292061	2	Licensed Practical and Licensed Vocational Nurse	1.54	105	16.03	20.70	3
533033	2	Light Truck or Delivery Services Drive	N/R	59	10.59	14.64	3
119081	3	Lodging Managers	1.43	7	21.54	40.57	4
131081	1	Logisticians	1.70	72	27.68	39.00	5
514041	1	Machinists	1.98	70	15.77	20.45	3
292035	1	Magnetic Resonance Imaging Technologists	2.53	152	23.61	29.64	3
372012	3	Maids & Houskeeping Cleaners (<i>Environmental Services Aide</i>)	8.0	1.636	10.87	13.36	N/R
499071	2	Maintenance and Repair Workers, General	1.14	70	10.87	16.07	3
13-1111	2	Management Analysts	1.78	193	40.66	26.19	5
173029	2	Manufacturing Production Technicians	N/R	N/R	24.02	33.16	4
172121	3	Marine Engineers & Naval Architects	N/R	N/R	15.85	25.88	5
131161	3	Market Research Analysts and Marketing Specialists	2.80	76	15.80	30.90	5
537199	3	Material Moving Workers, All Other	8.5	2150	10.89	13.36	3
173027	3	Mechanical Engineering Technicians	N/R	N/R	21.13	31.17	4
172141	1	Mechanical Engineers	2.71	89	33.28	48.16	5
292012	3	Medical and Clinical Laboratory Technician	1.95	656	15.07	24.78	4
292011	3	Medical and Clinical Laboratory Technologists	1.52	895	15.07	24.78	4
119111	3	Medical and Health Services Managers	3.40	75	29.40	53.10	5
319092	2	Medical Assistants	2.38	173	13.08	15.49	3
319093	1	Medical Equipment Preparers	17.8	N/R	13.54	16.55	3
499062	1	Medical Equipment Repairers	3.03	180	13.19	20.17	3
292071	1	Medical Records and Health Information Technicians	1.82	937	12.75	19.57	4
436013	1	Medical Secretaries	1.61	146	13.49	17.74	3

2022 - 2023 Regional Targeted Occupations List



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319094	1	Medical Transcriptionists	2.0	N/R	13.68	15.23	3
131121	2	Meeting & Convention Planners	2.41	7	14.07	20.79	4
211023	2	Mental Health & Substance Abuse Social Wkrs.	19.20	N/R	18.99	21.07	5
252022	1	Middle School Teachers, Exc. Special & Voc. Educ.	0.83	34	17.23	21.45	5
493042	2	Mobile Heavy Equipment Mechanics, Except Eng.	1.51	636	15.35	21.91	3
514061	2	Model Makers, Metal and Plastic (<i>Composites</i>)	N/R	N/R	10.87	13.79	3
514072	1	Molding, Coremaking and Casting Machine Setters, Operators. Tenders, Metals and Plastic (<i>Composites</i>)	N/R	N/R	10.87	13.79	3
493051	3	Motorboat Mechanics and Service Technicians	N/R	N/R	12.42	17.45	3
533099	2	Motor Vehicle Operators, All Other add					
151244	2	Network and Computer Systems Architects & Admin.	1.86	62	28.21	39.46	4
311014	2	Nursing Assistant	N/R	N/R	10.87	11.36	3
299011	2	Occupational Health and Safety Specialists (<i>Industrial Hygiene</i>)	N/R	N/R	21.23	31.25	4
312011	2	Occupational Therapy Assistants	2.35	32	27.64	32.30	4
439199	3	Office and Administrative Support Workers, All Other	2.61	16	25.00		
472073	2	Operating Engineers & Other Construction Equipment Oper.	1.44	61	14.34	20.01	3
292081	2	Opticians, Dispensing	1.75	158	12.24	18.08	4
472141	2	Painters, Construction and Maintenance	1.42	45	14.95	19.63	3
519122	2	Painters, Transportation Equipment	N/R	N/R	15.68	17.56	3
232011	1	Paralegals and Legal Assistants	1.20	44	15.53	22.43	3
292052	1	Pharmacy Technicians	1.95	84	13.50	18.56	3
319097	3	Phlebotomist	2.48	15	13.55	16.28	3
173029	2	Photonics Technicians	N/R	N/R	14.89	24.65	3
274021	3	Photographers	NR	NR	12.00	15.00	3
312021	3	Physical Therapist Assistants	3.96	23	22.38	29.19	4
472151	2	Pipelayers	2.85	666	13.62	19.14	3
472152	2	Plumbers, Pipefitters, and Steamfitters	0.76	83	17.42	23.28	3
333051	2	Police and Sheriff's Patrol Officers (<i>Auxillary</i>)	1.06	93	20.67	24.06	3
435031	2	Police, Fire, and Ambulance Dispatchers	1.35	705	13.95	19.53	3
252011	3	Preschool Teachers, Except Special Education	N/R	N/R	8.47	10.79	4
119031	3	Preschool and Daycare Education and Childcare Admin.	NR	NR	16.01	23.45	4
435061	2	Production, Planning, and Expediting Clerks	N/R	18.06	N/R	N/R	2
119141	2	Property, Real Estate, and Community Assoc.Managers	0.62	56	13.44	28.69	4
292053	3	Psychiatric Technician	10.1	N/R	10.00	12.65	3
131023	2	Purchasing Agents, Except Wholesale, Retail, Farm	0.5	1,484	18.60	29.94	4
194099	2	Quality Control Analysts	14.0	N/R	11.15 .0690	13.65	3
113051	2	Quality Control Systems Managers (<i>Industrial Prod. Mgr.</i>)	N/R	N/R	39.15	47.92	4
492021	3	Radio, Cellular, & Tower Equip. Installers & Repairers	41	15.04	18.99	21.07	3
291124	1	Radiation Therapists	14.90	N/R	37.29	26.74	3
292034	2	Radiologic Technologists	1.13	23	20.28	27.38	3
251193	2	Recreation and Fitness Studies Teachers. Post Sec.	N/R	N/R	22.78	31.36	5
291141	1	Registered Nurses	0.95	295	26.25	32.50	4
291126	2	Respiratory Therapists	2.07	17	23.98	28.68	4
173024	2	Robotics Technicians	NR	NR	15.64	22.05	4
472181	2	Roofers	2.18	122	12.41	15.03	3
535011	2	Sailors and Marine Oilers	N/R	N/R	10.46	12.53	3
412031	3	Salespersons, Retail	NR	NR	10.12	14.35	2
112022	3	Sales Managers	1.08	37	23.89	54.25	5
414012	1	Sales Rep., Wholesale and Mfg, Non-tech.	1.43	183	15.57	33.80	3
414011	1	Sales Rep., Wholesale and Mfg, Technical & Scientific	2.00	37	N/R	N/R	3
151199	2	Search Marketing Strategists (<i>Social Media Marketing</i>)	N/R	N/R	23.93	33.93	3
252031	1	Secondary School Teachers, Exc. Special & Voc. Ed.	0.78	83	18.24	22.29	5
492098	1	Security and Fire Alarm Systems Installers	N/R	N/R	N/R	N/R	3

2022 - 2023 Regional Targeted Occupations List



1	ITA & WBT Permitted - Growing Now
2	ITA & WBT Permitted - Projected to Recover or Expected to Grow
3	ITA & WBT Not Permitted - Static or Shrinking

339032	2	Security Guard	1.42	57	9.36	12.63	3
472211	1	Sheet Metal Workers	0.85	35	16.59	23.05	3
435071	1	Shipping, Receiving and Traffic Clerks	N/R	N/R	10.87	12.93	3
211093	2	Social and Human Service Assistants <i>(Inclusive of CPS, CAC, CRSS, CRPS, CBHT)</i>	1.22	35	12.00	15.79	3
151132	1	Software Developers, Applications	1.96	183	32.95	47.53	4
151133	1	Software Developers, Systems Software	0.47	174	37.59	53.36	5
472231	2	Solar Photovoltaic Installers	N/R	N/R	N/R	N/R	3
474099	2	Solar Thermal Installers & Technician	N/R	N/R	N/R	N/R	3
271014	2	Special Effects Artists and Animators	NR	NR	NR	NR	3
472221	1	<i>Structural Iron and Steel Worker</i>	1.00	32	15.11	24.45	3
292055	2	Surgical Technologists	0.64	24	15.96	20.82	3
173031	2	Surveying and Mapping Technicians	1.51	733	13.37	19.30	3
537121	2	Tank Car, Truck, and Ship Loaders	N/R	N/R	N/R	N/R	3
259041	2	Teacher Assistants	1.19	122	13.03	16.38	3
512092	3	Team Assemblers	N/R	N/R	N/R	N/R	3
273042	2	Technical Writers	N/R	N/R	10.87	13.36	5
492022	3	Telecommunication Equip Installers & Repair (Broadband)	0.74	67	19.58	25.77	3
472044	2	Tile and Marble Setters	2.87	30	13.81	22.28	3
514111	2	Tool and Die Makers	N/R	N/R	15.79	23.81	3
131151	2	Training and Development Specialists	2.25	62	18.45	30.38	5
536061	2	Transportation Inspectors (Aviation)	N/R	N/R	N/R	N/R	3
113071	2	Transportation Managers	N/R	N/R	30.14	48.33	4
339093	2	Transportation Security Screeners	2.13	36	15.41	17.96	3
113071	2	Transportation, Storage and Distribution Managers	19.6	51	30.14	48.33	4
516093	2	Upholsterers	16.0	N/R	10.00	11.65	3
292056	2	Veterinary Technologists and Technicians	N/R	N/R	11.75	14.72	4
251194	1	Vocational Education Teachers, Postsecondary	2.92	12	20.27	26.85	4
518031	3	Water and Wastewater Treat. Plant and Sys. Oper.	N/R	N/R	15.90	20.06	3
474099	2	Weatherization Installers and Technicians	2.9	10	10.87	12.62	3
151257	1	Web Developers	1.29	13	18.01	25.74	3
514121	2	Welders, Cutters, Solderers, and Braziers	1.47	81	13.86	19.95	3
517042	2	Woodworking Machine Setters, Operators, and Tenders	039	N/R	N/R	N/R	3

B/W Code	CUSTOMIZATION KEY		
1	IMMEDIATE EMPLOYMENT <small>(SUPPLY GAP Category : High)</small>	GROWING NOW	Individual Training Account (ITA) Work Based Training (WBT) PERMITTED
2	PROJECTED TO RECOVER OR EMERGING OPPORTUNITIES <small>(SUPPLY GAP: Moderate)</small>	RECOVERY NEXT 2-3 YEARS OR EXPECTED TO GROW	ITA & WBT PERMITTED
3	LIMITED OPPORTUNITY <small>SUPPLY GAP: Low</small>	STATIC OR SHRINKING	ITA & WBT is NOT Permitted unless a path to self-sufficiency can be delineated in the participants Individual Employment Plan (IEP) or when included as a part of a Sector Strategy Project.

¹ B/W Code is provided for those who do not have access to color prints of this document. Each B/W Code corresponds to the customization key below and in the header of this document.

² **BOLDED** Occupations denote High Skill High Wage (HSHW) designation by the Florida Department of Economic Opportunity.

³ Training Codes: 3 (Post-Secondary Adult Vocational Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)

⁴ (*Italics*) Denotes supplemental information requested by industry or business.

Consent Action Brief

Schedule of Operations

Background

The State of Florida Department of Economic Opportunity (DEO) is Florida's designated state agency for receipt of federal workforce development funds, and is required to carry out the duties and responsibilities assigned by the Governor under each federal grant assigned to DEO; and CSB is a "recipient/sub recipient" of the funds pursuant to section 121(h) of the Workforce Innovation and Opportunity Act (Pub. L. 113-128) and section 445.009(2)(c), Florida Statutes.

DEO and CSB entered into an Agreement dated May 15, 2021 to satisfy the above requirements. The Agreement requires CSB to annually adopt a schedule of operations for the upcoming state fiscal year (Attachment A). Such schedule of operations shall include, but is not limited to, daily hours of operation of one stop operators, and a holiday closure schedule which adopts either the federal, state, or appropriate county holiday schedule. The proposed schedule must be approved by CSB's Board of Directors and posted on CSB's website. CSB's Board of Directors must give prior approval to any deviations from the schedule, except in emergency or reasonably unforeseeable circumstances (e.g., an order of the President or Governor, total loss of facilities from a catastrophic natural or man-made disaster, etc.). If emergency circumstances exist which result or could foreseeably result in a shutdown, CSB shall ensure that DEO and the State Board are informed within 48 hours of such shutdown or potential shutdown.

Action

Approve CSB's Schedule of Operations and Holiday Closures.

Schedule of Operations

July 1, 2022 to June 30, 2023

Monday-Thursday 9:00am-6:00pm
Friday* 8:00am-12:00pm
*Rockledge Office 8:00am-5:00pm

Virtual Career Center Hours

July 1, 2022 to June 30, 2023

Date	Time	Hours
Monday	6:00pm - 7:00pm	1.00
Tuesday	6:00pm - 7:00pm	1.00
Wednesday	6:00pm - 7:00pm	1.00
Thursday	6:00pm - 7:00pm	1.00
Friday	12:00pm - 5:00pm	5.00
Saturday	9:00am - 1:00pm	4.00

Schedule of Holiday Closures

July 1, 2022 to June 30, 2023

Holiday/Date	CSB Centers
Independence Day Monday, July 4, 2022	Closed
Labor Day Monday, September 5, 2022	Closed
Veterans Day Friday, November 11, 2022	Closed
Thanksgiving Day Thursday, November 24, 2022	Closed
Day After Thanksgiving Friday, November 25, 2022	Closed
Christmas Day (observed) Monday, December 26, 2022	Closed
New Year's Day (observed) Monday, January 2, 2023	Closed
Martin Luther King's Day Monday, January 16, 2023	Closed
Memorial Day Monday, May 29, 2023	Closed



May 19, 2022

Consent Action Brief

WIOA Dislocated Worker to Adult Transfer Request

Background

WIOA Section 133(b)(4) gives local workforce boards the authority to transfer up to 100% of funds allocated for Dislocated Worker activities for expenditure on Adult activities. Each year CSB transfers approximately 60% of its WIOA Dislocated Worker funding allocation to the Adult program because there is a greater demand for Adult services in this region.

In September of 2021 DEO adopted a policy requiring prior approval for these transfers. If the transfer exceeds 25% of the funding, the policy also requires board approval and justification for using one program's funding for the other program's activities.

Action

Approve the Finance Committee's recommendation to transfer \$500,000 (61%) of WIOA Dislocated Worker funding to the WIOA Adult program in the 2021-2022 program year.



Prior Approval Transfer Request Form - WIOA Adult and Dislocated Worker (DW) Programs
 From 7/1/2021 through 6/30/2022

LWDB Number and Name (Requestor): LWDB 13 - CareerSource Brevard

Name / Title of Requestor Representative: Richard Meagher, Finance Director

Adult and Dislocated Worker Transfer Request

Program Year	Program	Total Award Amount	Amount of Adult Requested to be Spent on DW	Percentage of Adult Requested to be Spent on DW	Amount of DW Requested to be Spent on Adult	Percentage of DW Requested to be Spent on Adult
2021	WIOA DW	824,534.00	0.00	0	500,000.00	61%

COMPLETE THE BELOW SECTIONS FOR REQUESTS THAT EXCEED 25% OF THE PROGRAM'S ANNUAL ALLOCATION

Reason for requesting the use of one program's funding for the other (e.g. anticipated depletion of current funds, changes in labor market conditions, etc.):

The local Adult Worker (AW) eligible customer pool has increased while the Dislocated Worker (DW) has decreased. Our assessment and request to transfer is based on economic and business environments heavily influenced by a 2.5% unemployment rate, supply chain disruptions, and Pandemic recovery. Employers from our key industries customer base was canvassed routinely during PY 21-22 to justify the need for this transfer of funding from DW to AW.

A description of outreach/marketing activities conducted to ensure underserved populations were aware of available services:

CSB utilized social media, constant contact email, Career Center message boards & handouts, partner agency events, and print media specifically focused on awareness to underserved populations and to ensure priority of service goals were not only met but also paramount.

Labor market conditions contributing to the need for the transfer:

CSB monitored performance factors and business climate monthly during PY 21-22 to create customer parameters in support of a transfer of DW to AW. These factors include historically low unemployment (2.5%), supply chain disruption, pandemic recovery, housing shortage, increased localized migration from other regions, and explosive growth of new businesses in our area. Dislocated worker supply on the region's talent pipeline is without equal in a generation. Training the talent available is the only sound choice in our area and we are requesting DEO's support to better serve our region with this request.

The number of participants originally planned to be served by the base allocation compared to the estimated number of participants expected to be served after funds are transferred.

Planned PY 21-22: 176 AW & 174 DW
 Mod Req PY 21-22: 285 AW & 68 DW

COMPLETE THE BELOW CERTIFICATION FOR REQUESTS THAT EXCEED 25% OF THE PROGRAM'S ANNUAL ALLOCATION

I certify the following:

1. When transferring from Adult to Dislocated Worker - The LWDB has sufficient funds to serve the WIOA Adult priority populations.
2. When transferring from Dislocated Worker to Adult - The LWDB has sufficient Dislocated Worker funds to serve dislocated workers in the local area; there are no pending layoffs that may impact the need for dislocated workers in the local area.
3. The full board voted to approve this request to transfer funds and a copy of the LWDB's meeting minutes are included with this request.

I certify the above information is true and correct.

 Signature of Board Chair

 Print Name

 Date

Information Brief

Primary Indicators of Performance

Background

Common Measures were established under Workforce Investment Act (WIA) and are still required by the Workforce Innovation and Opportunity Act (WIOA). While incentive monies will not be tied to meeting these common measures, there are sanctions tied to missing the same measure two years in a row to include completing a Performance Improvement Plan. New contractor measures have been designed to closely match most of the federal measures maintaining the focus on performance in these areas.

Below is the most recent report that shows past performance along with our actual performance through the 2nd quarter of PY 2021-22. Also shown are our goals for PY 2021-22. All performance goals were met or exceeded for the 2nd quarter.

July 2021-December 2021 Performance

Primary Performance Indicator (PPI)	Performance 2018-2019	Performance 2019-2020	Performance 2020-2021	PY 21-22 2 nd Quarter Performance	PY21-22 Performance Goals
Adults:					
Entered Employment Rate (2 nd Qtr. after Exit)	95.0%	89.1%	88.9%	90.9%	86.50
Employment Retention Rate (4 th Qtr. after Exit)	92.6%	87.0%	88.50%	87.6%	85.50
Median Earnings (2 nd Qtr. after Exit)	\$8,017	\$8,097	\$8,745	\$9,101	\$7,600
Credential Attainment Rate	89.1%	78.7%	85.2%	86.3%	72.0
Measurable Skills Gain	N/A	N/A	75%	66.1%	49.0
Dislocated Workers:					
Entered Employment Rate (2 nd Qtr. after Exit)	84.9%	91.8%	87.9%	88.2%	87.0
Employment Retention Rate(4 th Qtr. after Exit)	87.5%	88.7%	92.4%	87.9%	85.0
Median Earnings (2 nd Qtr. after Exit)	\$8,229	\$10,174	\$12,574	\$12,145	\$7,500
Credential Attainment Rate	81.00%	61.1%	69.4%	74.3%	70.0
Measurable Skills Gain	N/A	N/A	83.0%	77.8%	49.0
Primary Performance Indicator (PPI)	Performance 2017-2018	Performance 2018-2019	Performance 2019-2020	PY 21-22 2 nd Quarter Performance	PY21-22 Performance Goals
Youth Common Measures:					
Entered Employment Rate (2 nd Qtr. after Exit)	83.5%	80.2%	82.6%	81.2%	79.5
Employment Retention Rate (4 th Qtr. after Exit)	82.2%	85.6%	78.5%	83.6%	77.0
Median Wage 2nd Quarter After Exit	N/A	N/A	\$3,643	\$3,988	\$3,300
Credential Attainment Rate	72.5%	70.3%	73.0%	78.4%	76.5
Measurable Skills Gain	N/A	N/A	66.2%	54.1%	46.5
Wagner-Peyser:					
Entered Employment Rate (2 nd Qtr. after Exit)	63.8%	68.8%	61.9%	60.3%	65.0
Employment Retention Rate(4 th Qtr. after Exit)	64.8%	65.4%	62.9%	60.9%	64.2
Median Earnings (2 nd Qtr. after Exit)	\$5,619	\$5,459	\$5,468	\$5,743	\$5,100
Not Met (less than 90% of negotiated)	Met (90-100% of negotiated)		Exceeded (greater than 100% of negotiated)		



May 19, 2022

Information Brief

3rd Quarter Performance PY 2021-2022

Background

The CSB Workforce Operations (Career Centers) contract is cost reimbursement for direct program costs; however, profit is withheld from the Contractor until measurable performance outcomes are achieved. Payments of withheld costs are available to the Contractor to earn on a quarterly basis. Payment of withheld profit uses a performance measurement model based on the following elements:

- **Element A:** Contractor must meet minimum performance on 80% of the measures (17 of 21 for quarters 1-3 and 18 of 22 for quarter 4)
- **Element B:** Contractor must meet accelerated performance on 50% of the measures (10 of 21 for quarters 1-3 and 11 of 22 for quarter 4)
- **Element C:** Meeting or exceeding a minimum score of 75 on a Board performance evaluation related to programmatic monitoring results.

PY 2021-22 Performance Results

The Contractor has met the required number of measures to be eligible to earn dollars for Element A. They were also successful in exceeding the performance criteria to be paid on Element B.

Elements of Contractor Performance Earnings - PY 21-22						
Measures						
Objective/Criteria	Minimum	Accelerated	1st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
Customer Services						
Brand New Job Seekers with Extra Credit	Q1 -1,650 Q2 – 3300 Q3 – 4950 Q4 – 6600	Q1 - 1800 Q2 - 3600 Q3 - 5400 Q4 - 7200	Missed (1572)	Missed (2749.2)	Missed (3910)	
Customer Engagement	70%	75%	Met (71%)	Met (72%)	Met (75%)	
Entered Employment Rate/Positive Outcome						
Adults	90%	95%	Exceeded (96%)	Exceeded (98%)	Met (94%)	
Dislocated Workers	90%	95%	Exceeded (100%)	Exceeded (100%)	Exceeded (96%)	
Youth	90%	95%	Exceeded (100%)	Exceeded (100%)	Met (93%)	
Welfare Transition*	33%	38%	Exceeded (42%)	Exceeded (40%)	Met (34%)	
Wagner Peyser	37%	40%	Missed (29%)	Missed (28%)	Missed (31%)	

Elements of Contractor Performance Earnings - PY 21-22

Measures						
Objective/Criteria	Minimum	Accelerated	1st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
Short Term Veteran	38%	42%	Missed (33%)	Missed (34%)	Missed (36%)	
Average Wage at Placement						
Adult	\$17.01	\$17.73	Exceeded (\$18.16)	Exceeded (\$18.34)	Exceeded (\$18.46)	
Dislocated Worker	\$18.59	\$19.31	Exceeded (\$28.41)	Exceeded (\$26.19)	Exceeded (\$24.85)	
Youth	\$10.90	\$11.15	Exceeded (\$14.05)	Exceeded (\$14.10)	Exceeded (\$14.03)	
Welfare Transition*	\$10.01	\$10.65	Exceeded (\$12.91)	Exceeded (\$12.92)	Exceeded (\$12.94)	
Wagner Peyser	\$11.44	\$12.15	Exceeded (\$15.27)	Exceeded (\$15.08)	Exceeded (\$15.22)	
Retention at 12 Months						
Adult	80%	85%	Exceeded (94%)	Exceeded (90%)	Exceeded (89%)	
Dislocated Worker	80%	85%	Exceeded (86%)	Exceeded (94%)	Exceeded (93%)	
Youth	72%	75%	Exceeded (81%)	Exceeded (83%)	Exceeded (81%)	
Measurable Skills Gain						
Adult	55%	60%	Exceeded (80%)	Exceeded (76%)	Exceeded (76%)	
Dislocated Worker	55%	60%	Exceeded (94%)	Exceeded (94%)	Exceeded (91%)	
Youth	55%	60%	Exceeded (72%)	Exceeded (62%)	Met (55%)	
Quality of Referrals						
Referral to Placement Ratio by Job Seeker	45%	50%	Missed (36%)	Missed (36%)	Missed (38%)	
Training Services						
PFM Career Training Services	53%	58%	Exceeded (64%)	Exceeded (65%)	Exceeded (66%)	
Grants and Special Projects Measured Annually						
Performance on Special Projects and Grants	N/A	N/A	N/A	N/A	N/A	N/A

* Welfare Transition Measures are based on data available at the time of this report.

Element A				
Met the minimum percentages set on 17 out of 21 (Q1, Q2 and Q3) and 18 out of 22 (Q4) Performance Measures established in Attachment F	Yes – Met Minimum on 17 of 21	Yes – Met Minimum on 17 out of 21	Yes – Met Minimum on 17 out of 21	

Element B				
Met the accelerated percentages set on 10 out of 21 (Q1, Q2 & Q3) and 11 out of 22 (Q4) established in Attachment F	Yes – Met Accelerated on 15 of 21	Yes – Met Accelerated on 15 of 21	Yes – Met Accelerated on 13 of 21	
Element C				
Met a minimum score of 75 or higher on the CSB performance evaluation related to the annual state programmatic monitoring results	Reported Annually			

Performance Measure Revisions for PY 21-22

As we continue to struggle with COVID-19 and its variants, the measures for PY 21-22 were kept the same pending better knowledge of the path the services would need to take post pandemic and to allow the contractor to focus on service provision rather than learning new or revised measures. While much is still unknown about the impact of the pandemic, staff have defined measures and negotiated performance expectations based on the best data available.

The unique situation presented by COVID-19 and the historically low unemployment rates (2.5% in March 2022), continues to be seen in performance numbers. The contractor has been focused on minimizing the impact. Reopening of the Career Centers, expanded virtual offerings, and staff flexibility have all contributed to contractor maintaining optimal performance.

Analysis of the jobseeker customers served in PY 21-22 indicates that, although our numbers are fewer, the percentage of new customers served remains approximately the same as the previous year. This indicates that the contractor is continuing to meet the intent of this measure which is to put strategies in place to attract hidden talent while serving the harder to serve.

Wagner Peyser Entered Employment Rate, Short-Term Veteran Entered Employment Rate and Referral to Placement were all three missed. These measures are directly related to the number of customers moving into employment. Work Search Waiver expired on May 29, 2021, the pandemic unemployment benefits (additional \$300) expired on June 26, 2021, and the Federal Unemployment expired September 4, 2021, however, the increase that was expected by these expirations may have been impacted by several factors including continued Covid flare ups in the beginning of the 3rd quarter, and helping the harder-to-serve jobseekers as many that want to be employed are able to find a job on their own.

Staff will continue to monitor, analyze and report performance in all areas. Customers Served, Entered Employment Rates and Retention Rates will remain a focus for the next few months.



Quarterly Multimedia Outreach (January – March 2022)

Non-Paid Social Media, Direct (Email) Marketing and Print Collateral

Social Media (Facebook, Twitter, LinkedIn, Instagram), Constant Contact Email, and Print Collateral: *Using a multimedia approach to educate and inform CSB’s targeted audiences about programs and services offered.*

View social media efforts by following us!

<https://www.linkedin.com/company/careersourcebrevard/>

<https://www.facebook.com/careersourcebrevard>

<https://twitter.com/csbrevard>

<https://www.youtube.com/user/careersourcebrevard>

https://www.instagram.com/careersource_brevard/

Targeting Jobseekers, Community Partners and Media

- *Daily hot jobs social & radio promotions and social media content, Weekly “at-a-glance” e-news and print flyers promoting key in-person and virtual workforce services, resources, announcements, job fairs, events, and success stories.*
 - Recruiting events and Job fairs, ESOL classes, Construction training grant, Military Family Employment Advocacy, Brevard Recovery Works, Soft Skills, RISE, Apprenticeship training, SkillUp Brevard (Metrix Learning), AARP Back to Work 50+, Veterans, and Summer Youth and Young Adult programs.

Targeting Employers, Community Partners and Media

- *Daily social media content, Weekly print flyers, Monthly “at-a-glance” e-news promoting workforce news, events, resources, business services, and key in-person and virtual workforce services, annual workforce events and initiatives:*
 - Annual Report, Rapid Response program, Partner Placement program, Sector strategy initiatives (Aerospace/Advanced Manufacturing, Information Technology, Hospitality, Healthcare and Construction) that include talent building, training, hiring, retention and more. ESOL classes, Construction training grant, Military Family Employment Advocacy, Brevard Recovery Works, Soft Skills, RISE, Apprenticeship training, SkillUp Brevard (Metrix Learning), AARP Back to Work 50+, Veterans, and Summer Youth and Young Adult programs.

Non-paid (Earned) Media Coverage through Press & Community

Local, Regional and State Multi-Media Relations: *Communicate relevant workforce news to support Brevard’s residents and customers and to be recognized as a key resource for workforce development issues and trends.*

Press Coverage

Partner/Employer Relations

- **Florida Today** --- requesting workforce data/information/quotes for news related to Brevard’s economy.
 - Amazon centers opening in Brevard
<https://www.floridatoday.com/story/money/business/2022/03/16/amazon-florida-distribution-facilities-preparing-open-cocoa-melbourne/9329719002/>
 - Brevard’s Jobless rate rise to 3.3%
<https://www.floridatoday.com/story/money/business/2022/03/14/brevard-jobless-rate-has-seasonal-rise-3-3-january/7033767001/>
 - Brevard County employers struggle to fill jobs
<https://www.floridatoday.com/story/money/business/2022/01/12/brevard-county-employers-struggle-fill-job-openings-retain-staff/9159667002/>
 - Florida Trend Afternoon Update: *Pick up FI Today article above*
<https://www.floridatrend.com/article/32969/fridays-afternoon-update>
 - **Reporter John Torres year-end stories: Help Wanted, Really!**
<https://www.floriatoday.com/story/opinion/2021/12/26/space-tourists-manatee-deaths-cruises-and-mask-debates-highlight-2021/8856510002/>
- **EverythingBrevard.com:**
 - Neighbor Up, Sustainable Workplace Alliance brings training to Brevard https://view.flipdocs.com/?ID=10020483_740272
 - CSB Palm Bay Spring Job fair
- **Space Coast Daily:**
 - CSB and City of Cocoa host summer youth internship program
<https://spacecoastdaily.com/2022/03/city-of-cocoa-careersource-brevard-to-host-works-summer-youth-internship-program-in-june/>
 - CSB and City of Cocoa host job fair
<https://spacecoastdaily.com/2022/02/city-of-cocoa-careersource-brevard-to-host-job-fair-at-joe-lee-smith-community-center-feb-24/>
- **Hometown News Brevard:** Community calendar listing CSB Job Fair
- **The Beach radio:** Daily run of CSB hot jobs
- **2022 CareerSource Brevard Best Workplaces For Commuters**
<https://www.bestworkplaces.org/2022-BWC-List>
- **Language Testing International** Podcast & web post Brevard Adult Ed partners with CSB --ESOL classes. <https://youtu.be/Clyvc86Y1j4>
<http://ow.ly/pg0W50HZ7Ua>
- **Senator Debbie Mayfield, Mayfield Minute weekly e-news:** CSB and City of Cocoa Summer Youth Internship Program
- **Titusville Chamber Community Capsule weekly e-news:** CSB Annual Report, NextGen career information sessions, Hidden Talent online workshop



Quarterly Multimedia Outreach (January – March 2022)

- **Greater Palm Bay Chamber weekly e-news:** AARP Career Workshops for 50+, Spring Job Fair in Palm Bay
- **CareerSource Florida** shared CSB’s jobseeker and employer success stories in the CSF Annual Report.

Partner /Employer coverage: *These partners & employers have tagged CSB in their social media posts and/or shared CSB news to their networks:*

- CareerSource Florida, DEO, Titusville Chamber, Palm Bay Chamber, Melbourne Chamber, Brian Jaskiewicz, Windover Oaks Apartments, 8KOI, 211 Brevard, Acara Solutions, Contec Americas, BAC, Baltimore Job Hunters Support Group, RGNEXT, Brevard Fire Rescue, Brevard Schools, Brevard Schools CTE, Housing Authority of Brevard County, CareerSource Polk, Early Learning Coalition, USSI Global, New Horizons, Circles of Care, City of Cocoa, Cocoa Police Department, Community Credit Union, Custom Aerospace, Launch Credit Union, AAR, General Dynamics IT, Destination Brevard, Devereux, Doubletree Suites Melbourne Oceanfront, Florida Department of Corrections, Friends of Patrick Airman and Family Readiness, Embraer, Helping Seniors, Hilton Melbourne Beach Oceanfront, Cielo Talent, Hydro, New Beginning Re-Entry Center, Space Coast Credit Union, Language Testing International, Health First, Senator Debbie Mayfield, LEAD Brevard, L3 Harris, Perrone Properties, Propeller Club, Re-entry Center of Brevard, Eastern Florida State College Florida SBDC, Blue Origin, Terminal Security Solutions, DC Jaeger Corp, Space Coast Area Transit, Champion Home Health Care, Sidus Space, Space Coast HR, Space Coast Republicans Business Network, Space Florida, Parrish Medical Center, STRAC Institute, My Community Cares, Talk of Titusville, SMTC Corporation, Tomahawk Robotics, Viera High School, United Way, Best Workplaces for Commuters, City of Titusville, and Neighbor Up Brevard.

**Paid Multimedia Promotions/
Tactics**

Brand awareness to all CSB audiences: *Communicate timely and relevant workforce programs and services to targeted audiences and be recognized as Brevard’s key resource for workforce development issues and trends.*

Advertising



Quarterly Multimedia Outreach (January – March 2022)

	<ul style="list-style-type: none"> ▪ Brevard Business News (2) ads: Healthcare sector strategy Tuition matching program. Train & Retain Business Workforce solutions.
<p>State-Funded Multimedia Campaigns</p>	<p><u>Florida’s Cooperative Outreach Program</u> <i>Support the Florida workforce system by offering a unified brand, outreach toolkit and annual outreach campaigns promoting workforce programs and services to targeted audiences.</i></p> <ul style="list-style-type: none"> • Customizable digital outreach toolkit: CareerSource Florida is preparing assets designed to increase the 24 workforce boards’ digital engagement with customers. 100+ customizable paid and organic digital advertising assets, billboard art, radio scripts, updated media list, training opportunities, 2 videos, crisis communications roadmap, website data integrity audit, design platform to customize materials, flyer & rack card templates, Constant Contact email header & copy, partner news article copy, and success story news release template. • Jobseekers with barriers to employment advertising campaign: display ads (video or text banner ads) on targeted websites designed to raise awareness of jobseeker services, engage customers, and connect them with addresses and phone numbers to our 3 career centers. Plus, paid social media, video, billboard, gas station video. Run time: End March - May 31 • Spanish language job seeker advertising begins in April • Employer engagement advertising campaign: display ads (video or text banner ads) on targeted websites designed to raise awareness of business services, engage customers, and connect them with addresses and phone numbers to our 3 career centers. Run time: February 17 -May 31 <p>Outcomes will be reported at the next quarterly meeting.</p>
<p>Community Partner Outreach & Engagement Programs</p>	<p><u>Additional outreach efforts not detailed in this report or the committee goals matrix:</u> <i>Share CSB’s Partner/Employer/Job seeker news and events: strengthening community partner customer referrals to CSB.</i></p> <p>Community & Workforce Partners’ engagement program: <i>Support Brevard’s workforce, economic, education, business and community partners.</i></p> <ul style="list-style-type: none"> • Updates to the Community Partner program outreach toolkit: Partner program recognition flyer, social media engagement teaching tool, educational flyers for programs and services, (Trailing Spouse/Partner placement services, NextGen Young Adult program, AARP Salesforce training, CSB Annual report, and CSB info graphics fact sheet. • Use social & email media to share partners’ workforce news with CSB targeted audiences: LEAD Brevard, WeVenture, Melbourne Chamber,



Quarterly Multimedia Outreach (January – March 2022)

Brevard 211, Brevard County, City of Cocoa, City of Titusville, Florida Dept. Children and Families, Florida Dept, of Corrections, Brevard Public Libraries, Serene Harbor, Brevard Adult Education, Brevard Public Schools & CTE program, Florida DEO, Palm Bay Chamber, United Way of Brevard, CareerSource Florida, AARP Foundation, Space Coast TPO, Eckerd Connects, Daily Bread, and more.

Website

Content development and enhancements: *Increase SEO through industry-relevant posts, fresh content (pages updates), refinements to highest performing keywords and messaging based upon analytics.*

- Monthly news posts: <https://careersourcebrevard.com/news>
- Reduction in Force-edited content: <https://careersourcebrevard.com/business-services/transition-assistance-laid-off-employees/>
- New page for Rapid Response services: <https://careersourcebrevard.com/business-services/avoid-laying-off-employees/>
- Construction training-edited content: <https://careersourcebrevard.com/career-services/education-and-training/careers-in-construction/>

Web Analytics

- 24,338 unique visitors to CareerSource Brevard website (Jan 2022-March 2022) *24,162 last quarter*

Top viewed pages (same as last quarter): SSI Calculator (Ticket to Work), Hot Jobs, and Career Services landing page.

REVISED
04/22/22

Grow the Resources of the Board Report

BOLD Denotes
Revisions or Additions

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Grant Name: Opioid/Brevard Recovery Works</p> <p>Time Frame: 04/01/19 – 03/31/22</p> <p>Funding Source: USDOL / National Dislocated Worker</p> <p>Partner(s): Listed in Grant</p>	\$1,230,137		<p>CSB received notification that the Brevard Recovery Works grant will not be extended and has expired on March 31, 2022.</p> <p>Activities as of March 31, 2022 include:</p> <ul style="list-style-type: none"> • 167 Participants Enrolled (actual goal achieved) • 167 Receiving Services (actual goal achieved) • 113 Entered Employment (actual goal achieved) • 24 are in training; • 12 completed training • 6 obtained credentials • 4 Humanitarian Services • 4 Business Learning Events (events occurred in July 2021 and February 2022) 	Beatrice Boursiquot
<p>Grant Name: Health Emergency Dislocated Worker Grants in Response to COVID-19 Outbreak</p> <p>Time Frame: 04/13/20 – 03/31/23</p> <p>Funding Source: USDOL / National Dislocated Worker</p>	\$2,749,981		<p>Additional funding was received bringing total to \$2,749,981. This grant is extended until 31 March 2023 and additional funds are being requested in support of the extension.</p> <p>Staff are working with Aging Matters, Early Learning Coalition, Second Harvest Food Bank, City of Palm Bay Housing Dept., Daily Bread, Central Brevard Sharing Center, Catholic Charities of Central Florida, City of Melbourne Housing & Urban Improvement, Macedonia Community Development, Brevard County Housing and Human Services Department, Community of Hope, Brevard Neighborhood Development Coalition, Habitat for Humanity of Brevard Inc.</p> <p>Total activity:</p> <ul style="list-style-type: none"> • 87 Participants Enrolled • 27 Employment at Exit 	James Watson

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Grant Name: Department of Economic Opportunity Community Development Block Grant – Disaster Recovery (DR)</p> <p>Workforce Recovery Training Program Time Frame: 3/01/2020 – 06/30/2023</p> <p>Funding Source: DEO/ HUD/CDBG</p> <p>Partner(s): Listed in Grant</p>	\$2,049,784	The target is low to moderate income individuals. The grant allows CSB expand existing programs to provide training in construction trades, including roofing, masonry, carpentry, concrete finishing, plumbing, HVAC, electricity, heavy equipment operations, carpet laying, glass/window installation, plastering and welding.	RebuildFL United Academy Heavy Equipment and Safety Training Program is currently in its 4th session consisting of its largest class yet with 10 participants. The program focuses on Nationally recognized certifications for Earth Moving Equipment, Mobile Elevated Work Platforms, Forklifts, and safety training, including OSHA 10 and Fall Protection. Since its first training cohort in November, the program has had 18 graduates and will hold its next session in May. Training continues to be held on a monthly basis.	Amberstar Bush
<p>Grant Name: USDOL Apprenticeship Expansion Grant – Growing Advanced Manufacturing Apprenticeship Across America (GAMAAA)</p> <p>Time Frame: July 15, 2019 – July 15, 2023</p> <p>Funding Source: HIB Funds; Subrecipient of West LA (CA) Workforce Investment Board</p> <p>Enroll and train 40 jobseekers into AeroFlex Pre-Apprenticeship Program</p>	40 ToolingU Licenses and \$20K for Administration	CareerSource Brevard (CSB) in partnership and collaboration with the West LA (CA) WIB will continue to train jobseekers in a very successful, employer-driven pre-apprenticeship program that has been proven to support industry needs in California and Florida. The Aero-Flex Pre-Apprenticeship program meets the workforce development needs common to our region’s aerospace and aviation manufacturing industry partners. This unique training program provides a Soft Skills component, Core technical learning and Real-World employment via an On-the-Job training option.	CSB currently has utilized 8 Aero-Flex training licenses from ToolingU at no cost out of 40 that were made available. A Subrecipient Agreement with California workforce partners was executed in March 2021 to continue to train jobseekers in the Aero-Flex Program; a one year no-cost extension has been submitted to DOL. From previous marketing efforts, 32 customers have expressed interested in participating in the grant program. of those 32 customers that were interested, 9 have begun training, 3 customers have completed training, and 1 customer has received their CMFGA Certification.	Thomas LaFlore
<p>Grant Name: Substance Use Disorder (SUD) Navigator Grant</p> <p>Time Frame: 05/06/21-08/31/23</p> <p>Funding Source: DEO Wagner-Peyser 7 (b)</p> <p>Partner(s): Local agencies involved in SUD treatment & services</p>	\$156,520	This grant is provided to support hiring costs for a designated staff member to plan for and provide services for persons with Substance Use Disease (SUD). This person will utilize the funding to establish connections with existing local resources, as well as to address the stigma and barriers for persons with SUD. The overall goal is to assist in moving these	The focus of the Substance Use Disorder (SUD) Navigator grant is to serve reentry, substance use and others impacted by the opioid crisis. After the expiration of the previous ex-offender and opioid-focused grants, this grant offers the ability for dedicated staff to conduct community outreach and educational programming for employers and job seekers.	Beatrice Boursiquot

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
		customers to self-sufficient employment.		
<p>Grant Name: “Get There Faster” Salesforce Academy Program Grant</p> <p>Time Frame: 10/01/21 – 09/30/23</p> <p>Funding Source: CareerSource Florida</p> <p>Partner(s): Brevard Public Schools Adult and Community Education, Brevard Public Schools Career and Technical Education, PepUp Tech</p>	\$923,305.97	<p>This grant is provided to support low-income returning adult learners and youth to connect them with industry-driven credentials. PepUp Tech is a training provider that will offer cohort-based training in Salesforce skill development, a highly desired skillset in the current workforce on a nationwide scale. The grant will fund up to 50 participants for training, work experience and supportive services.</p>	<p>Planning is currently underway to begin offering Salesforce training opportunities to WIOA eligible adults and youth. Information sessions about this grant program are in the process of being scheduled. Tentative start date for training will be on June 13th and will be hosted for 10-weeks. Participants can choose to attend courses virtually at their residence or under supervision of an instructional aide at Brevard Adult & Community Education’s South Area Educational Center in Melbourne.</p>	Jana Bauer / Deidre McVay- Schulmeister

UNRESTRICTED REVENUES (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Grant Name: Ticket to Work (TTW) Program</p> <p>Time Frame: Indefinite</p> <p>Funding Source: Social Security Administration</p> <p>Partner(s): Vocational Rehabilitation</p>	\$316,241 To Date	<p>Focused on eligible TTW customers who want to return unsubsidized employment using the Employment Network (EN).</p>	<p>There were no new TTW participants in the second quarter PY 21-22. We received payments of \$1,121 in the 3rd Qtr. 21-22 for a cumulative total of \$316,241.</p> <p>Staff continue to work with eligible customers who are interested in work or training. EN continues to progress at a modest pace.</p>	James Watson
<p>Grant Name: Tobacco Free Florida</p> <p>Time Frame: Indefinite</p> <p>Funding Source: Bureau of Tobacco Free Florida</p> <p>Partner(s): Florida Department of Health</p>	\$53,974.50 To Date	<p>The Bureau of Tobacco Free Florida (BTFF) partners with Florida RWB’s to promote the “3 Free and Easy Ways to Quit” program to help clients quit tobacco and improve their employability. While this program is available free to all Florida residents, the Department of Health targets workforce clients and reward LWDB’s for each client referral.</p>	<p>This agreement provides unrestricted revenue.</p> <p>Receipts for PY21-22 third quarter- (01/1/22-03/31/22) is \$0.00.</p>	Marina Stone

UNRESTRICTED REVENUES (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)

Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Grant Name: Healthcare Sector Strategy</p> <p>Time Frame: 7/1/16 – 9/30/2021</p> <p>Funding Source: Private Sector</p> <p>Partner(s): A variety of health care employers, training vendors and others.</p>	<p>\$728,962 To Date In 6th year</p>	<p>Employ a Healthcare Sector Strategist to coordinate Healthcare Sector Strategy to facilitate solutions for current workforce needs, projections for workforce issues over the next five years, and resources to meet both long and short term goals as established by the industry as a whole.</p>	<p>Progress made to Addendum 7 grant goals:</p> <ul style="list-style-type: none"> • A Nursing Faculty talent attraction tool kit was developed. Next step is to decide on the timeline and medium to implement the campaign. • 7 competitive scholarships were awarded to Educare Envision College of Nursing students. • The Upfront Tuition Match application was updated and the Business Liaison contacted several healthcare organizations to promote this opportunity. <p>A presentation on workforce services highlighting work based training and Upfront Tuition Match was given to the Brevard Community Healthcare Coalition.</p>	<p>Megan Cochran</p>
<p>Grant Name: Wells Fargo Supportive Services for Community Empowerment</p> <p>Time Frame: 10/01/2018 - 11/01/2021</p> <p>Funding Sources: Wells Fargo</p> <p>Partners(s): NA</p>	<p>\$20,000</p>	<p>The focus of this grant is to assist participants in our program with support services needed to ensure successful job placement. Services can consist of transportation assistance, clothing to create a good first impression, and test preparation fees, etc.</p>	<p>CSB has moved to a reloadable cash card tracking system for these incentives. To date, \$1,500 remain in available funds for incentives.</p>	<p>Jana Bauer</p>
<p>Grant Name: AARP BTW50+ Skill Accelerator 50+ Workforce Initiative</p> <p>Time Frame: 12/16/2021 – 7/31/2022</p> <p>Funding Sources: AARP Foundation</p> <p>Training Partner: PepUp Tech</p>	<p>\$30,000</p>	<p>This grant focuses on providing skills training for BTW50+ participants and alumni by creating a certification focused short-term training program to help them get on the pathway to high quality, in-demand jobs. According to 10K, the established market demand growth for Salesforce talent grew by 328% for North America, from 2020 to 2021. Funds will be provided to support instructional costs for BTW50+ participants and alumni to gain valuable digital skills training, through SkillUp Brevard, as a precursor to entering a small, exclusive cohort-style Salesforce System</p>	<p>CSB acquired 23 participants for the program's Phase 1, SkillUp Brevard, and chose 10 people to move onto Phase 2, Salesforce Academy based on the scores earned from the pre-selected required courses chosen in collaboration with PepUp Tech and Metrix Learning. The 10 chosen participants are currently taking online courses with a certified Salesforce Administrator. Completion of the course should occur around June 5th, depending on summer holidays and workshop schedules. PepUp Tech will help participants be paired for paid internship/work experience opportunities. CSB</p>	<p>Deidre McVay-Schulmeister</p>

UNRESTRICTED REVENUES (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)

Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
		Administrator Training Program operated by PepUp Tech.	has agreed to utilize WIOA funding to support 6 of the 10 participants' with a work experience opportunity.	



May 19, 2022

Information Brief

Financial Reports

Background

The three reports that follow this brief will provide the Finance Committee with the status of CareerSource Brevard's (CSB) funding, budgets, and expenditures for the fiscal period beginning on July 1, 2021 and ending on March 31, 2022.

Report Descriptions

CSB BUDGET TO ACTUAL REPORT (ATTACHMENT 1)

The report provides a comprehensive analysis of funding and spending in the first three quarters of program year 2021-2022 as follows:

- Displays all grant revenues for the current year, including carry-in funding from the prior year, current year grant awards, and planned carryover for the next program year. Major funding streams are detailed in separate columns.
- The annual budget and cumulative expenditures are summarized into eight major categories: (1) staff salaries and fringe benefits; (2) program operations and business services costs; (3) infrastructure and maintenance related costs; (4) IT and technology related costs; (5) contracted service provider costs; (6) customer training activities; (7) customer support services; (8) indirect costs.
- Expenditures are displayed in separate columns for each major funding stream. Total expenditures and percentages of the annual budget expended within each category are also shown.
- Actual indirect costs incurred to date are shown in the right column for each expenditure category. The total indirect cost applied to the grants using our federally negotiated indirect cost rate is deducted at the bottom of the column to arrive at the surplus or deficit indirect cost recovered to date.

CSB FISCAL DASHBOARD INDICATORS (ATTACHMENT 2)

- Displays the number of individuals identified as placed in EFM or found in Department of Revenue New Hire data, as reported on the DEO Monthly Management Report.

- Displays the number of job seekers in EFM who have not received a reportable service in the last 90 days, as reported on the DEO Monthly Management Report.
- Displays the total number of advertised occupations for each month, as reported on the Help Wanted OnLine Monthly Job Demand Report.
- Calculates the CSB total monthly spending per job placement (total monthly expenditures divided by total monthly job placements).
- Displays the quarterly calculations for required spending caps:
 - 1) Administration – limited to 10% of expenditures at year-end
 - 2) ITA Spending – minimum of 30% of expenditures at year-end
 - 3) Youth Spending – minimum of 75% for out-of-school youth

CSB FEE FOR SERVICE ACTIVITIES (ATTACHMENT 3)

- Reports current balance of unrestricted funds available.
- Displays revenue, expenses and the resulting profit or loss for each Fee for Service project in the current year (since July 1).
- Calculates each revenue and expense category as a percentage of total revenue earned for each revenue and expense category.



Budget to Actual Report

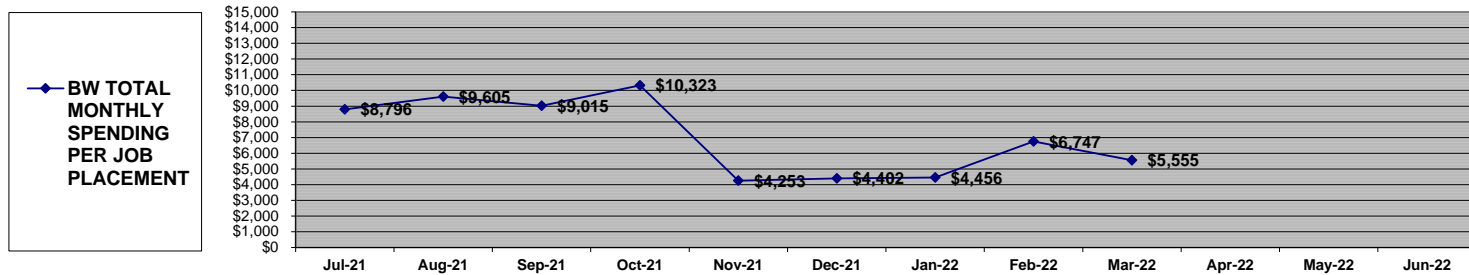
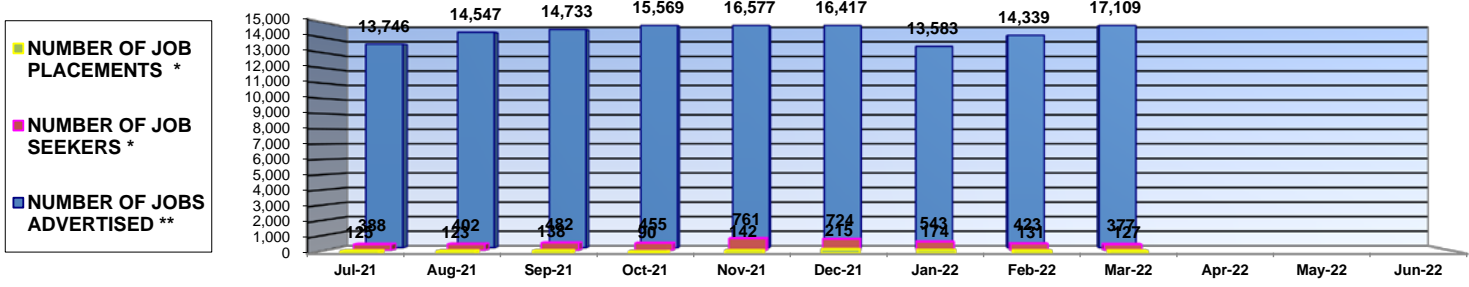
As of March 31, 2022

Revenue PY 2021 - 2022	Annual Budget	WIOA Adult	WIOA Youth	WIOA Disl Wkr	Welfare Transition	NEG Grants	Other Grants	INDIRECT POOL
Carry In Funds From PY 20 - 21	279,736	-	-	-	160,421	-	119,315	
PY 21 - 22 Awards	11,380,264	1,358,319	699,285	450,000	1,646,502	4,326,358	2,899,800	
Award Total - Available Funds	11,660,000	1,358,319	699,285	450,000	1,806,923	4,326,358	3,019,115	
LESS planned Carryover For PY 22 - 23	-	-	-	-	-	-	-	
Total Available Revenue	11,660,000	1,358,319	699,285	450,000	1,806,923	4,326,358	3,019,115	

Expenditures								Total Expenditures - 3/31/22	% of Budget - 3/31/22	
Staff Salaries/Fringe Benefits	1,545,200	106,982	54,859	29,319	155,658	493,212	229,915	1,069,945	69.2%	383,432
Program Operations/Business Services	1,368,100	98,545	50,532	27,006	143,381	454,313	211,782	985,559	72.0%	76,052
Infrastructure/Maintenance Related Costs	958,200	62,757	32,181	17,199	91,311	289,323	134,870	627,641	65.5%	20,158
IT Costs/Network Expenses	438,500	19,816	10,161	5,430	28,832	91,354	42,586	198,179	45.2%	4,038
Contracted One-Stop Services	3,927,500	289,934	293,604	80,741	675,289	660,499	571,939	2,572,006	65.5%	-
Customer Training Activities	2,651,200	301,147	24,004	89,270	19,701	1,672,127	168,233	2,274,482	85.8%	-
Customer Support Services	100,000	6,500	9,796	(2,109)	12,206	9,737	3,313	39,443	39.4%	-
Indirect Cost (Budgeted @ 6% of Direct)	671,300	62,284	25,820	15,162	46,428	287,955	98,875	536,524	72.1%	(536,524)
TOTAL EXPENDITURES	11,660,000	947,965	500,957	262,018	1,172,806	3,958,520	1,461,513	8,303,779	71.2%	(52,844)

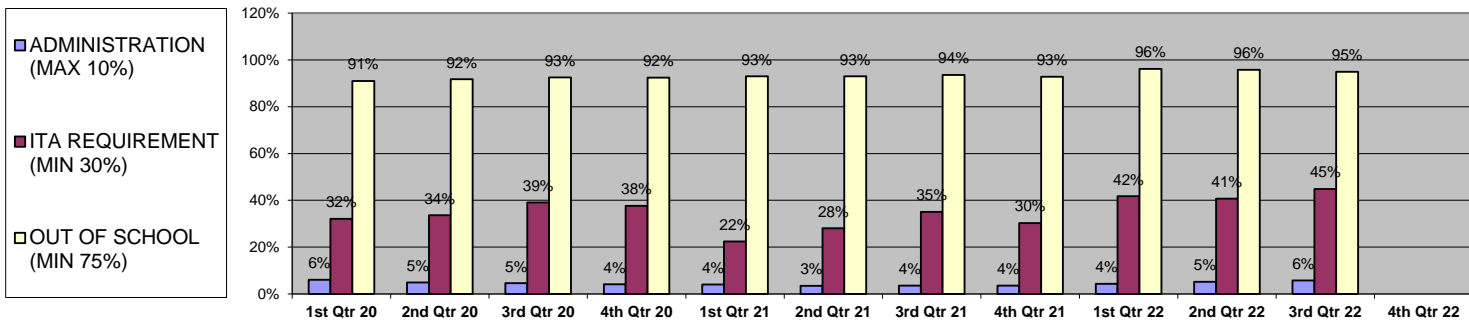
REMAINING AVAILABLE FUNDS		410,354	198,328	187,982	634,117	367,838	1,557,602			
% OF FUNDS EXPENDED BY GRANT THROUGH 3/31/22		69.8%	71.6%	58.2%	64.9%	91.5%	48.4%			

MONTHLY JOBS REPORT & BW SPENDING PER JOB PLACEMENT



* Source - DEO Monthly Management Reports
 ** Source - HWOL Monthly Job Demand Reports

ANNUAL SPENDING CAPS BY QUARTER



Category	1st Qtr 20	2nd Qtr 20	3rd Qtr 20	4th Qtr 20	1st Qtr 21	2nd Qtr 21	3rd Qtr 21	4th Qtr 21	1st Qtr 22	2nd Qtr 22	3rd Qtr 22	4th Qtr 22
PROGRAM SPENDING:												
ADMINISTRATION (MAX 10%)	156,767	281,964	418,590	552,984	141,733	265,662	391,282	541,892	151,800	313,374	485,854	
PROGRAM ACTIVITIES	2,427,239	5,435,230	8,733,631	12,881,996	3,406,579	7,349,980	10,565,082	14,532,965	3,373,255	5,690,997	7,883,208	
CUSTOMER SPENDING:												
STATE ITA COSTS (MIN 30%)	169,810	379,150	573,734	723,452	110,878	217,060	420,757	699,459	156,560	267,019	459,397	
OTHER PROGRAM COSTS	359,950	748,012	893,311	1,195,962	382,653	556,526	780,536	1,609,109	218,239	389,341	565,417	
YOUTH SPENDING:												
IN-SCHOOL	24,911	55,186	54,328	69,794	16,784	13,071	29,987	46,927	6,131	12,987	24,277	
OUT-OF-SCHOOL (MIN 75%)	252,848	612,562	673,673	850,816	221,929	172,829	439,803	603,788	153,264	296,093	450,860	



CURRENT YEAR FEE FOR SERVICE ACTIVITIES (7/1/2021 - 3/31/2022)

Unrestricted Balances: Cash on Hand \$231,622 Certificates of Deposit \$76,198 Total \$307,820

	Healthcare Ambassador Program		AARP BTW 50+ & Skills Accelerator		Juniors to Jobs Program		Ticket to Work & TFF Programs		Foundation Grants & Other Fee for Service Activities		TOTALS	
		% of Revenue		% of Revenue		% of Revenue		% of Revenue		% of Revenue		% of Revenue
Revenue												
Grant Awards	\$ 66,892	100.0	\$ 40,000	100.0	\$ -	-	\$ -	0.0	\$ 5,322	98.8	\$ 112,214	96.9
Contract Revenue	-	0.0	-	0.0	-	-	413	11.5	-	0.0	413	0.4
Sponsorship Revenue	-	0.0	-	0.0	-	-	-	0.0	-	0.0	-	0.0
Donated Revenue	-	0.0	-	0.0	-	-	-	0.0	-	0.0	-	0.0
Charges For Services	-	0.0	-	0.0	-	-	3,171	88.5	-	0.0	3,171	2.7
Website Licenses	-	0.0	-	0.0	-	-	-	0.0	-	0.0	-	0.0
Interest Earnings	-	0.0	-	0.0	-	-	-	0.0	62	1.2	62	0.1
Total Revenue	\$ 66,892	100.0	\$ 40,000	100.0	\$ -	-	\$ 3,584	100.0	\$ 5,384	100.0	\$ 115,860	100.0
Expenses												
Personnel	\$ 41,465	62.0	\$ -	0.0	\$ -	-	\$ 50	1.4	\$ 11,111	206.4	\$ 52,626	45.4
Travel / Training	350	0.5	-	0.0	-	-	-	0.0	-	0.0	350	0.3
Outreach	250	0.4	-	0.0	-	-	-	0.0	4,020	74.7	4,270	3.7
Software	-	0.0	-	0.0	-	-	-	0.0	-	0.0	-	0.0
Supplies	-	0.0	802	2.0	-	-	-	0.0	1,182	22.0	1,984	1.7
Equipment	-	0.0	-	0.0	-	-	-	0.0	255	4.7	255	0.2
Professional Services	-	0.0	892	2.2	-	-	8	0.2	1,512	28.1	2,412	2.1
Customer Training	-	0.0	27,132	67.8	-	-	-	0.0	-	0.0	27,132	23.4
Customer Support	17,210	25.7	1,386	3.5	250	-	-	0.0	10,250	190.4	29,096	25.1
Indirect Costs	7,617	11.4	3,882	9.7	32	-	7	0.2	3,641	67.6	15,179	13.1
Total Expenses	\$ 66,892	100.0	\$ 34,094	85.2	\$ 282	-	\$ 65	1.8	\$ 31,971	593.8	\$ 133,304	115.1
Net Profit (Loss)	\$ -	0.0	\$ 5,906	14.8	\$ (282)	-	\$ 3,519	98.2	\$ (26,587)	-493.8	\$ (17,444)	-15.1



Healthcare Sector Strategy Update

Industry Workforce Committee
April 19, 2022



PY 2021-2022 Grant Goals & Results

Employee Development and Retention Based Goals:

- Increase Healthcare WIOA Funded Work Based Training by 200% to train a total of 8 healthcare employees.
- Issue a tuition match of up to \$500 to incentivize employer based up-front tuition assistance or employer-funded tuition deferrals for a minimum of 10 healthcare employees, not to exceed 2 per participating employer.



- Facilitate 2 information sessions to include a resource tool kit connecting a minimum of 15 employers to each session on either employee development or resiliency and retention related resources. **40 employers attended sessions to date.**



PY 2021-2022 Grant Goals & Results

Nursing Faculty Recruitment Goals:

- ✓ Develop a Nursing Faculty talent attraction tool kit. **Flyer and social media campaign has been developed.**
- Achieve 2 Nursing Faculty/Teacher hires.



Nursing Faculty Talent Attraction Tool Kit

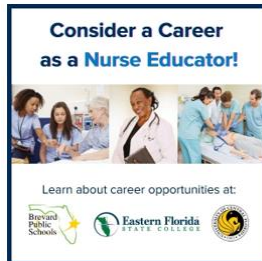
Sample 1 – 30 second video



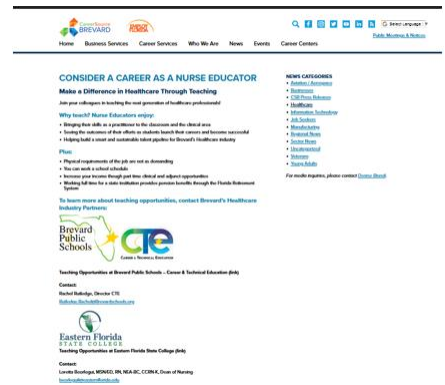
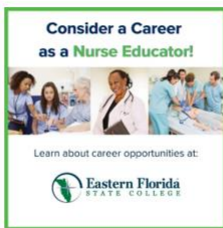
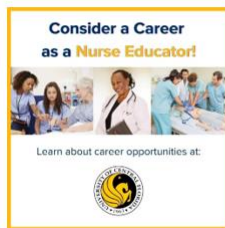
Sample 2 – static image



Sample 4 – all education partners



Sample 3 – customized graphics



PY 2021-2022 Grant Goals & Results

Educare Envision College of Nursing Scholarships:

- Issue a minimum of 10 privately funded scholarships to make nursing training more accessible. **7 scholarships were issued to date.**



New 2022 Focus – Youth/Young Adult Engagement

Youth Engagement:

- Feedback from September Brevard Healthcare Workforce Consortium (BHWC) was to figure out ways to connect with high school youth.
- Develop a strategy to engage high school students, early career professionals and job seekers to seek out healthcare career pathway options.
- The BHWC Staffing and Education committee is planning for a Healthcare Career Fair as an action item on this topic.



Healthcare Sector Strategist Role Expansion

Provide facilitation assistance with all CSB targeted industry consortium convenings and business learning sessions.

- Assisted with the Aerospace Workforce Development Strategy Summit
 - The Business Liaison provided industry expertise to determine the summit focus and invited industry partners to lead sessions.
 - The Sector Strategist helped with logistics, planning and meeting implementation.
 - Collaboration and assistance from Business Services and Communications colleagues made for a successful event.



Meeting the Needs of Brevard's Healthcare Employers

- Outreach
 - Employer Engagement
 - Hot Jobs
 - Tuition Match Grant
 - Brevard Community Healthcare Coalition Presentation
- Job Fairs
 - METCA's Recruitment Fair
 - Spring Job Fair
 - Parrish Medical Career Fair
- Meetings
 - BHCW Staffing and Education Committee
 - CSB's Healthcare Sector Team Meeting
 - Nursing Faculty Recruitment and Retention Task Force





Career Center Efforts

Career Center Committee

April 26, 2022

Caroline Joseph-Paul, Managing Director



Q3 Enrollment & Employment Data – NextGen Program

Enrollment

- 68 carryover cases
- 16 new enrollments
- Total of 120 YTD served

Outreach efforts:

- Onsite events at high schools
- Harry T Moore Center
- Brevard Adult Education
- Ready for Life
- BPS Students in Transition
- Community Re-entry Team w/DJJ
- Brevard Housing Authority
- Job Fairs & outreach to parents

Employment

- 12 Young Adults achieved successful outcomes
- 11 entered employment
- Average wage \$12.44
- Wages ranged from \$10.00/Delivery driver to \$18.00/Medical Assistant

Q3 Enrollment & Employment Data - WIOA Adult Program

Enrollment & Training

- 25 new enrollments in Adults program
- Total of 75 WIOA Adults enrolled YTD

Training Scholarships:

- 16 Adults began occupational training during the quarter & 4 in OJTs
- 5 dislocated workers started training during the quarter.
- YTD: 74 participants including 13 OJTs & 55 in classroom training

Employment

- 9 WIOA Adult secured employment
- Average wage \$17.83
- Wages ranged from \$16.78/Tech Support to \$43.27/Systems Administrator



Q3 Enrollment & Employment Data WIOA Dislocated Worker Program

Enrollment & Training

- 25 new enrollments in Adults program
- Total of 75 WIOA Adults enrolled YTD

Training Scholarships:

- 16 Adults began occupational training during the quarter & 4 in OJTs
- 5 dislocated workers started training during the quarter
- YTD: 74 have trainings started including 13 OJTs & 55 in classroom training

Employment

- 5 WIOA Adult secured employment
- Average wage \$24.02
- Wages range \$16.78/Tech Support to \$43.27/Systems Administrator



Q3 – Other Employment Data

Wagner Peyser Program:

- Total new customer registrations = 2569 (Includes 859 never before registered customers)
- 460 unique job seekers visited the career centers/690 total visits
- Total of 6,254 services delivered (Includes 4,874 or 80% delivered by staff)
- 544 Wagner-Peyser job seekers entered employment/average wage \$16.04

Welfare Transition Program:

- 28 Welfare Transition participants/average wage \$13.69

COVID-19 Disaster Recovery Worker Grant:

- 4 cases closed with employment/average wage \$14.92 hr.
- Wages ranged from \$11.00/Retail to \$20.57/Finance Specialist.
- YTD 35 enrollments.



Q3 – Success Stories - On the Road to His Future

WIOA ADULT Participant:

- Interest & long-term goal - Obtain CDL Class A license, eventually own his own rig and start a trucking business.
- Completed CareerScope, Soft Skills and had provided all necessary documents.
- Started class at the TDI Truck Driving Institute (TDI).
- Successfully completed training and acquired his Florida Class A CDL Heavy Tractor-trailer Driver License and proudly brought it in to his Career Advisor.
- Hired by Schneider National Trucking & is a certified Schneider National Solo Driver, Heavy Tractor/Trailer, making a minimum of \$22.50 hr.



Q3 – Success Stories

The Power of CSB’s On-the-Job Training Letter

Dislocated Work Program Participant:

- Had a RESEA appointment with Career Advisor (CA) Joan in January.
- Was upset because she had not received the debit card from reemployment assistance (RA) in order to access her funds. She had multiple bills due and was having trouble paying them.
- During appointment, CA provided customer a CSB OJT letter and suggested she brings the letter to Matrix Composites to see if they had any openings and may be interested in an OJT w/CSB. When the appointment ended, Susan helped the customer with her reemployment issue, and the customer went on her way.
- Later that afternoon, the customer returned to tell Joan that she was hired by Matrix Composites that very day when she went to bring by the OJT letter! She also received her reemployment assistance debit card the Monday following the RESEA appointment, thanks to Susan’s help, and was able to pay her bills!
- The customer began work on February 9, 2022.



Summer Jobs Program Updates

Planning, Outreach & Recruitment Efforts

Organization	Eligibility Criteria	Job Readiness training followed by Paid Internships	Internship Details	Application Deadline
Cocoa Works Summer Youth Internship Program	Must be a resident of Cocoa; current junior or senior; minimum age 16	Various departments within the City - Information Technology, Public Works, Human Resources, and Utilities	June 13-July 15(5 weeks); 25 hrs per week @ \$10.00 per hour	Friday, April 26th
City of Titusville Summer Youth Initiative	16-24 years old	Various departments within the City - Community Development, Water Resources, Public Works, Community Relations, and	June 6 - July 29 (8 weeks)/25 hrs per week	Monday, May 2nd
CareerSource Brevard	Current high school junior or graduating senior on free & reduced lunch	Across all industries	June 20-July 29 (6 weeks); 25 hrs per week @ \$10.00 per hour	Saturday, May 7th
<p>For additional information & links to application, please visit https://careersourcebrevard.com/summer-jobs-for-high-school-students-2022-programs/</p>				



Job Seeker Training Workshops

Key Partner Collaboration

February 24

Networking = 115 (*Adult Ed via Zoom*)

March 23

CSB & Employ Florida = 21 (*Adult Ed Melbourne*)

March 24

Career Pathways = 105 (*Adult Ed via Zoom*)

March 29

CSB/Employ Florida = 6 (*CPT/EDC*)

March 31

Resume Workshop for Teens = 10 (*DeGroodt Library*)

Month	# Served	# Sessions
Jan-22	413	17
Feb-22	461	33
Mar-22	510	36
Total	1384	86



Job Seeker Training Workshops

- Evaluating & Negotiating Job Offer
- Leadership & Mentoring
- Communication & Conflict Management
- Preparing for Interview
- Resume Writing
- SkillUp Brevard
- Networking/LinkedIn
- Work from Home
- Mastering Virtual Interviews
- Top 10 Soft Skills
- Negotiating a Job Offer
- Conquering the Applicant Tracking System

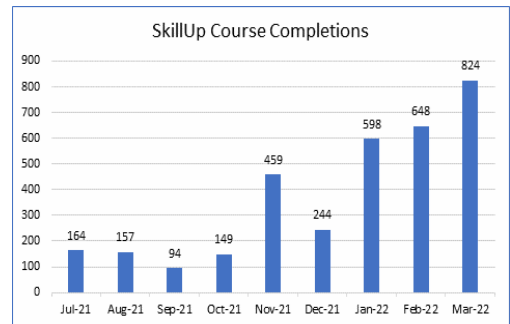


Q3 Virtual Footprint – SkillUp Brevard

- Free, online learning platform/ 6,000+ courses & 120+ courses in Industry Skills Tracks to help customers prepare for certifications in various in-demand fields
- Accessible 24/7 via CSB website & available in Spanish

Results:

- Notable increase in the number of online courses completed. Training has been incorporated in our AARP Skills Accelerator Initiative Grant, Welfare transition, and SNAP pathways to training
- Top 3 Pathways (May 2020-March 2022)
 - Business (Administrative/Management) – 29%
 - Healthcare – 13%
 - Information Technology – 15%

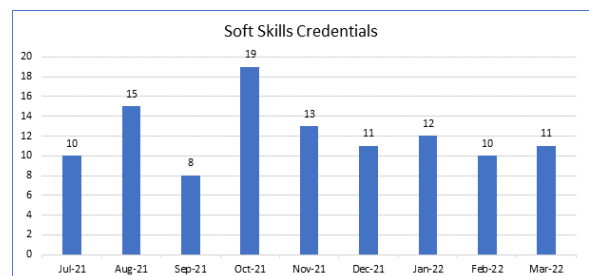


Q3 Virtual Footprint – Florida Ready to Work – Soft Skills

Free, online learning platform/ 6,000+ courses & 120+ courses in Industry Skills Tracks to help customers prepare for certifications in various in-demand fields. Accessible 24/7 via CSB website & available in Spanish

Observations:

- Monthly, we average 30 active users completing Soft Skills training modules
- 33 credentials earned



Our Virtual Footprint – SkillUp Brevard

Current PY July – December 2021:

- 403 licenses issued
- 1,267 courses completed

Cumulative Totals - May 2020 - December 2021:

- 1,540 licenses issued
- 3,539 courses completed
- 782 Provelt assessment completions



Q3 Community Partner Engagement

- Connected with several community agencies to develop or enhance community partnership through the usage of our Crosswalk Agency Referral system
- Crosswalk was created to provide an easy referral system that allows organizations/agencies the ability to refer individuals online will allowing the organization the flexibility to update their profile and service(s) information and generating referral reports. For additional information, please go here - [Crosswalk \(crosswalks.com\)](https://crosswalks.com)
- Current participating agencies:

18 th Judicial Circuit Court	Melbourne Police Department
AARP Foundation	Miami Job Corps Center
Brevard Public Library	New Life Mission
Division of Blind Services	Serene Harbor
Family Promise of Brevard	Sustainable Workplace Alliance
Keiser University	Vocational Rehabilitation Brevard County

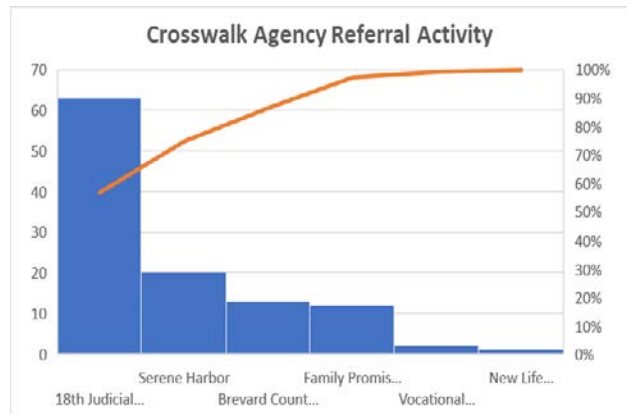


Community Partnerships – Crosswalk Partner Referral

Active Partners

- ✓ 18th Judicial Circuit Court/Child Support Division = 63
- ✓ Serene Harbor = 20
- ✓ Brevard County Public Library System = 13
- ✓ Family Promise of Brevard = 12
- ✓ Vocational Rehabilitation = 2
- ✓ New Life Mission = 1

Total = 111 referrals received



Q3 Veterans Program Highlights

- Total Veterans Served = 81
- Total Veterans Served in Case Management = 79
- Total Case Managed Veterans Placed in Jobs = 20
- Disabled Veteran Outreach Program Outreach Activities = 27
- Local Veteran Employment Representative Employer Outreach = 294
- Job Orders Entered by LVER = 122
- # Job Fairs/Recruiting Events organized by LVER team = 28



Q3 RISE – Re-Entry to Employment Program

Services offered

- Career & Skills assessments
- Resume assistance
- Self-marketing tips
- Interview prep & mock interviews
- Ways to discuss background with employers
- Steps to create career-growth
- ... and more

Results

- # Attended RISE workshop = 11
- # RISE workshops held: 4
- # RISE participants employed: 4

Year to Date:

- # Attended RISE workshop = 26
- # RISE workshops held: 14
- # RISE participants employed: 7



Customer Satisfaction Survey

846 Surveys completed

Top 5 ways our customers heard about CSB:

1. Walk-ins (27%)
2. CSB's website (21%)
3. Family/Friend (15%)
4. DEO/Reemployment (15%)
5. CSB Staff (12%)

Top 5 services respondents received from CSB:

1. Applying for Reemployment/Filing weekly claims (25%)
2. Job Search Assistance (31%)
3. Appointment w/CSB staff (16%)
4. Job Readiness/Orientations, Workshops etc. (10%)
5. Website Visit only (7%)



Customer Satisfaction Survey

Overall feedback based in % that strongly or moderately agreed with the statements below:

- 96.49% agreed that CSB staff was *courteous* and made them *feel welcome*.
- 95.89% agreed that staff *responded to their needs in a timely manner*.
- 96.25% agreed that they *would recommend CSB* services to others.
- 96.37% agreed that their *overall experience* with CSB had been *satisfactory*.
- 95.49% agreed that their needs and the *information/assistance they received from CSB was helpful*.



Customer Satisfaction Survey

Observations:

Of the 15 respondents who indicated that they “Strongly Disagreed”,

- 8 indicated that they were very pleased with the services they received from staff.
- 2 indicated issues with Reemployment Assistance 1099G and Employ Florida site.
- 5 did not provide any details regarding their experience

Sample compliments:

“All the staff that I have met with have bent over backwards to help me out. They are all awesome. “

“After weeks of being frustrated, I has told about Career Source and came in with the extremely great help, they were very knowledgeable and did a fantastic job. A Big thank you to Will, Lori and Evette.”



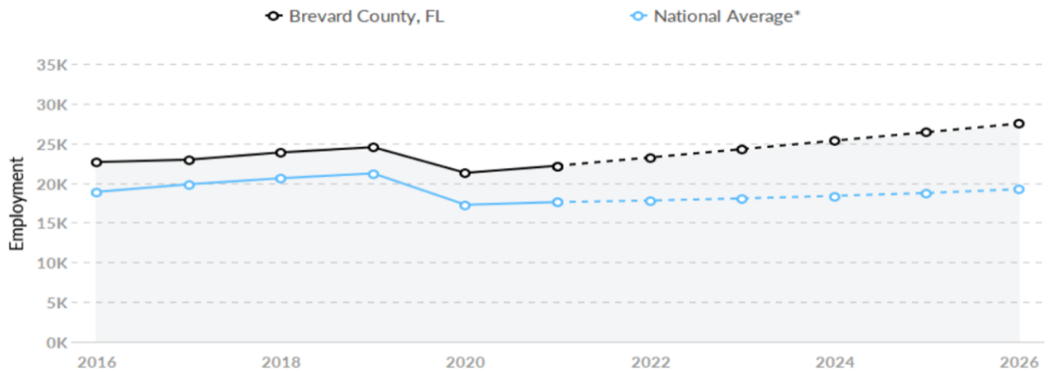


Impact Analysis for Industries Affected by COVID-19 *Hospitality Industry*

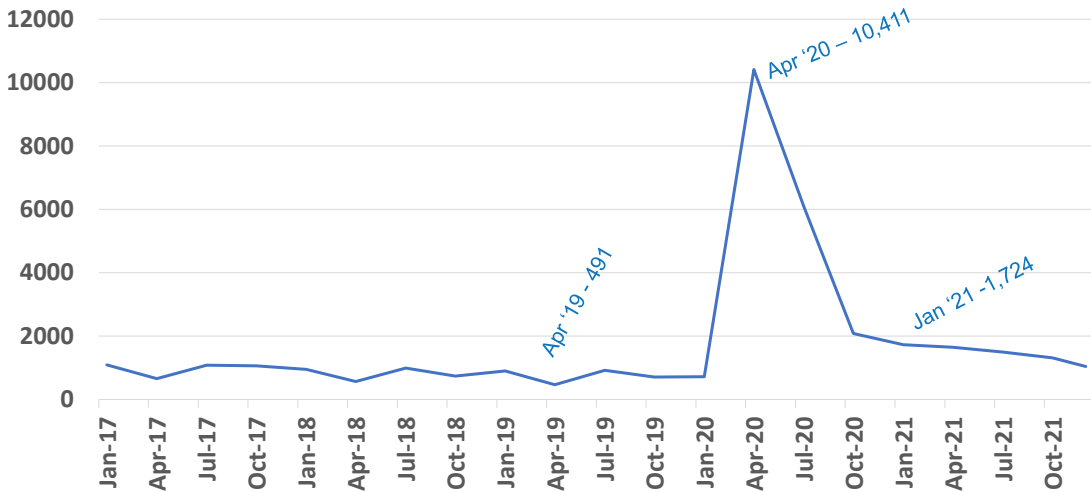


SUPPLY (Jobs)

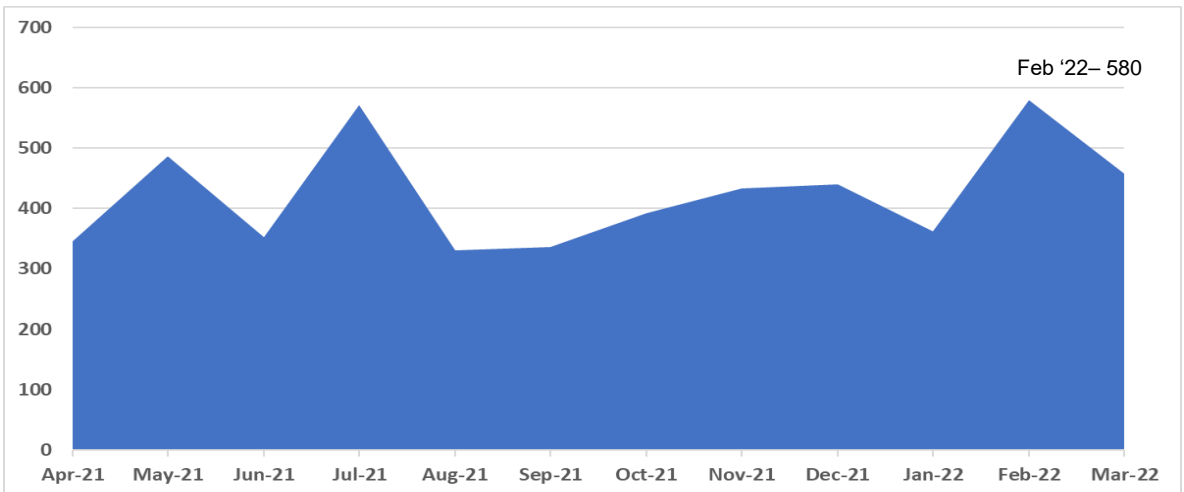
-2% Past Growth (2016 - 2021) 24% Projected Growth (2021 - 2026)



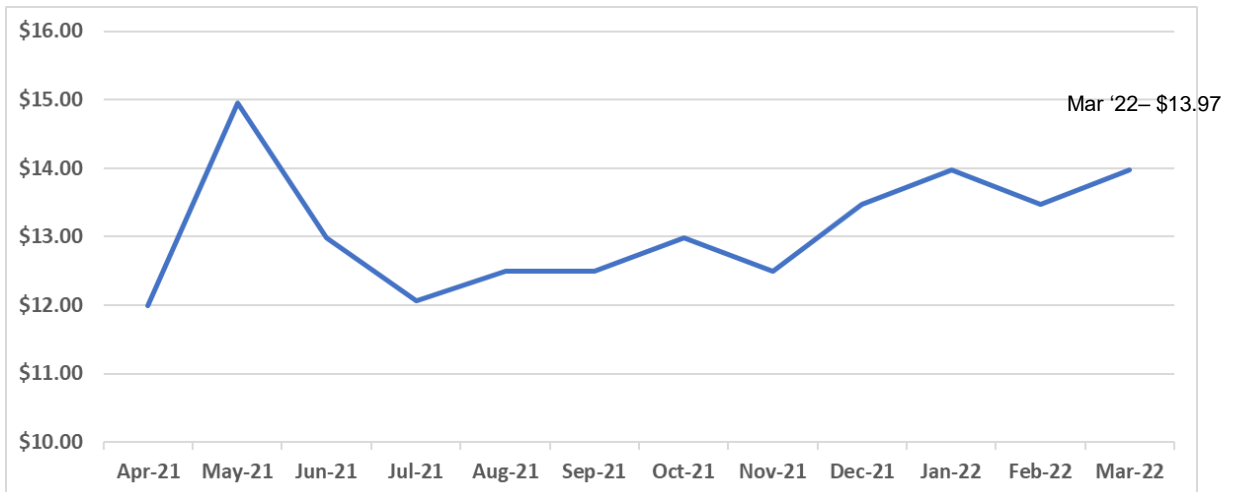
UNEMPLOYMENT RATE TRENDS



UNIQUE JOB POSTINGS



MEDIAN WAGE FOR JOB POSTINGS



JOBS POSTED IN LAST 30 DAYS

	Newly Posted	Number of Employers posting in 2021	Median Advertised Hourly Wage
Total	5,092	216	\$12.98
Fast Food and Counter Workers	775	75	\$10.95
Food Service Managers	587	72	\$19.26
Waiters/Waitresses	393	67	\$14.34
Hotel/Motel/Resort Desk Clerks	296	35	\$12.98
Maids and Housekeeping Cleaners	284	35	\$10.95



ADDITIONAL DATA

Employ Florida data shows 2,305 jobseekers looking for positions in this industry.

512 Employers are registered in Employ Florida

There are currently 58 open job orders in the Employ Florida system.

Since July 1, 2021, CSB Staff have provided 1,287 Services to 109 Businesses in this industry



ADDITIONAL DATA

- Latest Census Data indicated that 8.7% of Brevard County workers 16 and older are employed in the Hospitality Industry
- These jobs are typical high turnover jobs with younger workers. 55% of workers are under the age of 35.
- 58.9% (the highest of any industry) were part time positions.
- EMSI reports show that there are 22,176 jobs in Brevard County and about 13% of those jobs are held by workers who are now nearing or past retirement age.



NOTABLE

- A September 2021 article in Florida Today reported a record-breaking year for the Brevard County tourism industry. Anticipated final numbers are \$16.5 million for 2020-21 breaking the \$16.02 million set in 2018-19
- In the same article Brevard Zoo reported a 20 to 30% increase over its normal visitor counts during May through August.





JOB SEEKER SURVEY DATA

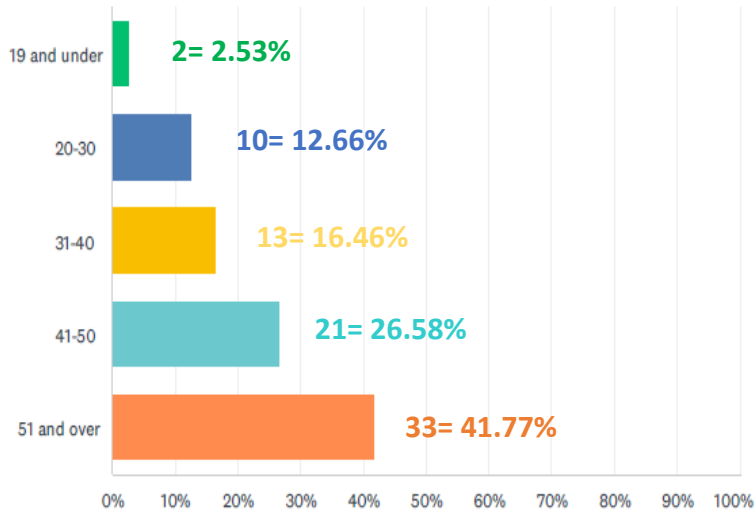
Job Seeker Survey Survey Monkey – Promoted By:

Facebook, Instagram, LinkedIn

CareerSource Brevard Staff Shared Via
Email

Shared with BPS CTE program

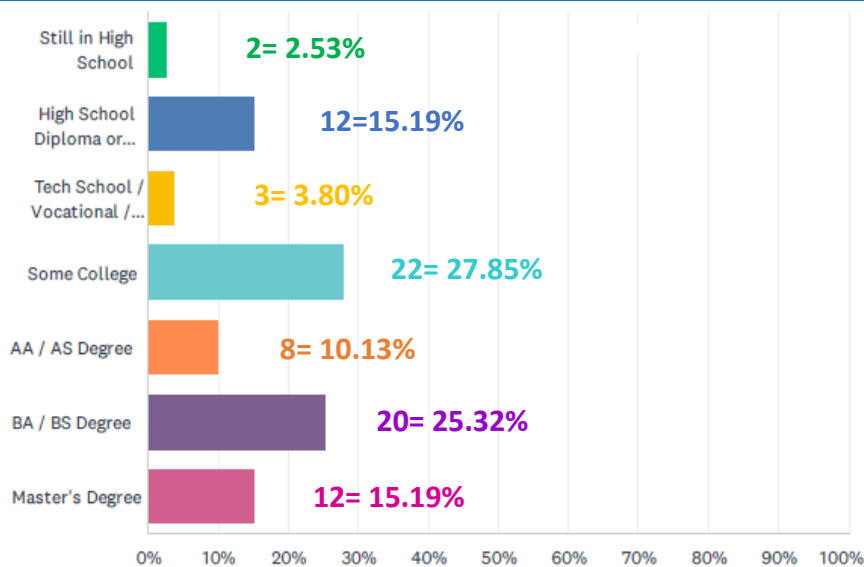
Survey Age Data



- 79 job seekers were poled
- The following graph shows the age of the job seekers
- How many per each age group by percentage



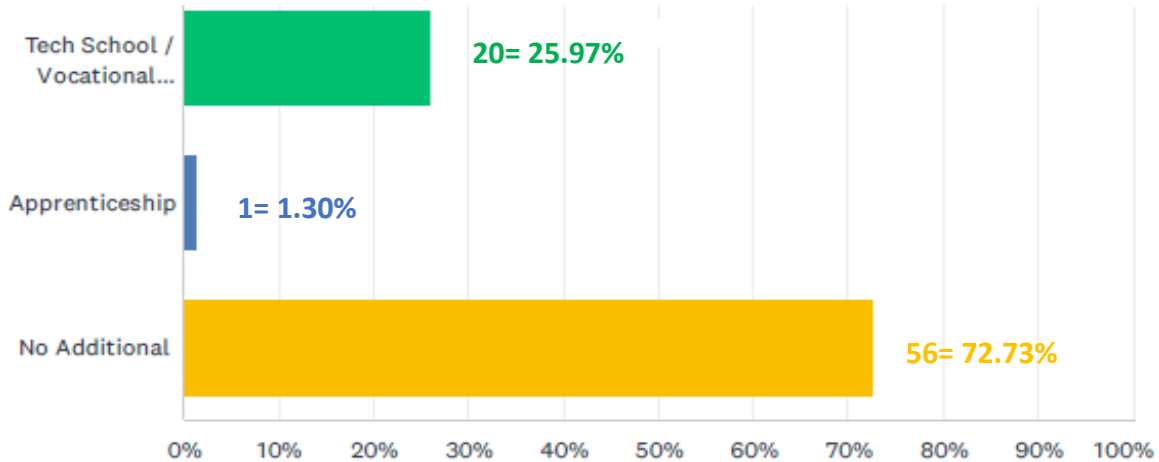
Education Data



Highest Level Education Completed



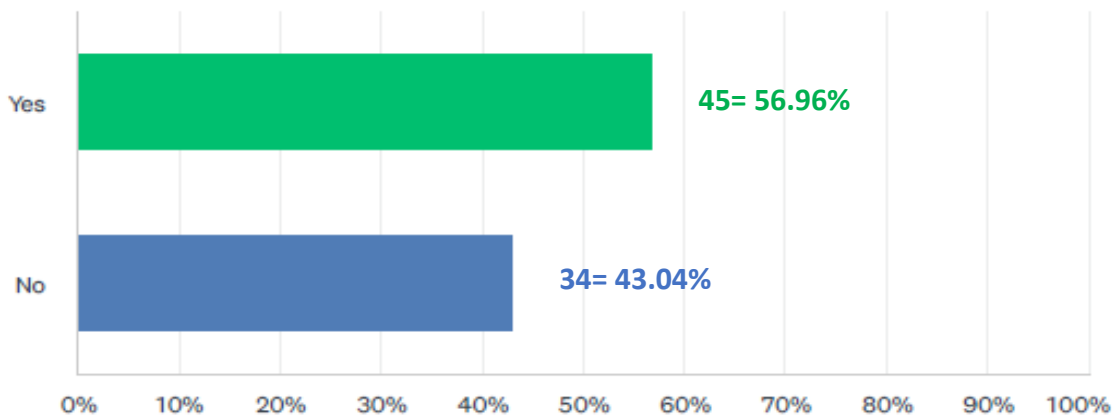
Education Data



Additional Education Completed



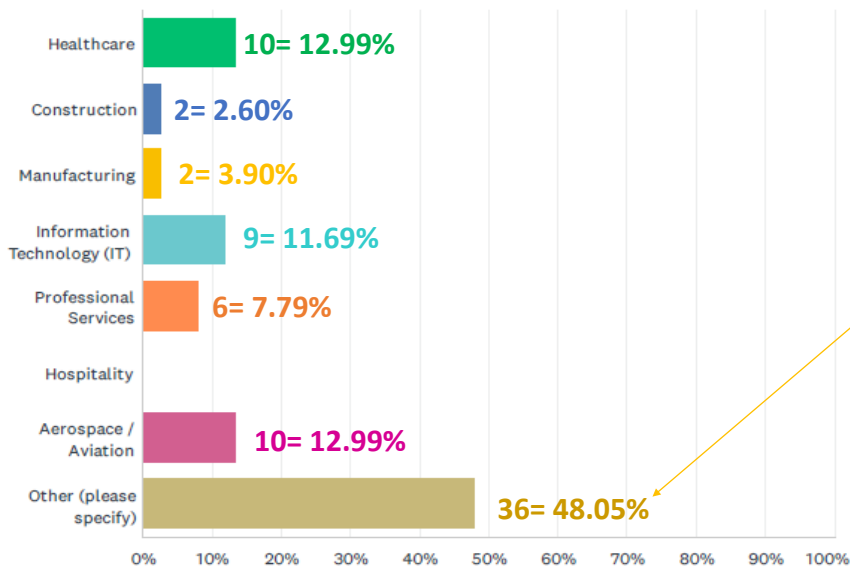
Education Data



Those Interested Furthering their Education



Industry Sector Interest



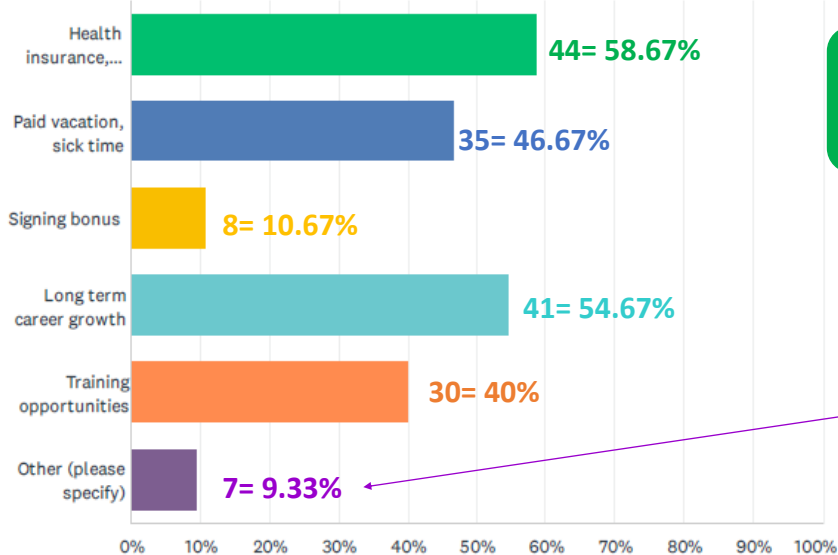
Other Category – 36 (48%)

- Sales
- Retail
- Education
- Real Estate
- Child Care
- Customer Service
- Management

***2 Job Seekers did not answer



Benefits Data



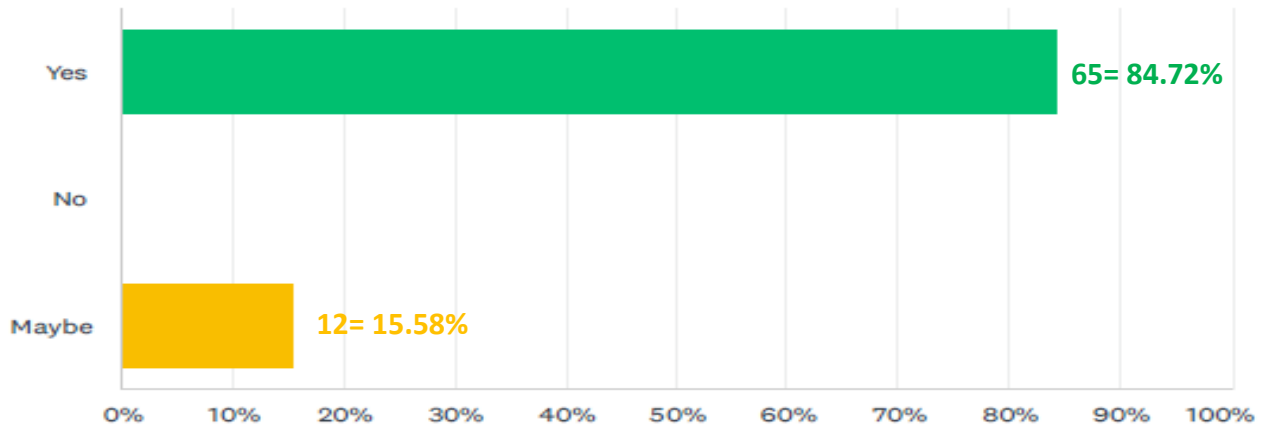
Top Benefits Job Seekers Most Valued: Picked 2 each

Other Category- 7 (9.33%)

- Flexible Schedule
- Student Loan Option



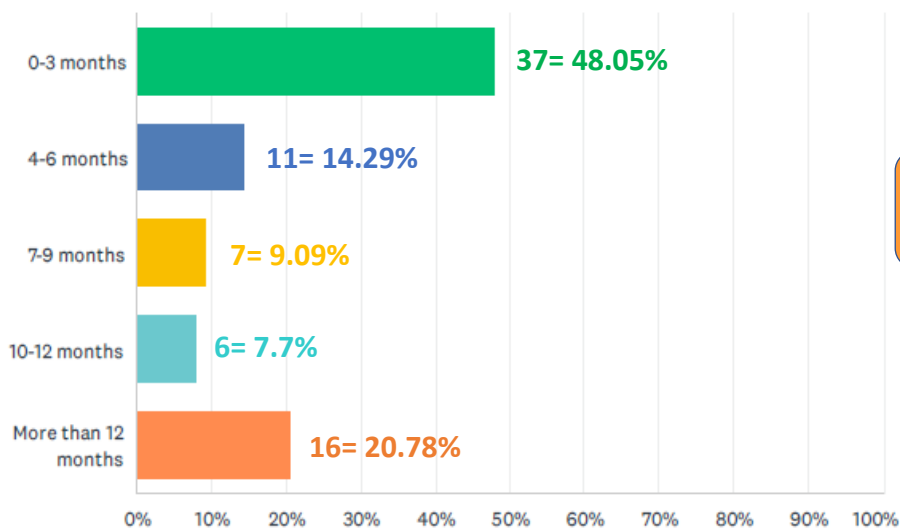
Benefits Data



Employer had a vacant position and offered one of the important benefit, would you apply for?



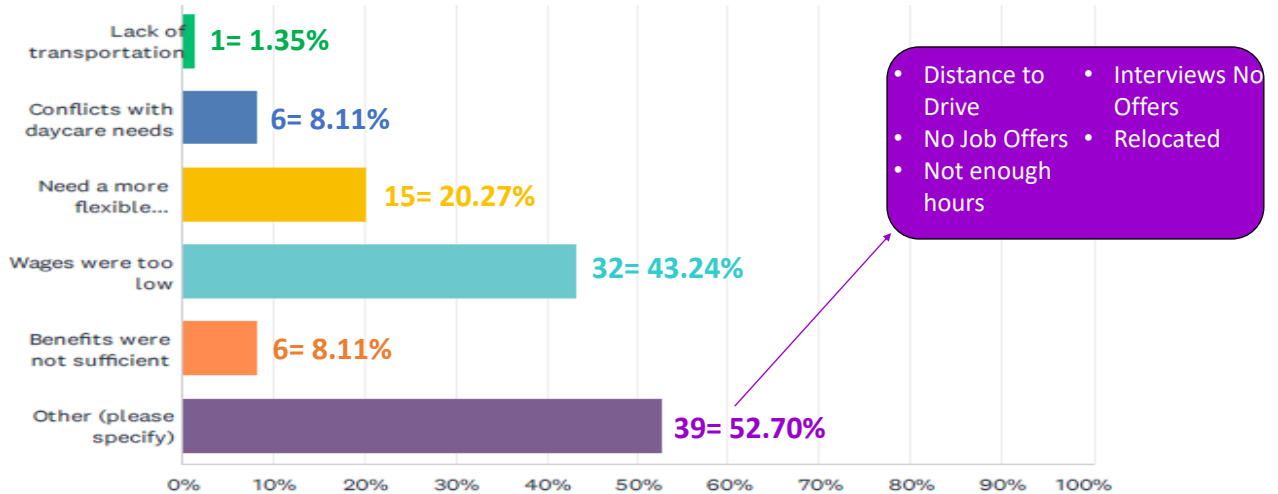
Job Searching Data



How Long They Have Been Job Searching



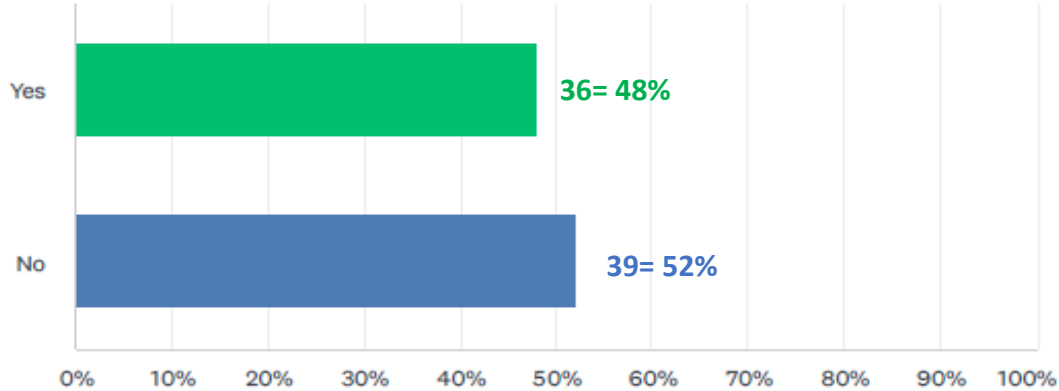
Job Searching Data



Reason for Turning Down Last Job Offer



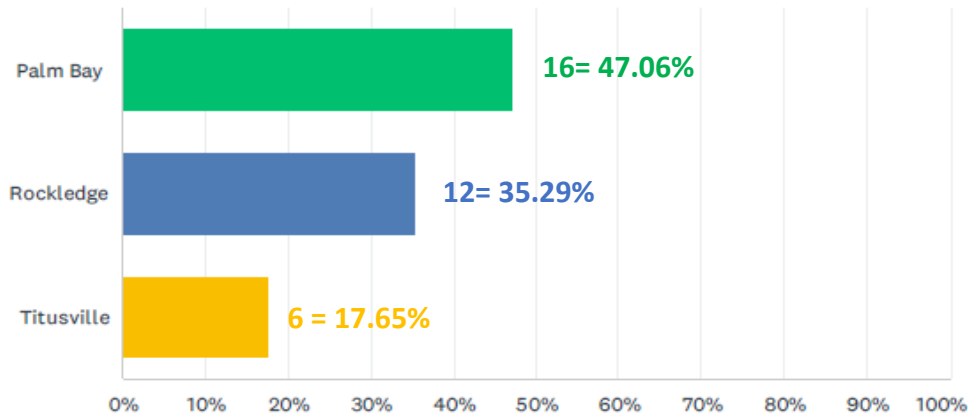
Career Center Data



Currently Working with CareerSource Brevard. 75 Answered



Career Center Data



CareerSource Brevard Center
Closest to Job Seeker. 34 Answered



Career Center Data

30 Job Seekers left contact information for Center's to reach out for assistance with job searching efforts. These individuals are being contacted by the appropriate center as the list has been distributed to all three centers.



Your Current Jobseeker Highlights

The Jobseeker

- Most surveys were conducted by those 41 and over
- Had some college or higher education
- Over half who took the survey wish to further their education

Top Industry Sectors of Focus

- IT
- Aerospace Aviation
- Healthcare

Top Benefits Jobseekers Look For

- Health Insurance
- Paid Sick Leave, Vacation Time, Holidays
- Long Term Career Growth
- Training Opportunities
- *** More than half said they would accept a position if it offered one of their top required benefit





Brevard Recovery Works

US DOL National Health Emergency Grant



Funding Summary

Funding Source: US Department of Labor, WIOA National Dislocated Worker

Award: \$1,153,910

Duration: April 1, 2019 – March 31, 2022

Target:

- Servicing dislocated workers, new entrants into the workforce, directly impacted by or residing in a community heavily impacted by the opioid crises
- Building the capacity of the workforce in occupations that can help address the opioid crisis; and assisting workers seeking to enter professions that could help in addressing the opioid crisis and its causes.

Grant Purpose

Purpose:

- Create temporary disaster-relief employment geared towards placing eligible participants in temporary addiction, recovery, and peer counseling jobs in positions that provide humanitarian assistance to individuals affected by the opioid epidemic and provide training opportunities for such participants through classroom training, work experiences and/or on-the-job training so that they may obtain appropriate certifications from the Florida Certification Board; and
- Provide career services and training to eligible participants affected by the opioid crisis to reintegrate them into the workforce.



Local Grant Focus

- Build capacity for individuals that were impacted by substance use disorder (SUD)
- Train individuals in professions in mental health and substance use/recovery industries
 - Peer Support Recovery Specialist
 - Addiction Counselors
 - Behavioral Health Technicians



Program Design

- Career Services through 1:1 Support
- Four-Day Workshop
 - Topics included; resumes, interviewing, addressing gaps in employment, addressing convictions, federal incentives for employers, career assessments, job search activities
- Training opportunities
- Connections to employment



Performance

Performance Measure	Goal	Actual	% of Goal
Enrolled	150	167	111%
Received Career Services	140	167	119%
Disaster Relief Employment (Humanitarian Positions)	15	4	26%
Vocational Training	60	17	28%
Work-Based Training	30	7	23%
Completed Training	45	12	26%
Entered Employment	70	113	161%
Average Wage at Employment	\$14.00	\$15.00	107%



Lessons Learned

- Results of Background Checks limited training and employment opportunities.
- Most participants had a stronger desire to enter employment than pursue training due to immediate needs.
- The Peer Support Certification program is not currently offered locally.
- Participants are at risk of relapse, which stresses the importance of wraparound “community-wide” case management involving specialized partners to ensure participant’s success.



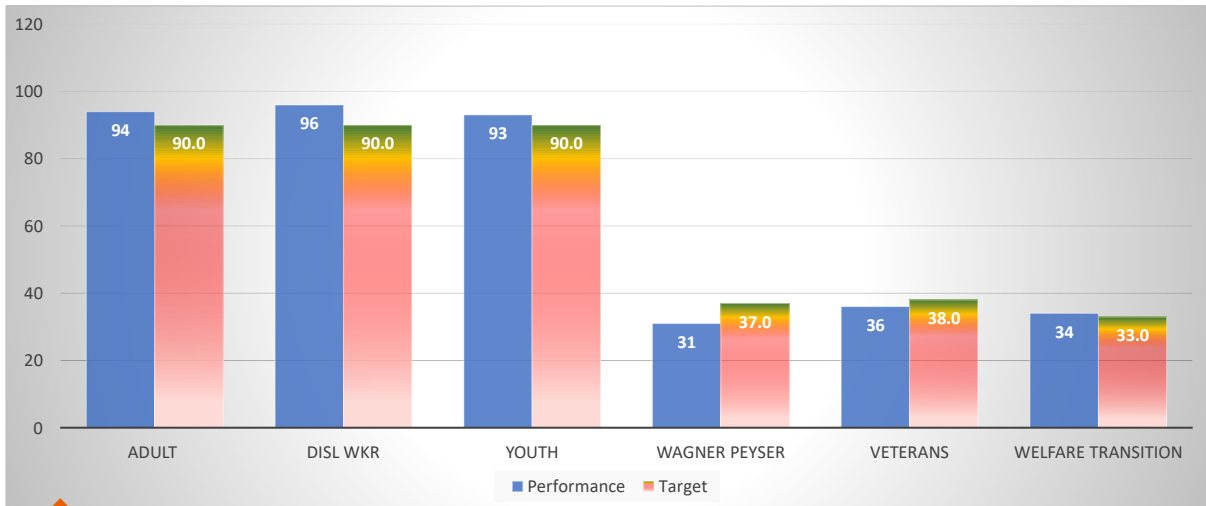
Thank you!



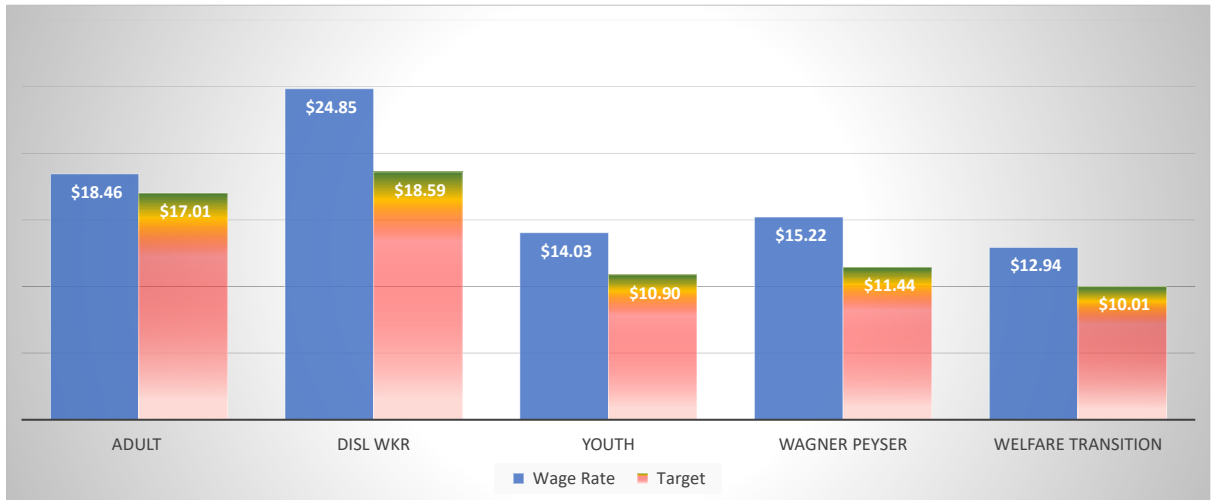
How is the Contractor Doing?



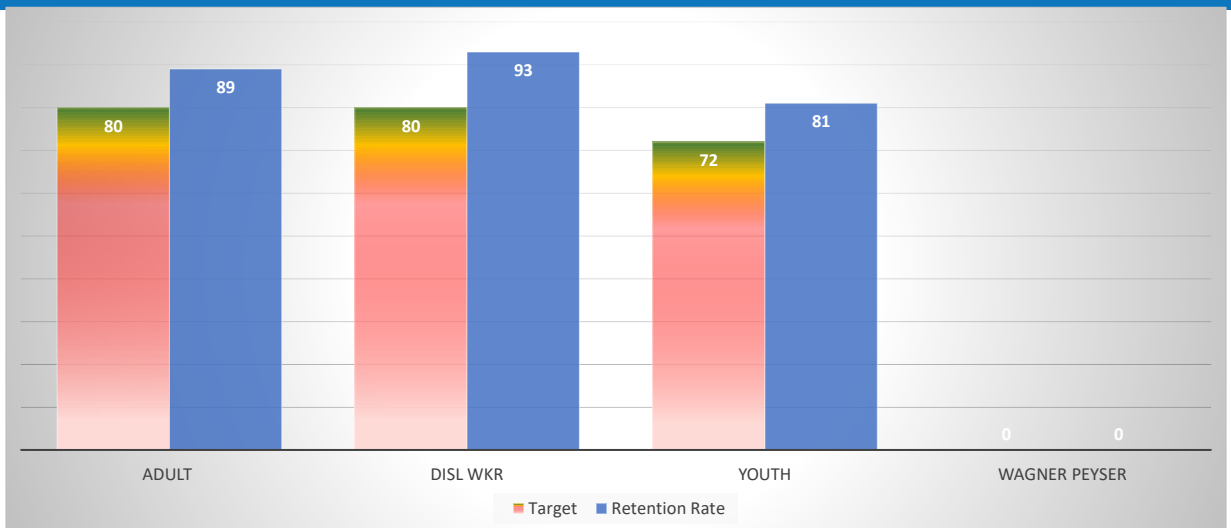
ENTERED EMPLOYMENT RATE Q3 (Measures 3,4,5,6,7,& 16)



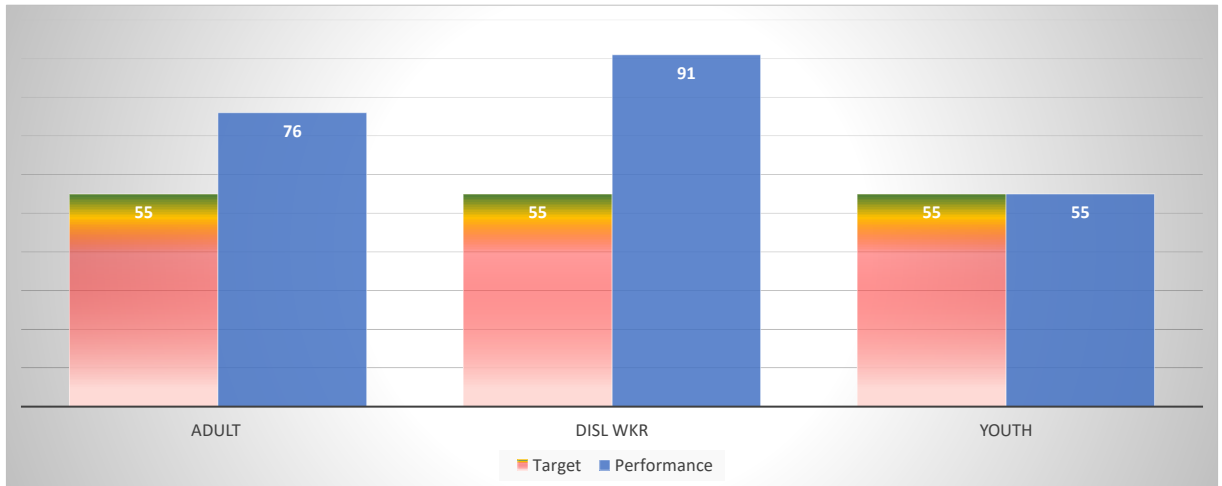
AVERAGE HOURLY WAGE RATE Q3 (Measures 8, 9, 10, 11 & 20)



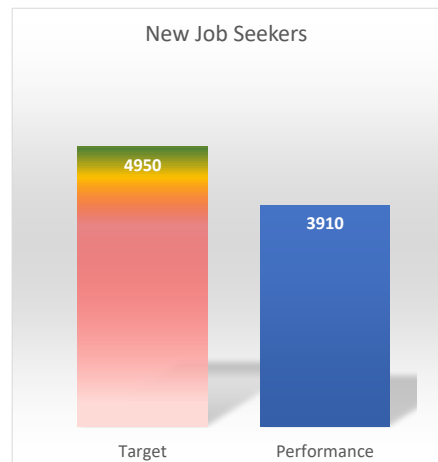
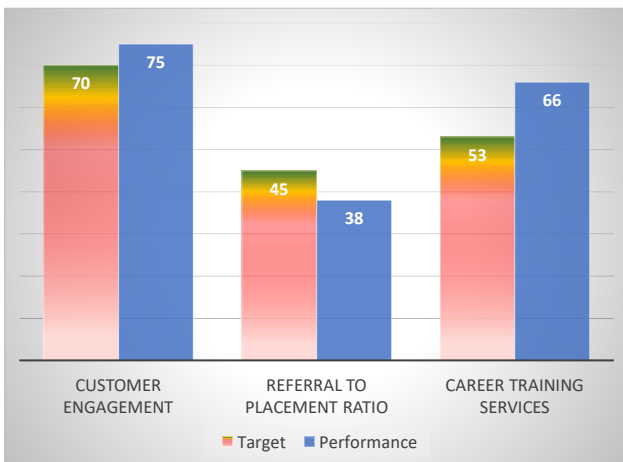
RETENTION RATE Q3 (Measures 12, 13, 14)



MEASURABLE SKILLS GAIN Q3 (Measures 17, 18, 19)



OTHER MEASURES Q3 (Measures 1, 2, 15 & 21)





Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Recruiting Events

28 Onsite & Offsite Events

- 28 unique employers included Hospitality, Transportation, Security, Family Services, Construction, Manufacturing, Healthcare, & Aerospace/Aviation industries represented
- Appointments & Walk-Ins
- 206 Job Seekers attended, 46 Veterans
- Multiple and immediate job offers as result of recruiting efforts



Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Palm Bay Spring Job Fair

- Hosted on February 9th
- Tony Rosa Community Center
- 54 employers participated
- 205 job seekers attended; 19 veterans
- Positive feedback from both employers and career seekers



Ask us about
the Palm Bay area
Spring Job Fair!

Wednesday, February 9th
10:00 am to 1:00 pm
at the Tony Rosa Community Center
1502 Port Malabar Blvd, Palm Bay

Meet the hiring managers with
jobs to fill in:

Aerospace, Aviation, Healthcare,
Hospitality, Manufacturing,
Construction, Administration, IT,
Warehousing, Logistics, & more!

Walk-ins welcome
or register here:



Veterans: Brevard's employers especially want to meet YOU!

Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Hospitality Job Fair

- Held on Feb. 23rd at Melbourne Chamber
- Total of 9 employers in attendance
- Total of 6 career seekers; 2 were Veterans

City of Cocoa & CSB Job Fair

- Held at Joe Lee Smith Community Center on Feb. 24th
- Total of 31 employers in attendance
- Total of 44 career seekers; 4 were Veterans



Business Learning Events

Educating Brevard Businesses

Hiring Hidden Talent

- In partnership with Dept. of Corrections
- Hosted on February 24th
- Keynote Speaker, **Amberly Prykhodko, Director of Clinical and Professional Services**, Florida State University, Institute for Justice Research and Development
- Virtual event educating employers
- How to attract, recruit and facilitate a positive onboarding experience. The facts, stats, and myths surrounding talent with justice involvement.



Presentations & Panels

Offering businesses and career seekers quality workforce services

Aerospace Workforce Strategy Summit

- Held on March 3rd
- Hosted at the Maritime Center in Port Canaveral
- 50 local employers & partners participated
- Keynote Speaker, Lloyd Gregg, VP Space Flight Support Services, ASRC Federal
- Break out sessions with panel discussions



Ask the Recruiters

- Held virtually on March 31st
- 2 Employers & CSB Staff participated
- 38 registered
- Topics included available job openings, effective job strategies amidst COVID-19, resume & interviewing best practices, social media networking, professional branding

ASK THE RECRUITERS Q&A Panel Discussion



Thursday, March 31st
9:30 am to 10:30 am

Learn about the company and available jobs.
Get resume and interviewing advice.
Discover social media and personal branding tips,
...and more!

• FREE Virtual Event, presented by BREVARD

Presentations

Educating the Community on Valuable Resources & Business Services

The Demographic Drought

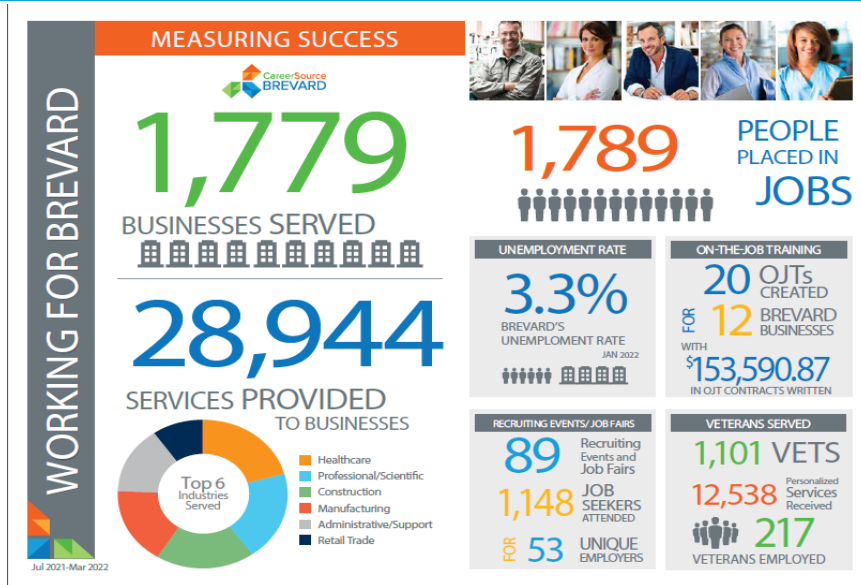


Leadership Brevard Class 2022



Fact Sheet

Business Services Provided July 1, 2021 through March 31, 2022





Job Seeker Advertising Outreach Overview

AND

Cooperative (Co-Op) Outreach Program Overview

Spring 2022



Job Seeker Advertising Outreach Overview

Reaching jobseekers with barriers to employment and those impacted by the COVID-19 pandemic

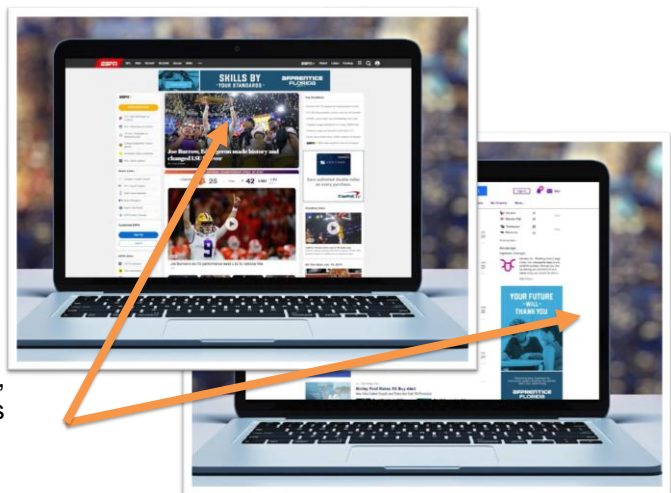
Target audiences include the following:

- Veterans and military families
- Second chance (ex-offenders)
- People on federal benefits required to work with CSB
- Low-income returning adult learners
- Those impacted by substance use
- Reemployment Assistance filers

Key outreach tactic:

Dynamic display advertising (banner ads) appear on websites our target audiences visit, using video, image, or text to raise awareness of career center's programs and services.

See examples of where the display advertising will appear to our audience.



Job Seeker Advertising Outreach Overview

Reaching jobseekers with barriers to employment and those impacted by the COVID-19 pandemic

Actual Campaign Creative

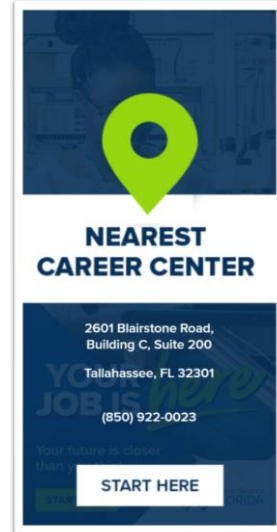
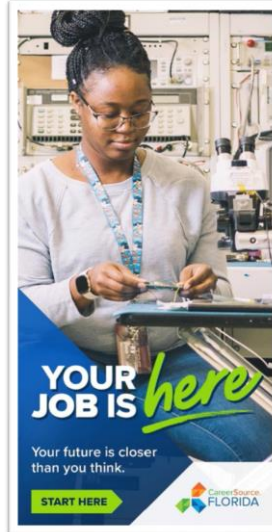
Customers who click on the ads will be served addresses and phone numbers of their nearest career center.

Campaign Run Dates

Phase 1: February 17 through May 31.

Phase 2: Early April through May 31 included Spanish-language job seeker advertising and:

- Facebook/Instagram
- Twitter
- Video
- Out of Home (Billboard)
- Gas Station Video



3

Cooperative (Co-Op) Outreach Program Overview

Providing a comprehensive, customizable plan with outreach tools each workforce board can use.

Co-Op Program Benefits Include:

- Making the most of CSB's outreach budget (time and money) by providing a plan and tools built upon past state co-op successes and efficiencies.
- Promoting local-state collaboration and strengthening awareness of the CareerSource Florida network brand statewide.
- Maximize program outreach effectiveness by focusing on digital engagement.



4

Cooperative (Co-Op) Outreach Program Overview

Providing a comprehensive, customizable plan with outreach tools each workforce board can use.

Customizable Campaign Assets Include:

Paid Media Outreach

- Facebook / Instagram advertising assets
- LinkedIn advertising assets
- Display advertising assets
- Paid search recommendations
- Out of home (two common billboard sizes)
- :60, :30 and :15 radio script options

Earned Media Outreach

- Success story news release template

Owned Media Outreach

- Static organic social media assets
- Sample social media posts for Facebook, LinkedIn and Twitter (to include sample copy for organizations and employees)
- Customizable flyer (two options)
- Customizable rack card (two options)
- Email header (sized for the most common email platforms, two options)
- Sample email copy
- Partner newsletter article

5

Thank you!

CareerSource Brevard (CSB)
Executive Committee Meeting
May 2, 2022

MINUTES

Members in Attendance: Lloyd Gregg (Chair), Nancy Heller (virtually), Colleen Browne, Mike Menyhart (virtually), and Susie Glasgow.

Members Absent: Mary Jane Brecklin

Staff in Attendance: Marci Murphy, Richard Meagher, Lynn Hudson, and Holly Paschal.

Guests: None

Lloyd Gregg called the meeting to order at 4:00pm.

Roll Call: Holly Paschal

Public Comments: There was no public comment.

Presentations:

There were no presentations.

Action Items:

Approval of Executive Committee Minutes

Motion to approve the Executive Committee minutes for February 3, 2022, made by Mike Menyhart and seconded by Nancy Heller. Motion passed unanimously.

Approval of Board Member Reappointments

According to the CSB bylaws, Directors of the Board serve three-year terms and prior to the end of their term, the Executive Committee reviews each member to determine which Board Members should be asked to serve additional terms, subject to Board approval. The President asked the Committee to review and approve the following members whose terms are ending on 6/30/2022:

Frank Abbate – Brevard County Manager

Shawn Beal – Business Manager, IBEW 208

Susie Glasgow – President/CEO, Kegman Inc.

Nancy Heller – Project Director, SCSEP

Art Hoelke – GM/Vice President, Knight’s Armament Company

Jennifer Kenny – Organizer, IBEW 606

Traci Klinkbeil – Community Administrator, Department of Children & Families

Terry Schrumpf – President/CEO, Florida Sports & Spinal Rehab

Motion to approve the reappointments for inclusion on the agenda of the next full Board of Directors meeting made by Susan Glasgow and seconded by Mike Menyhart. Motion passed unanimously. Action by the Board of Directors will result in requesting ratification action by the Brevard County Commission.

Board Member Nomination

A recommendation from CSB President Marci Murphy to reach out to potential board members Karen Locke, COO of Crosswinds Youth Services, Terrance Levell, Executive Director of AMI Kids, and Ellena Little, Executive Director of Club Esteem was made to fill the vacated seat by Lynn Brockwell-Carey. Motion to approve the CSB President's solicitation of possible board member nominations was made by Susan Glasgow and seconded by Colleen Browne.

Discussion/Information Items:

Budget Discussion

Richard Meagher and Lynn Hudson shared with the Committee the action brief for the Proposed Budget for Program Year (PY) 2022-2023 that was presented during the Finance Committee Meeting on May 2, 2022.

Presidents Report

Marci Murphy introduced CSB Accountant Lynn Hudson to the Committee.

Ms. Murphy informed the Committee that CSB currently has an RFP for Auditing and Monitoring services and gave the Committee background information on the RFP process.

Ms. Murphy reported on the REACH Act that was passed and put into place on July 1, 2021. She shared the REACH Act At-A-Glance summary, she discussed changes coming to the workforce, and shared several handouts relating to the changes. Ms. Murphy shared the background information on House Bill 1507 and how it relates to the REACH Act. Ms. Murphy informed the Committee on the strategy of sharing the uniqueness of Brevard County with focuses on the Space Coast and activities outside of the Career Center. The Committee suggested to include statistics on launches from Brevard County and successful activities happening at Port Canaveral.

Ms. Murphy reported on a seat on Florida Workforce Development Association (FWDA) and explained that CSB has been asked to find another board member from our region that is a business that could sit in on the meetings and explained what that member role would consist of. Colleen Browne volunteered to serve as a FWDA representative.

Lastly,

Grow the Resources of the Board

A matrix was shared showing grant opportunities, unrestricted revenue projects and partnerships that CSB is pursuing to help grow the resources of the Board.

Adjournment:

The meeting adjourned at 5:34pm.

Submitted by,

Reviewed by,

(Signature on File)
Holly Paschal

5/03/2022
Date

(Signature on File)
Lloyd Gregg

5/03/2022
Date

CareerSource Brevard (CSB)
Finance Committee Meeting
May 2, 2022

MINUTES

The meeting was held in person and virtually.

Members in Attendance: Colleen Browne (Chair), Wayne Olson (virtually), and Amar Patel (virtually).

Members Absent: Daryl Bishop and William Chivers.

Staff in Attendance: Marci Murphy, Richard Meagher, Lynn Hudson, and Holly Paschal.

Guests: None

Colleen Browne called the meeting to order at 3:34pm.

Roll Call: Holly Paschal

Public Comments: There was no public comment.

Presentations: There were no presentations.

Marci Murphy informed the Committee about the current RFP for Auditing and Monitoring proposals and the rating system that will be used. The board will be voting on the two contractors at the next board meeting.

Action Items:

Approval of Finance Committee Minutes

Motion to approve the Finance Committee minutes for February 8, 2022, made by Amar Patel and seconded by Wayne Olson. Motion passed unanimously.

Approval of PY 2022-2023 Proposed Budget

Richard Meagher and Lynn Hudson presented the PY 2022-2023 Proposed Budget. A question was posed and answered regarding budget cuts. Motion to approve the Program Year 2022-2023 Proposed Budget was made by Wayne Olson and seconded by Amar Patel. Motion passed unanimously.

Approval of WIOA DW to Adult Transfer-

Richard Meagher presented the WIOA DW to Adult Transfer Request. Amar Patel asked for clarification on the two types of WIOA workers and Richard Meagher explained. Motion to approve the WIOA DW to Adult Transfer was made by Amar Patel and seconded by Wayne Olson. Motion passed unanimously.

Discussion/Information Items:

Financial Reports

Staff reviewed the financial activity for the fiscal period ending on March 31, 2022. Richard Meagher also reviewed the dashboard indicators.

Vendor Payment Report

Staff reviewed the Vendor Payment report from January 1, 2022, through March 31, 2022.

Adjournment:

The meeting adjourned at 3:55pm

Submitted by,

Reviewed by,

(Signature on file)
Holly Paschal

5/04/2022
Date

(Signature on file)
Colleen Browne

5/04/2022
Date

CareerSource Brevard
Industry Workforce Committee
January 13, 2022

Minutes

The meeting was held in person and virtually via Microsoft Teams.

Members in Attendance: Mike Menyhart (Chair), Kristen Bakke, Art Hoelke, Jennifer Kenny, Frank Margiotta, Trudy McCarthy, Kirsten Patchett, D. Travis Proctor, Rachel Rutledge and Terry Schrumpf

Members Absent: Rohit Ghosh, Traci Klinkbeil and Nancy Peltonen

Staff in Attendance: Marci Murphy, Thomas LaFlore, Jana Bauer, Beatrice Bourisiquot, Denise Biondi, Melissa Byers, Megan Cochran, Lisa Fitz-Coy, Clinton, Marvetta Gordon, Hatcher, Jodi Jackson, Michelle Jones, Deidre McVay-Schulmeister, Deserine Morgan, Lori Robinson, Marina Stone and Kimberly Weatherby

C2 Staff in Attendance: Chakib Chehadi, Caroline Joseph-Paul, Julie Berrio, Ahmanee Collins-Bandoo, John Bonsignore, Linda Hadley, Bob Knippel, Angie Londono, Jessica Mitchell, Ramsey Oliverez, Sally Patterson, Aaron Smith and Kristine Wolff from the Career Center

Guests in Attendance:

None.

Call to Order:

Mike Menyhart (Chair) called the meeting to order at 8:31 am and roll call was taken.

Public Comment:

There was no public comment.

Presentation:

A presentation was given entitled "Show Me The Money" highlighting the program design, purpose and outcomes of funding opportunities and upcoming, new and on-going grants. The presentation included information about the AARP Digital Literacy, AARP Skills Accelerator Program, Workforce Recovery Training Program through DEO/HUD and the Good Jobs Challenge through the American Rescue Plan. Art

Hoelke has provided information on the manufacturing sector for the Good Jobs Challenge and Trudy McCarthy expressed an interest to also partner with CSB on the Good Jobs Challenge.

Action Items:

Approval of Workforce Operations Committee Minutes of October 12, 2021

Motion to approve the Minutes from the October 12, 2021 meeting was made by Frank Margiotta. Art Hoelke seconded the motion. The motion passed unanimously.

Reports:

Marci Murphy shared information on Brevard's fluid labor market and what it means to CSB and Brevard County jobseekers and employers. Data from the Job Openings & Labor Turnover Survey (JOLTS) report indicate 10.6M job openings, 4.5M quits- larger in hospitality, healthcare, social assistance, transportation, warehousing, and utilities. Florida has experienced 19 consecutive months of job growth and 13 consecutive months of labor force increases while the state's unemployment rate continues to decrease. Brevard's current unemployment rate is at 3.4%. CSB will continue to focus on short and long term strategies to help with labor shortages. CSB will be sponsoring the next LEAD Brevard, Conversation & Community event on March 11th from 7:30am-9:30am at the Health First Connections Training Center in Melbourne. Art Hoelke is looking for more statistical information to provide his employer such as proof of work life balance and change in general for employee requirements and changes within organizations. Ms. Murphy will send information she received at Tampa's Business Summit to all members. Trudy McCarthy shared that there are generational changes as well and having community conversations is essential. She encouraged all business leaders to hear this information and share it throughout the community. Staff suggested that the meeting be recorded.

Discussion/Information Items:

Committee Goal Status

Staff reviewed the matrix of the Industry Workforce Committee including the Goals, Objectives, Strategies, Actions, Timeframes and Status of each strategy.

Healthcare Sector Strategy Grant Update

A presentation was shared of the Healthcare Sector Strategy Updates. Program Year 21-22 Healthcare Grant Goals and Results were reviewed. A newly developed Nursing Faculty Talent Attraction Tool Kit was defined along with the Healthcare Employee Development Resources Showcase.

Mike Menyhart left the meeting.

Business Services Quarterly Review Presentation

A presentation was shared that highlighted CSB Recruiting Events, Job Fairs, Workshops, Presentation and Panels and Business Learning Events along with a Fact Sheet for July 1, 2021 through December 31, 2021. Discussion ensued.

Multimedia Outreach Presentation and Matrix

The Outreach Department shared a presentation and a matrix of social media, direct email marketing and paid advertising and other activities from the first and second quarters of PY 21-22.

Adjourn:

There being no further discussion or business, Marci Murphy adjourned the meeting at 10:03 am.

Respectfully submitted,

Reviewed by,

{signature on file} 01/25/22
Marina Stone Date

{signature on file} 01/25/22
Mike Menyhart, Chair Date

CareerSource Brevard
Industry Workforce Committee
April 19, 2022

Minutes

The meeting was held in person and virtually via Microsoft Teams.

Members in Attendance: Mike Menyhart (Chair), Kristen Bakke, Art Hoelke, Jennifer Kenny, Traci Klinkbeil, Frank Margiotta, Trudy McCarthy, Nancy Peltonen, Michele Thomas for Rachel Rutledge and Terry Schrupf

Members Absent: Rohit Ghosh, Kirsten Patchett, and D. Travis Proctor

Staff in Attendance: Marci Murphy, Thomas LaFlore, Jana Bauer, Beatrice Bourisiquot, Denise Biondi, Melissa Byers, Megan Cochran, Lisa Fitz-Coy, Clinton Hatcher, Jodi Jackson, Michelle Jones, Deidre McVay-Schulmeister, Deserine Morgan, Lori Robinson, Marina Stone, James Watson and Kimberly Weatherby

C2 Staff in Attendance: Chakib Chehadi, Caroline Joseph-Paul, Julie Berrio, John Bonsignore, Linda Hadley, Bob Knippel, Angie Londono, Jessica Mitchell, Ramsey Oliverez, Sally Patterson and Aaron Smith from the Career Center

Guests in Attendance:

None.

Call to Order:

Mike Menyhart (Chair) called the meeting to order at 8:31 am and roll call was taken.

Public Comment:

There was no public comment.

Presentation:

A Job Seeker survey was developed and implemented by CSB which was sent through various methods (Constant Contact, personal emails, etc.) and a presentation was given entitled "Job Seeker Survey Data" highlighting the survey results. The presentation included information about respondents age, education, industry sector of interest, valuable benefits to job seekers, along with job seeker highlights. An overall summary shows most respondents were over 41 years old, had some college education and over half who took the survey wanted to further their education. The top industry sectors

were identified as Information Technology, Aerospace Aviation and Healthcare. The top benefits job seekers are looking for is health insurance, paid leave time, long term career growth and training opportunities. Discussion ensued. The committee felt it would be advantageous to survey Brevard County employers to find out what employers are currently offering to potential new employees during this period of unprecedented low unemployment rates.

Action Items:

Approval of Workforce Operations Committee Minutes of January 13, 2022

Motion to approve the Minutes from the January 13, 2022 meeting was made by Terry Schrupf. Frank Margiotta seconded the motion. The motion passed unanimously.

Selection of Key Industries for Program Year 2022-2023

Staff presented data containing the history and trends of employment growth by industry from 2018 through 2022. The recommended key industries reviewed were aerospace/aviation, manufacturing, information technology, healthcare, construction, leisure/hospitality and logistics, transportation, distribution. Motion to approve staff recommendation of the Key Industries for PY 2022-2023 be included on the consent agenda of the next Board of Directors meeting made by Frank Margiotta. Kristin Bakke seconded the motion and motion passed unanimously.

Reports:

Marci Murphy shared information on Brevard's unemployment rate, currently at an unprecedented rate of 2.5%, in January the rate was 3.4%. CSB continues to focus on short and long term strategies to help with labor shortages. CSB's efforts are to find hidden talent, which can include underserved populations, people with barriers to employment, veterans and mature workers which will also drive more traffic into our career centers. Additionally, we strategize with employers to find ways they can re-engage talent. We are working closely with the Brevard County Library, utilizing an automated referral process called Crosswalk with our CBO's and FBO's and advertising with the DMV. CSB continues to work with the Brevard County School system, EFSC and Keiser University along with other educational institutions, as well as community partners and businesses, to develop the talent pipelines our key industries need.

Discussion/Information Items:

Committee Goal Status

Staff reviewed the matrix of the Industry Workforce Committee including the Goals, Objectives, Strategies, Actions, Timeframes and Status of each strategy.

Healthcare Sector Strategy Grant Update

A presentation was shared of the Healthcare Sector Strategy Updates. Healthcare Grant Goals for Program Year 21-22 were reviewed. The Nursing Faculty Talent Attraction Tool Kit was highlighted along with a new 2022 focus on youth/young adult engagement and the expanded role of the Healthcare Sector Strategist. Nancy Peltonen inquired about the \$500 scholarships for 10 students attending Educare and if donations would be welcomed from outside sources. Nancy Peltonen will send Megan Cochran additional information on the subject.

Business Services Quarterly Review Presentation

A presentation was shared that highlighted CSB Recruiting Events, Job Fairs, Workshops, Presentation and Panels and Business Learning Events along with a Fact Sheet for July 1, 2021 through March 31, 2022.

Multimedia Outreach Presentation and Matrix

The Outreach Department shared a presentation and a matrix of social media, direct email marketing and paid advertising and other activities from the first three quarters of PY 21-22.

Adjourn:

There being no further discussion or business, Mike Menyhart adjourned the meeting at 9:56 am.

Respectfully submitted,

Reviewed by,

{signature on file} 04/29/22
Marina Stone Date

{signature on file} 04/29/22
Mike Menyhart, Chair Date

CareerSource Brevard

Career Center Committee

January 25, 2022

Minutes

The meeting was held in person and virtually using Microsoft Teams.

Members in Attendance:

Nancy Heller, Chair, Shawn Beal, Lorri Benjamin, Lynn Brockwell-Carey, Marcia Gaedcke, Brian Jaskiewicz, Laura Koursaris, Theodore Pobst and Pamela Reed

Members Absent: Robert Gramolini, Leslie Jones and Travis Mack

Staff in Attendance:

Marci Murphy, Jana Bauer, Denise Biondi, Lisa Fitz-Coy, Deidre McVay-Schulmeister, Lori Robinson, Erma Shaver and Marina Stone

C2 Staff in Attendance:

Chakib Chehadi, Caroline Joseph-Paul, Ahmanee Collins-Bandoo, Marvetta Gordon, Jessica Mitchell, Angie Londono, Sally Patterson and Aaron Smith of CareerSource Brevard (CSB) Career Centers

Guests in Attendance:

Suzann Kenis from Division of Blind Services

Call to Order:

Nancy Heller, Chair called the meeting to order at 8:31 am at CareerSource Brevard (CSB). Introductions were made.

Public Comment:

There was no public comment.

Spotlight Presentation:

Show Me the Money: New Grants and Funding Opportunities

A presentation was given entitled "Show Me The Money" highlighting the program design, purpose and outcomes of funding opportunities and upcoming, new and on-going grants. The presentation included information about the AARP Digital Literacy, AARP Skills Accelerator Program, Workforce Recovery Training Program through DEO/HUD and the Good Jobs Challenge through the American Rescue Plan. Pamela Reed expressed delight about the Good Job Challenge Grant.

Action Items:Approval of Career Center Committee Minutes of October 26, 2021

Motion to approve the Minutes from the October 26, 2021 meeting was made by Pamela Reed. Shawn Beal seconded the motion. The motion passed unanimously.

Reports:

Marci Murphy shared information on Brevard's fluid labor market and what it means to CSB and Brevard County jobseekers and employers. Data from the Job Openings & Labor Turnover Survey (JOLTS) report indicate 10.6M job openings, 4.5M quits- larger in hospitality, healthcare, social assistance, transportation, warehousing, and utilities. Florida has experienced 19 consecutive months of job growth and 13 consecutive months of labor force increases while the state's unemployment rate continues to decrease. Brevard's current unemployment rate is at 3.4%. CSB will continue to focus on short- and long-term strategies to help with labor shortages. CSB will be sponsoring the next LEAD Brevard, Conversation & Community event on March 11th from 7:30am-9:30am at the Health First Connections Training Center in Melbourne. Ms. Murphy will send information she received at Tampa's Business Summit to all members.

Discussion/Information Items:Q2 Career Center Efforts Presentation

During the second quarter of PY21-22, C2 GPS shared a presentation on continuous improvement, focus and accomplishments, enrollment and employment data, community partnerships, job seeker workshops and specific program data was shared. A snapshot of the various activities, new initiatives that have occurred, customer engagement and feedback results were shared. Lynn Brockwell Cary was thrilled to see the customer service survey results.

Impact Analysis for Industries Affected by COVID 19

A presentation highlighting the healthcare industry was revealed showing past and projected growth in Brevard County and nationally along with data on job postings in the last 30 days and future impacts.

Q2 Business Engagement Presentation

A presentation was shared that showed CSB Recruiting Events, Job Fairs, Workshops, Presentation and Panels for the fourth quarter along with a Fact Sheet for October 1, 2021, through December 31, 2021.

Business Use of CareerSource Brevard (CSB) Business Services

The goal in CSB's Strategic Plan is to create a Career Center model that is one of the top choices for career seekers and businesses in Brevard by offering quality workforce products and services. Data was shared showing the number of unique businesses who received a service and also the number of services those businesses used. This information is shared annually to be used as a piece of the total analysis about the business use of CSB. Questions posed for discussion were (1) In your business, what services do we offer now that you find most helpful? Staff would like to see more Business Learning Events and (2) Are there any other services you would like to see CSB offer that could help your business? There was no discussion, so a recommendation was made to send the questions to committee members via email to provide their input.

Q1 Q2 Multimedia Outreach Report

The Outreach Department highlighted quarterly activities from July 2021 through December 2021. Metrics for the CSB website and social media platforms were shared. Nancy Heller suggested that females be shown on media for construction careers.

Q2 Performance Reporting Presentation and Analysis

A visual presentation of data was shared about performance measures including Quarter 2 entered employment rate, average hourly wage, retention rate and measurable skills gains.

Q2 Contractor Performance PY21-22

The CSB/C2 GPS contract is cost reimbursement for direct program costs, however; profit is withheld from the Contractor until measurable performance outcomes are achieved. The Contractor met the performance criteria for 17 of the 21 of the minimum measures and exceeded 15 of the 21 accelerated measures.

Primary Indicators of Performance

Common Measures were established under WIA and are still required by the Workforce Innovation and Opportunity Act (WIOA). Data was shared showing past performance and actual performance, along with PY21-22 goals. All performance goals were met or exceeded for the 1st quarter.

Committee Goal Status

Staff reviewed the matrix of the Career Center Committee including the Goal, Objectives, Strategies, Actions, Timeframes and Status of each strategy.

Adjourn:

There being no further discussion or business, Nancy Heller, Chair adjourned the meeting at 9:57 am.

Respectfully submitted,

Reviewed by,

{signature on file}
Marina Stone

02/02/22
Date

{signature on file}
Nancy Heller, Chair

02/02/22
Date

CareerSource Brevard

Career Center Committee

April 26, 2022

Minutes

The meeting was held in person and virtually using Microsoft Teams.

Members in Attendance:

Nancy Heller, Chair, Shawn Beal, Lorri Benjamin, Lynn Brockwell-Carey, Robert Gramolini, Brian Jaskiewicz, Leslie Jones, Theodore Pobst and Pamela Reed

Members Absent: Marcia Gaedcke, Laura Koursaris and Travis Mack

Staff in Attendance:

Marci Murphy, Jana Bauer, Thomas LaFlore, Denise Biondi, Amberstar Bush, Melissa Byers, Lisa Fitz-Coy, Deidre McVay-Schulmeister, Erma Shaver, Marina Stone and James Watson

C2 Staff in Attendance:

Chakib Chehadi, Caroline Joseph-Paul, Ahmanee Collins-Bandoo, Julie Berrio, John Bonsignore, Marvetta Gordon, Linda Hadley, Bob Knippel, Jessica Mitchell, Angie Londono, Ramsey Oliverrez, Sally Patterson, Taciana Raders, and Aaron Smith of CareerSource Brevard (CSB) Career Centers

Guests in Attendance:

Suzann Kenis from Division of Blind Services

Call to Order:

Nancy Heller, Chair called the meeting to order at 8:31am at CareerSource Brevard (CSB). Introductions were made.

Public Comment:

There was no public comment.

Spotlight Presentations:

Brevard Recovery Works

A presentation was shared highlighting the US Department of Labor National Health Emergency Grant, implemented as CSB as the Brevard Recovery Works. A funding summary, the overall purpose, local grant focus, program design, performance and lessons learned were shared. This grant was specifically designed to create temporary disaster relief employment geared towards placing eligible participants in temporary addiction, recovery and peer counseling jobs in positions that provide humanitarian assistance affected by the opioid epidemic and to provide training opportunities for the participants. The grant ended March 31, 2022. CSB received the SUD Navigator Grant which will assist in continuing the sustainable work of the Brevard Recovery Works program and the efforts of this grant in the community.

Job Seeker Survey Data

A Job Seeker survey was developed and implemented by CSB which was sent through various methods (Constant Contact, personal emails, etc.) and a presentation was given entitled "Job Seeker Survey Data" highlighting the survey results. The presentation included information about respondents age, education, industry sector of interest, valuable benefits to job seekers, along with job seeker highlights. An overall summary shows most respondents were over 41 years old, had some college education and over half who took the survey wanted to further their education. The top industry sectors were identified as Information Technology, Aerospace Aviation and Healthcare. The top benefits job seekers are looking for is health insurance, paid leave time, long term career growth and training opportunities. Discussion ensued. The committee felt it would be advantageous to survey Brevard County employers to find out what employers are currently offering to potential new employees during this period of unprecedented low unemployment rates.

Action Items:

Approval of Career Center Committee Minutes of January 25, 2022

Motion to approve the Minutes from the January 25, 2022, meeting was made by Brian Jaskiewicz. Robert Gramolini seconded the motion. The motion passed unanimously.

Approval of Regional Targeted Occupations List

CSB is required to produce and publish the Regional Targeted Occupations List (RTOL) on an annual basis. Staff reviewed the local activity required to create the list and changes to RTOL based on current employment trends and data. Pamela Reed made a motion to approve the staff recommendation for the RTOL for PY 2022-2023 as presented for inclusion in the consent agenda of the next Board of Directors meeting. Brian Jaskiewicz seconded the motion. The motion passed unanimously.

President's Report:

Marci Murphy shared information on Brevard's unemployment rate, currently at an unprecedented rate of 2.5%, in January the rate was 3.4%. CSB continues to focus on short- and long-term strategies to help with labor shortages. CSB's efforts are to find hidden talent, which can include underserved populations, people with barriers to employment, veterans and mature workers which will also drive more traffic into our career centers. Additionally, we strategize with employers to find ways they can re-engage talent. We are working closely with the Brevard County Library, utilizing an automated referral process called Crosswalk with our CBO's and FBO's and advertising with the DMV. CSB continues to work with the Brevard County School system, EFSC and Keiser University along with other educational institutions, as well as community partners and businesses, to develop the talent pipelines our key industries need.

Jimmy Lane left the meeting.

Discussion/Information Items:

Q3 Career Center Efforts Presentation

During the third quarter of PY21-22, C2 GPS shared a presentation on continuous improvement, focus and accomplishments, enrollment and employment data, community partnerships, job seeker workshops and specific program data was shared. A snapshot of the various activities, new initiatives that have occurred, customer engagement and feedback results were shared. Brian Jaskiewicz asked how many veterans were served. The information will be emailed to Mr. Jaskiewicz.

Impact Analysis for Hospitality Industry Affected by COVID 19

A presentation highlighting the hospitality industry was revealed showing past and projected growth in Brevard County and nationally along with data on job postings in the last 30 days and future impacts.

Q3 Business Engagement Presentation

A presentation was shared that highlighted CSB Recruiting Events, Job Fairs, Workshops, Presentation and Panels and Business Learning Events along with a Fact Sheet for July 1, 2021, through March 31, 2022.

Q3 Multimedia Outreach Report

The Outreach Department highlighted quarterly activities from July 2021 through March 2022. Metrics for the CSB website and social media platforms were shared.

Co-Op Outreach Program Presentation

A presentation was shared about a Job Seeker Advertising Campaign for Spring 2022. The purpose is to reach job seekers with barriers to employment (veterans, military, ex-offenders, low income, those impacted by substance abuse and reemployment assistance (RA) filers) along with those impacted by the COVID-19 pandemic. Key outreach tactic is to display dynamic advertising appearing on websites our target audiences visit, using video, image, or test to raise awareness of our programs and services.

Q3 Performance Reporting Presentation

A visual presentation of data was shared about performance measures including Quarter 3 entered employment rate, average hourly wage, retention rate and measurable skills gains.

Q3 Contractor Performance PY21-22

The CSB/C2 GPS contract is cost reimbursement for direct program costs, however; profit is withheld from the Contractor until measurable performance outcomes are achieved. The Contractor met the performance criteria for 17 of the 21 of the minimum measures and 13 of the 21 accelerated measures.

Primary Indicators of Performance

Common Measures were established under WIA and are still required by the Workforce Innovation and Opportunity Act (WIOA). Data was shared showing past performance and actual performance, along with PY21-22 goals. All performance goals were met or exceeded for the 2nd quarter.

Committee Goal Status

Staff reviewed the matrix of the Career Center Committee including the Goal, Objectives, Strategies, Actions, Timeframes and Status of each strategy.

Adjourn:

There being no further discussion or business, Nancy Heller, Chair adjourned the meeting at 9:58 am.

Respectfully submitted,

Reviewed by,

{signature on file}

Marina Stone

05/04/22

Date

{signature on file}

Nancy Heller, Chair

05/04/22

Date