



Board of Directors Meeting
August 8, 2023 – 8:30am-9:30am
CSB Boardroom Rockledge or Virtually

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

Or call in (audio only) [+1 561-486-1414](tel:+15614861414),767888496# Phone Conference ID: 767 888 496#

Attendees: Frank Abbate, Shawn Beal, Mary Jane Brecklin, Colleen Browne, Randy Fletcher, Lloyd Gregg (Chair), Nancy Heller, Art Hoelke, Karen Houston, Brian Jaskiewicz, Traci Klinkbeil, Karen Locke, Nuno Mana, Mike Menyhart, Wayne Olson, Kirsten Patchett, Amar Patel, Pamela Reed, Cordell Rolle, Monica Shah, Holly Tanner, and Lynda Weatherman.

Agenda

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

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<i>Call to Order</i>	<i>Lloyd Gregg</i>	
<i>Roll Call</i>	<i>Holly Paschal</i>	
<i>Public Comment</i>		
<i>Presentations:</i>		
A. LPN Apprenticeship Panel	<i>Melissa Byers</i>	
B. President’s Proposed PY23-24 Goals	<i>Marci Murphy</i>	
<i>Action Items:</i>		
C. Board of Directors Meeting Minutes – 05/18/23	<i>Lloyd Gregg</i>	1 – 4
<i>Committee Chair Reports:</i>		
D. Industry Workforce Committee	<i>Mike Menyhart</i>	
E. Career Center Committee	<i>Nancy Heller</i>	
F. Finance Committee	<i>Colleen Browne</i>	
G. President’s Report	<i>Marci Murphy</i>	
<i>Information Items</i>		
H. ITA Vendor Evaluation		5 – 6
I. Effectiveness of Training		7 – 8
J. End of Year Contractor Performance		9 – 11
K. New Measures for Contract Performance		12
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N. Fact Sheet		15
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P. Financial Reports (Charts 1, 2, & 3)		17 – 21
Q. Quarterly Multimedia Outreach		22 – 25
R. Grow the Resources of the Board		26 – 30

S. Committee Meeting Minutes	
a. Industry Workforce Committee – 04/11/23	31 – 32
b. Career Center Committee – 04/25/23	33 – 35
T. Presentations at Committee Meetings	36 – 69

Adjourn

Meeting information 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:

August 2023

2nd Finance Committee-3:30pm
 2nd Executive Committee-4:00pm
 8th Board of Directors -8:30am

September 2023

No meetings

October 2023

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

November 2023

6th Finance Committee-3:30pm
 6th Executive Committee-4:00pm
 16^h Board of Directors-8:30am

December 2023

No meetings

January 2024

16th Industry Workforce Committee-8:30am
 23rd Career Center Committee-8:30am

February 2024

5th Finance Committee-3:30pm
 5th Executive Committee-4:00pm
 15th Board of Directors 8:30am

March 2024

No meetings

April 2024

9th Industry Workforce Committee-8:30am
 23rd Career Center Committee-8:30am

May 2024

6th Finance Committee-3:30pm
 6th Executive Committee-4:00pm
 16th Board of Directors {Annual Meeting & Retreat}- 8:30am

June 2024

No meetings

CareerSource Brevard
Board of Directors Meeting
May 18, 2023

MINUTES

Members in Attendance: Shawn Beal (virtual), Mary Jane Brecklin (virtual), Colleen Browne, Randall Fletcher (virtual), Lloyd Gregg (Chair), Nancy Heller (virtual), Art Hoelke (virtual), Brian Jaskiewicz, Traci Klinkbeil (virtual), Karen Locke, Nuno Mana (virtual), Mike Menyhart (virtual), Wayne Olson, Amar Patel, Cordell Rolle (virtual), Monica Shah (virtual), Holly Tanner (virtual) and Lynda Weatherman (virtual).

Members Absent: Frank Abbate, Karen Houston, and Kirsten Patchett.

Staff Present: Marci Murphy, Jeff Witt, Holly Paschal, Thomas LaFlore, Lynn Hudson, Marina Stone (virtual), Caroline Joseph-Paul (virtual), Chakib Chehadi (virtual), Erma Shaver (virtual), Kristine Wolff (virtual), Amberstar Bush (virtual), Joy Bartlett (virtual), Melissa Janssen (virtual), Sally Patterson (virtual), Marvetta Kaye Gordon (virtual), and Lisa Fitz-Coy (virtual).

Guests: Shawn Brown (virtual), Daniel Harper (virtual), Yvette McCullough (virtual), Kathryn Nelson (virtual), and Valerie Peacock (virtual).

Call to Order: The CareerSource Brevard (CSB) Board Meeting was called to order at 8:30am by Lloyd Gregg.

Public Comment: There was no public comment.

Presentations:

DEO Annual Performance Presentation

Shawn Brown, Valerie Peacock, Yvette McCullough, and Daniel Harper of Department of Economic Opportunity (DEO) presented an overview of Brevard County's performance for program year 2022-2023, Florida's workforce system funding, oversight, and service delivery for Program Year 2022-2023. Yvette McCullough presented a financial monitoring finding and states that the finding has been resolved. Shawn Brown concluded the DEO presentation and stated that Brevard did well overall.

Job Seeker Recognition

CSB Career Counselor, Michael Mijon recognized job seeker Izaiaha Smith for his accomplishments in the Young Adults NextGen Program.

Florida's Workforce System Transformation Plan

Marci Murphy informed the board that they will be receiving an email soon from the Board Secretary with instructions to complete the Financial Disclosure Form 1 as well as instructions to complete the mandatory Board training which is an annual training and offered online by THMP. Ms. Murphy also shared that she attended the grand opening of Acadian Contractors and congratulated Board member, Nuno Mana on Acadian Contractors grand opening and thanked them for being part of Brevard County's business community. Ms. Murphy shared that CSB's VP of Operations, Jana Bauer resigned, and James Watson has been promoted as the VP of Operations as of May 15, 2023.

Marci Murphy shared the presentation, "Florida's Workforce System Transformation Plan Phase III Alignment Initiative", and focused on the three pillars of realignment which are: The alignment and consolidation of local workforce development boards, System-wide improvements for customer consistency and better leveraging of public funds, and Regional planning to further strengthen workforce system alignment with education and economic development and optimize opportunities for regional economic growth. Ms. Murphy discussed each pillar in detail with the Board.

Action Items:

PY 2023-2024 Proposed Budget

Lynn Hudson presented the PY 2023-2024 Budget of ~~\$16,474,000~~ \$16,474,000 which was previously reviewed and approved by

the Finance Committee. Amar Patel asked if the budget will be able to sustain due to inflation, and Marci Murphy explained that expected increases have been built in the budget. Motion to approve the PY 2023-2024 Budget for submittal to the Brevard Board of County Commissioners and grant the President authority to add or increase budget items as additional funds become available throughout the program year made by Mike Menyhart and seconded by Amar Patel. Motion passed unanimously.

WIOA DW to Adult Transfer Request

Lynn Hudson reviewed the WIOA DW to Adult Transfer Request with the Committee. Marci Murphy and Lynn Hudson explained that prior to two years ago, moving funds from DW to Adult was moved without having to get approval, however, for the past two years, we must bring this request for approval. Motion to approve the WIOA DW to Adult Transfer Request made by Brian Jaskiewicz and seconded by Amar Patel. Motion passed unanimously.

Board Officer Reappointments

Marci Murphy explained that due to the merger, and Per CSB's By-laws, Section C. Election of Officers of the Board, second paragraph, it states, "In extenuating circumstances, the Board has the authority, through a majority vote, to modify the term limits of one or more of the officer positions." Due to the merger, the President is requesting that instead of electing new officers starting July 1, 2023, the officers that are currently elected, remain in their positions for another two-year term or until the board dissolves whichever comes first. Ms. Murphy explained that Florida Statute allows for the Board Chairperson to serve for four years. Motion to approve the Board Officer Reappointments for another two years or until the board dissolves, whichever comes first was made by Amar Patel and seconded by Nancy Heller. Motion passed unanimously.

Bylaws Modification for Board Member Term

Marci Murphy explained to the Board, that due to the merger with region 11, CareerSource Flagler/Volusia, and the creation of a new board, there are several areas that need addressing. The timeline for creation of a new board is estimated at occurring within 12-24 months. Appointments and Reappointments of the existing board members must fall in line with CareerSource Brevard's By-laws. Per CSB's By-laws, Section E. Term of Directorship, it states that Directors shall serve three (3) year terms and can be re-appointed subject to Board approval and may serve no more than 8 consecutive years. The President is requesting modification to the By-laws to align with Florida Statute 445.007(2)(a) which does not require a three (3) year term limit allowing board members to stay until the board dissolves or 8 years, whichever comes first, as stated in Attachment A showing the modification. Amar Patel asked if other regions are doing the same with their Bylaws, and MS. Murphy stated she is not aware of other regions By-laws procedures, but will inquire with other regions. Motion to approve modification to the By-laws to align with Florida Statute 445.007(2)(a) made by Monica Shah and seconded by Brian Jaskiewicz.

Related Party Contracts

Art Hoelke indicated before the meeting that he had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with Knight Enterprises Management LLC and CSB. Motion to approve Related Party Contract with Knight Enterprises Management LLC in an amount not to exceed \$50,000, made by Amar Patel and seconded by Wayne Olson. Motion passed unanimously with Art Hoelke abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval.

Mary Jane Brecklin indicated before the meeting that she had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with Health First and CSB. Motion to approve Related Party Contract with Health First in an amount not to exceed \$50,000, made by Amar Patel and seconded by Wayne Olson. Motion passed unanimously with Mary Jane Brecklin abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval.

Mike Menyhart indicated before the meeting that he had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with Migrandy Corporation and CSB. Motion to approve Related Party Contract with Migrandy Corporation in an amount not to exceed \$50,000, made by Shawn Beal and seconded by Brian Jaskiewicz. Motion passed unanimously with Mike Menyhart abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval.

Cordell Rolle indicated before the meeting that he had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with Rolle IT LLC and CSB. Motion to approve Related Party Contract with Rolle IT LLC in an amount not to exceed \$50,000, made by Amar Patel and seconded by Mike Menyhart. Motion passed unanimously with Cordell Rolle abstaining. The Related Party Contract will be sent to

the Department of Economic Opportunity for approval.

Monica Shah indicated before the meeting that she had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with Southeast Petro Distributors Inc. and CSB. Motion to approve Related Party Contract with Southeast Petro Distributors Inc. in an amount not to exceed \$25,000, made by Wayne Olson and seconded by Amar Patel. Motion passed unanimously with Monica Shah abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval.

Amar Patel indicated before the meeting that he had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with Brevard Achievement Center and CSB. Motion to approve Related Party Contract with Brevard Achievement Center in an amount not to exceed \$50,000, made by Brian Jaskiewicz and seconded by Nancy Heller. Motion passed unanimously with Amar Patel abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval.

Brian Jaskiewicz indicated before the meeting that he had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with Space Coast Intelligent Solutions and CSB. Motion to approve Related Party Contract with Space Coast Intelligent Solutions in an amount not to exceed \$50,000, made by Wayne Olson and seconded by Karen Locke. Motion passed unanimously with Brian Jaskiewicz abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval.

Consent Action Items

Consent action item presented included Board of Director meeting minutes for February 16, 2023. Marci Murphy explained that all Consent Action Items would be approved after review of each item.

Staff reviewed Selection of Key Industries and Ms. Murphy explained how the data is collected. The list is updated annually to keep abreast of what is happening in the local community and most of the identified industries represent those which offer the best promise for overall economic growth.

CSB's agreement with DEO entered on May 15, 2021, requires CSB to annually adopt a schedule of operations for the upcoming state fiscal year. Schedule of Operations and Holiday Closings were presented.

Marci Murphy explained the process for development of the Regional Targeted Occupations List (RTOL) which CSB is required to produce on an annual basis. The list shows RTOL for PY 2023-2024. The RTOL is used by EFSC and Brevard Schools.

Motion to approve the Consent Action Items to include Board of Director meeting minutes for February 16, 2023, Selection of Key Industries, Career Center Schedule of Operations, and Regional Targeted Occupations List was made by Karen Locke and seconded by Nancy Heller. The motion passed unanimously.

Committee Chair Reports

Mike Menyhart gave a report on the Industry Workforce Committee meeting held on January 10, 2023.

Nancy Heller gave a report on the Career Center Committee meeting held on January 24, 2023.

Colleen Browne gave a report on the Finance Committee meeting held on February 6, 2023, and May 1, 2023.

Information Items:

Information items presented included Grow the Resources of the Board, Primary Indicators of Performance, Third Quarter Contract Performance, Letter Grade Status, Quarterly Multimedia Outreach, Financial Reports, Committee meeting minutes, and Presentations at Committee meetings.

Other Business:

There being no further business, the meeting was adjourned at 9:40am.

Submitted by,

Reviewed by,

(Signature on file)
Holly Paschal

5/18/2023
Date

(Signature on file)
Lloyd Gregg

5/18/2023
Date

Information Brief

ITA Annual Vendor Evaluation

Background

On an annual basis, CareerSource Brevard (CSB) evaluates the success of training providers and provides a performance report for committee review. The performance report provided is only for CSB-funded students and does not measure nor reflect others who are in the same program not funded by CSB.

The information is taken from Employ Florida (EF) and shows information for Program Year (PY) 2022-23. The following key areas are shown for each program:

- Percent of customers exited who obtained employment.
- Percent of customers exited who obtained employment in a training related field.

When analyzing the data for corrective actions, staff focuses on the percentages for those areas. If any of the percentages are less than 60%, a closer look is taken to ensure the percentage represents a statistically valid number. We then look for extenuating circumstances, such as customers being recalled to previous employers or discontinuing training to take a job to meet immediate financial needs. If there are still concerns with the performance, corrective action is discussed.

The PY2022-23 report found the wage at placement to range from \$12.50 to \$40.00 per hour. The lowest rate was higher than the previous year's rate of \$8.56 per hour. The highest rate was slightly lower than the previous year rate of \$41.00 per hour.

Attachment A (included) shows the amounts paid to each provider along with the percentage of those exiting the program(s) who became employed, the percentage of those employed who obtained jobs in areas related to the training they received, and the average hourly wage at placement. Because timing of paid invoices and the number of enrollments/exits/placements are not always in the same program year, **there is not a direct correlation** between these columns. This report is a snapshot intended to capture training vendor trends.

During this review, two vendors EMETSEEI Institute and New Horizons, were found to have performance below the 60% threshold in training related placements. These findings could trigger a corrective action.

At EMETSEEI Institute there were two placements with 1 being non training related (50%). This does not provide a statistically valid sample therefore no corrective actions will be issued.

At New Horizons there were three placements with 2 being non training related (33.3%). This does not provide a statistically valid sample therefore no corrective actions will be issued.

Staff will closely track performance for this vendor in the coming months to ensure any trends, positive or negative are followed and noted.

Attachment A

ITA Vendor Evaluation PY 2022-2023 Formula Funding					
Provider Name	Total Amount Paid	Successfully Completed	Exited & Placed in Employment	Placed in Training Related Employment	Average Hourly Placement Wage
AAA School of Dental Assisting	\$4,500	2/3	3/3	2/3	\$17.00
		66.7%	100%	66.7%	
Brevard Nursing Academy	\$149,270	37/49	35/35	35/35	\$22.02
		75.51%	100%	100%	
Eastern Florida State College	\$17,654	10/11	9/9	8/9	\$24.15
		90.9%	100%	88.9%	
Educare Envision Educational Services	\$35,209	---	---	---	---
		---	---	---	
EMETSEEI Institute	\$9,740	2/2	2/2	1/2	\$17.32
		100%	100%	50%	
Indian River State College	\$33,762	5/6	3/3	3/3	22.53
		83.3%	100%	100%	
New Horizons Computer Learning Centers of Orlando	\$47,445	4/6	3/3	1/3	\$23.31
		66.7%	100.0%	33.3%	
Roadmaster Drivers School of Orlando, Inc.	\$19,691	4/4	4/4	3/4	\$21.65
		100.0%	100%	75%	
Truck Driver Institute of Florida	\$109,719	17/18	15/15	14/15	\$21.91
		94.4%	100%	93.3%	

Information Brief

Effectiveness of Training/Career Services PY 22-23

Background

Strategy: *Identify, measure, and implement training to support the needs of local businesses.*

In support of this strategy, CareerSource Brevard staff are continuing to track and analyze the effectiveness of training programs offered to career seekers through CSB by monitoring performance of career services compared to training services and to evaluate the effectiveness of the trainings offered.

In Program Year 2022-23, CareerSource Brevard provided Workforce Innovation and Opportunity Act (WIOA) funded career and training services to 215 customers. The following is a snapshot of the results of training to placement and is all inclusive of Individual Training Accounts (ITA's) and other training mechanisms (i.e., On-the-Job, Incumbent Worker Training and Adult Work Experience).

WIOA Adult and Dislocated Worker Formula Funds				
	Total Served	Completers	Total Placed	% of Completers Placed
Career Services	442	251	185	73.7%
Training Services	213	103	90	87.4%
Total	655	354	275	77.7%

WIOA customers who receive training continue to yield a higher placement rate than those receiving only career services. Career services include assessments, Employ Florida (EF) registration assistance, resume assistance, referral to workshops, etc.

Training Services are analyzed based on multiple modalities of training. These include Individual Training Accounts (ITA's), On-the-Job Training (OJT), Incumbent Worker Training (IWT), Employed Worker Training (EWT) and Adult Work Experience (AWE). This analysis will focus on the two mechanisms most aligned with training unemployed/underemployed that leads to employment, ITA's and OJT's.

WIOA Adult and Dislocated Worker Formula Funds				
	Total Served	Completers	Total Placed	% of Completers Placed
Training Services	213	103	90	87.4%
ITA's	175	73	64	87.7%
OJT	35	27	25	92.6%
Other*	3	3	1	33.3%

Both OJT's and ITA's contribute to higher success rates when compared to Career Services; however, ITA's have a higher cost and longer training period with average training length of 15 months for ITA's compared to average training length of 5.7 months for OJT's.

Retention Rates for All Closures

Another factor for effectiveness of training is to consider retention in employment. Completed follow-ups were reviewed for both ITA's and OJT's. Staff looked to see if the customers were still employed at the time of the 6 month and 12-month follow-ups with no consideration of whether they were still with the same employer or not. The results are as follows:

	Placements	6 Month Follow-up	12 Month Follow-up
	All	Percent Still Employed	Percent Still Employed
ITA's	64	90.6% (58 Of 64)	98.3% (57 OF 58)
OJT's	25	100% (25 of 25)	92.0% (23 of 25)

This year retention has remained high for both ITA and OJT training. The very low unemployment rate has had the biggest impact on these numbers over those from previous years.

Conclusion:

Numbers are continuing to increase post COVID, with a 130% increase over the 285 customers served during PY 22-23.

In this and all previous reviews, training services when compared to career services alone yield a higher job seeker placement rate. This is most likely because of the more intensive interaction with staff and individualized services provided in a training environment.

Looking at the training services, it is clear that some customers benefit more from ITA type training while others have fewer barriers and can move successfully through OJT training. The similar results for each program appear to indicate that career center staff are guiding customers to the type of training that best suits the customer strengths and experience.

Staff will continue to track and analyze the data and provide results for committee review.



August 08, 2023

Information Brief

End of Year Contractor Performance PY 2022-2023

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 (14 of 17 for quarters 1 - 3 and 14 of 18 for quarter 4)
- **Element B:** Contractor must meet accelerated performance on 50% of the measures (9 of 17 for quarters 1 – 3 and 9 of 18 for quarter 4)
- **Element C:** Meeting or exceeding a minimum score of 75 on a Board performance evaluation related to programmatic monitoring results.

PY 2022-23 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 22-23						
Measures						
Objective/Criteria	Minimum	Accelerated	1st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
WIOA Adult Measures						
Adult Entered Employment Rate	90%	95%	Exceeded (100%)	Exceeded (98%)	Exceeded (100%)	Exceeded (98.9%)
Adult Average Wage at Placement	107% (\$17.01)	111% (\$17.73)	Exceeded (121.6%)	Exceeded (146.3%)	Exceeded (136.5%)	Exceeded (135.9%)
Adult Retention at 12 Months	86%	88%	Exceeded (89.3%)	Exceeded (88.0%)	Exceeded (90.8%)	Exceeded (91.3%)
Adult Credential Attainment Rate	77%	79%	Exceeded (84.8%)	Exceeded (88.9%)	Exceeded (89.8%)	Exceeded (87.0%)
Adult Measurable Skills Gain	Q1 - 45% Q2 - 55% Q3 - 65% Q4 - 77%	Q1 - 50% Q2 - 60% Q3 - 70% Q4 - 79%	Missed (21.7%)	Exceeded (61.1%)	Met (69.0%)	Exceeded (88.4%)
WIOA Dislocated Worker Measures						
Disl. Wkr. Entered Employment Rate	90%	95%	Exceeded (100%)	Exceeded (100.0%)	Exceeded (100%)	Exceeded (100%)
Disl. Wkr. Average Wage At Placement	143% (\$22.75)	150% (\$24.00)	Exceeded (253.3%)	Exceeded (213.3%)	Exceeded (163%)	Exceeded (156.1%)
Disl. Wkr. Retention at 12 Months	90%	92%	Missed (88.9%)	Missed (88.2%)	Exceeded (96.2%)	Exceeded (94.1%)

Elements of Contractor Performance Earnings - PY 22-23						
Measures						
Objective/Criteria	Minimum	Accelerated	1st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
Disl. Wkr. Credential Attainment Rate	72%	75%	Exceeded (90.5%)	Exceeded (91.3%)	Exceeded (91.7%)	Exceeded (88.5%)
Disl. Wkr. Measurable Skills Gain	Q1 - 55% Q2 - 60% Q3 - 70% Q4 - 75%	Q1 - 60% Q2 - 65% Q3 - 75% Q4 - 80%	Missed (33.3%)	Exceeded (81.8%)	Exceeded (80%)	Exceeded (100%)
WIOA Youth Measures						
Youth Entered Employment Rate	90%	95%	Exceeded (100%)	Met (90.9%)	Missed (88.0%)	Met (90.8%)
Youth Average Wage At Placement	68.3% (\$10.90)	70% (\$11.15)	Exceeded (97.9%)	Exceeded (95.0%)	Exceeded (93.4%)	Exceeded (89.6%)
Youth Retention at 12 Months	81.5%	83%	Exceeded (83.3%)	Met (81.8%)	Exceeded (83.3%)	Missed (78.4%)
Youth Credential Attainment Rate	70%	73%	Missed (56.7%)	Missed (69%)	Missed (66.7%)	Missed (65.9%)
Youth Measurable Skills Gain	Q1 - 40% Q2 - 50% Q3 - 60% Q4 - 65%	Q1 - 45% Q2 - 55% Q3 - 65% Q4 - 68%	Missed (17.2%)	Exceeded (61.9%)	Met (62.7%)	Exceeded (77.0%)
Wagner Peyser Measures						
WP Entered Employment Rate	36%	38%	Exceeded (39.6%)	Exceeded (41.8%)	Exceeded (43.8%)	Exceeded (45.4%)
WP Average Wage at Placement	72% (\$11.44)	76% (\$12.15)	Exceeded (102.1%)	Exceeded (95.9%)	Exceeded (91.8%)	Exceeded (101.4%)
Welfare Transition Measures						
Entered Employment Rate	TBD	TBD				
Reduction in Public Assistance	TBD	TBD				
Training Services						
Training Enrollment Rate	TBD	TBD				
Grants and Special Projects Measured Annually						
Performance on Special Projects and Grants	80%		N/A	N/A	N/A	Missed 64%

Element A				
Met the minimum percentages set on 14 out of 17 (Q1-Q3), 14 out of 18 (Q4) Performance Measures established in Attachment F	No – Met Minimum on 12 of 17	Yes – Met Minimum on 15 of 17	Yes – Met Minimum on 15 of 17	Yes – Met Minimum on 15 of 18
Element B				
Met the accelerated percentages set on 9 out of 17 (Q1 & Q2), 10 out of 20 (Q3) and 11 out of 21 (Q4) established in Attachment F	Yes – Met Accelerated on 12 of 17	Yes – Met Accelerated on 13 of 17	Yes – Met Accelerated on 13 of 17	Yes – Met Accelerated on 14 of 18

Element C	
Met a minimum score of 75 or higher on the CSB performance evaluation related to the annual state programmatic monitoring results	80

Performance Measure Revisions for PY 22-23

The performance measures for PY 22-23 have been redesigned to better align with the Letter Grade Performance that has been established at the State.

While many of the measures have remained the same, three (3) measures focused on Measurable Skills Gains have been redefined and calculations methods updated, and three (3) measures focused on Credential Attainments have been added. These revisions ensure positive performance results on Federal measures and on the Letter Grades.

Board staff reviewed all existing measures to analyze and identify which measures may be either hurting or having little impact on our letter grade performance. Such measures were removed to allow focus in the most effective areas. These measures included Customer Engagement, New Job Seekers, and Referral to Placement Ratio.

Tracking and measuring the three additional (TBD) measures (Reduction in Public Assistance, Welfare Transition Entered Employment, Training Enrollment) is being postponed for program year 22-23 and redefined for implementation in program year 23-24.

Youth Retention, Youth Credential Attainment, and Performance on Grants and Special Projects were the measures missed for the year. The high availability of entry level jobs in our current economy has led to problems keeping youth engaged to attain credentials they have not been responsive to follow-up attempts for retention.

Staff are continuing to review this measure to find better ways to measure performance on a quarterly basis. One grant was not extended and therefore ended at the end of the 3rd quarter. Finding customers who are interested and eligible has been harder than anticipated.

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



August 8, 2023

Information Brief

New Measures for PY 23-24

Background

CareerSource Brevard staff review and negotiate performance outcome expectations with the contractor on an annual basis. The performance outcomes are designed to mirror, to the extent possible, any Federal and/or State measures that are passed down to the Region.

Following the annual review for performance expectations for the new program year 23-24, staff have determined the following three (3) additional will be added to the existing eighteen (18) existing contractor performance goals:

1. **Welfare Transition Entered Employment Rate** – The percentage of Welfare Transitions customers who were closed due to employment. This indirectly impacts the Reduction in Public Assistance on the Letter Grade Measures.
2. **WIOA and Wagner Peyser Participants Enrolled in Work-Related Training** – this measure will determine the percentage of participants who were enrolled in “work-related training” activities as defined by the state Letter Grade Measures.
3. **Welfare Transition and SNAP Enrolled in Work-Related Training** - this measure will determine the percentage of Welfare Transition and SNAP Customers receiving workforce services who were enrolled in “work-related training” activities as defined by the state Letter Grade Measures.

Minimum and accelerated goals for these additional measures have been established using historical trend data, staff knowledge, and contractor input. The performance expectations have been negotiated with and accepted by the contractor and will be included in future quarterly performance reports for Program Year 23-24.

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 are not directly 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. They are also included as one of the measures in the Letter Grades Performance. Contractor performance measures are 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 3rd quarter of PY 2022-23. Also shown are our goals for PY 2022-23. All performance goals were met or exceeded for the 3rd quarter except Dislocated Worker Median Earnings (missed by 1.15%) and Youth Credential Attainment Rate (missed by 2.3%)

July 2022-March 2023 Performance

Primary Performance Indicator (PPI)	Performance 2019-2020	Performance 2020-2021	Performance 2021-2022	PY 22-23 Q3 Performance	PY22-23 Performance Goals
Adults:					
Entered Employment Rate (2 nd Qtr. after Exit)	89.1%	88.9%	83.5%	86.90	90.4
Employment Retention Rate (4 th Qtr. after Exit)	87.0%	88.50%	92.6%	82.60	86.1
Median Earnings (2 nd Qtr. after Exit)	\$8,097	\$8,745	\$8,927	\$8,710	\$8,837
Credential Attainment Rate	78.7%	85.2%	82.9%	76.50	77.0
Masurable Skills Gain	N/A	75%	75.0%	71.30	75.0
Dislocated Workers:					
Entered Employment Rate (2 nd Qtr. after Exit)	91.8%	87.9%	93.9%	95.70	90.1
Employment Retention Rate (4 th Qtr. after Exit)	88.7%	92.4%	86.3%	92.20	90.2
Median Earnings (2 nd Qtr. after Exit)	\$10,174	\$12,574	\$10,006	\$10,512	\$11,831
Credential Attainment Rate	61.1%	69.4%	89.3%	93.80	72.2
Masurable Skills Gain	N/A	83.0%	79.3%	78.90	75.0
Youth Common Measures:					
Entered Employment Rate (2 nd Qtr. after Exit)	80.2%	82.6%	80.2%	82.00	83.5
Employment Retention Rate (4 th Qtr. after Exit)	85.6%	78.5%	85.7%	81.50	81.5
Median Wage 2nd Quarter After Exit	N/A	\$3,643	\$4,423	\$5,298	\$3,855
Credential Attainment Rate	70.3%	73.0%	73.9%	61.40	70.0
Masurable Skills Gain	N/A	66.2%	75.0%	69.10	65.3
Wagner-Peyser:					
Entered Employment Rate (2 nd Qtr. after Exit)	68.8%	61.9%	63.8%	64.00	65.6
Employment Retention Rate (4 th Qtr. after Exit)	65.4%	62.9%	63.0%	64.30	64.2
Median Earnings (2 nd Qtr. after Exit)	\$5,459	\$5,468	\$6,152	\$6,455	\$6,002
Not Met (less than 90% of negotiated)	Met (90-100% of negotiated)			Exceeded (greater than 100% of negotiated)	



A+: ≥ 97	C+: 77 to < 80
A: 93 to < 97	C: 73 to < 77
A-: 90 to < 93	C-: 70 to < 73
B+: 87 to < 90	D: 60 to < 70
B: 83 to < 87	F: < 60
B-: 80 to < 83	

Program Year 2022-2023 (3rd Quarter)

B

LETTER GRADE

84.88%

FINAL SCORE

Metric (Category)	Weight	Numerator	Denominator	Rate (%)	YOY Rate Difference	Target (%)	Target Met (%)	Weighted Performance (%)
Participants with Increased Earnings (Employment and Training Services, Self-Sufficiency)	.25	3,532	7,264	48.62		45.00	100.00	25.0
Reduction in Public Assistance (Employment and Training Services, Self-Sufficiency)	.25	1,337	2,993	44.67		35.00	100.00	25.00
Employment and Training Outcomes (Employment and Training Services)	.20	16	18	88.89		100.00	88.89	17.78
Participants in Work-Related Training (Training Services)	.10	537	6,338	8.47		25.00	33.88	3.39
Continued Repeat Business (Business Services)	.05	1,865	7,173	26.00		35.00	74.29	3.71
Year-Over-Year Business Penetration (Business Services)	.05				-8.89	100.00	0.00	0.00
PY 2020-2021 Business Penetration		3,862	14,864	25.98				
PY 2021-2022 Business Penetration		2,616	15,308	17.09				
Completion-to-Funding Ratio (Employment and Training Services)	.10	7.15	2.94	100.00		100.00	100.00	10.00
Exiters: Local Board (N)/Statewide (D)		5,705	\$79,844	7.46				
Budget: Local Board (N)/Statewide (D)		\$4,643,504	\$157,813,605	2.95				
Extra Credit: Serving Individuals on Public Assistance (Employment and Training Services, Self-Sufficiency)	Up to 0.05 points	2,239	6,188	36.18				0.00
FINAL SCORE								84.88

MEASURING SUCCESS



1,520

BUSINESSES SERVED



2,685

PEOPLE
PLACED IN
JOBS



28,249

SERVICES PROVIDED
TO BUSINESSES



UNEMPLOYMENT RATE

3.0%

BREVARD'S
UNEMPLOYMENT RATE

June 2023



ON-THE-JOB TRAINING

8 OJTs
CREATED

FOR 6 BREVARD
BUSINESSES

WITH

\$59,061

IN OJT CONTRACTS WRITTEN

RECRUITING EVENTS/ JOB FAIRS

99 Recruiting
Events and
Job Fairs

2,737 JOB
SEEKERS
ATTENDED

FOR 192 UNIQUE
EMPLOYERS

VETERANS SERVED

1,126 VETS

12,137 Personalized
Services
Received

262

VETERANS EMPLOYED



August 8, 2023

Information Brief

Budget Update for Program Year (PY) 2023-2024

Background

In May the CSB Board approved a budget of \$10,474,000 for PY 2023-2024. The Board motion also granted the President the authority to add or increase budget items as additional funds become available throughout the program year.

Current Status

After completing our PY 2022-2023 closeout, we have \$458,721 in WIOA formula funding to carry forward into the PY 2023-2024 budget. That figure is 15% higher than the \$400,000 that was included in the original budget. We also have \$5,482,158 in other ongoing grant funding to carry in from PY 2022-2023, and that figure is 3% higher than the original budget projection of \$5,336,372.

In summary, the budgeted funding for PY 2023-2024 will increase by 2% from \$10,474,000 to \$10,678,500 as we begin the new program year. We will monitor funding and spending closely throughout the year and inform the Board as budget adjustments are needed.



August 8, 2023

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, 2022 and ending on June 30, 2023.

Report Descriptions

CSB BUDGET TO ACTUAL REPORT (ATTACHMENT 1)

The report provides a comprehensive analysis of funding and spending in the program year 2022-2023 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

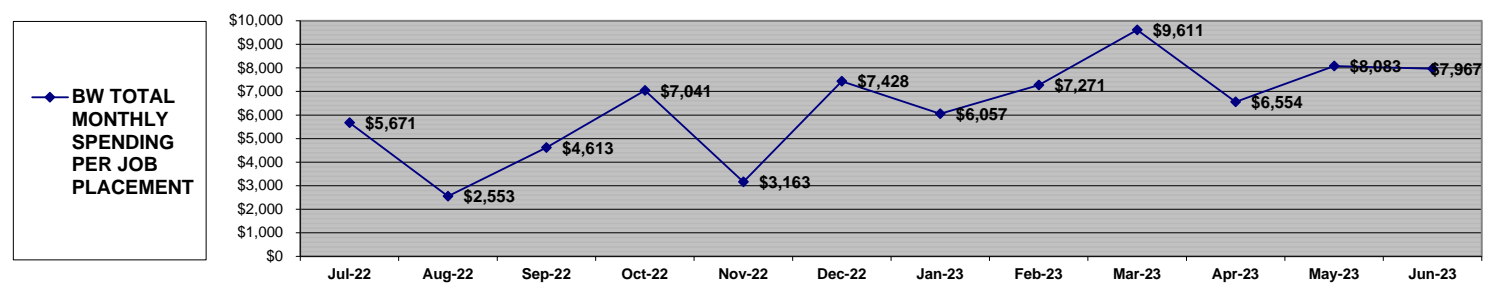
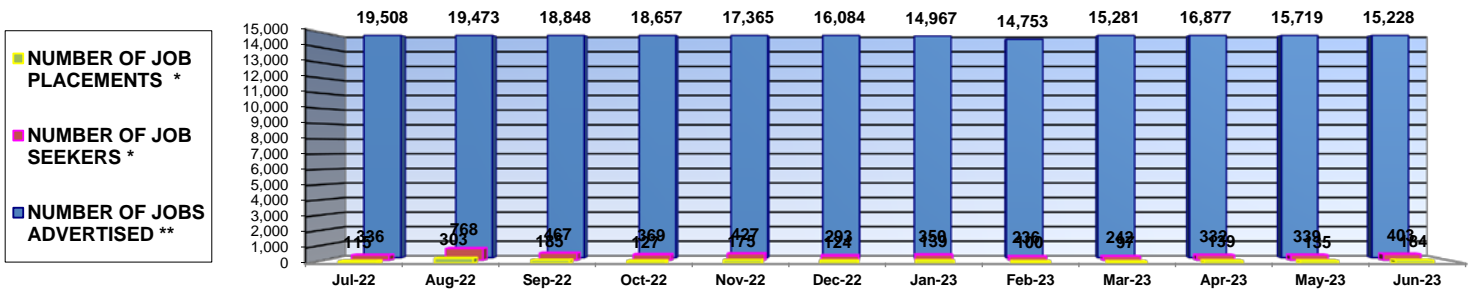
As of June 30, 2023

Revenue PY 2022 - 2023	Annual Budget	WIOA Adult	WIOA Youth	WIOA Disl Wkr	Welfare Transition	NEG Grants	Other Grants	INDIRECT POOL
Carry In Funds From PY 21 - 22	435,336	155,370	-	101,106	178,860	-	-	
PY 22 - 23 Base Awards	15,382,827	759,459	629,085	700,041	1,259,647	3,382,699	8,651,896	
PY 22 - 23 Supplements / Transfers	650,337	334,890	-	(134,553)	450,000	-	-	
Award Total - Available Funds	16,468,500	1,249,719	629,085	666,594	1,888,507	3,382,699	8,651,896	
LESS planned Carryover For PY 23 - 24	(5,188,900)	-	-	(400,000)	(350,000)	-	(4,438,900)	
Total Available Revenue	11,279,600	1,249,719	629,085	266,594	1,538,507	3,382,699	4,212,996	

Expenditures								Total Expenditures - 6/30/23	% of Budget - 6/30/23	
Staff Salaries/Fringe Benefits	1,501,800	124,935	87,040	48,728	151,343	429,116	609,961	1,451,123	96.6%	527,547
Program Operations/Business Services	1,192,900	96,833	67,463	37,768	117,302	332,597	472,768	1,124,731	94.3%	98,549
Infrastructure/Maintenance Related Costs	872,700	62,706	43,686	24,457	75,960	215,377	306,147	728,333	83.5%	63,816
IT Costs/Network Expenses	407,000	27,889	19,430	10,877	33,784	95,790	136,158	323,928	79.6%	28,382
Contracted One-Stop Services	3,798,400	398,108	282,932	51,078	584,893	738,086	1,543,729	3,598,826	94.7%	-
Customer Training Activities	2,674,300	441,019	47,340	41,789	27,080	1,120,818	803,993	2,482,039	92.8%	-
Customer Support Services	100,000	8,817	18,407	625	23,130	7,447	41,921	100,347	100.3%	-
Indirect Cost (Budgeted at 7% of Direct)	732,500	89,412	34,463	20,875	49,782	225,602	298,160	718,294	98.1%	(718,294)
TOTAL EXPENDITURES	11,279,600	1,249,719	600,761	236,197	1,063,274	3,164,833	4,212,837	10,527,621	93.3%	-

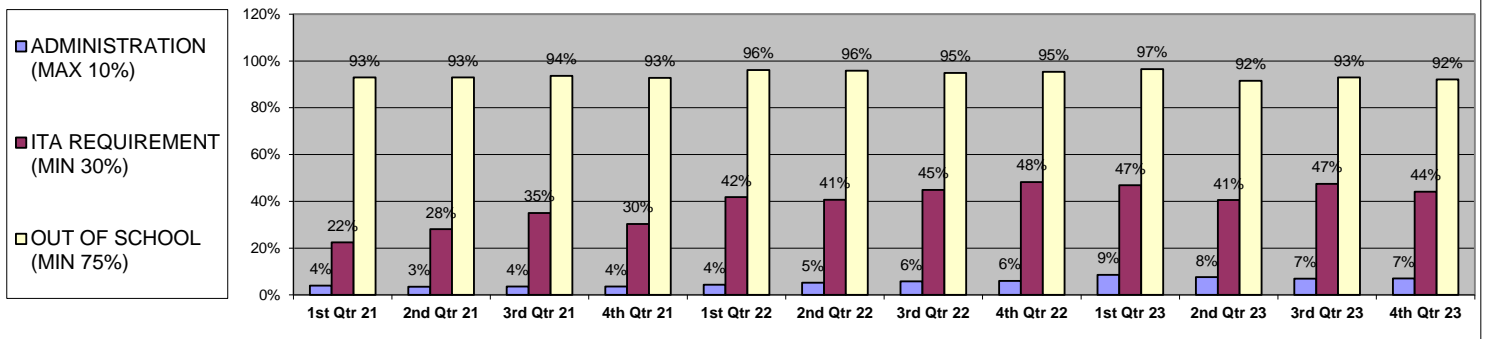
REMAINING AVAILABLE FUNDS	-	28,324	30,397	475,233	217,866	159	
% OF FUNDS EXPENDED BY GRANT THROUGH 6/30/23	100.0%	95.5%	88.6%	69.1%	93.6%	100.0%	

MONTHLY JOBS REPORT & BW SPENDING PER JOB PLACEMENT



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

ANNUAL SPENDING CAPS BY QUARTER



PROGRAM SPENDING:												
ADMINISTRATION (MAX 10%)	141,733	265,662	391,282	541,892	151,800	313,374	485,854	678,148	193,893	350,822	496,755	748,288
PROGRAM ACTIVITIES	3,406,579	7,349,980	10,565,082	14,532,965	3,373,255	5,690,997	7,883,208	10,647,132	2,085,113	4,297,046	6,652,396	9,869,017
CUSTOMER SPENDING:												
STATE ITA COSTS (MIN 30%)	110,878	217,060	420,757	699,459	156,560	267,019	459,397	639,159	218,943	355,097	497,377	565,175
OTHER PROGRAM COSTS	382,653	556,526	780,536	1,609,109	218,239	389,341	565,417	685,024	247,989	521,175	550,391	716,593
YOUTH SPENDING:												
IN-SCHOOL	16,784	13,071	29,987	46,927	6,131	12,987	24,277	30,364	6,362	32,212	23,010	44,792
OUT-OF-SCHOOL (MIN 75%)	221,929	172,829	439,803	603,788	153,264	296,093	450,860	624,636	178,134	347,893	303,317	521,506



CURRENT YEAR FEE FOR SERVICE ACTIVITIES (7/1/2022 - 6/30/2023)

Unrestricted Balances: Cash on Hand \$255,982 Certificates of Deposit \$77,333 Total \$333,315

	Healthcare Ambassador Program		AARP BTW 50+ & Skills Accelerator		Cocoa Works 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	\$ 18,881	100.0	\$ 64,456	100.0	\$ 2,500	100.0	\$ -	0.0	\$ -	0.0	\$ 85,837	87.7
Contract Revenue	-	0.0	-	0.0	-	0.0	300	3.6	-	0.0	300	0.3
Sponsorship Revenue	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0
Donated Revenue	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0
Charges For Services	-	0.0	-	0.0	-	0.0	8,068	96.4	-	0.0	8,068	8.2
Website Licenses	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0
Interest Earnings	-	0.0	-	0.0	-	0.0	-	0.0	3,673	100.0	3,673	3.8
Total Revenue	\$ 18,881	100.0	\$ 64,456	100.0	\$ 2,500	100.0	\$ 8,368	100.0	\$ 3,673	100.0	\$ 97,878	100.0
Expenses												
Personnel	\$ 7,739	41.0	\$ 5,400	8.4	\$ -	0.0	\$ 175	2.1	\$ 24,300	661.6	\$ 37,614	38.4
Travel / Training	-	0.0	984	1.5	-	0.0	-	0.0	1,675	45.6	2,659	2.7
Outreach	-	0.0	10,027	15.6	557	22.3	-	0.0	2,954	80.4	13,538	13.8
Software	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0
Supplies	250	1.3	-	0.0	-	0.0	-	0.0	606	16.5	856	0.9
Equipment	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0
Professional Services	-	0.0	11,924	18.5	-	0.0	16	0.2	4,097	111.5	16,037	16.4
Customer Training	-	0.0	4,080	6.3	-	0.0	-	0.0	-	0.0	4,080	4.2
Customer Support	8,000	42.4	4,300	6.7	500	20.0	-	0.0	2,100	57.2	14,900	15.2
Indirect Costs	2,892	15.3	3,385	5.3	144	5.8	26	0.3	4,170	113.5	10,617	10.8
Total Expenses	\$ 18,881	100.0	\$ 40,100	62.2	\$ 1,201	48.0	\$ 217	2.6	\$ 39,902	1086.4	\$ 100,301	102.5
Net Profit (Loss)	\$ -	0.0	\$ 24,356	37.8	\$ 1,299	52.0	\$ 8,151	97.4	\$ (36,229)	-986.4	\$ (2,423)	-2.5



Quarterly Multimedia Outreach (April – June 2023)

OWNED Media

CSB “owned” multi-channel media tactics (social media, email, video, print, and web) are used daily to educate and inform target audiences about its mission, and the benefits of its no-cost programs and services.

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/

Jobseeker services messaging. Share with jobseekers and referring partners: legislators, community & workforce, and media.

- **Daily promotions:** Hot Jobs, virtual and in-person workshops, employer recruiting events, skills training, supportive services and resources, career tips, jobseeker success stories & testimonials.
- **Program outreach campaigns this quarter:** [BACK TO WORK 50+ workshops](#), [Annual Job Fair](#), [Summer Jobs Program](#), [Jobs Now-Hurricane Grant](#), [Apprenticeship Career Fair](#), [Success Stories](#), [Port and Cities Job Fair](#), [BACK TO WORK 50+ Job Fair](#), [Second Chance Job Fair](#)
- **Video:** Jobseeker /Training partner engagement for the Get There Faster Salesforce Training Program

Business services messaging. Share with employers and referring partners: legislators, community & workforce, and media.

- **Daily promotions:** Virtual and in-person business learning events, CSB-hosted employer recruiting events, talent attraction job fairs, employee retention & work experience skills training, supportive services, and resources, grant and collaborative partner news, employer success stories & testimonials. These efforts support CSB’s Sector strategy initiatives (Aerospace/Aviation/Advanced Manufacturing, Information Technology, Hospitality, Healthcare, and Construction)
- **Quarterly highlights:** [Construction Consortium](#), [Rapid Response Program](#), [Florida Atlantic Workforce Alliance Consortium](#), [Healthcare Consortium](#), [IT Consortium](#), [Summer Jobs Program](#)
- **Video:** Testimonials, long and short form- employer engagement at CSB Aerospace/Aviation & IT Job Fair

EARNED Media

Gaining “Earned” (no cost) media is the result of relationship-building with traditional and digital media contacts. Additionally, CSB’s stakeholders following, sharing, and engaging with CSB’s outreach messaging further expands its opportunity to reach a broader audience.

Print, broadcast, and digital media coverage quarterly highlights:

Florida Today:

- [Annual Job Fair – Business Newsmakers](#)
- [Annual Job Fair – Photo Gallery](#)
- [Second Chance Job Fair](#)
- [AARP BACK TO WORK 50+ Job Fair](#)



Quarterly Multimedia Outreach (April – June 2023)

Brevard Business News:

- [CSB President Marci Murphy and Board Chair Lloyd Gregg-Aerospace](#)
- AARP BACK TO WORK 50+ Job Fair

Viera Voice:

- [Annual Job Fair](#)

Spectrum News 13:

- [Annual Job Fair](#)

98.5 The Beach Radio:

- Weekly Hot Jobs PSA

Z88.3 Radio:

- [AARP BACK TO WORK 50+ Job Fair](#)

Space Coast Daily:

- [AARP BACK TO WORK 50+ Job Fair](#)

PAID Media

Buying media reaches audiences beyond those familiar with CSB services.

Paid media campaigns this quarter included:

- **BBN, Business Invitation ads:** FAWA consortium, IT sector consortium, Health care sector consortium, and NextGen Summer Internships program.
- **Facebook & Instagram ads,** 12th Annual Job Fair, BACK TO WORK 50+ Job Fair
- **DMV waiting room videos:** Rebuild Florida Construction Training Grant, General jobseeker programs and services. <https://bit.ly/3r85E9s>
- **Brevard Public School’s “Headlines” e-newsletter (3) digital ads:** Florida Rebuild Construction Training Grant, General jobseeker programs and services, and NextGen Young Adult program.
- **Space Coast Area Transit (SCAT) interior bus ads:** Rebuild Florida Construction Training Grant program, General Jobseeker programs and services.

Website, Social Media & Email Analytics

Daily updates with industry-relevant posts, fresh content, refinements to highest-performing keywords, and messaging of the CSB home site and social channels to maintain good Search Engine Optimization (SEO) and increase followers and engagement.

WEBSITE

• Content updates

- New success story added to homepage- Miki. <https://careersourcebrevard.com/>
- Addition of Construction Industry to Sector Strategies Trending Industries Page: <https://careersourcebrevard.com/trending-in-brevard/>, <https://careersourcebrevard.com/trending-in-brevard/construction/>
- New page: Non-Custodial Parent Employment Program: <https://careersourcebrevard.com/careersource-brevard-receives-grant-funding-to-launch-non-custodial-parent-employment-program/>
- New page: Florida Atlantic Workforce Alliance: <https://careersourcebrevard.com/who-we-are/florida-atlantic-workforce-alliance/>

Quarterly Multimedia Outreach (April – June 2023)

- **Monthly news posts:**
 - <https://careersourcebrevard.com/rogue-valley-microdevices-to-open-microfabrication-facility-in-palm-bay-creating-new-jobs/>
 - <https://careersourcebrevard.com/announcing-careersource-brevards-12th-annual-job-fair-in-cape-canaveral/>
 - <https://careersourcebrevard.com/healthcare-consortium-planned-for-may-in-rockledge-and-online/>
 - <https://careersourcebrevard.com/first-meeting-of-florida-atlantic-workforce-alliance-planned-for-may/>
 - <https://careersourcebrevard.com/back-to-work-50-job-and-resource-fair-in-palm-bay/>
 - <https://careersourcebrevard.com/careersource-brevard-receives-grant-funding-to-launch-non-custodial-parent-employment-program/>
 - <https://careersourcebrevard.com/information-technology-consortium-planned-for-may-in-cape-canaveral/>
 - <https://careersourcebrevard.com/careersource-brevard-partners-with-canaveral-port-authority-and-cities-to-offer-port-and-cities-job-fair/>
 - <https://careersourcebrevard.com/free-workshops-for-veterans-in-april/>
 - **Unique visitors this quarter:** 26,662, 23,440 *previous quarter*
 - **Top viewed pages**
 - Hot Jobs
 - Career Services
 - Career Services > Pathway to Finding a Job
 - **Top sources of traffic to our website, in order this quarter**
 - Direct (Clicked/Typed in our web address or scanned a QR code)
 - Search (Google, Bing, etc.)
 - Social Media
 - **Top websites referring traffic to our website**
 - CareerSource Florida
 - Brevard Schools
 - City of Palm Bay
- SOCIAL MEDIA**
- 424 new followers this quarter, 262 *previous quarter*
 - Top referring social media site: Facebook
 - Social media site with strongest follower growth: Facebook

CAMPAIGN HIGHLIGHTS: Paid & Earned Outcomes (January-June 2023)

National Dislocated Worker Grant, Hurricane Ian Nicole JOBS NOW, carpentry skills training and employment program.

- Web landing page www.careersourcebrevard.com/JOBSNOW
- Flyer, email marketing, social & news media engagement
- Digital and in-stream radio: Paid 2-week campaign, 8 channels, 425 spots aired <https://bit.ly/3JvBxPS> AND <https://bit.ly/3pyXOFr>

Campaign Outcomes:

- 46,500+ people reached
- 195 unique visitors to the web landing page

- 517 total web page views
- 79 Social media engagement (likes, comments, shares)
- 61 employed

Rebuild Florida Construction Training & Employment Grant Jump Start, heavy equipment training, certifications, and employment program.

- Web landing page <http://www.careersourcebrevard.com/jumpstart>
- Flyer, email marketing, social media engagement
- Department of Motor Vehicles video –Titusville, Merritt Island, Palm Bay locations <https://bit.ly/3r85E9s>
- Brevard Public Schools, “Headlines” e-news digital ads
- Space Coast Area Transit (SCAT) interior bus posters/60 buses countywide.

Campaign Outcomes:

- 56,000 min. number of people reached
- 456 users landed on program web pages
- 1,852 total web page(s) views
- 42 Social media engagement (likes, comments, shares)
- 95 completed training, 77+ employed

**DIGITAL MEDIA HIGHLIGHTS:
Paid & Earned Outcomes
(January-June 2023)**

SOCIAL MEDIA

- Increased reach: 549.5% Facebook, 1,000% Instagram
- Increased engagement 140.6% Facebook, 27.2% Instagram
- Increased follower shares 33.7% LinkedIn

EMAIL MARKETING (Constant Contact)

- Increased opens and click rates to 42% and 1.92% respectively (Previously: 25.70% average open rate and 1.05% click rate)

REVISED
08/02/23

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: FAWA - Florida Atlantic Workforce Alliance</p> <p>Timeframe: October 1, 2022 – September 30, 2024</p> <p>Funding Source: WIOA Statewide Funds</p>	\$3,000,000	<p>The purpose of this award is to provide funding for selected Local Workforce Development Boards to assist WIOA eligible participants with training, support services and placement in the offerings available from local school district career and technical education (CTE) programs, adult education providers, local Florida College System institutions, other training vendors and apprenticeship sponsors in support of aviation, aerospace, and defense / advanced manufacturing and cyber-security.</p>	<p>The first alliance consortium was held on May 23rd and industry councils were established. These industry councils will address industry concerns through action. A Manufacturing Technology bootcamp is in the planning stages. This will be a partnership with Brevard Adult and Community Education, EFSC, and the EDC. Additional EFSC programs have been added to the ETPL with more in the works. Career Center staff is promoting awareness of these programs. “SkillFit” has been adopted as a tool to address skills gaps and training opportunities. 10+ WBT and 4+ ITAs have been written under the FAWA grant. CSB will sponsor and FAWA will be promoted at the 2023 Space Coast Symposium.</p>	Stephanie Robinson
<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	<p>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.</p>	<p>CSB has access to 40 Aero-Flex training licenses from ToolingU SME. A Subrecipient Agreement with the South Bay Workforce Investment Board was executed in March 2021 to continue to train jobseekers in the Aero-Flex Program. As of June 30th, we have enrolled 40 jobseekers, 22 of them have completed the online training, and 16 have received the CMFGA Certification. We have reached our goal.</p>	Thomas LaFlore
<p>Grant Name: Substance Use Disorder (SUD) Navigator Grant</p>	\$216,250	<p>This grant is provided to support hiring costs for a designated staff member to plan for and</p>	<p>The Substance Use Disorder navigator grant which focuses on serving reentry,</p>	Beatrice Boursiquot

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Time Frame: 05/06/21- 02/28/24</p> <p>Funding Source: DEO Wagner-Peyser 7 (b)</p> <p>Partner(s): Local agencies involved in SUD treatment & services</p>		<p>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 customers to self-sufficient employment.</p>	<p>substance use, and others impacted by the opioid crisis. This grant provides workforce solutions to support businesses with hiring and retaining workers in recovery or with substance use disorders (SUD) and helps qualifying job seekers obtain employment leading to self-sufficiency. SUD Navigator is to conduct outreach to the local community partners and employers regarding the benefits of "hiring hidden talents." The grant has been extended to closeout by 02/28/2024, with CSB receiving an additional \$60,000 award.</p> <p>April – June 2023</p> <ul style="list-style-type: none"> • 3 Job Fair events • 6 Job Readiness Workshops • 2 Direct onsite visit with potential employers • 1 Reentry Professional Conference (National Association Reentry Professional Inc) • 2 Community Outreach Event • 1 15th Annual Mayors Breakfast • 1 Affordable Housing Summit • 8 REACH Program events (Direct filed Juveniles @ Brevard County Jail Complex) • 3 Recovery/Reentry Navigator DEO Meetings • 3 New Community Organization partnerships • 4 Brevard Recovery Taskforce Committee meetings 	
<p>Grant Name: "Get There Faster" Salesforce Academy Program Grant</p> <p>Time Frame: 10/01/21 – 09/30/23</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</p>	<p>Salesforce training to WIOA eligible adults and youth has held 6 Cohorts with a total of 55 Enrolled and 51 Graduated. Participants can choose to attend courses</p>	Amberstar Bush

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<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>		<p>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>virtually at their residence or under supervision of an instructional aide at Brevard Adult & Community Education's South Area Educational Center in Melbourne. Additionally, students are paired with projects to be completed for Employer Worksites, providing the student with up to 240hrs of hands-on experience at \$17hr.</p> <p>To date, 25 have completed their hands-on experience, 12 are currently in their hands-on experience, 3 of those are in their second hands-on experience, 14 have transitioned into Full-Time Employment, and 30 industry recognized certifications have been obtained.</p> <p>Information sessions about this grant program have ended and all focused efforts have pivoted to employment connections.</p>	
<p>Grant Name: Non-Custodial Parent Employment Program (NCPEP)</p> <p>Time Frame: 01/01/23 – 06/30/24</p> <p>Funding Source: State Funds</p> <p>Partner(s): Clerk of Courts, Department of Revenue</p>	\$149,860	<p>This grant is provided to support non-custodial parents who are unemployed or underemployed and have difficulty meeting child support obligations to obtain and retain self-sufficient employment and establish a successful pattern of paying child support. Funding supports core services and enhanced services/direct participant support.</p>	<p>C2 is the lead for this grant after exhibiting an excellent partnership already with the clerk of courts through the Crosswalk referral system. To date, a total of 44 have been enrolled, 3 gained full-time employment, with the average wage at placement being \$16.67 an hour and 1 has successfully made a payment towards his child support obligations.</p> <p>Monthly outreach efforts include text, emails via Employ Florida, and hosting weekly orientation workshops at each of the Career Centers</p> <p>Continued efforts to get the word out about the program and to attract the population that would benefit from this program</p>	<p>Caroline Joseph-Paul</p>

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
			remains in motion through involvement with as many community activities as possible that would allow the information to be shared. The grant secured a No Cost Extension through June 30, 2024.	
Grant Name: Hurricane 2022 (Ian - Nicole Dislocated Worker Grant (DWG) Time Frame: 09/24/2022 - 9/30/2024 Funding Source: USDOL through DOE DWG Partner(s): NA	\$1,800,000	Projects for clean-up, demolition, repair, renovation, and reconstruction of destroyed public structures, facilities, and lands within the affected communities.	Current projects include: 1. Brevard Co. 2. City of Palm Bay 3. City of Cocoa Beach 4. US Fish and Wildlife Participants to date: 61	James Watson

UNRESTRICTED REVENUES (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
Grant Name: Ticket to Work (TTW) Program Time Frame: Indefinite Funding Source: Social Security Administration Partner(s): Vocational Rehabilitation	\$322,357 To Date	Focused on eligible TTW customers who want to return unsubsidized employment using the Employment Network (EN).	There were no new TTW participants in the 4 th quarter PY 21-22. We received payments of \$4,374 for 22-23 for a cumulative total of \$332,819 . Staff continue to collaborate with eligible customers who are interested in work or training. EN continues to progress at a modest pace.	James Watson
Grant Name: Tobacco Free Florida Time Frame: Indefinite Funding Source: Bureau of Tobacco Free Florida Partner(s): Florida Department of Health	\$54,834.00 To Date	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.	This agreement provides unrestricted revenue. Receipts for PY22-23 forth quarter- (04/1/23-06/30/23) is \$562.50 .	Marina Stone
Grant Name: AARP BTW50+ Time Frame: 12/14/2022 – 12/31/2023	\$60,000	This grant focuses on increasing income and earnings for low-income 50+ individuals by creating connections between mature workers and employers in	CareerSource Brevard (CSB) has hosted 4 cohorts with 148 registered in the Overview Workshop, Coached 42 people, and report employment for 29 people with an average wage of	Amberstar Bush

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

Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
Funding Sources: AARP Foundation		Brevard County through the AARP Foundation's BACK TO WORK 50+ program by providing workshops, business learning events, job fairs, and additional support through career training, professional development, and community engagement.	\$15.87/hr. In total, we plan to coach 77 people and report 35 people employed.	

CareerSource Brevard

Industry Workforce Committee

April 11, 2023

Minutes

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

Members in Attendance: Mike Menyhart (Chair), Kristen Bakke, Karen Houston, Jeff Jurinak, Traci Klinkbeil, Frank Margiotta, Trudy McCarthy, Nancy Peltonen, D. Travis Proctor, Cordell Rolle and Rachel Rutledge

Members Absent: Rohit Ghosh, Art Hoelke and Kirsten Patchett

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

C2 Staff in Attendance: Chakib Chehadi, Caroline Joseph-Paul, Marvetta Kaye Gordon, Linda Hadley, Melissa Janssen, Bob Knippel, Angie Londono and Taciana Raders, Sally Patterson 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 on the Consolidation and Realignment from CareerSource Florida was shared outlining items that have been identified that need to be done, along with a loose timeline of the realignment in our region. The Governor will need to formally approve the realignment and consolidation which should be in the May/June timeframe, followed by funding to bring this concept to fruition. The President also shared information about Dwyer Workforce who purchases nursing homes nationwide and turns them into non-profit facilities. Dwyer Workforce uses the excess funds to provide scholarships for LPN's and RN's. The owners of Dwyer Workforce reside in Melbourne Florida and want this opportunity to increase the healthcare workforce in the local community.

Action Items:

Approval of Workforce Operations Committee Minutes of January 10, 2023

Motion to approve the Minutes from the January 10, 2023 meeting was made by D. Travis Proctor. Nancy Peltonen seconded the motion. The motion passed unanimously.

Selection of Key Industries for Program Year 2023-2024

Staff presented data containing the history and trends of employment growth by industry from 2019 through 2023. The recommended key industries reviewed were aerospace/aviation, manufacturing, information technology, healthcare, construction, and logistics, transportation, distribution and leisure/hospitality. Motion to approve staff recommendation of the Key Industries for PY 2023-2024 be included on the consent agenda of the next Board of Directors meeting made by D. Travis Proctor. Kristen Bakke seconded the motion and motion passed unanimously.

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.

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, 2022 through March 31, 2023.

Multimedia Outreach Matrix

The Outreach Department shared a presentation and a matrix of social media, direct email marketing and paid advertising and other activities from the third quarter of PY 22-23.

Stephanie Robinson was re-hired and introduced as the CSB FAWA Program Coordinator. CSB’s annual job fair will be held June 7, 2023 from 3:00pm to 6:00pm.

Committee Member Survey

The committee was asked for input through Survey Monkey for suggestions to improve the Industry Workforce Committee Meetings.

Adjourn:

There being no further discussion or business, Marci Murphy adjourned the meeting at 9:42 am.

Respectfully submitted,

Reviewed by,

{signature on file} 04/28/23
Marina Stone Date

{signature on file} 04/28/23
Mike Menyhart, Chair Date

CareerSource Brevard

Career Center Committee

April 25, 2023

Minutes

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

Members in Attendance: Nancy Heller Chair, Shawn Beal, Robert Gramolini, Brian Jaskiewicz, Leslie Jones, Karen Locke, Nuno Mana, Theodore Pobst, Pamela Reed and Holly Tanner

Members Absent: Lorri Benjamin, Jimmy Lane, Tory Lovelace and Monica Shah

Staff in Attendance: Marci Murphy, Jana Bauer, Thomas LaFlore, Joy Bartlett, Denise Biondi, Amberstar Bush, Lisa Fitz-Coy, Erma Shaver, Marina Stone and James Watson

C2 Staff in Attendance: Caroline Joseph-Paul, Marvetta Gordon, Linda Hadley, Melissa Janssen, Angie Londono and Kristine Wolff of CareerSource Brevard (CSB) Career Centers

Guests in Attendance: There were no guests in attendance.

Call to Order:

Nancy Heller, Chair called the meeting to order at 8:32am at CareerSource Brevard (CSB). Introductions were made.

Public Comment:

There was no public comment.

Spotlight Presentations:

Alignment Presentation

Marci Murphy shared the Florida Workforce System Transformation Plan Phase III Alignment Initiative from CareerSource Florida (CSF) and the Governor's REACH office. CSF Board of Directors recommendation to the Governor is to reduce the local workforce boards from 24 to 21 regions. Details were shared regarding which regions will realign and which will consolidate; along with the reason given, the populations currently served independently and the new area to be served after consolidation. A draft consolidation plan was also shared showing the projected activities and tasks to be completed in order to consolidate CareerSource Brevard and CareerSource Flagler/Volusia; such as creating a governance structure, creating a new 501c3 and new sub-agreements; selecting a new Board of Directors, followed by the operational transition. On April 21, 2023, a Request for Proposal from CSF closed which was designed to solicit organizations to assist with Phase III of the consolidation/realignment of local workforce boards.

Action Items:

Approval of Career Center Committee Minutes of January 24, 2023

Motion to approve the Minutes from the January 24, 2023, meeting was made by Robert Gramolini. Shawn Beal 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 for Program Year 2023-2024. Brian Jaskiewicz made a motion to approve the staff recommendation for the RTOL for PY 2023-2024 as presented for inclusion in the consent agenda of the next Board of Directors meeting. Pamela Reed seconded the motion. The motion passed unanimously.

Discussion/Information Items:

Q3 Career Center Efforts Presentation

During the third quarter of PY22-23, C2 GPS shared a presentation on enrollment, employment and program highlights, hiring events, job seeker workshops, community partner engagement, and customer satisfaction feedback results.

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, 2022, through March 31, 2023. A Committee/Board Member shared that their organization hired 2 people on the spot for non-clinical positions at the Healthcare Job Fair on March 9, 2023. An upcoming event is the Annual Job Fair will be held on June 7, 2023 at The Raddison at the Port from 3pm – 6pm.

Q3 Multimedia Outreach Presentation and Matrix

The Outreach Department highlighted quarterly activities from January 2023 through March 2023. Metrics for the CSB website and social media platforms were shared. A Committee/Board Member asked where CSB monies are best served for ROI in outreach campaigns, such as radio, television, PSA's and email blasts. These results will be shared at the next committee meeting.

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, credential attainment rate and measurable skills gains.

Third Quarter Contractor Performance for PY22-23

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 meet the required number of measures to be eligible to earn dollars for Element A and were successful in exceeding the performance criteria to be paid on Element B. Performance measures 'redesigned' was explained.

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 PY22-23 goals. All performance goals were met or exceeded for the second quarter except Dislocated Worker Median Earnings which was missed by only 1.6%.

Letter Grade Scorecard

A letter grade scoresheet was shared for the second quarter of PY 2022-2023 with a grade of B and score of 85.89%.

Strategies and Goals Matrix

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 9:39am.

Respectfully submitted,

Reviewed by,

{signature on file}
Marina Stone

05/03/23
Date

{signature on file}
Nancy Heller, Chair

05/03/23
Date



Healthcare Consortium

MAY 2023



Brevard Healthcare Workforce Consortium



Welcome to Unique Career Pathways in Healthcare

Speakers Panel

Jenny King Career and Technical Education (CTE), Brevard Public Schools

- What's trending in the High School CTE Programs with focus on Health Science

Anne Everly Apprenticeship Training Representative Region 6, Apprenticeship Florida

- How does Apprenticeship in Healthcare work?

Barb Clapp President & CEO, Dwyer Workforce Development

Maria Darby Chief Operating Officer, Dwyer Workforce Development

- Introduction to Dwyer Workforce Development in Brevard County



Current Committee Details

[Quick review from last consortium and committee update](#)

Current Committee: Education Committee:

Find young adults and more specifically, young males already in the healthcare industry to speak to Middle to High School students to educate them on what to expect in the industry to entice them to enroll in the medical field.

Our **goal** is to have several field trip type of visits to the colleges where young professional minorities will discuss their journey into healthcare and motivate high school students to enroll into a medical career.

1. Ginger Kreigh – Health First
2. Tyler Hays -Ross – Health First
3. Jenny King – Brevard Public Schools
4. Teri Jones - METCA
5. Della Jordan – Keiser University
6. Sandra DeMessa – Purple Heart
7. Nadine Nonor – Met Life
8. Carol Watson – The Oxygen Room Consultants
9. Kayla Pendergrass – Brevard Nursing Academy
10. Aimee Brown from - Keiser University
11. Wayne Brown - EFSC



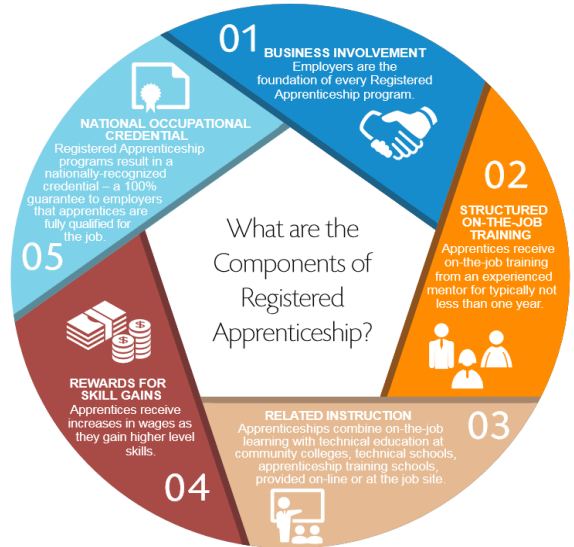
Florida's Bold Vision for Workforce Development

- Governor DeSantis' Goal: Florida will be #1 in the nation for workforce education by 2030
- 2021 Reimagining Education and Career Help (REACH) Act
- CareerSource Florida Strategic Apprenticeship Policy
- CareerSource Florida Board of Directors allocates grants for apprenticeship expansion
- Pathways to Career Opportunities Grants



How Does an Apprenticeship Work?

- **Business Involvement – Employer-driven.**
- **Structured on-the-job (OJT) training.**
- **Related instruction with an educational partner or in-house.**
- **1-, 2-, 3-, 4-year options – occupations.**
- **Wage increases for skill gains with OJT.**
- **Nationally recognized credential.**



Brevard Healthcare Workforce Consortium



- Hybrid meeting- healthcare representation with community partners, educators, employers, and workforce development.
- Jenny King, Brevard Public Schools CTE spoke on various programs and summer internships.
- Apprenticeship Training Representative Anne Everly and CSB Apprenticeship Navigator Melissa Byers presented on the benefits of apprenticeships in healthcare.
- Dwyer Workforce provided insight into what they provide as a company in healthcare. Maria Darby, COO explained their offerings and wrap around services for students training to be CNA's.





Career Center Efforts

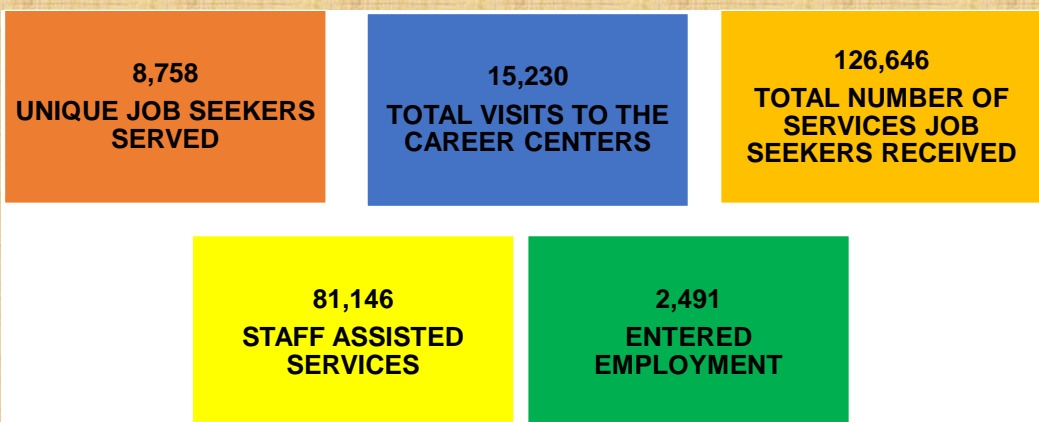
Career Center Committee

July 25, 2023

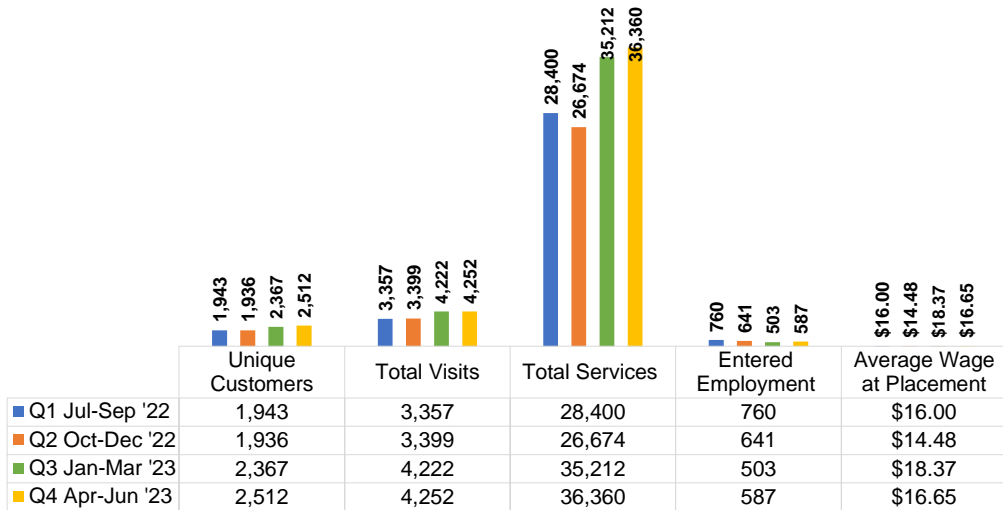
Caroline Joseph-Paul, Senior Managing Director



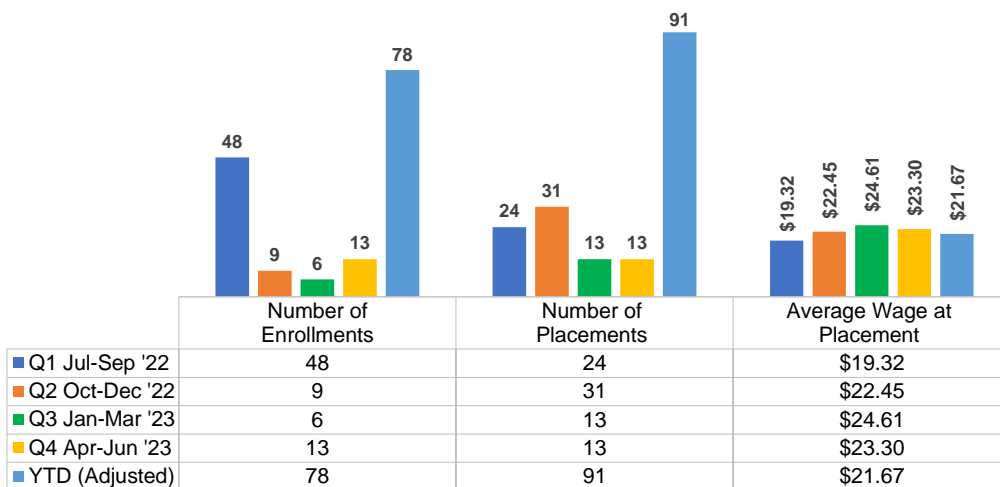
PY 22-23 Overall Highlights



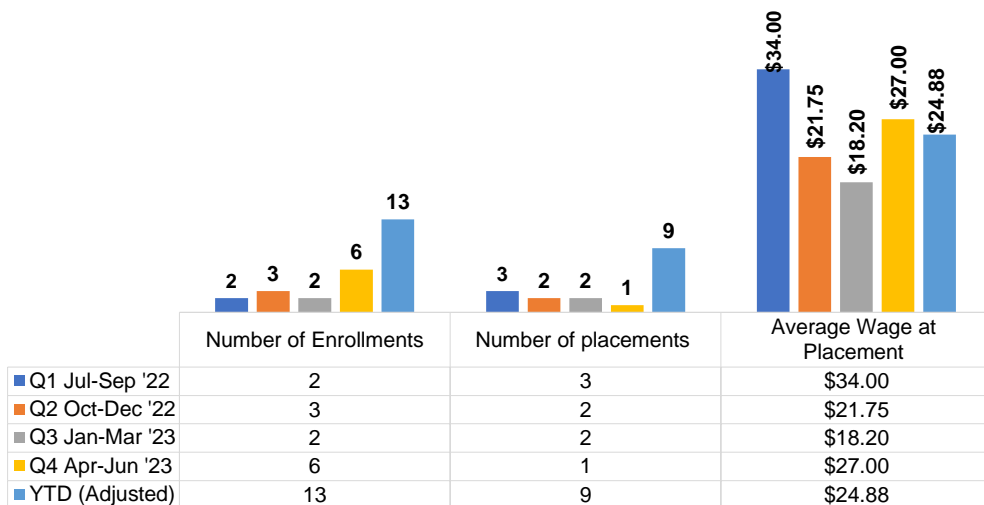
Q4- Quarterly Metrics (Universal Services)



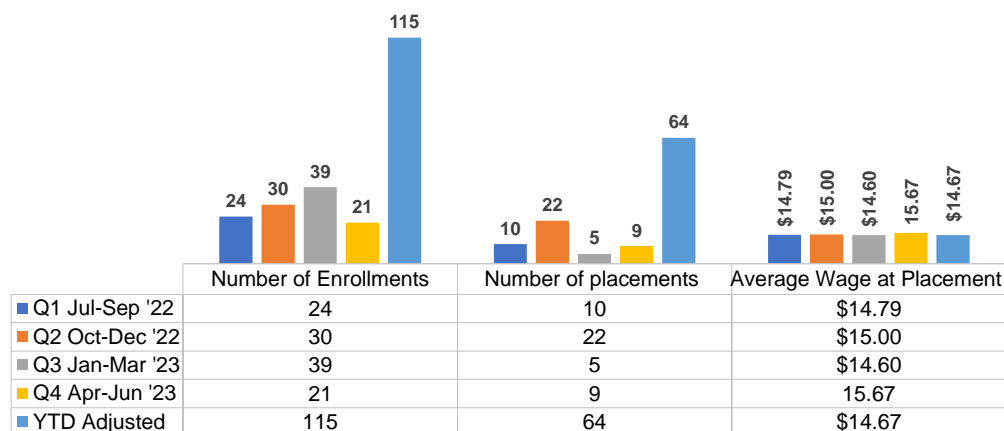
Q4 WIOA Program – Adult Metrics



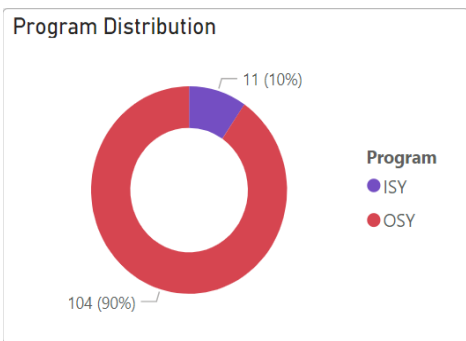
Q4 WIOA Program – Dislocated Workers Metrics



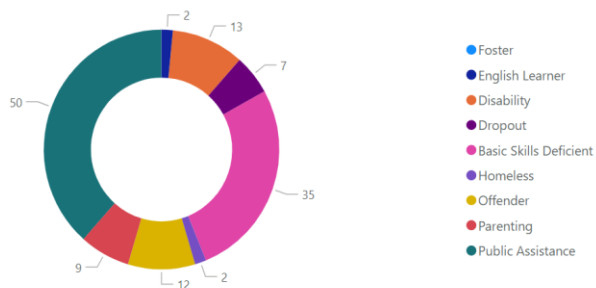
Q4 WIOA Program – Youth (NextGen) Metrics



PY22-23 WIOA Program – Youth (NextGen) Metrics



Demographics



PY22-23 WIOA Program – Youth (NextGen) Outreach

- Job Fairs (internal & external)
- Brevard County Virtual School Students
- Astronaut High School Senior Career Expo
- Boys & Girls Club Job Fair in Cocoa
- Eau Gallie High School Career Expo
- Brevard Public Schools – Junior students in the Career and Technical Programs
- Partnerships with:
 - Junior Achievement
 - Brevard Adult Education



Q4 Other Program Highlights



Earn Scholarships and Certifications, Get Help to Find a Job or Start a New Career with Better Pay!

NON-CUSTODIAL PARENT EMPLOYMENT PROGRAM

CAREER CENTERS

TITUSVILLE:
386 S. Washington Ave. Ste. 214
321-255-1100

ROCKLEDGE:
228 River Blvd.
321-255-1100

MILITARY FAMILY EMPLOYMENT ADVISORY CENTER (MFEC):
Parrish Space Force Base
462 Station Ave., Ste. 2228
321-255-1100

PALM BAY:
County Club Plaza
1275 Babcock St., Ste. 88
321-255-1100

careersourcebrevard.com
(321) 504-7600

CAREER CENTER HOURS
Monday-Thursday: 8:00 am to 5:00 pm
Friday: 8:00 am to 5:00 pm
MFEA: Monday-Friday
7:30 am to 5:00 pm

For Phone & Chat Live Hours:
Visit careersourcebrevard.com

A proud partner of the **ameriJobcenter**

For jobs and events, Text: **JOB242** to **(321) 504-7600**

Facebook: [careersourcebrevard](https://www.facebook.com/careersourcebrevard)
Twitter: [careersourcebrevard](https://twitter.com/careersourcebrevard)
LinkedIn: [careersourcebrevard](https://www.linkedin.com/company/careersourcebrevard)
Instagram: [careersourcebrevard](https://www.instagram.com/careersourcebrevard)

Non-Custodial Parent Employment Program (NCPEP)

(Jan. 2023 – June 2024)

- 44 enrolled
- 3 entered employment

Success Stories

Customer #1 – Referred by 18th Judicial Circuit/enrolled on 3/23/2023. Customer had his own concrete company and faced obstacles with keeping afloat & wanted more out of life. Received career services and after successfully reinstating his driver's license on 4/11/2023, he obtained employment on 6/19/2023 earning \$18/hr. as a driver.

Customer #2 – Referred to NCPEP by CSB colleague. Customer was enrolled on 6/7/2023 & was determined to obtain employment as a CDL driver. Prior to enrollment in program, he received scholarship from CSB and successfully attained CDL. On 6/12/2023, customer obtained employment as a Delivery driver using his CDL and making 15/hr. Customer received a total of 6 services and has made his first child support payment.



Q4 Our Virtual Footprint SkillUp Brevard



SkillUp Brevard
FREE Online Learning!
6,000+ courses available now.

LEVEL UP your career with SKILLUP!
Discover and learn the skills you need to achieve the career of your dreams with SkillUp Brevard, brought to you by Metrix Learning.

WHY SKILLUP?

- Learn about different career paths that interest you.
- Identify the skills you need to pursue your chosen path and create a plan.
- Complete interactive courses at your own pace and retake courses as needed.
- Show off your new skills to employers with certificates of completion.

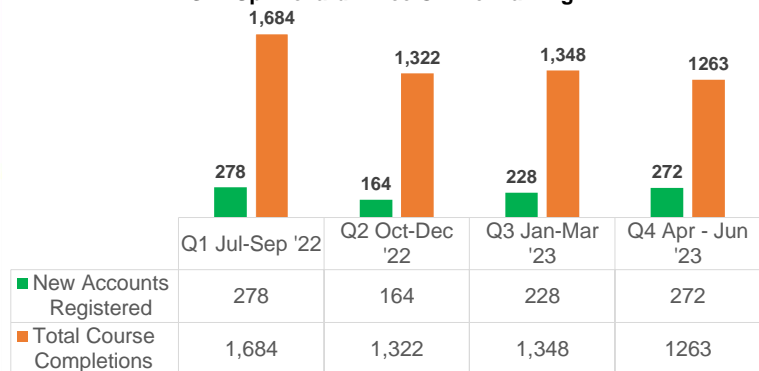
SIGN UP FOR SKILLUP FOR FREE:

1. Visit www.careersourcebrevard.com/skillup
2. Scroll down and click on Register for Free.
3. Click on Sign-Up Now.
4. Complete the Registration Form.
5. You will receive an e-mail from saos@metrixlearning.com granting you access to SkillUp courses.

Questions? E-mail SkillUp@careersourcebrevard.com for help.

Headquarters - Palm Bay
Phone: (321) 504-7600 • careersourcebrevard.com

SkillUp Brevard - Free Online Training



■ New Accounts Registered

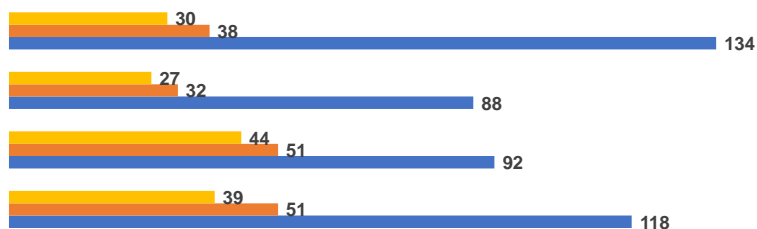
■ Total Course Completions



Q4 Our Virtual Footprint Essential Soft Skills Training



Essential Soft Skills Training



	Q1 Jul-Sep '22	Q2 Oct-Dec '22	Q3 Jan-Mar '23	Q4 Apr - Jun '23
Soft Skills Credentials Earned	39	44	27	30
Certificates of Completion	51	51	32	38
New Accounts Registered	118	92	88	134



Q4 Job Seeker Workshops

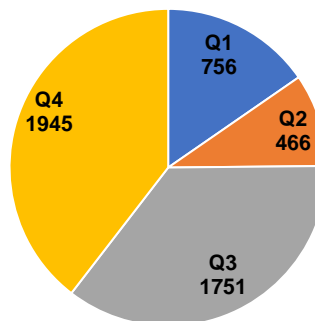
Highlights

1945 jobseekers attended various workshops

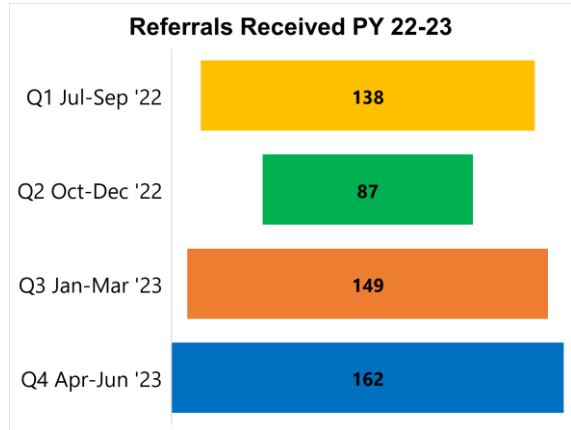
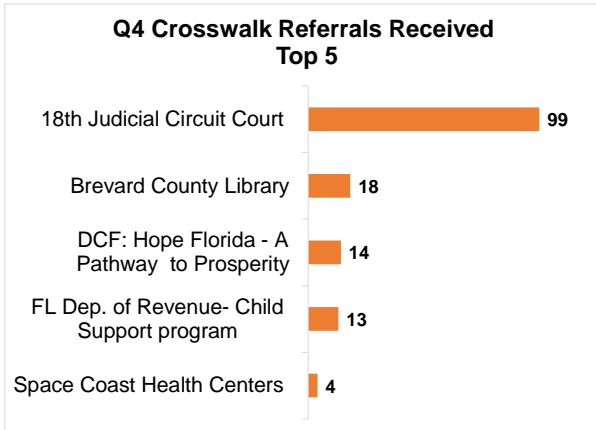
Partnered with Brevard County Adult & Community Education. CSB staff facilitated 2 employability skills development workshops via Zoom with a total of **351 attendees**.

Workshop Attendance

■ Q1 Jul-Sep '22 ■ Q2 Oct-Dec '22 ■ Q3 Jan-Mar '23 ■ Q4 Apr-Jun '23



Q4 Community Partner Engagement Crosswalk Agency Referral



Q4 – What Are Customers Saying Customer Satisfaction Survey Results

**Q4 SURVEYS COMPLETED = 364
(YTD = 1,976)**

- TOP 3 SERVICES RECEIVED**
- Job Search Assistance
 - Job Readiness/Orientations, Workshops
 - Applying for Reemployment Benefits/Filing Weekly Claims
 - Appointment w/CSB staff
 - Resources for Job Search (PC, Internet, Fax)

- TOP 3 WAYS CUSTOMERS HEARD OF CSB**
- Walk-ins
 - CSB's website
 - Family/Friend
 - CSB Staff
 - Department of Economic Opportunity/Re-employment



Q4 - Customer Satisfaction Survey Results

Key Areas of Interest	Q1 Jul-Sep '22	Q2 Oct-Dec '22	Q3 Jan-Mar '23	Q4 Apr-Jun '23
Staff were courteous and them feel welcome	98.43%	98.79%	97.23%	95.81%
Staff responded to their requests in a timely manner	98.03%	98.58%	97.05%	96.09%
Staff understood their needs & the assistance/information received was helpful	97.64%	98.38%	96.88%	96.65%
Would recommend CSB services to others	97.83%	98.38%	96.88%	96.09%
Overall Experience with CSB has been satisfactory	97.05%	97.98%	97.05%	96.09%

Eleven (11) respondents indicated that they slightly or moderately disagree. Yet based on the survey comments, five (5), 45.5%, indicated they are pleased with the services they received from the team. This leads us to believe the respondents reversed the rating scale accidentally.

Unedited Sample comments:

1. "Beatrice was an amazing help wonderful in every way imaginable."
2. "everyone did great job helping me"
3. "Great job"
4. "I EJOYED MY DAY"
5. "Smiley helped me. Without him I was stuck. He was very nice."



Q4 - Customer Satisfaction Survey – Sample Responses



"The help I received today was excellent! Thank you!"



"I was very pleased with the Education and Training Advisor."



"I could not navigate the Florida unemployment system without you! Thank you for your patience and guidance!"



"I am SO grateful to have found these services that are provided to help improve my work skills. The staff is remarkably friendly, professional and helpful!"



2023 Information Technology Consortium

- This year's IT Consortium was held on May 2nd at Canaveral Port Authority's Maritime Center.
- The event was sponsored by Indian River Network.
- The Keynote Speaker was Alan Beasley- VP of Business Development at Rudram Engineering.



Purpose

The purpose of the event was to allow our educational partners, local community organizations and employers within the IT industry the opportunity to share their insight and methodologies on how to effectively encourage, retain, train and grow the Information Technology workforce in Brevard County.





Breakout Session Discussion Topics

- Funding Opportunities to Support Employee Career Pathway Development
- Strategic Development for IT Talent, Recruitment, and Retention
- Training Program Updates and Strategies to Recruit Program Instructors



Funding Opportunities to Support Employee Career Pathway Development



- Melissa Byers and Anne Everly shared information about apprenticeships and how to become a participating employer
- Lori Robinson provided information about CareerSource Brevard's work base training programs
- Tonya Holder from Brevard Adult Education shared information about their IT Pre-Apprenticeship program.



Strategic Development for IT Talent, Recruitment, and Retention

- Creating a positive company culture to retain employees.
- Creating a career pathway to incentivize employees to be more productive and engaging.
- Offering an employee ownership module.
- Investing in employees by offering training opportunities to increase their professional development.
- Implement a strategic approach to recruiting employees by hiring passionate individuals who are hardworking and willing to learn.
- Taking interest in employees by understanding their love language so they can feel valued.
- Increase flexibility and home-life balance within the workplace.



Training Program Updates and Strategies to Recruit Program Instructors

- Information concerning the disconnect between the IT curriculum offered by educational institutions and employers' expectation for recent graduates were shared.
- Educational institutions need to update their IT curriculum to include soft skills training.
- Teachers not possessing the proper experience to adequately teach their students.
- Instructors should be required to participate in an internship to increase their professional development.
- Brevard Public Schools should require all students taking IT courses to do a tour of an IT facility to gain a better understanding of the industry.

Key Takeaway

- Based on the information gathered, as well as the concerns expressed in the meeting, it was determined there's a major disconnect between what the educational institutions are teaching, versus the employers' actual expectations and needs.
- As a result, there was an agreement throughout the room that we need to have sub-committees to further address the issue between both parties.
- The 1st sub-committee is expected to be late August of this year and it will be facilitated by CSB.





Construction Consortium

Agenda

- 8:00AM – 8:30AM **Registration, Continental Breakfast and Networking**
Breakfast Sponsored by Apis Cor.
- 8:30AM – 8:55AM **Welcome** – Melissa Byers- Apprenticeship Navigator/Business Liaison, CareerSource Brevard
Breakfast Sponsor Recognition– Khamare Farrar- Marketing & Communications Coordinator, Apis Cor.
Meeting Overview- Thomas LaFlore- VP of Industry Relations, CareerSource Brevard
- 8:55AM – 9:20AM **Keynote Address** – Mike Jaffe, Director of Operations- ECFL, Christopher Alan Homes
- 9:20AM – 9:25AM **Transition to Breakout Sessions** – Melissa Byers, CareerSource Brevard
Three Sessions, Identification of Groups, Instructions
- 9:25AM-9:30AM **Break**
- 9:35AM – 11:10AM **Breakout Sessions**
- 11:15AM – 11:35AM **Breakout Session Facilitator Report Outs**
- 11:35AM – 11:50AM **Building Subcommittees** - Melissa Byers, CareerSource Brevard
- 11:50AM – 12:00PM **Next Steps and Closing**- Melissa Byers, CareerSource Brevard



Breakout Sessions- Overview

- Three 30min sessions
- Identify your starting group by color on the front of your folder
- There will be a 5min break in-between each session
- Locations of sessions:
 - Blue- Labor Market Data for Industry Wage Overview- Conference Room 3
 - Red- Construction Industry Occupational Analysis- Conference Room 2
 - Green- Industry Certifications, Trainings and Apprenticeship Opportunities – Conference Room 1



Building Subcommittees

- A subcommittee will be comprised of employers, educators, community partners and workforce development.
- Subcommittees will assist in developing:
 - Career Pathways for the Construction Industry
 - Develop trainings/apprenticeships needed for the area
- Subcommittees will meet either quarterly or monthly.



A large green geometric shape composed of several triangles, located to the left of the title.

Florida Atlantic Workforce Alliance-FAWA

Stephanie Robinson- Project Coordinator



The FAWA Grant

- In 2019 Governor DeSantis set a goal to make Florida the best state in the nation for workforce education by 2030.
- Nearly \$30 million was dedicated to support workforce development in the Space and Treasure Coast region as part of a multi-agency initiative to support competitive industries in the area. (colleges, apprenticeship and pre-apprenticeship programs, etc.)
- \$9.0 million dedicated to WIOA to create the Florida Atlantic Workforce Alliance, a collaborative effort between workforce boards, educational institutions and school systems and aerospace, aviation, cybersecurity and manufacturing employers from Flagler to Martin counties. (CareerSource Brevard, CareerSource Flagler Volusia, CareerSource Research Coast)
- Objective: Fortify the talent pipeline on Florida's east coast
- AEROSPACE/AVIATION, ADVANCED MANUFACTURING, IT/CYBERSECURITY.

Consortium Meetings

- A meeting of Aerospace/Aviation, IT/Cyber Security, and Advanced Manufacturing industry employers and community stakeholders from all three workforce regions.
- During the first consortium, labor market information was shared, and recommendations by Lightcast® were made on how to meet growing industry workforce demands.
- Two more consortiums will be held before October 2024.
- During these consortiums, Industry Council Chairs will report out progress made within industry council meetings.
- Consortiums also consist of sharing of industry related updates and sharing best practices or other relevant information.



Industry Councils

- Three subcommittees that have been divided by industry to take action to address workforce needs within each industry.
- These councils will meet separately for a minimum of 5 meetings to collaborate on initiatives to strengthen the talent pipeline utilizing Industry Council input and data and recommendations shared by Lightcast® at the May 23, 2023, consortium.
- One employer representative will be chosen from each industry to chair each industry council and report outcomes to the consortium.



The Team

- Project Team:

Three project coordinators- one from each involved workforce board

- CareerSource Brevard- Stephanie Robinson
- CareerSource Flagler Volusia- Ashley Ziemann
- CareerSource Research Coast- TBD

- Executive Team:

The three CEOs of the involved workforce boards

- CareerSource Brevard-Marci Murphy
- CareerSource Flagler Volusia-Robin King
- CareerSource Research Coast- Brian Bauer



Other Grant Deliverables

- Lightcast SkillFit
 - Connects people, employers, and educators by analyzing a jobseeker's skills and connecting their skills to local jobs and careers that fit those skills.
 - Starts with a jobseeker's interests and then lays out their skills and identifies skill gaps and available training opportunities.
- Scholarships and Work Based Training Opportunities
- Job fairs/Recruiting Events and other opportunities to connect students/jobseekers with employers
- Instructor Attraction
- Intermediary Bootcamps
 - Instructor costs
 - Books/materials
 - Certifications

Are there any Questions?

For additional information contact:
Stephanie Robinson
Project Coordinator- FAWA
321-394-0549
srobinson@careersourcebrevard.com





Strategic Outreach & Awareness January to June 2023 Highlights

Engaging digital and traditional multimedia strategies to further business, jobseeker and industry partner relations.

Annual Job Fair Multimedia Campaign

Connecting 407 Jobseekers with 64 employers ready to hire!

Outreach Support to Engage Businesses Participation

- **Flyer:** Created for the business services team to use in reaching out to prospective employers.
- **Recruitment Social Media Posts:** Created for participating employers to share news about their open jobs and invite their followers to attend.
 - Analytics show business and jobseeker engagement and cross-promotion.
 - Increased awareness of employers and CSB's services.
 - Increased jobseeker traffic to the event.
- **Media Relations:**
 - 10 countywide pre/post event news (radio, newsprint, electronic and digital) highlighting employers – supporting employer awareness and jobseeker engagement.

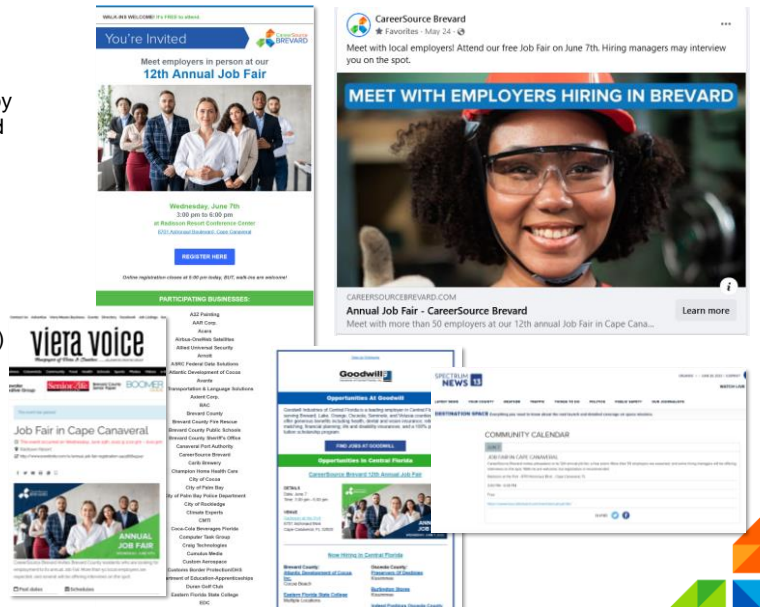


Annual Job Fair Multimedia Campaign

Connecting 407 Jobseekers with 64 employers ready to hire!

Outreach to Jobseekers

- **Flyer:** Engaging jobseekers
- **Email Marketing:** Sent to jobseekers in Employ Florida, media, referring community partners, and other stakeholders.
 - 17,000+ unique contacts reached
- **Organic Social Media Posts:** Reaching jobseekers, referring community partners and other stakeholders.
- **Facebook & Instagram Paid Ads:**
 - 28,012 people reached
 - 840 engagements (likes, comments, shares)
 - Approx. \$0.43 per jobseeker engaged
 - \$390 budget
 - Driving 782 to the event page
- **Media Relations:**
 - 10 countywide press mentions (radio, newsprint, electronic and digital)
- **Google/SEO:** Event added to CSB's Google business profile and website for SEO.



Hurricane Ian Nichole Multimedia Campaign

Providing carpentry & equipment training on the job!

Outreach to Engage Jobseekers

- **Web landing page "Jobs Now":** with lead generation form. www.careersourcebrevard.com/JOBSNOW
- **Flyer and email marketing:** Engaging jobseekers and referring sources.
- **Social & news media engagement:** Multi channel organic reach to jobseekers and referring sources.
- **Digital and in-stream radio:** Paid 2-week campaign across 8 local channels.
 - 425 spots aired

Campaign Outcomes

- 46,500+ people reached
- 195 unique visitors to web landing page
- 517 total web page views
- 79 Social media engagement (likes, comments, shares)
- 61 employed



Construction Grant Multimedia Campaign

Providing heavy equipment training, certifications & employment.

Outreach to Engage Jobseekers

- **Website:** Jumpstart landing page and construction page with lead gen form. www.careersourcebrevard.com/jumpstart
- **Flyer and direct email marketing:** Engaging jobseekers and referring sources.
- **Social media:** Multi-channel organic reach to jobseekers and referring sources.
- **Department of Motor Vehicles:** Paid video on 15 min. loop, Tville, MI, PB locations. <https://bit.ly/3r85E9s>
- **Brevard Public Schools, “Headlines” e-news,** monthly paid ads (parents, employees, partners)
- **Space Coast Area Transit (SCAT)–** Paid interior ad posters in 60 buses county-wide.

Campaign Outcomes

- 56k min. number of people reached
- 456 users landed on program web pages, 1,852 total web page(s) views
- 42 Social media engagement (likes, comments, shares)
- 95 completed training, 77+ employed

Website, Email, and Social Media Analytics

Impacted by paid and non-paid advertising



Website:

January – March: 23,440 unique visitors
April – June: 25,333 unique visitors (Hot Jobs: top viewed page with 19,282 pageviews)
 January – March: 744 jobseeker inquiries
April – June: 885 jobseeker inquiries
 January – March: 23 business inquiries
April – June: 39 business inquiries



Facebook, Instagram and LinkedIn:

Increased **reach**: 549.5% Facebook, 1,000% Instagram
 Increased **engagement** 140.6% Facebook, 27.2% Instagram
 Increased **follower shares** 33.7% LinkedIn



Constant Contact Email Messaging to Jobseekers:

Increased **opens and click rates** to 42% and 1.92% respectively
 Previously: 25.70% average open rate and 1.05% click rate

Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Recruiting Events

21 Onsite Events

- 18 unique employers included Manufacturing, Healthcare, Services, Gov't agencies, Aviation & Staffing Agencies represented
- Appointments & Walk-Ins
- 130 Job Seekers attended, 4 Veterans



Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Job Fairs - 6 Events & Partnerships

Second Chance Resource & Job Fair on April 13th

- Partnering with Dept. of Corrections to recognize National 2nd Chance Month
- 19 Employers and community partners
- 80 jobseekers / 13 Veterans

Port & Municipalities Job Fair on April 20th

- Canaveral Port Authority and City of Rockledge, City of Cape Canaveral, City of Titusville, City of Cocoa and City of Cocoa Beach
- 34 jobseekers / 4 Veterans

FREE JOB FAIR! WALK-INS WELCOME!

Thursday, April 20, 2023
 10:00 am to 1:00 pm
 CareerSource Brevard - Rockledge career center
 295 Barnes Blvd, Rockledge, FL 32955

MEET THESE EMPLOYERS!
 (Logos for various employers)

Job openings include:
 Technicians, Sales, Admin, Engineering, Automotive, Equipment/Construction, Healthcare (EMT, Medication, Clinical, Pharmacy, Account Executive, Home Care), Customer & Logistics, Support/Operations, and more...

Register Here:
<https://www.careersourcebrevard.com>

To see and apply for job openings:
 Visit <https://www.careersourcebrevard.com> or click on the logos below.

Partners:
 CareerSource BREVARD, Canaveral, Titusville, Brevard, Cocoa Beach, Cocoa, Rockledge, Cape Canaveral, Port Authority, and others.

RISE
 NO ENTRY TO EMPLOYMENT

Second Chance Resource & JOB FAIR

GET HIRED!
Second Chance Resource & JOB FAIR

Employers are hiring previous and current justice-involved individuals. There is your opportunity to get reemployed for stable employment!

Come celebrate National 2nd Chance Month with CareerSource Brevard, Florida Department of Corrections and City of Cocoa by attending the job fair!

Get your resume ready or ask one of our resume support specialists for assistance. Hiring managers are offering resumes on the spot. Open to the public and walk-ins are welcome.

Thursday, April 13, 2023
 10:00 am to 2:00 pm
 CareerSource Brevard
 295 Barnes Blvd, Rockledge, FL 32955

Meet the employers:
 • CNA
 • Labor Staff
 • Labor Power
 • Florida Justice Center
 • Brevard County

Partners:
 CareerSource BREVARD, Canaveral, Titusville, Brevard, Cocoa Beach, Cocoa, Rockledge, Cape Canaveral, Port Authority, and others.



Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Job Fairs - 6 Events & Partnerships

Super Tuesday Virtual Job Fair on April 25th

- 9 Employers
- 8 jobseekers / 1 Veteran

Palm Bay Career Center Job Fair on April 27th

- 18 Employers
- 104 jobseekers / 17 Veterans



Super Tuesday VIRTUAL JOB FAIR



Super Tuesday
Virtual Job Fair
Featured employers:
Florida Department of Children
and Families, BAC, RGNext,
Florida Department of Health,
Army and Air Force Exchange,
and more.

Tuesday, April 25th
11:00 am to 1:00 pm
Virtual



Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Job Fairs - 6 Events & Partnerships

Back to Work 50+ Job Fair on May 24th

- 36 Employers and 12 community partners
- 209 jobseekers / 15 Veterans

12th Annual Job Fair on June 7th

- 64 Employers & partners
- 407 jobseekers / 57 Veterans



Business Learning Events

Educating Brevard Businesses

Business Learning Event

- **Proactive Solutions for Talent Retention on June 6th**
- Hosted virtually by our Rapid Response Coordinator team
- Learn about programs that can help you retain employees
- Uncover funding and training opportunities
- Learn about the State of Florida's Rapid Response Program

BUSINESS LEARNING EVENT

PROACTIVE SOLUTIONS FOR TALENT RETENTION

Join your peers for this free virtual event!
 Learn about programs that can help you retain your staff
 Uncover funding and training opportunities
 Learn about the State of Florida's Rapid Response Program
 and how your business can get personalized assistance
 Get your questions answered!



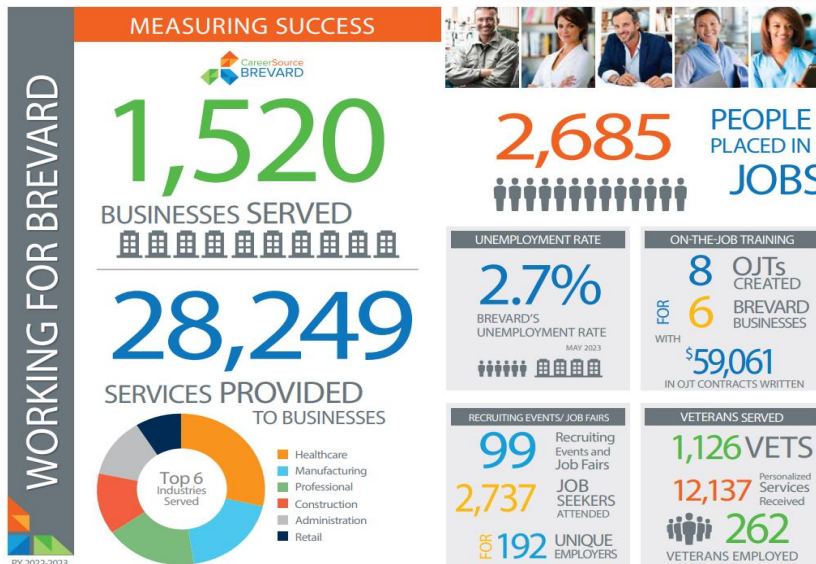
Tuesday, June 6, 2023
 12:00 pm to 1:00 pm
 VIRTUAL – via Microsoft Teams

Register TODAY!
 RSVP to Kimberly Weatherby, kweatherby@careersourcebrevard.com

Careersource Brevard partners with local and national agencies to bring you FREE business learning events. Meet our national agency partners, explore their services, and learn how they can help your business succeed. Proud Partner of the American Job Center network.

Fact Sheet

Business Services Provided July 1st, 2022 through June 30th, 2023



UNEMPLOYMENT RATE

2.7%

BREVARD'S UNEMPLOYMENT RATE MAY 2023



ON-THE-JOB TRAINING

FOR 8 OJTS CREATED WITH 6 BREVARD BUSINESSES

\$59,061

IN OJT CONTRACTS WRITTEN

RECRUITING EVENTS/ JOB FAIRS

99 Recruiting Events and Job Fairs

2,737

FOR 192 JOB SEEKERS ATTENDED UNIQUE EMPLOYERS

VETERANS SERVED

1,126 VETS

12,137 Personalized Services Received

262

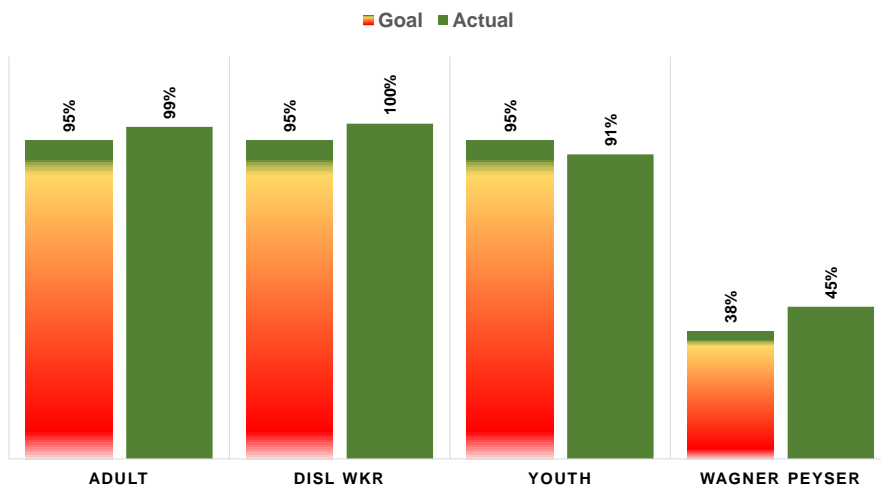
VETERANS EMPLOYED



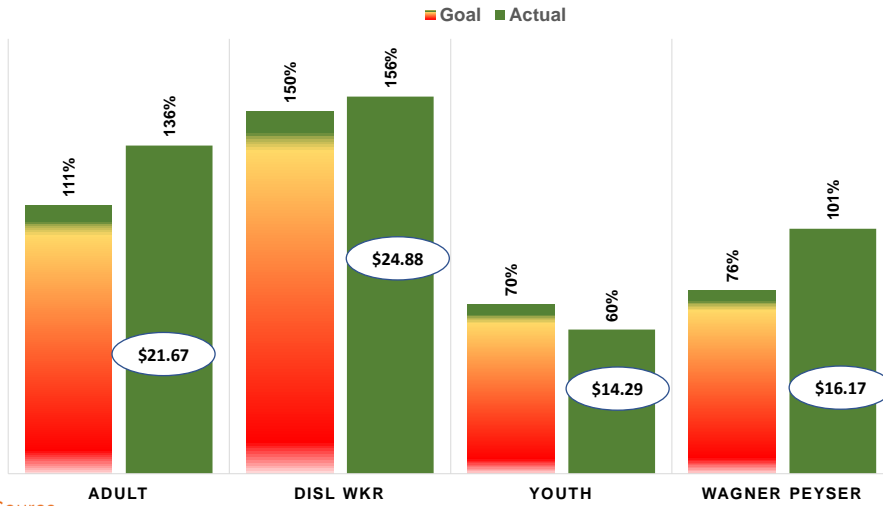
How is the Contractor Doing?



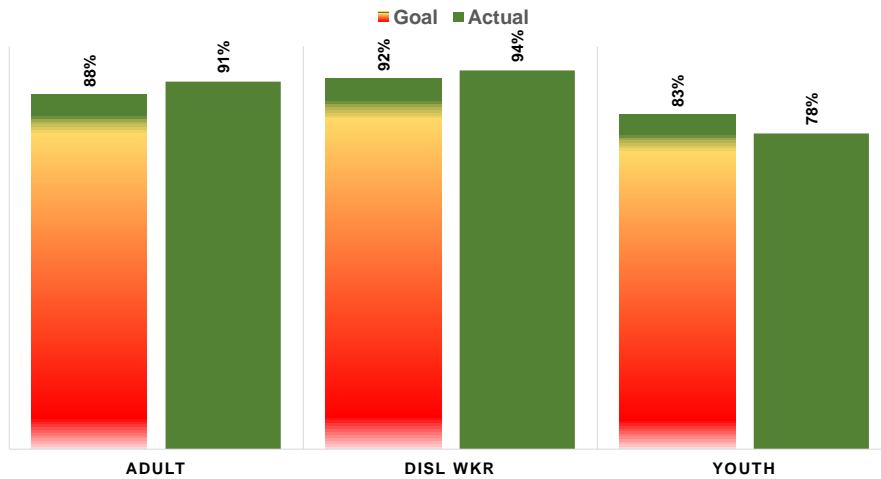
Entered Employment Rate Q4



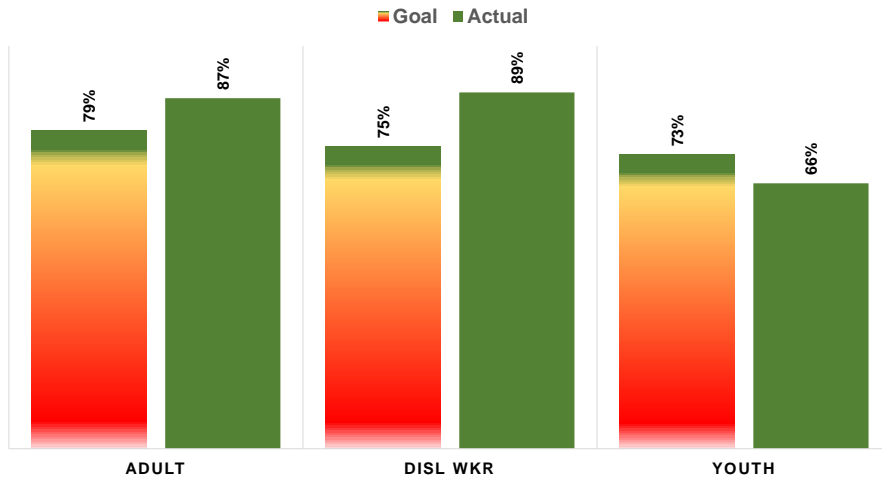
Average Hourly Wage Rate – Q4



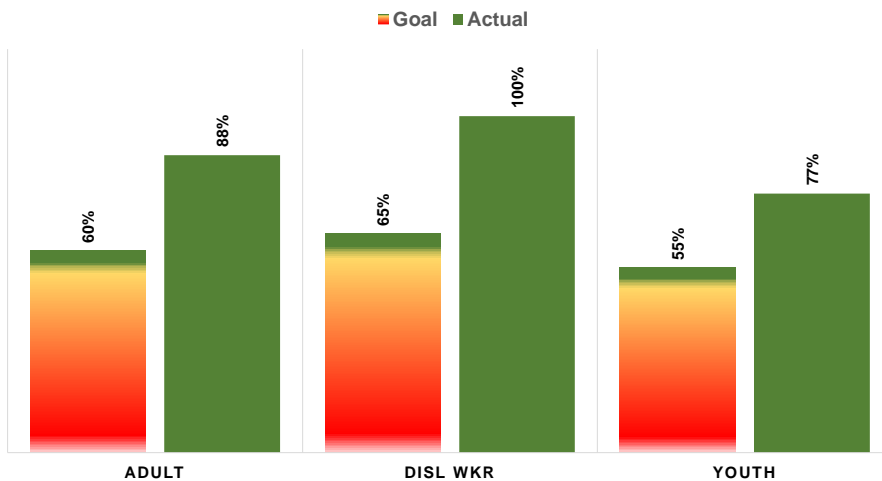
1 Year Retention Rate – Q4




Credential Attainment Rate – Q4



Measurable Skills Gain Rate – Q4





The Scholarship Unit

Highlights for Program Year 22-23

Career Center Committee Meeting
July 25, 2023

SCHOLARSHIP UNIT OVERVIEW

Who:

Group of Board and Career Center staff who coordinate, approve and track scholarship funding and make recommendations.

Scholarship Funding:

Formula WIOA, Special Grants, NDWG and FAWA, WT – funding goes directly to job seekers and businesses.

Purpose:

Ensure funding is used appropriately and for those who need it the most.

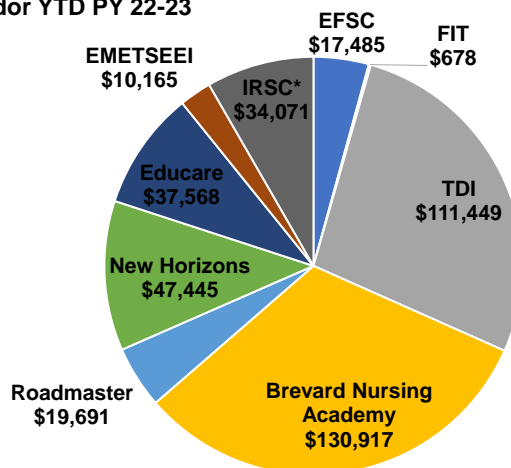
FUNDING PER SCHOOL – LAST 3 YEARS

Row Labels	Sum of # Trained	Sum of Successful Completers	Avg Wage of Successful Completers
Brevard Nursing Academy	81	64	
Certified Nursing Assistant	16	16	\$ 14.13
Licensed Practical Nursing	65	48	\$ 22.10
Eastern Florida State College	22	20	
Dental Hygiene AS	17	15	\$ 33.80
Practical Nursing	5	5	\$ 23.97
EMETSEEI Institute, Inc	6	4	
EMERGENCY MEDICAL TECHNICIAN	6	4	\$ 15.77
Indian River State College-Cs	16	16	
Commerical Vehicle Driving	16	16	\$ 20.37
New Horizons Computer Learning Center-Is-CSCF	13	9	
CYBER SECURITY IT PROFESSIONAL	8	7	\$ 34.33
PROJECT MANAGEMENT PROFESSIONAL (PMP)	5	2	\$ 27.23
New Horizons Computer Learning Centers - CSB	20	14	
CompTIA A+ Certification	5	4	\$ 16.16
Cyber Security	10	8	\$ 23.44
Microsoft Office Specialist	5	2	\$ 18.68
Roadmaster Drivers School -- CSB	13	13	
Commercial Truck Driver Training	13	13	\$ 28.83
Truck Driver Institute CSB	43	39	
Commercial Drivers License Program	43	39	\$ 20.60
University Of Central Florida-Un	6	4	
Continuing Education Courses	6	4	\$ 18.12
Grand Total	220	183	



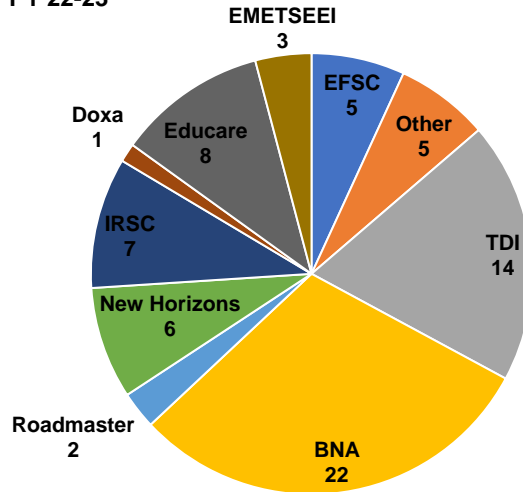
AMOUNT OBLIGATED PER VENDOR PY 22-23

SU Obligations by Vendor YTD PY 22-23



NEW ITAS BY VENDOR PY 22-23

SU Requests by Vendor PY 22-23



SCHOLARSHIP REQUESTS BY INDUSTRY PY 22-23

ITA's/OJT's/IWT's by Industry

Industry	PY 22-23
Healthcare	40
Transportation	24
Information Technology	22
General	16
Manufacturing	5
Professional	2
Aerospace	2
Construction	1
Hospitality	0

GUARDRAIL – JOB SEEKER MIX

Formula ITAs and OJTs

Excludes Youth, special grants and budget updates

Source: Scholarship Unit tracking on SharePoint

	YTD ITA/SS	YTD WBT	Total TYD	Total for Program Year 22-23	Previous program year 21-22
Unemployed (Goal 50%)	23	6	29	39%	47%
Underemployed (Goal 25%)	32	3	35	47%	30%
Employed (Goal 25%)	7	3	10	14%	23%

*UNDEREMPLOYED: LOW-INCOME, PT, STOP-GAP JOBS



WIOA ADULT PRIORITY OF SERVICE FOR PY 22-23

Priority Level	Total Eligibility Priority	Enrolled Priority	Difference	Eligible	Enrolled	Rece Care Tr
1 - Veterans and Eligible Spouses who are Public Assistance Recipient OR Low Income OR Basic Skills Deficient	6	2	4	3.49%	2.78%	
2 - Non-Covered Persons who are Public Assistance Recipient OR Low Income OR Basic Skills Deficient	131	54	77	78.16%	75.00%	
3 - Veterans and Eligible Spouses who are not included in Priority Group 1	1	0	1	0.58%	0.00%	
5 - Non-Covered Persons Outside the WIOA-Priority Groups	34	16	18	19.77%	22.22%	
Totals	172	72	100	100.00%	100.00%	

Must be > 50.1%

Goal is to be >= 75%

Currently at 78%