



# Board of Directors Meeting & Annual Retreat

Thursday, August 18, 2022

Breakfast: 8:00am

Meeting Begins: 8:30am

CSB Rockledge Career Center

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

Or call in (audio only) [+1 561-486-1414](tel:+15614861414), [207758271#](tel:+15614862077)

Attendees: Daryl Bishop, Mary Jane Brecklin, Colleen Browne, William Chivers, Randy Fletcher, Lloyd Gregg (Chair), Brian Jaskiewicz, Travis Mack, Mike Menyhart, Mark Mullins, Wayne Olson, Kirsten Patchett, Amar Patel, Pamela Reed, and Lynda Weatherman.

Non-Voting Members: Frank Abbate, Shawn Beal, Nancy Heller, Art Hoelke, Traci Klinkbeil, Susan Glasgow, Jennifer Kenny, and Terry Schrupf.

## Agenda

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

	<i><u>Page No.</u></i>
<i>Call to Order</i>	<i>Lloyd Gregg</i>
<i>Roll Call</i>	<i>Holly Paschal</i>
 <i>Public Comment</i>	
 <b>Board Recognitions</b>	
 <i>Action Items:</i>	
A. Board Member Appointment	1 – 2
B. President’s Proposed PY22-23 Goals	3 – 7
 <i>Consent Action Items:</i>	
A. Board of Directors Meeting Minutes – 5/19/22	8 – 10
 <i>Committee Chair Reports:</i>	
A. Industry Workforce Committee	<i>Mike Menyhart</i>
B. Career Center Committee	<i>Nancy Heller</i>
C. Finance Committee	<i>Colleen Brown</i>
D. President’s Report	<i>Marci Murphy</i>
 <i>Presentations:</i>	
A. A Year in Review	<i>Caroline/Thomas/Denise</i>
B. Letter Grades	<i>Erma Shaver</i>
C. Rapid Response Program	<i>Kimberly Weatherby</i>
D. Show Me the Money	<i>Jana Bauer</i>
 <i>Information Items:</i>	
E. Grow the Resources of the Board	13 – 16
F. ITA Vendor Evaluation	17 – 18

G. Effectiveness of Training	19 - 20
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K. Quarterly Multimedia Outreach	26 – 30
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M. Financial Reports (Charts 1, 2, & 3)	32 – 36
N. Committee Meeting Minutes	
a. Executive Committee – 8/1/22	37 – 38
b. Finance Committee – 8/1/22	39 – 40
O. Presentations at Committee meetings	41 – 69

***Special Guest Presentation:***

- A.** DEO James Heckman, Bureau Chief, Workforce Statistics and Economic Research-  
Florida’s Labor Market Information

***Adjourn***

*Meeting information available @ [careersourcebrevard.com](http://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:**

All meetings are Virtual unless otherwise noted

**September 2022**

No meetings

**October 2022**

11<sup>th</sup> Industry Workforce Committee-8:30am

25<sup>th</sup> Career Center Committee-8:30am

**November 2022**

7<sup>th</sup> Finance Committee-3:30pm

7<sup>th</sup> Executive Committee-4:00pm

17<sup>th</sup> Board of Directors-8:30am

**December 2022**

No meetings

**January 2023**

10<sup>th</sup> Industry Workforce Committee-8:30am

24<sup>th</sup> Career Center Committee-8:30am

**February 2023**

6<sup>th</sup> Finance Committee-3:30pm

6<sup>th</sup> Executive Committee-4:00pm

18<sup>th</sup> Board of Directors-8:00am -12:00pm (Annual Meeting and Retreat)

**March 2023**

No meetings

**April 2023**

11<sup>th</sup> Industry Workforce Committee-8:30am

25<sup>th</sup> Career Center Committee-8:30am

**May 2023**

1<sup>st</sup> Finance Committee-3:30pm

1<sup>st</sup> Executive Committee-4:00pm

18<sup>th</sup> Board of Directors Retreat-8:00am-12pm (TBD)

**June 2023**

No meetings



August 18, 2022

## *Action Brief*

### **Board Member Nominations**

#### Background

According to the CareerSource Brevard (CSB) bylaws, Article IV, para. C, "All board member nominees are appointed by the Brevard Board of County Commissioners as recommended to them by the full Board of Directors. Nominations for appointment of Directors to (1) fill vacancies on the Board (2) to serve another term or (3) to increase the number of Directors on the Board shall be held throughout the year with nominations received and vetted through the Executive Committee. Nominees shall be voted on at Board meetings by a majority of Directors then holding office, including those Directors whose term shall expire at such meeting. The Brevard Board of County Commissioners have final approval."

The Executive Committee has approved the following recommendations for board membership.

The nomination below would fill a mandatory Community-based organization with experience and expertise in addressing youth employment, training or education needs of individuals with barriers to employment:

**Karen Locke**, COO, Crosswinds Youth Services Inc. is recommended to fill the seat vacated by Lynn Brockwell-Carey.

#### Action

Approve Karen Locke for board membership resulting in ratification by the Brevard County Commission.

The nomination below would fill a mandatory Labor Organization seat in the local area:

**Karen Houston**, Field Staff, Space Coast AFL- CIO is recommended to fill the seat vacated by Jennifer Kenny, Space Coast AFL-CIO.

#### Action

Approve Karen Houston for board membership resulting in ratification by the Brevard County Commission.

The nominations below would fill the business seats:

**Cordell Rolle**, Owner/CEO/President, Rolle I.T. LLC., IT Industry

**Action**

Approve Cordell Rolle for board membership resulting in ratification by the Brevard County Commission.

**Monica Shah**, Vice President/Treasurer, Southeast Petro Distributors, Inc., also owner of retail and restaurants, Hospitality Industry

**Action**

Approve Monica Shah for board membership resulting in ratification by the Brevard County Commission.

**Holly Tanner**, Owner/President, L.H. Tanner Construction, Commercial Construction Industry

**Action**

Approve Holly Tanner for board membership resulting in ratification by the Brevard County Commission.

**Nuno Miguel Serraninho Mana**, East Coast Regional Manager, Acadian Contractors Inc., Industrial Construction

**Action**

Approve Nuno Mana for board membership resulting in ratification by the Brevard County Commission.



# CareerSource Brevard's Presidents Goals for PY 22-23

# Incentive Table Example

Table 1 (Example)

	Goal 1 (25%)	Goal 2 (20%)	Goal 3 (15%)	Goal 4 (20%)	Goal 5 (20%)	Total
Threshold 75%	X		X			
Target 100%		X				
Superior 150%				X	X	
Factor	$.75 \times 25 = 18.75$	$1 \times 20 = 20$	$.75 \times 15 = 11.25$	$1.5 \times 20 = 30$	$1.5 \times 20 = 30$	110%
Total Score = 110% of 15% = 16.5%						
Incentive = Salary X (.165) = Incentive Dollars						

# Proposed 22-23 Goals

Goals	Threshold 75%	Target 100%	Superior 150%
<p>Letter Grade: 4%</p> <p>Ensure CareerSource Brevard receives an “A” grade.</p>	<p>-Creation of in-house reports that can track our progress on a monthly basis completed 30 days after receiving all baseline data.</p> <p>-Capture and implement baseline 2021 data process improvements 30 days after receiving all baseline data.</p>	<p>-Baseline data shows a “B” grade or mid-year 2022-23 data shows a “B” grade.</p>	<p>-Baseline data shows an “A” grade or mid-year 2022-23 data shows an “A” grade.</p>
<p>Florida’s Workforce Alignment: 3%</p> <p>Stakeholder buy-in and planning</p>	<p>Meet with a minimum of 7 commissioners and local legislators to inform about the alignment.</p>	<p>Upon notification from CareerSource Florida of the recommendations, inform local legislators, county commission and at a minimum 4 key stakeholders of the outcomes.</p>	<p>Create a high-level plan for addressing the recommendations.</p>

# Proposed 22-23 Goals

Goals	Threshold 75%	Target 100%	Superior 150%
<p>Lead Florida's Aerospace/Aviation/Manufacturing/Cyber-Security Industries into a regional sectorial Alliance: 5%</p> <p>Bring businesses to the table to address the workforce issues and fortify the talent pipelines in this sector utilizing the Governor's set-aside funding of 9 Million.</p>	<p>-Lead 3 workforce regions in creating a proposal submitted and accepted by CareerSource Florida</p>	<p>-Hire and train staff -Create a minimum of two regional standardization processes. (i.e. contracts, marketing or technology, etc.)</p>	<p>-Create and facilitate the Florida Atlantic Workforce Alliance and hold one consortium meeting.</p>
<p>Alignment of CareerSource Brevard's Board Seats to meet the diversity requirements from the County Commission: 3%</p>	<p>Meet with potential board members to replace 3-4 board business seats.</p>	<p>New members on board and accepted by County Commission by November 2022.</p>	<p>New diversity appointments for two mandated seats</p>





# Action

Approve the President's goals for PY22-23

CareerSource Brevard  
**Board of Directors Meeting**  
May 19, 2022

**MINUTES**

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

**Members Absent:** Frank Abbate, Shawn Beal, Daryl Bishop, Lynn Brockwell-Carey, Randall Fletcher, Mark Mullins, Travis Mack, Terry Schrupf, Lynda Weatherman.

**Staff Present:** Marci Murphy, Jeff Witt, Holly Paschal, Thomas LaFlore (via teleconference), Denise Biondi (via teleconference), Jana Bauer, Richard Meagher, Lynn Hudson, Caroline Joseph-Paul (via teleconference), and Chakib Chehadi (via teleconference), Aaron Smith (via teleconference), Crisanta Garza (via teleconference), Ramsey Olivarez (via teleconference).

**Guests:** Candice Simmons (via teleconference) and Daniel Harper (via teleconference).

**Call to Order:** The CareerSource Brevard (CSB) Board Meeting was called to order at 8:02am by Lloyd Gregg.

**Public Comment:** There was no public comment.

**Presentations:**

Partner Recognition

Jana Bauer recognized Wells Fargo for their commitment and support of CSB. Candice Simmons accepted the Partner Certificate on behalf of Wells Fargo.

Daniel Harper of Department of Economic Opportunity (DEO) presented an overview of Brevard County's performance for program year 2021-2022 and Florida's workforce system funding, oversight, and service delivery for Program Year 2021-2022. Mr. Harper shared that CSB did very well on our Indicators of Performance.

**Action Items:**

Related Party Contracts

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 Nancy Heller and seconded by Susan Glasgow. Motion passed unanimously with Amar Patel abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval.

Travis Mack 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 Vaelo Networks Inc. and CSB. Motion to approve Related Party Contract with Vaelo Networks Inc. in an amount not to exceed \$20,000, made by William Chivers and seconded by Mary Jane Brecklin. Motion passed unanimously with Travis Mack abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval. Travis was not in attendance.

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 and CSB. Motion to approve Related Party Contract with Knight Enterprises Management in an amount not to exceed \$50,000, made by Brian Jaskiewicz and seconded by Susan Glasgow. Motion passed unanimously with Art Hoelke abstaining. The Related Party Contract will be sent to the Department of Economic Opportunity for approval. Art was not in attendance at the time of voting on any action item or consent item.

This action item was added to the agenda. Jana Bauer indicated before the meeting that she had a conflict of interest and needed to abstain from discussions. Staff presented a Related Party Contract with Quality Labor Management, LLC & Affiliated Companies (QLM) and CSB. Motion to approve Related Party Contract with Quality Labor Management, LLC & Affiliated Companies (QLM) in an amount not to exceed \$250,000 made by Susan Glasgow and seconded by Nancy Heller. Motion passed unanimously with Jana Bauer leaving the meeting before the discussion and voting of action items. The Related Party Contract will be sent to the Department of Economic Opportunity for approval. Jana was not in attendance.

#### PY 2022-2023 Proposed Budget

Richard Meagher presented the PY 2022-2023 Budget of \$10,474,000 which was previously reviewed and approved by the Finance Committee. Motion to approve the PY 2022-2023 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 Jennifer Kenny. Motion passed unanimously.

#### Board Member Reappointments

The reappointments of Frank Abbate, Shawn Beal, Susan Glasgow, Nancy Heller, Are Hoelke, Jennifer Kenny, Traci Klinkbeil, and Terry Schrupf were presented for approval by the Executive Committee. Motion to approve the recommended reappointments for submission to the Brevard County Commission for approval made by William Chivers and seconded by Brian Jaskiewicz. Motion passed unanimously.

#### Auditing and Monitoring Contract Awards

Jana Bauer presented Auditing and Monitoring Services Contract Awards and explained the process and system used by the rating team to make their recommendation and informed that six proposals were received. Several board members directed questions to Jana Bauer in regards the process which Ms. Bauer answered. Motion to approve the Rating Team's recommendation to award James Moore & Co., P.L. the contract for Audit Services for the initial period of July 1, 2022- June 30, 2023, plus (4) one-year options, with funding for the initial period not to exceed \$30,500, subject to successful negotiation of the contract and available funding made by Susan Glasgow and seconded by William Chivers.

Motion to approve the Rating Team's recommendation to award Taylor, Hall, Miller & Parker, P.A. the contract for Monitoring Services for the initial period of July 1, 2022-June 30, 2023, plus (4) one-year options with funding for the initial period not to exceed \$50,000, subject to successful negotiation of the contract and available funding made by Mike Menyhart and seconded by Susan Glasgow. Motion passed unanimously.

#### **Consent Action Items**

Marci Murphy gave an overview of the items on the Consent Action Items and explained that all would be approved after review of each item.

Ms. Murphy included the Board of Director meeting minutes for February 17, 2022, as the first consent action 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.

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 2022-2023. The RTOL is used by EFSC and Brevard Schools.

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. Susan Glasgow asked if June 19<sup>th</sup> would be added as a holiday and Marci Murphy informed that she would follow up with the question posed of June 19<sup>th</sup> as a required federal holiday and report the findings at the next board meeting if this holiday will be added to the operations schedule.

Staff also reviewed the WIOA DW to Adult Transfer that was recommended by the Finance Committee.

Motion to approve the Consent Action Items to include Board of Director meeting minutes for February 17, 2022, Selection of Key Industries, Regional Targeted Occupations List, Career Center Schedule of Operations,

and the WIOA DW to Adult Transfer was made by Nancy Heller and seconded by Mary Jane Brecklin. The motion passed unanimously.

### **Committee Chair Reports**

Mike Menyhart gave a report on the Industry Workforce Committee meeting held on April 19, 2022.

Nancy Heller gave a report on the Career Center Committee meeting held on April 26, 2022.

Colleen Browne gave a report on the Finance Committee meeting held on May 2, 2022.

### **Information Items:**

Marci Murphy gave the president's report. Items covered included Board Member Jennifer Kenny running for Cocoa City Council in district 4. She gave an update on the National Association of Workforce Board (NAWB) which was held in Washington D.C. in April 2022. Lloyd Gregg commented on his experience of attending the conference as extremely informative and shared actions taken by other states to address their workforce issues. Mary Jane Brecklin shared that she also benefitted from the information regarding communication and collaboration by attending the conference. Ms. Murphy shared labor market information and Brevard County statistics to include that Brevard County's unemployment rate is currently at 2.5%, she explained the meaning of Burning Glass' topic of "The Great Reshuffling". Ms. Murphy informed board members that they are required by DEO to complete annual training; she instructed members to send their certificate of completion to the Board Secretary and to be on the lookout for more detailed information soon. She shared an update on Florida Workforce Development Association (FWDA) adding additional seats for each region and informed the members that Colleen Browne has excepted a seat on the association to represent CSB. Ms. Murphy explained the additional roles of Lloyd Gregg and thanked both Lloyd and Colleen for their continued assistance with these additional roles. Ms. Murphy also presented plans for the many Phases regarding the Florida re-alignment of workforce boards stated in the Reimagining Education and Career Help Act (REACH Act) and efforts made by Ms. Murphy to present a white paper of the uniqueness of Brevard County to CareerSource Florida, the assigned contractor Ernst & Young LLP (EY), and our state lobbyist, Marti Coley. Ms. Murphy will continue to keep the board informed of each Phase of the REACH Act.

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

### **Other Business:**

There being no further business, the meeting was adjourned at 9:27am.

Submitted by,

Reviewed by,

(Signature on file)

Holly Paschal

5/19/2022

Date

(Signature on file)

Lloyd Gregg

5/19/2022

Date

# Committee Chair Reports

Industry Workforce Committee – Mike Menyhart

Career Center Committee - Nancy Heller

Finance Committee – Colleen Browne

President's Report



# Presentations

- A. A Year In Review
- B. Letter Grades
- C. Rapid Response Program
- D. Show Me The Money



REVISED  
07/25/22

## Grow the Resources of the Board Report

**BOLD** Denotes  
Revisions or Additions

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Grant Name: Health Emergency Dislocated Worker Grants in Response to COVID-19 Outbreak</p> <p>Time Frame: 04/13/20 – 03/31/23</p> <p>Funding Source: USDOL / National Dislocated Worker</p>	<b>\$4,249,999</b>		<p>Additional funding (<b>\$1.25M</b>) was received bringing the total to <b>\$4,249,999</b>. This grant is extended until 31 March 2023 and additional funds are being requested in support of the extension.</p> <p>Staff are working with Aging Matters, Early Learning Coalition, Second Harvest Food Bank, City of Palm Bay Housing Dept., Daily Bread, Central Brevard Sharing Center, Catholic Charities of Central Florida, City of Melbourne Housing &amp; Urban Improvement, Macedonia Community Development, Brevard County Housing and Human Services Department, Community of Hope, Brevard Neighborhood Development Coalition, Habitat for Humanity of Brevard Inc.</p> <p>Total activity:  <ul style="list-style-type: none"> <li>• <b>95 Participants Enrolled</b></li> <li>• <b>37 Employment at Exit</b></li> </ul> </p>	James Watson
<p>Grant Name: Department of Economic Opportunity Community Development Block Grant – Disaster Recovery (DR)</p> <p>Workforce Recovery Training Program Time Frame: 3/01/2020 – 06/30/2023</p> <p>Funding Source: DEO/ HUD/CDBG</p> <p>Partner(s): Listed in Grant</p>	\$2,049,784	<p>The target is low to moderate income individuals. The grant allows CSB expand existing programs to provide training in construction trades, including roofing, masonry, carpentry, concrete finishing, plumbing, HVAC, electricity, heavy equipment operations, carpet laying, glass/window installation, plastering and welding.</p>	<p>RebuildFL United Academy Heavy Equipment and Safety Training Program is currently in its <b>7th session</b> with a total of 9 participants. Classes are averaging between 9-10 participants each month. The program focuses on Nationally recognized certifications for Earth Moving Equipment, Mobile Elevated Work Platforms, Forklifts, and safety training, including OSHA 10 and Fall Protection.</p> <p><b>Since its first training cohort in November, the program has had 51 participants with a graduation rate of 95% and will hold its next session in August.</b></p> <p><b>Training continues to be held on a monthly basis.</b></p>	James Watson

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Grant Name: USDOL Apprenticeship Expansion Grant – Growing Advanced Manufacturing Apprenticeship Across America (GAMAAA)</p> <p>Time Frame: July 15, 2019 – July 15, 2023</p> <p>Funding Source: HIB Funds; Subrecipient of West LA (CA) Workforce Investment Board</p> <p>Enroll and train 40 jobseekers into AeroFlex Pre-Apprenticeship Program</p>	40 ToolingU Licenses and \$20K for Administration	CareerSource Brevard (CSB) in partnership and collaboration with the West LA (CA) WIB will continue to train jobseekers in a very successful, employer-driven pre-apprenticeship program that has been proven to support industry needs in California and Florida. The Aero-Flex Pre-Apprenticeship program meets the workforce development needs common to our region’s aerospace and aviation manufacturing industry partners. This unique training program provides a Soft Skills component, Core technical learning and Real-World employment via an On-the-Job training option.	CSB currently has access to <b>20 Aero-Flex training licenses</b> from ToolingU SME at no cost out of the 40 that were given. A Subrecipient Agreement with the <b>South Bay Workforce Investment Board</b> was executed on March 2021 to continue to train jobseekers in the Aero-Flex Program. <b>As of 07/25/22, we have enrolled 20 jobseekers, 7 of them have completed the online training, and 5 have received the CMFGA Certification. We are well on track to reach our goal.</b>	Thomas LaFlore
<p>Grant Name: Substance Use Disorder (SUD) Navigator Grant</p> <p>Time Frame: 05/06/21-08/31/23</p> <p>Funding Source: DEO Wagner-Peyser 7 (b)</p> <p>Partner(s): Local agencies involved in SUD treatment &amp; services</p>	\$156,520	This grant is provided to support hiring costs for a designated staff member to plan for and provide services for persons with Substance Use Disease (SUD). This person will utilize the funding to establish connections with existing local resources, as well as to address the stigma and barriers for persons with SUD. The overall goal is to assist in moving these customers to self-sufficient employment.	<p><b>Activities BRW report as of the end of the month for March 2022: BRW granted ended on March 2022 (final)</b></p> <ul style="list-style-type: none"> <li>• <b>167</b> Participants Enrolled (<b>actual goal achieved</b>)</li> <li>• <b>167</b> Receiving Services (<b>actual goal achieved</b>)</li> <li>• <b>113</b> Entered Employment (<b>actual goal achieved</b>)</li> <li>• <b>24</b> are in training;</li> <li>• <b>12</b> completed training</li> <li>• <b>9</b> obtained credentials</li> <li>• <b>4</b> Humanitarian Services</li> <li>• <b>4</b> Business Learning Events (event occurred in July 2021 and February 2022)</li> </ul> <p><b>At the expiration of the Brevard Recovery Works Grant on March 31, 2022, staff has shifted efforts to the Substance Use Disorder navigator grant which focuses on serving reentry, substance use and others impacted by the opioid crisis.</b></p>	Beatrice Boursiquot
<p>Grant Name: “Get There Faster” Salesforce Academy Program Grant</p> <p>Time Frame: 10/01/21 – 09/30/23</p>	\$923,305.97	This grant is provided to support low-income returning adult learners and youth to connect them with industry-driven credentials. PepUp Tech is a training provider that will offer cohort-based training in Salesforce skill	<b>Salesforce training to WIOA eligible adults and youth started on June 13<sup>th</sup> with 11 individuals, and will last 10-weeks. Interested students will begin a 12-week internship while seeking full-time employment - if not</b>	Amberstar Bush



<b>GRANTS</b> (Federal, State Local Competitive and Non-competitive)				
<b>Resource Information</b>	<b>Amount Awarded</b>	<b>Grant Focus</b>	<b>Current Status</b>	<b>Staff Lead</b>
Funding Source: CareerSource Florida  Partner(s): Brevard Public Schools Adult and Community Education, Brevard Public Schools Career and Technical Education, PepUp Tech		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.	<b>snagged up during the            internship! Information            sessions about this grant            program continue, and the            next cohort starts August 29,            2022.</b> Participants can choose to attend courses virtually at their residence or under supervision of an instructional aide at Brevard Adult & Community Education's South Area Educational Center in Melbourne.	

<b>UNRESTRICTED REVENUES</b> (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)				
<b>Resource Information</b>	<b>Amount Awarded</b>	<b>Grant Focus</b>	<b>Current Status</b>	<b>Staff Lead</b>
Grant Name: Ticket to Work (TTW) Program  Time Frame: Indefinite  Funding Source: Social Security Administration  Partner(s): Vocational Rehabilitation	<b>\$319,412</b> To Date	Focused on eligible TTW customers who want to return unsubsidized employment using the Employment Network (EN).	There <b>was one</b> new TTW participants in the <b>4<sup>th</sup></b> quarter PY 21-22. We received payments of <b>\$3,171</b> for 21-22 for a cumulative total of <b>\$319,412</b> .  Staff continue to work with eligible customers who are interested in work or training. EN continues to progress at a modest pace. A slight up tick in July lends to a more promising 22-23.	James Watson
Grant Name: Tobacco Free Florida  Time Frame: Indefinite  Funding Source: Bureau of Tobacco Free Florida  Partner(s): Florida Department of Health	<b>\$54,046.50</b> 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 PY21-22 fourth quarter- (01/1/22-03/31/22) is <b>\$70.00</b> .	Marina Stone
Grant Name: Healthcare Sector Strategy  Time Frame: 7/1/16 – 9/30/2021  Funding Source: Private Sector  Partner(s): A variety of health care employers, training vendors and others.	<b>\$728,962</b> To Date In 6 <sup>th</sup> year	Employ a Healthcare Sector Strategist to coordinate Healthcare Sector Strategy to facilitate solutions for current workforce needs, projections for workforce issues over the next five years, and resources to meet both long and short term goals as established by the industry as a whole.	Progress made to Addendum 7 grant goals: <ul style="list-style-type: none"> <li>• <b>Administered 1 Healthcare On-the-job training agreement.</b></li> <li>• <b>Implemented the Nursing Faculty talent attraction social media campaign, which resulted in 1 follow up phone call and 2 application submissions.</b></li> <li>• <b>5 more competitive scholarships were</b></li> </ul>	Megan Cochran

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

Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
			<p>awarded to Educare Envision College of Nursing (EECN) students. EECN is now a WIOA eligible training provider and has had their Practical Nursing program approved for scholarship.</p> <ul style="list-style-type: none"> <li>Placed an ad on the Upfront Tuition Match in Brevard Business News and made presentations on employee development resources to Florida Senior Living Association, Brevard Association of Human Services and Florida Health Care Association, but have not awarded a match to date.</li> </ul>	
<p>Grant Name: Wells Fargo Supportive Services for Community Empowerment</p> <p>Time Frame: 10/01/2018 - 11/01/2021</p> <p>Funding Sources: Wells Fargo</p> <p>Partners(s): NA</p>	<p>\$20,000</p>	<p>The focus of this grant is to assist participants in our program with support services needed to ensure successful job placement. Services can consist of transportation assistance, clothing to create a good first impression, and test preparation fees, etc.</p>	<p>CSB has moved to a reloadable cash card tracking system for these incentives. To date, <b>\$1,400</b> remain in available funds for incentives.</p>	<p>Jana Bauer</p>
<p>Grant Name: AARP BTW50+ Skill Accelerator 50+ Workforce Initiative</p> <p>Time Frame: 12/16/2021 – 7/31/2022</p> <p>Funding Sources: AARP Foundation</p> <p>Training Partner: PepUp Tech</p>	<p>\$30,000</p>	<p>This grant focuses on providing skills training for BTW50+ participants and alumni by creating a certification focused short-term training program to help them get on the pathway to high quality, in-demand jobs. According to 10K, the established market demand growth for Salesforce talent grew by 328% for North America, from 2020 to 2021. Funds will be provided to support instructional costs for BTW50+ participants and alumni to gain valuable digital skills training, through SkillUp Brevard, as a precursor to entering a small, exclusive cohort-style Salesforce System Administrator Training Program operated by PepUp Tech.</p>	<p>CSB acquired 23 participants for the program's Phase 1, SkillUp Brevard, and chose 10 people to move onto Phase 2, Salesforce Academy, based on the scores earned from the pre-selected required courses chosen in collaboration with PepUp Tech and Metrix Learning. <b>A total of 9 individuals successfully completed the Phase 2 Salesforce Academy and all individuals are in the process of being placed in paid internships. One individual interviewed with an internship and the employer was impressed enough that she will receive a shortened 6-week internship, followed by a permanent, full-time position starting at \$70k!</b></p>	<p>Jana Bauer</p>

## 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) 2020-21. 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 PY2020-21 report found the wage at placement to range from \$8.56 to \$41.00 per hour. The lowest rate was slightly higher than the previous year's rate of \$8.46 per hour. The highest rate was lower than the previous year rate of \$57.69 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, one vendor, EMETSEEI Institute, was found to have performance below the 60% threshold that could trigger a corrective action.

EMETSEEI Institute had only 2 successful completions out of the 4 who were no longer attending training. 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. Staff will closely track performance for this vendor in the coming months to ensure any trends, positive or negative are followed and noted.

## ITA Vendor Evaluation PY 2020-2021 Formula Funding

Provider Name	Total Amount Paid	Successfully Completed	Placed in Employment	Placed in Training Related Employment	Average Hourly Placement Wage
AAA School of Dental Assisting	\$4,500	---	---	---	---
Brevard Nursing Academy	\$109,369	18/22 81.82%	13/13 100%	10/13 76.9%	\$19.65
Eastern Florida State College	\$35,802	14/18 77.78%	13/13 100%	12/13 92.31%	\$25.56
EMETSEEI Institute	\$50,819	2/4 50%	2/2 100%	1/2 50%	\$9.33
Keiser University	\$5,177	7/7 100%	3/3 100%	3/3 100%	\$18.33
New Horizons Computer Learning Centers of Orlando	\$73,915	9/14 64.29%	12/13 92.3%	8/12 66.7%	\$17.62
Roadmaster Drivers School of Orlando, Inc.	\$26,920	3/3 100.0%	3/3 100%	3/3 100%	\$15.33
Truck Driver Institute of Florida	\$90,000	13/15 86.67%	11/11 100%	11/11 100%	\$17.34



August 18, 2022

## Information Brief

### Effectiveness of Training/Career Services PY 20-21

#### 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 2020-21, CareerSource Brevard provided Workforce Innovation and Opportunity Act (WIOA) funded career and training services to 285 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	156	128	48	37.5%
Training Services	194	109	81	74.3%
Total	285	237	129	54.4%

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	194	109	81	73.0%
ITA's	158	91	70	76.9%
OJT	30	19	12	52.6%
Other*	8	1	1	100.0%

\*Other includes Employed Worker Training, Customized Training, and Work Experience.

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 8.4 months for ITA's compared to average training length of 6.3 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	71	97.2% (69 Of 71)	97.1% (67 OF 69)
OJT's	12	100% (12 of 12)	100% (12 of 12)

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:**

COVID impact is seen in this report by the lower than usual number of customers receiving WIOA services. Pre-Covid number in PY 18-19 - 1,218; mid-Covid number PY 19-20 - 836 and PY 20-21 – 285.

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 18, 2022

## Information Brief

### End of Year Performance PY 2021-2022

#### Background

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

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

#### PY 2021-22 Performance Results

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

Elements of Contractor Performance Earnings - PY 21-22						
Measures						
Objective/Criteria	Minimum	Accelerated	1st Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter
<b>Customer Services</b>						
Brand New Job Seekers with Extra Credit	Q1 -1,650 Q2 – 3300 Q3 – 4950 Q4 – 6600	Q1 - 1800 Q2 - 3600 Q3 - 5400 Q4 - 7200	Missed (1572)	Missed (2749.2)	Missed (3910)	Missed (4.686)
Customer Engagement	70%	75%	Met (71%)	Met (72%)	Met (75%)	Met (76%)
<b>Entered Employment Rate/Positive Outcome</b>						
Adults	90%	95%	Exceeded (96%)	Exceeded (98%)	Met (94%)	Exceeded (96%)
Dislocated Workers	90%	95%	Exceeded (100%)	Exceeded (100%)	Exceeded (96%)	Exceeded (97%)
Youth	90%	95%	Exceeded (100%)	Exceeded (100%)	Met (93%)	Met (94%)
Welfare Transition*	33%	38%	Exceeded (42%)	Exceeded (40%)	Met (34%)	Missed (32%)

Elements of Contractor Performance Earnings - PY 21-22						
Measures						
Objective/Criteria	Minimum	Accelerated	1st Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter
Wagner Peyser	37%	40%	Missed (29%)	Missed (28%)	Missed (31%)	Missed (32%)
Short Term Veteran	38%	42%	Missed (33%)	Missed (34%)	Missed (36%)	Met (38%)
Average Wage at Placement						
Adult	\$17.01	\$17.73	Exceeded (\$18.16)	Exceeded (\$18.34)	Exceeded (\$18.46)	Exceeded (\$19.55)
Dislocated Worker	\$18.59	\$19.31	Exceeded (\$28.41)	Exceeded (\$26.19)	Exceeded (\$24.85)	Exceeded (\$24.17)
Youth	\$10.90	\$11.15	Exceeded (\$14.05)	Exceeded (\$14.10)	Exceeded (\$14.03)	Exceeded (\$13.89)
Welfare Transition*	\$10.01	\$10.65	Exceeded (\$12.91)	Exceeded (\$12.92)	Exceeded (\$12.94)	Exceeded (\$13.61)
Wagner Peyser	\$11.44	\$12.15	Exceeded (\$15.27)	Exceeded (\$15.08)	Exceeded (\$15.22)	Exceeded (\$15.50)
Retention at 12 Months						
Adult	80%	85%	Exceeded (94%)	Exceeded (90%)	Exceeded (89%)	Exceeded (88%)
Dislocated Worker	80%	85%	Exceeded (86%)	Exceeded (94%)	Exceeded (93%)	Exceeded (95%)
Youth	72%	75%	Exceeded (81%)	Exceeded (83%)	Exceeded (81%)	Exceeded (81%)
Measurable Skills Gain						
Adult	55%	60%	Exceeded (80%)	Exceeded (76%)	Exceeded (76%)	Exceeded (71%)
Dislocated Worker	55%	60%	Exceeded (94%)	Exceeded (94%)	Exceeded (91%)	Exceeded (90%)
Youth	55%	60%	Exceeded (72%)	Exceeded (62%)	Met (55%)	Met (56%)
Quality of Referrals						
Referral to Placement Ratio by Job Seeker	45%	50%	Missed (36%)	Missed (36%)	Missed (38%)	Missed (36%)
Training Services						
PFM Career Training Services	53%	58%	Exceeded (64%)	Exceeded (65%)	Exceeded (66%)	Exceeded (66%)
Grants and Special Projects Measured Annually						
Performance on Special Projects and Grants	N/A	N/A	N/A	N/A	N/A	N/A

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

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



Element B				
Met the accelerated percentages set on 10 out of 21 (Q1, Q2 & Q3) and 11 out of 22 (Q4) established in Attachment F	<b>Yes – Met Accelerated on 15 of 21</b>	<b>Yes – Met Accelerated on 15 of 21</b>	<b>Yes – Met Accelerated on 13 of 21</b>	<b>Yes – Met Accelerated on 14 of 21</b>
Element C				
Met a minimum score of 75 or higher on the CSB performance evaluation related to the annual state programmatic monitoring results	<b>Yes – Scored 80</b>			

**Performance Measure Revisions for PY 21-22**

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

The unique situation presented by COVID-19 and the historically low unemployment rates (2.3% in May 2022), continues to be seen in performance numbers. The contractor has been focused on minimizing the impact. Reopening of the Career Centers, expanded virtual offerings, and staff flexibility have all contributed to contractor maintaining optimal performance.

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

Wagner-Peyser Entered Employment Rate and Referral to Placement were both missed. These measures are directly related to the low unemployment and the number of unemployed customers moving into employment.

Welfare Transition Entered Employment Rate was missed. This was a result of a process change initiated by Department of Children and Families that impacted all regions in the state. CareerSource Brevard remains number 2 in the state in placement rate performance when compared to other regions.

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

## Information Brief

### Primary Indicators of Performance

#### Background

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

Below is the most recent report that shows past performance along with our actual performance through the 3<sup>rd</sup> quarter of PY 2021-22. Also shown are our goals for PY 2021-22. All performance goals were met or exceeded for the 3<sup>rd</sup> quarter.

#### July 2021-March 2022 Performance

Primary Performance Indicator (PPI)	Performance 2018-2019	Performance 2019-2020	Performance 2020-2021	PY 21-22 3 <sup>rd</sup> Quarter Performance	PY21-22 Performance Goals
<b>Adults:</b>					
Entered Employment Rate (2 <sup>nd</sup> Qtr. after Exit)	95.0%	89.1%	88.9%	92.9%	86.50
Employment Retention Rate (4 <sup>th</sup> Qtr. after Exit)	92.6%	87.0%	88.50%	89.9%	85.50
Median Earnings (2 <sup>nd</sup> Qtr. after Exit)	\$8,017	\$8,097	\$8,745	\$8,998	\$7,600
Credential Attainment Rate	89.1%	78.7%	85.2%	88.1%	72.0
Measurable Skills Gain	N/A	N/A	75%	65.3%	49.0
<b>Dislocated Workers:</b>					
Entered Employment Rate (2 <sup>nd</sup> Qtr. after Exit)	84.9%	91.8%	87.9%	92.0%	87.0
Employment Retention Rate(4 <sup>th</sup> Qtr. after Exit)	87.5%	88.7%	92.4%	88.5%	85.0
Median Earnings (2 <sup>nd</sup> Qtr. after Exit)	\$8,229	\$10,174	\$12,574	\$11,176	\$7,500
Credential Attainment Rate	81.00%	61.1%	69.4%	75.9%	70.0
Measurable Skills Gain	N/A	N/A	83.0%	75.6%	49.0
Primary Performance Indicator (PPI)	Performance 2017-2018	Performance 2018-2019	Performance 2019-2020	PY 21-22 3 <sup>rd</sup> Quarter Performance	PY21-22 Performance Goals
<b>Youth Common Measures:</b>					
Entered Employment Rate (2 <sup>nd</sup> Qtr. after Exit)	83.5%	80.2%	82.6%	81.1%	79.5
Employment Retention Rate (4 <sup>th</sup> Qtr. after Exit)	82.2%	85.6%	78.5%	84.2%	77.0
Median Wage 2nd Quarter After Exit	N/A	N/A	\$3,643	\$4,245	\$3,300
Credential Attainment Rate	72.5%	70.3%	73.0%	72.1%	76.5
Measurable Skills Gain	N/A	N/A	66.2%	55.1%	46.5
<b>Wagner-Peyser:</b>					
Entered Employment Rate (2 <sup>nd</sup> Qtr. after Exit)	63.8%	68.8%	61.9%	61.9%	65.0
Employment Retention Rate(4 <sup>th</sup> Qtr. after Exit)	64.8%	65.4%	62.9%	61.8%	64.2
Median Earnings (2 <sup>nd</sup> Qtr. after Exit)	\$5,619	\$5,459	\$5,468	\$6,067	\$5,100
<b>Not Met (less than 90% of negotiated)</b>	<b>Met (90-100% of negotiated)</b>		<b>Exceeded (greater than 100% of negotiated)</b>		

# MEASURING SUCCESS



# 2,064

BUSINESSES SERVED



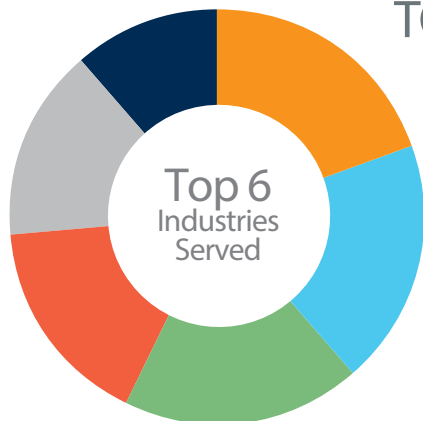
# 2,377

PEOPLE  
PLACED IN  
JOBS



# 36,691

SERVICES PROVIDED  
TO BUSINESSES



- Healthcare
- Professional
- Construction
- Manufacturing
- Administration
- Retail

## UNEMPLOYMENT RATE

# 2.3%

BREVARD'S  
UNEMPLOYMENT RATE  
MAY 2022



## ON-THE-JOB TRAINING

**27** OJTs  
CREATED

FOR **17** BREVARD  
BUSINESSES

WITH  
\$**200,922.87**  
IN OJT CONTRACTS WRITTEN

## RECRUITING EVENTS/ JOB FAIRS

**124** Recruiting  
Events and  
Job Fairs

**2,135** JOB  
SEEKERS  
ATTENDED

FOR **103** UNIQUE  
EMPLOYERS

## VETERANS SERVED

**1,274** VETS

**15,146** Personalized  
Services  
Received

**289**

VETERANS EMPLOYED



## Quarterly Multimedia Outreach (April –June 2022)

### OWNED Media

*CSB “owned” multi-channel media tactics (social media, direct 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/](https://www.instagram.com/careersource_brevard/)

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

- **Daily promotions:** Job openings, virtual and in-person workshops, job fairs, recruiting events, skills training, supportive services and resources, jobseeker success stories & testimonials.
- **Quarterly highlight:** Annual Job Fair, Young Adult workshops & summer jobs, Veterans workshops & job fair, Aero-Flex training for manufacturing, Aerospace, Construction and IT sector strategy training programs & career fairs, Careers in Healthcare outreach campaign, RISE program, AARP Foundation back to work 50+, COVID grant hiring event, Rebuild Florida Construction Training grant, Virtual Apprenticeship Career Fair in partnership with CS Flagler Volusia and CS Research Coast, Job fairs in partnership with Brevard County and Brevard Public Schools, and Salesforce training with PepUp Tech.

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

- **Daily promotions:** Job openings, virtual and in-person business learning events, CSB-hosted recruiting events, talent attraction job fairs, employee retention skills training, supportive services and resources, employer success stories & testimonials. These efforts support CSB’s Sector strategy initiatives (Aerospace/Advanced Manufacturing, Information Technology, Hospitality, Healthcare, and Construction)
- **Quarterly highlight:** Annual Job Fair, Veteran’s job fair, Aero-Flex training for manufacturing, Business consortiums, Job fairs and talent attraction for each key sector, Healthcare tuition match, Military spouse talent attraction, Soft Skills, and SkillUp Brevard (Metrix Learning) training to create qualified candidates and retain existing staff.

### EARNED Media

*This “earned” multi-channel media tactic leverages relationships built with media outlets, community & workforce partners, and local employers. It is free, and expands our reach to educate and inform jobseekers, employers, legislators, community partners, and media about CSB’s mission and the benefits of its no-cost programs and services.*

**Print, broadcast, and digital media coverage for this quarter:**

- **Florida Today** --- requesting workforce data/information/quotes for news related to Brevard's economy.
  - 10 things to know about low employment: <https://www.floridatoday.com/story/money/business/2022/05/30/here-10-things-know-brevard-record-low-unemployment/9912689002/>
  - Tips to re-enter the workforce at an older age <https://www.floridatoday.com/story/life/wellness/2022/04/19/tips-help-re-entering-workforce-after-long-absence/7354208001/>
  - CSB referenced regarding unemployment rate <https://www.floridatoday.com/story/news/2022/05/09/brevard-county-backs-employee-pay-raise-using-covid-19-relief-funds/9698437002/>
  - Second Chance (RISE program) Job Fair <https://www.floridatoday.com/story/news/2022/04/27/second-chance-job-fair-helps-brevard-convicts-find-employment/9539930002/>
  - Embraer plans to expand... career fair at CSB <https://www.floridatoday.com/story/money/business/2022/04/20/expansion-embraer-melbourne-add-150-people-its-staff/7370048001/>
  - Brevard struggles to fill jobs. [Low unemployment rate means Brevard employers face hiring challenges.pdf](#)
- **Brevard Business News:** Annual Job Fair and Virtual Apprenticeship Career Fair
- **EverythingBrevard.com:** CSB jobseeker workshops
- **Space Coast Daily:** CSB and Embraer Hiring event <https://spacecoastdaily.com/2022/04/embraer-has-150-open-positions-at-melbourne-facility-hiring-event-set-april-21-in-rockledge/>
- **Hometown News:** Virtual Apprenticeship Career Fair, Annual Job Fair, [https://www.hometownnewsbrevard.com/news/careersource-brevard-to-host-virtual-apprenticeship-fair/article\\_ef7451f6-db93-11ec-a12d-5b76b4186b1d.html](https://www.hometownnewsbrevard.com/news/careersource-brevard-to-host-virtual-apprenticeship-fair/article_ef7451f6-db93-11ec-a12d-5b76b4186b1d.html)
- **Skies Magazine:** Embraer brings jobs ... CSB recruiting event <https://skiesmag.com/press-releases/embraer-brings-over-150-jobs-to-melbourne-florida-facility/>
- **98.5 The Beach radio:** Daily run of CSB hot jobs and CSB/EFSC North Brevard Job Fair <https://bit.ly/3naO4wx>
- **WFTV Channel 9:** Annual Job Fair
- **News Channel 13:** CSB and Brevard County Job Fair
- **Greater Palm Bay Chamber:** Young Adult work experience program
- **Melbourne Regional Chamber:** recognizes CSB team members in the nonprofit category during Heroes Appreciation week
- **Melbourne Regional Chamber:** Beatrice Boursiquot, RISE and BRW program coordinator shares program benefits on podcast
- **Titusville Area Chamber of Commerce:** Appreciating CBS as a member; Marci Murphy guest speaker; CSB's Young Adult Business Startup Bootcamp and North Brevard Job Fair.
- **CareerSource Florida** shared CSB's Virtual Apprenticeship Career Fair in the Quarterly Apprentice Florida Update news.

	<ul style="list-style-type: none"> <li>• <b>Google Ad Grant program:</b> Reaching hidden and underemployed talent. CSB is a qualifying nonprofit who maintains 5% ad engagement to receive no cost display ads valued up to 10k/mo.</li> <li>• <b>Senator Debbie Mayfield and Eastern Florida State:</b> CSB VP Industry Relations at the table on workforce needs. <a href="https://www.easternflorida.edu/news-events/news-releases/2022/06-12-workforce-conference.cfm">https://www.easternflorida.edu/news-events/news-releases/2022/06-12-workforce-conference.cfm</a></li> </ul> <p><b>Earned social media for expanded coverage this quarter.</b>  <i>Partners who have “tagged” CSB in their posts and/or “shared” CSB posts to their networks:</i></p> <ul style="list-style-type: none"> <li>• Sorenson Moving and Storage, EFSC, Family Promise of Brevard, Gilbane Building Co, Brevard Fire, City of Satellite Beach, My Community Cares, Space Coast Credit Union, Talk of Titusville, Ready for Life Brevard, Perrone Properties, Terminal Security, Hydro, Embraer, Brevard Health Alliance, Micron Technology, Florida East Coast Real Estate, Brevard County, City of Cocoa, New Horizons, CHIP, Dittmer Air and Heat, FL Dept Corrections, STS Technical Services, Parrish Medical Center, VyStar Credit Union, Terminal Security Solutions, Danielle Dodge for Congress FL District 8, Early Learning Coalition, The Reentry Center of Brevard, Emma Jewel Charter School, Space Coast Living on The Cheap, Mutual Aid Brevard, Housing Authority of Brevard, Acuity International, STS Aviation Group, Viera Regional Business Alliance, Premier Virtual, Eckerd Connects, Heritage High School, Reflection of Hope Food Pantry, Florida Today, Brevard Schools, Eau Gallie High School, Spectrum News 13, Destination Brevard, St. Francis Reflections, The Beacon, Health First, Interrogating Justice, Early Learning Coalition, Propeller Club, Sea Pines Rehab, The REAL Church of Brevard, Space Coast Intelligent Solutions, BKK12 Branding Solutions, 98.5 The Beach radio, Brevard Homeless Coalition, Realogic HR, Florida Tech Career Services, AMI Kids, Veteran Owned, PepUp Tech, LS Technologies, 321 Count Down County Parents, HELPS Community Initiatives, Assisting Hands-Serving Brevard, Tooley Development Group, Brevard Alzheimer's Foundation, Melbourne Regional Chamber, CareerSource Florida, Canaveral Pilots Association, Acara Solutions, Florida Makes, Titusville Chamber, Wilson HCG, The Chiles Academy, CJ Harris Radio, Brevard Business News, Port Canaveral, WSW Healthcare Staffing, BAC, Technical Systems Integration, General Dynamics, ASRC, West Melbourne Police Department, Contec Americas, SMTC, Sourcepoint, and Stetson University.</li> </ul>
<p><b>PAID Media</b></p>	<p><i>Buying media allows CSB to reach jobseekers beyond those unfamiliar with our services.</i></p> <p><b>Paid media campaigns this quarter included:</b></p> <ul style="list-style-type: none"> <li>• <b>Facebook, Instagram and LinkedIn ads:</b> IT Consortium, Second Chance Job Fairs, In-person workshops, ReBuild Florida construction training grant, Nurse educator talent attraction, Young adult program, Annual Job Fair.</li> <li>• <b>Brevard Business News print ads:</b> Train &amp; retain key employees, Business resources: On the Job Training (OJT) &amp; SkillUp Brevard, IT virtual strategy summit, Healthcare sector strategy consortium, Healthcare employee tuition matching program.</li> <li>• <b>Department of Motor Vehicles waiting room videos:</b> ReBuild Florida Construction Training Grant, General jobseeker programs and services.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Brevard Public School’s “Headlines” e-newsletter ads:</b> Florida Rebuild Construction Training Grant, General jobseeker programs and services</li> <li>• <b>Space Coast Area Transit (SCAT) interior bus ads:</b> ReBuild Florida Construction Training Grant program, General Jobseeker programs and services.</li> <li>• <b>Print collateral:</b> Career services pocket folders</li> </ul>
<p><b>State-Funded Media</b></p>	<p><i>Florida’s cooperative outreach program supports Florida’s workforce system by offering a unified brand, outreach toolkit and annual outreach campaigns to help promote workforce programs and services to targeted audiences.</i></p> <p><b>This quarter, CareerSource Florida delivered nearly all the following no-cost assets:</b></p> <ul style="list-style-type: none"> <li>• <b>Customizable digital outreach toolkit:</b> CareerSource Florida is preparing assets designed to increase the 24 workforce boards’ digital engagement with customers. 100+ customizable paid and organic digital advertising assets, billboard art, radio scripts, updated media list, training opportunities, 2 videos, crisis communications roadmap, website data integrity audit, design platform to customize materials, flyer &amp; rack card templates, Constant Contact email header &amp; copy, partner news article copy, and success story news release template.</li> <li>• <b>Employer engagement advertising campaign:</b> display ads (video or text banner ads) on targeted websites designed to raise awareness of business services, engage customers, and connect them with addresses and phone numbers to our 3 career centers. Run time: February 17 - May 31.</li> </ul>
<p><b>Community Partner Outreach &amp; Engagement</b></p>	<p><i>Additional outreach efforts not detailed in this report, or the committee goals matrix include efforts to support Brevard’s workforce, economic, education, business and community partners.</i></p> <ul style="list-style-type: none"> <li>• <b>Use social media to share partners’ workforce news with CSB targeted audiences:</b> Palm Bay Chamber, LEAD Brevard, Melbourne Regional Chamber, Brevard 211, Brevard County, City of Cocoa, City of Titusville, Titusville Chamber of Commerce, B2K12 Branding, Florida Dept. Children and Families, Florida Dept, of Corrections, EFSC, Brevard Public Schools, Brevard Public Libraries, Brevard Prevention Coalition, EDC, BAC, Tooley Community Dev. Group, Florida DEO, Florida Dept. of Education, CareerSource Florida, AARP Foundation, New Horizons, Embraer, HUD.gov, US Dept. of Labor, United Way of Brevard, and more.</li> <li>• <b>Veterans Florida Expo:</b> CSB local veteran employment rep, Wilfredo Quiles joins panel discussion on Veteran career services</li> <li>• <b>Titusville Chamber Luncheon:</b> Marci Murphy presents: The Condition of the Workforce.</li> </ul>
<p><b>Website</b></p>	<p><i>Daily nurturing of the CSB home site is required to maintain good Search Engine Optimization (SEO).</i></p> <p><b>Industry-relevant posts, fresh content, refinements to highest performing keywords and messaging:</b></p> <ul style="list-style-type: none"> <li>• Monthly news posts: <a href="https://careersourcebrevard.com/news">https://careersourcebrevard.com/news</a></li> <li>• New events calendar layout: <a href="https://careersourcebrevard.com/events/">https://careersourcebrevard.com/events/</a></li> </ul>

	<ul style="list-style-type: none"><li>• Exploring updates to website menu and pages with the newly-formed communications committee</li></ul> <p><b>Web Analytics</b></p> <ul style="list-style-type: none"><li>• 31,289 unique visitors to CareerSource Brevard website (April 1, 2022-June 23, 2022) <i>24,338 last quarter</i></li><li>• Top viewed pages (same as last quarter): SSI Calculator (Ticket to Work), Hot Jobs, and Career Services landing page.</li></ul>
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August 18, 2022

## *Information Brief*

### **Budget Update for Program Year (PY) 2022-2023**

#### Background

In May the CSB Board approved a budget of \$10,474,000 for PY 22-23. 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 FY 2021-2022 closeout, we have \$480,868 in formula funding to carry forward into the FY 2022-2023 budget. That figure is 20% higher than the \$400,000 that was included in the approved budget.

At the time the budget was prepared we had requested \$2.4 million from DEO for COVID-19 activities in FY 2022-2023 and that figure was included in our budget. On July 8 DEO released \$1.25 million in COVID-19 funding to CSB. This reduction amounts to approximately \$300,000 of operating funds. We have received additional dislocated worker funds that will offset the funding reduction along with a projected 3 million dollar grant to be awarded in September. We will monitor funding and spending closely throughout the year and inform the Board if any budget reductions are necessary.



August 1, 2022

## Information Brief

### **Financial Reports**

#### Background

The three reports that follow this brief will provide the Finance Committee with the status of CareerSource Brevard's (CSB) funding, budgets, and expenditures for the fiscal year beginning on July 1, 2021 and ending on June 30, 2022.

#### Report Descriptions

##### **CSB BUDGET TO ACTUAL REPORT (ATTACHMENT 1)**

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

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

##### **CSB FISCAL DASHBOARD INDICATORS (ATTACHMENT 2)**

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

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

### **CSB FEE FOR SERVICE ACTIVITIES (ATTACHMENT 3)**

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



## Budget to Actual Report

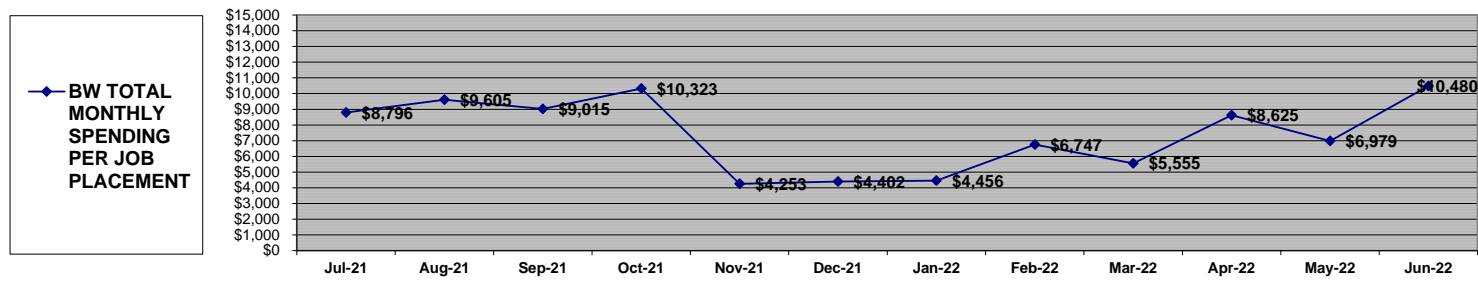
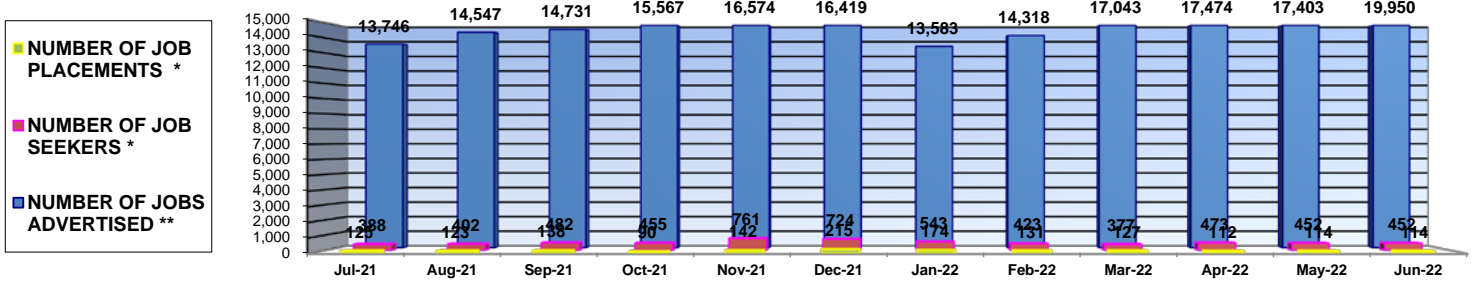
As of June 30, 2022

Revenue PY 2021 - 2022	Annual Budget	WIOA Adult	WIOA Youth	WIOA Disl Wkr	Welfare Transition	NEG Grants	Other Grants	INDIRECT POOL
Carry In Funds From PY 20 - 21	279,736	-	-	-	160,421	-	119,315	
PY 21 - 22 Awards	11,380,264	1,358,319	688,454	450,000	1,646,502	4,601,090	2,635,899	
Award Total - Available Funds	11,660,000	1,358,319	688,454	450,000	1,806,923	4,601,090	2,755,214	
LESS planned Carryover For PY 22 - 23	-	-	-	-	-	-	-	
<b>Total Available Revenue</b>	<b>11,660,000</b>	<b>1,358,319</b>	<b>688,454</b>	<b>450,000</b>	<b>1,806,923</b>	<b>4,601,090</b>	<b>2,755,214</b>	

Expenditures								Total Expenditures - 6/30/22	% of Budget - 6/30/22	
Staff Salaries/Fringe Benefits	1,545,200	120,568	74,220	62,892	224,851	628,969	384,677	1,496,177	96.8%	534,936
Program Operations/Business Services	1,368,100	94,194	57,984	49,135	175,665	491,380	300,526	1,168,883	85.4%	104,406
Infrastructure/Maintenance Related Costs	958,200	70,330	43,295	36,687	131,161	366,894	224,391	872,758	91.1%	28,222
IT Costs/Network Expenses	438,500	29,957	18,441	15,626	55,867	156,276	95,579	371,746	84.8%	5,108
Contracted One-Stop Services	3,696,500	244,144	410,606	66,585	937,736	860,421	1,163,791	3,683,283	99.6%	-
Customer Training Activities	2,880,800	541,802	35,630	108,324	22,385	1,788,013	358,331	2,854,485	99.1%	-
Customer Support Services	100,000	11,359	14,824	(1,884)	18,521	9,737	6,570	59,127	59.1%	-
Indirect Cost (12.06%)	672,700	90,499	33,454	20,213	61,877	299,400	167,229	672,672	100.0%	(672,672)
<b>TOTAL EXPENDITURES</b>	<b>11,660,000</b>	<b>1,202,853</b>	<b>688,454</b>	<b>357,578</b>	<b>1,628,063</b>	<b>4,601,090</b>	<b>2,701,094</b>	<b>11,179,131</b>	<b>95.9%</b>	<b>-</b>

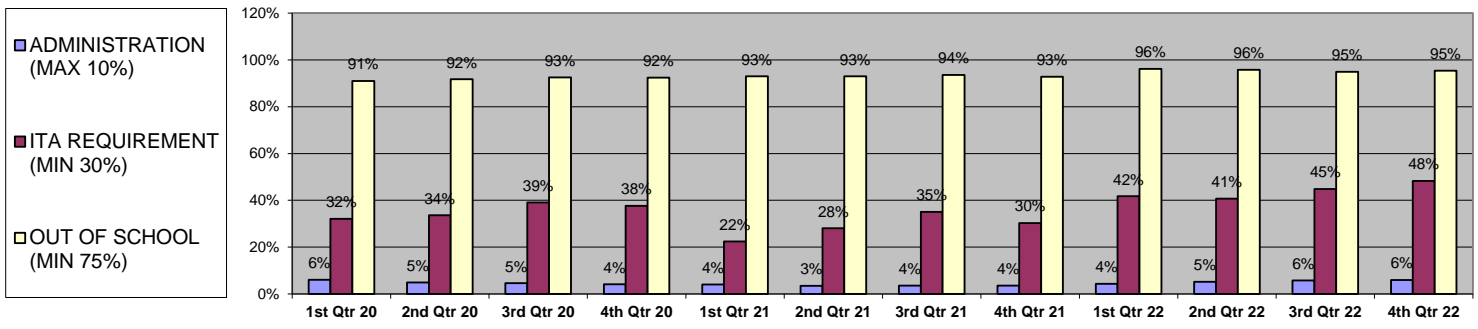
<b>REMAINING AVAILABLE FUNDS</b>		155,466	-	92,422	178,860	-	54,120		
<b>% OF FUNDS EXPENDED BY GRANT THROUGH 6/30/22</b>		88.6%	100.0%	79.5%	90.1%	100.0%	98.0%		

## MONTHLY JOBS REPORT & BW SPENDING PER JOB PLACEMENT



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

## ANNUAL SPENDING CAPS BY QUARTER



Category	1st Qtr 20	2nd Qtr 20	3rd Qtr 20	4th Qtr 20	1st Qtr 21	2nd Qtr 21	3rd Qtr 21	4th Qtr 21	1st Qtr 22	2nd Qtr 22	3rd Qtr 22	4th Qtr 22
<b>PROGRAM SPENDING:</b>												
ADMINISTRATION (MAX 10%)	156,767	281,964	418,590	552,984	141,733	265,662	391,282	541,892	151,800	313,374	485,854	678,148
PROGRAM ACTIVITIES	2,427,239	5,435,230	8,733,631	12,881,996	3,406,579	7,349,980	10,565,082	14,532,965	3,373,255	5,690,997	7,883,208	10,647,132
<b>CUSTOMER SPENDING:</b>												
STATE ITA COSTS (MIN 30%)	169,810	379,150	573,734	723,452	110,878	217,060	420,757	699,459	156,560	267,019	459,397	639,159
OTHER PROGRAM COSTS	359,950	748,012	893,311	1,195,962	382,653	556,526	780,536	1,609,109	218,239	389,341	565,417	685,024
<b>YOUTH SPENDING:</b>												
IN-SCHOOL	24,911	55,186	54,328	69,794	16,784	13,071	29,987	46,927	6,131	12,987	24,277	30,364
OUT-OF-SCHOOL (MIN 75%)	252,848	612,562	673,673	850,816	221,929	172,829	439,803	603,788	153,264	296,093	450,860	624,636



CURRENT YEAR FEE FOR SERVICE ACTIVITIES (7/1/2021 - 6/30/2022)

Unrestricted Balances: Cash on Hand \$200,037 Certificates of Deposit \$76,352 Total \$276,389

	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
<b>Revenue</b>												
Grant Awards	\$ 91,845	100.0	\$ 40,000	100.0	\$ 2,500	100.0	\$ -	0.0	\$ 5,322	85.3	\$ 139,667	96.9
Contract Revenue	-	0.0	-	0.0	-	0.0	413	11.5	-	0.0	413	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	3,171	88.5	-	0.0	3,171	2.2
Website Licenses	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0
Interest Earnings	-	0.0	-	0.0	-	0.0	-	0.0	916	14.7	916	0.6
<b>Total Revenue</b>	<b>\$ 91,845</b>	<b>100.0</b>	<b>\$ 40,000</b>	<b>100.0</b>	<b>\$ 2,500</b>	<b>100.0</b>	<b>\$ 3,584</b>	<b>100.0</b>	<b>\$ 6,238</b>	<b>100.0</b>	<b>\$ 144,167</b>	<b>100.0</b>
<b>Expenses</b>												
Personnel	\$ 53,150	57.9	\$ -	0.0	\$ -	0.0	\$ 75	2.1	\$ 11,111	178.1	\$ 64,336	44.6
Travel / Training	350	0.4	-	0.0	-	0.0	-	0.0	-	0.0	350	0.2
Outreach	1,248	1.4	-	0.0	124	5.0	-	0.0	4,219	67.6	5,591	3.9
Software	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0
Supplies	-	0.0	1,194	3.0	-	0.0	-	0.0	1,775	28.5	2,969	2.1
Equipment	-	0.0	-	0.0	-	0.0	-	0.0	255	4.1	255	0.2
Professional Services	-	0.0	892	2.2	-	0.0	12	0.3	4,714	75.6	5,618	3.9
Customer Training	-	0.0	27,132	67.8	-	0.0	-	0.0	-	0.0	27,132	18.8
Customer Support	27,210	29.6	1,386	3.5	750	30.0	-	0.0	10,550	169.1	39,896	27.7
Indirect Costs	9,887	10.8	3,692	9.2	106	4.2	10	0.3	3,936	63.1	17,631	12.2
<b>Total Expenses</b>	<b>\$ 91,845</b>	<b>100.0</b>	<b>\$ 34,296</b>	<b>85.7</b>	<b>\$ 980</b>	<b>39.2</b>	<b>\$ 97</b>	<b>2.7</b>	<b>\$ 36,560</b>	<b>586.1</b>	<b>\$ 163,778</b>	<b>113.6</b>
<b>Net Profit (Loss)</b>	<b>\$ -</b>	<b>0.0</b>	<b>\$ 5,704</b>	<b>14.3</b>	<b>\$ 1,520</b>	<b>60.8</b>	<b>\$ 3,487</b>	<b>97.3</b>	<b>\$ (30,322)</b>	<b>-486.1</b>	<b>\$ (19,611)</b>	<b>-13.6</b>

**CareerSource Brevard (CSB)**  
Executive Committee Meeting  
August 1, 2022

**MINUTES**

**Members in Attendance:** Lloyd Gregg (Chair), Colleen Browne, Mike Menyhart (virtually), and Mary Jane Brecklin (virtually).

**Members Absent:** None.

**Staff in Attendance:** Marci Murphy, Jeff Witt, and Holly Paschal.

**Guests:** Nancy Heller

Lloyd Gregg called the meeting to order at 4:01pm.

**Roll Call:** Holly Paschal

**Public Comments:** There was no public comment.

**Presentations:**

Marci Murphy presented Letter Grades and gave details of each of the seven measures as well as the Extra Credit measures. Ms. Murphy shared that these measures will also be in the contractor's contract; the contractor is C2GPS.

**Action Items:**

Approval of Executive Committee Minutes

Motion to approve the Executive Committee minutes for May 2, 2022, made by Colleen Browne and seconded by Mary Jane Brecklin. Motion passed unanimously.

Presentation of President's Completed Goals Program Year 2021-2022

Marci Murphy gave an overview of each goal that she had for the program year 2021-2022 and explained the steps that were taken to successfully achieve the goals and the outcome of each goal. Mike Menyhart asked that we send him information on the skilled trades training and if someone from outside the county could participate. Marci will find out and let him know. Motion to approve the President's Completed Goals for PY 2021-2022, made by Colleen Browne and seconded by Mary Jane Brecklin. Motion passed unanimously.

President's Goals Program Year 2022-2023

Ms. Murphy explained each of the President's Goal in detail and the steps she will take to achieve each goal. Motion to approve the President's Goals and compensation for PY 2022-2023, made by Colleen Browne and seconded by Mike Menyhart. Motion passed unanimously.

Board Member Nominations

The President asked the Committee to review and approve the following members that have applied to be on the board.

**Karen Locke** – COO, Crosswinds Youth Services Inc.

**Karen Houston** – Field Staff, Space Coast AFL-CIO

**Cordell Rolle** – Owner/CEO/President, Rolle I.T. LLC.

**Monica Shah** – Vice President/Treasurer, Southeast Petroleum Distributors, Inc.

**Holly Tanner** – Owner/President, L.H. Tanner Construction.

Motion to approve the nominations for inclusion on the agenda of the next full Board of Directors meeting on August 18, 2022 made by Colleen Browne and seconded by Mike Menyhart. Motion passed unanimously. Action by the Board of Directors will result in requesting ratification action by the Brevard County Commission.

**Discussion/Information Items:**

Presidents Report

Marci Murphy shared the latest labor market information with the Committee.

Ms. Murphy shared the unemployment rate for the U.S. at 3.6%, the State of Florida at 2.8%, and for Brevard County at 2.9% as of June 2022. She informed that EMSI/Burning Glass changed their name to Lightcast and shared labor market information and trends according to their analysis.

Finance Committee Report

Colleen Browne gave an update on the Finance Committee which had met earlier in the day. Items reviewed at the meeting included the budget update reported by Lynn Hudson.

Grow the Resources of the Board

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

**Adjournment:**

The meeting adjourned at 5:18pm.

Submitted by,

Reviewed by,

(Signature on file)

Holly Paschal

8/02/2022

Date

(Signature on file)

Lloyd Gregg

8/02/2022

Date



**CareerSource Brevard (CSB)**  
Finance Committee Meeting  
August 1, 2022

**MINUTES**

The meeting was held in person and virtually.

**Members in Attendance:** Colleen Browne (Chair), Wayne Olson (virtually), Daryl Bishop (virtually), and William Chivers.

**Members Absent:** Amar Patel

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

**Guests:** None

Colleen Browne called the meeting to order at 3:35pm.

**Roll Call:** Holly Paschal

**Public Comments:** There was no public comment.

**Action Items:**

Approval of Finance Committee Minutes

Motion to approve the Finance Committee minutes for May 2, 2022 made by Wayne Olson and seconded by William Chivers. Motion passed unanimously.

**Discussion/Information Items:**

President's Report

Marci Murphy informed the Committee that she attended the Brevard County Commissioners meeting on July 12, 2022 and shared with the Committee that the Commissioners rejected the reappointed members that were presented, Ms. Murphy stated her efforts to recommend more minorities to the board in order to have more representation.

Marci Murphy welcomed Lynn Hudson as the new Finance Director and reminded the Committee that Richard Meagher is still assisting the Finance Department with consulting and special projects for this program year.

Ms. Murphy shared the unemployment rate for the U.S. at 3.6%, the State of Florida at 2.8%, and for Brevard County at 2.9% as of June 2022. She informed that EMSI/Burning Glass changed their name to Lightcast and shared labor market information and trends according to their analysis.

Auditing/Monitoring Activity Report

Marci Murphy gave an overview of the Auditing and Monitoring Report and explained that there were two findings and 8 observations, however, most were resolved on-site.

Budget Update for Program Year (PY) 2022-2023

Lynn Hudson gave an overview of the budget update for program year 2022-2023 and explained the current status.

Financial Reports

Staff reviewed the financial activity for the fiscal period ending on June 30, 2022.

Vendor Payment Report

Staff reviewed the Vendor Payment report from April 1, 2022, through June 30, 2022.

Cell Phone Allowance Policy Update

Lynn Hudson informed the Committee that the Cell Phone monthly allowance was reduced from \$95 to \$50 per month.

**Adjournment:**

The meeting adjourned at 3:55pm

Submitted by,

Reviewed by,

(signature on file)  
Holly Paschal

8/02/2022  
Date

(signature on file)  
Colleen Browne

8/02/2022  
Date

A collection of decorative geometric shapes in shades of green, blue, and orange, including triangles and squares, arranged in a cluster on the left side of the slide.

## Career Center Efforts

Career Center Committee

July 26, 2022

*Caroline Joseph-Paul, Managing Director*

### Q4– Traffic Counts, Engagement & Employment

#### Wagner Peyser Program (universal job seeker services as of 6/24/22)

1,837 Unique individuals served (YTD 8,980)

2,945 visits (YTD 14,793)

19,983 services provided to job seekers (YTD 152,588)

454 job seekers (including 67 veterans) entered employment at an average wage \$15.74 (YTD 2,328 including 281/average wage \$15.50)

2,150 new job orders entered (YTD 8,881)

## Q4 Enrollment & Employment - WIOA Adult Program

### Enrollment (as of 5/2022)

- 22 new enrollments in Adults program
  - YTD = 96

### Training Scholarships

- 13 Adults enrolled in ITA occupational training & 2 in OJTs
  - YTD = 59 ITA/13 OJTs

### Employment (as of 6/24/22)

- 16 WIOA Adult secured employment in high growth industry jobs at an average wage of \$23.91
  - YTD = 80 at an average wage of \$20.12



## Q4 Enrollment & Employment - WIOA Dislocated Worker Program

### Enrollment (as of 5/2022)

- 0 new enrollments in Dislocated Workers program
  - YTD = 19

### Training Scholarships:

- 1 Dislocated Worker enrolled in OJT
  - YTD = 8 ITA/5 OJTs

### Employment (as of 6/24/22)

- 4 WIOA Dislocated Workers secured employment in high growth industry jobs at an average wage of \$27.06
  - YTD = 30 at an average wage of \$24.65



## Q4 Enrollment & Employment NextGen Program (Young Adults)

### Enrollment (as of May 2022)

8 new enrollments

Total served YTD 126

### Employment (as of June 24, 2022)

6 entered employment

Average wage \$ 14.83

### Outreach Referral/Access Points:

- Astronaut High School
- Titusville High School
- Adult Education
- Harry T Moore
- Crosswinds Youth Services
- Eastern Florida State College  
Career Fair Expo



## Summer Jobs Program Update Recruitment & Placement Efforts

Program	No. of applicants	No. served by CSB staff	No. placed in internships/ work experience	Services Provided by CSB Staff
Cocoa Works Summer Youth Internship Program	9	5	5	Pre-employment Foundations Training - Rockledge career center
City of Titusville Summer Youth Initiative	29	11	11	Pre-employment Foundations Training - Titusville career center
CareerSource Brevard Summer Earn & Learn Program	67	10	10	Intake/eligibility; pre-employment training; placement



## Summer Jobs Program Update

### CSB's Summer Earn & Learn Program

- 67 applied/based on application information 55% (37) qualified based on free & reduced lunch eligibility criteria.
- Identified need – building stronger partnership with the school board to identify eligible young adults.
- Placement of the 10 interns:
  - Lotane & Associates – 3
  - Brevard Parks & Recs – 3
  - Palm Bay Chamber of Commerce – 1
  - Love is a Verb Ministry – 1
  - Brevard Clerk of Courts in Viera – 1
  - Brevard Humane Society - 1



## Other Grants & Projects

### Get There Faster (new/started May 2022) -

- Salesforce Platform training
- 11 enrolled

### ReBuild Florida Grant (new/started Oct. 2021) –

- Construction, heavy equipment & related fields training
- 41 enrolled; 32 completed; 12 employed

### Aeroflex/GAMAAA (Growing Advanced Mfg.. Apprenticeships Across America) –

- Manufacturing training
- 18 recruited & assessed for program participation; 7 successfully completed & attained certification.

### COVID-19 (NDWG)–

- 95 enrolled & placed into temporary disaster relief employment
- 37 employed at case closure



## Job Seeker Training Workshops

- Shifted to in-person workshops at all 3 centers May 2022.
- Intentional effort to increase customer walk-in traffic and enhance staff-to-customer intensive engagement to gain quicker access to services.
- Workshop topics ranged from Orientation to CareerSource Brevard; Preparing for Interview; Resume writing; SkillUp Brevard; Education & Training Opportunities; Career Destiny; to LinkedIn & more.
- Key Partner Collaboration:
  - April 21 - Interview Skills for Teens = 22 (Adult Ed via Zoom)
  - May 19 - 64 SkillUp Brevard (Adult Ed via Zoom)
  - June 9 - Common Interview Questions = 7 (CPT/EDC)
- 478 customers participated in universal pre-employment workshops.



## Q4 Virtual Footprint – SkillUp Brevard

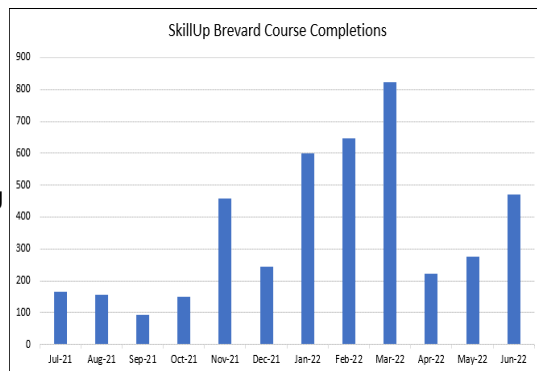
Free, online learning platform/ 6,000+ courses & 120+ courses in Industry Skills Tracks to help customers prepare for certifications in various in-demand fields. Accessible 24/7 via CSB website & available in Spanish.

### Results:

Training platform has been incorporated in our AARP Skill Accelerator Initiative Grant, Get There Faster Grant, WIOA, NextGen, Welfare Transition, and SNAP Employment & Training programs to provide participants an introduction into their desired career paths and increase work readiness skills.

### Program Year 2021 – 2022:

- New Accounts Registered: 953
- Average Training Hours Per Customer: 10.1
- Total Course Completions: 4,304
- Top 3 Career Pathways selected by customers:
  - Business (Administrative/Management) – 27%
  - HealthCare – 15%
  - Information Technology – 16%

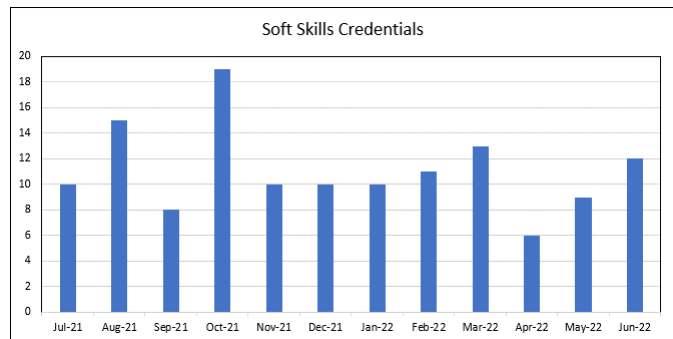


## Our Virtual Footprint Florida Ready to Work – Essentials Soft Skills

The Essential Soft Skills training includes Communicating Effectively, Conveying Professionalism, Promoting Teamwork & Collaboration, and Thinking Critically & Solving Problems modules with the opportunity to earn a Florida Soft Skills Credential.

The training is available to all customers and emphasizes the importance of essential employability skills across all industries.

New Accounts Registered: **291**  
Certificates of Completion: **178**  
Soft Skills Credentials Earned: **133**



## Q4 Spotlight Outreach Efforts

Staff participated in several off-site events to help expand our reach into neighborhoods and other areas in need.

- April 2022 –
  - Second Chance Resource & Job Fair (Melbourne, Cocoa, & Titusville)
  - North Brevard Job Fair
  - Move to the Light event – Titusville
- May 2022 –
  - Eastern Florida State College Healthcare Career Expo
  - East Mims STEM Academy Block Party
- June 2022 –
  - Summit of Seven ~ Building A Better Future Boys & Men Conference at Eastern Florida State College/Melbourne Campus
  - Visited 5 Rec centers in North County area.





## Q4 Community Partner Engagement

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

### New partnerships/profiles developed:

- Space Coast Health Centers
- The Boys & Girls Club of Central Florida
- Resource Center for Disability Solutions – RCDS
- BAC



## Community Partnerships Crosswalk Partner Referral Portal

Active Partners	
18 <sup>th</sup> Judicial Circuit Court/Child Support Division	189
Brevard County Public Library System	33
Family Promise of Brevard	22
Serene Harbor	20
DCF: Hope Florida – Pathways to Prosperity	14
Vocational Rehabilitation Brevard County	3
New Life Mission	1
Miami Job Corps Center	1
Total referrals received	283



## What Customers Are Saying Customer Satisfaction Survey Results

726 Surveys completed

### Top 5 ways our customers heard about CSB:

- Walk-ins -31.29%
- CSB's website - 16.13%
- Family/Friend - 16.13%
- CSB Staff - 11.96%
- DEO/Reemployment - 9.74%

### Top 5 services received from CSB:

- Job Search Assistance - 26.22%
- Applying for Reemployment/Filing weekly claims -23.01%
- Job Readiness/Orientations, Workshops etc. - 19.11%
- Appointment w/CSB staff -14.23%
- Veteran Employment Services -7.53%



## Customer Satisfaction Survey

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

97.63% agreed that CSB staff was *courteous* and made them *feel welcome*.

97.35% agreed that staff *responded to their needs in a timely manner*.

97.21% agreed that their needs and the *information/assistance they received from CSB was helpful*.

97.21% agreed that they *would recommend CSB* services to others.

97.07% agreed that their *overall experience* with CSB had been *satisfactory*.



## Customer Satisfaction Survey – Sample Responses

*“fast efficient service”*

*“The staff is great! Tina worked along side of me recreating my resume after years in the beauty industry for over 30 years & needing to change my career path due to my disabilities. She's excellent & gives me the faith & hope of positivity as I need to reinvent myself in the 3rd phase of my life.”*

*“The staff was very helpful and courteous with me. Sometimes patience with the general public is hard to find.”*

*“Brevard Career Source has saved me there was a job search I didn't know where to go and they help me get to a place where I can Thrive and succeed they help me with job skills Career Education and was very professional on time and proficient our recommend Brevard Career Source to all those who are willing and ready to get employment education skills career tips on resources and employment thank you so much for all you have done for me and my family.”*



**Thank you!**

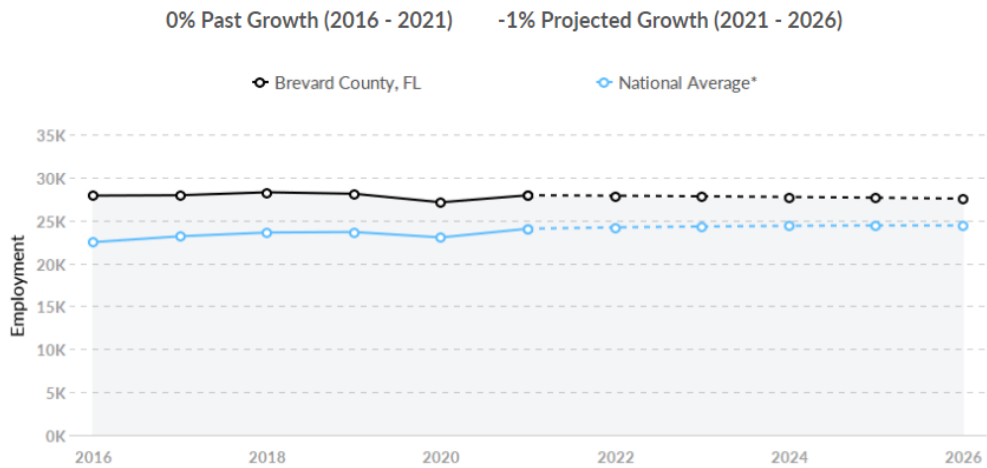
*Caroline Joseph-Paul, Managing Director*



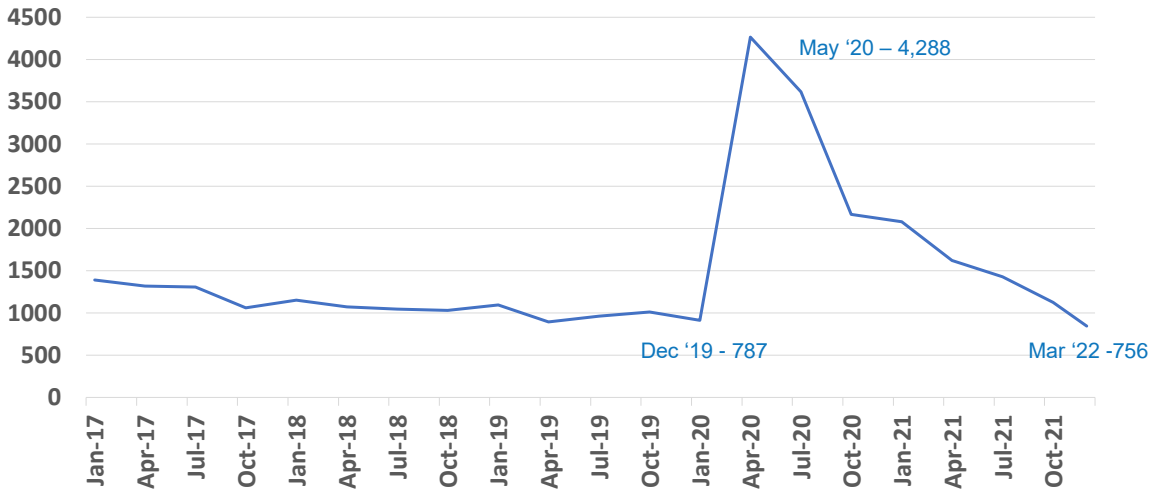
## Impact Analysis for Industries Affected by COVID-19 Retail Industry



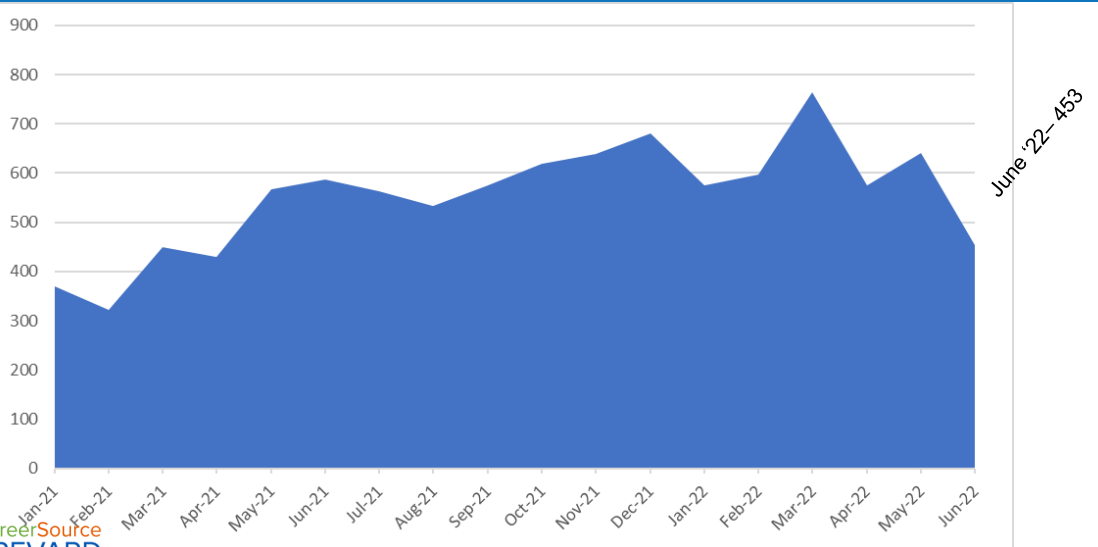
# SUPPLY (Jobs)



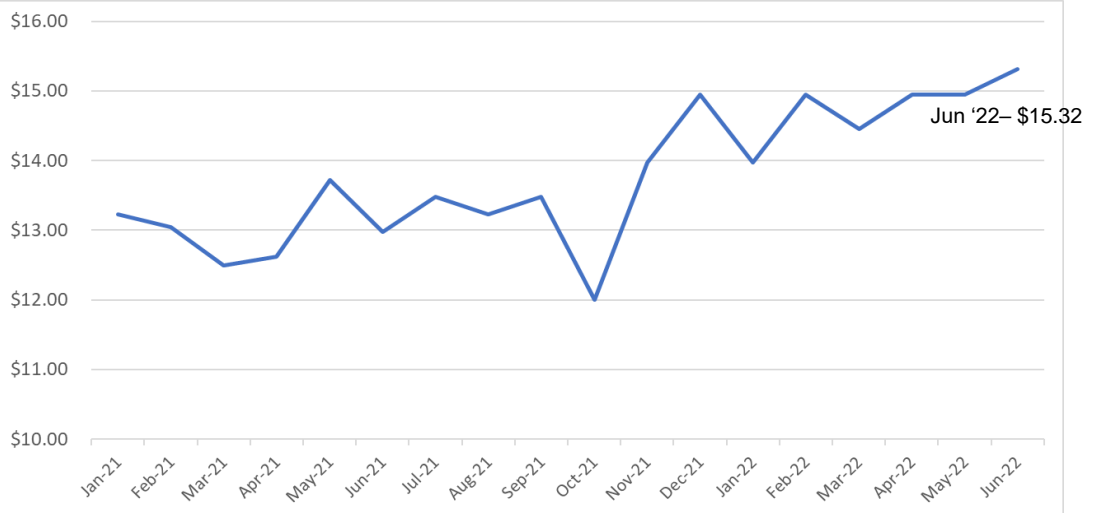
# UNEMPLOYMENT RATE TRENDS



# UNIQUE JOB POSTINGS



## MEDIAN WAGE FOR JOB POSTINGS



## JOBS POSTED IN LAST 30 DAYS

	Newly Posted (Past 30 Days)	Number of Employers posting in 2021	Median Advertised Hourly Wage
<b>Total</b>	<b>1,507</b>	<b>485</b>	<b>\$18.03</b>
Retail Sales Person	226	451	\$12.17
Sales Representatives Wholesale and Manufacturing	172	59	\$29.53
First-Line Supervisors of Retail Sales Workers	136	277	\$20.55
Cashiers	54	100	\$10.94
Insurance Sales Agents	33	79	\$20.40



## ADDITIONAL DATA

**Employ Florida data shows 2,262 jobseekers looking for positions in this industry.**

**706 Employers are registered in Employ Florida**

**There are currently 10 open job orders in the Employ Florida system.**

**Since July 1, 2021, CSB Staff have provided 1,426 Services to 173 Businesses in this industry**



## ADDITIONAL DATA

- The Retail Trade Industry in Brevard County had 27,925 jobs (2021) 16% above the National average
- There were 2,108 Business Locations with Paid Employees (2021)
- The number unemployed (3/2022) was 756
- There were 1,169 self-employed jobs (2021) 31% above the National average
- The average earnings per job (2021) for the self-employed jobs is \$31,427



## NOTABLE

- Census Data shows 13.1% of the Brevard County civilian population over the age of 16 are employed in the retail industry, surpassed only by the 13.4% in the Healthcare industry.
- 45.2% of Retail workers were part time compared to 58.9% of Hospitality workers.



Questions?





## Healthcare Sector Strategy Update

Industry Workforce Committee  
July 12, 2022



## PY 2021-2022 Grant Goals & Results

Employee Development and Retention Based Goals:

- Increase Healthcare WIOA Funded Work Based Training by 200% to train a total of 8 healthcare employees. **1 OJT awarded this quarter**
- Issue a tuition match of up to \$500 to incentivize employer based up-front tuition assistance or employer-funded tuition deferrals for a minimum of 10 healthcare employees, not to exceed 2 per participating employer. **CSB sponsored this ad in BBN**
- ✓ Facilitate 2 information sessions to include a resource tool kit connecting a minimum of 15 employers to each session on either employee development or resiliency and retention related resources. **93 employers attended sessions to date.**



## PY 2021-2022 Grant Goals & Results

### Nursing Faculty Recruitment Goals:

- ✓ • Develop a Nursing Faculty talent attraction tool kit. **Social media campaign implemented.**
- Achieve 2 Nursing Faculty/Teacher hires. **1 call and 2 applications received as a result of the campaign.**

**Brevard  
Healthcare  
Workforce  
Consortium**  
TAKING **aim** IN HEALTHCARE



## Nursing Faculty Social Media Campaign

Campaign ran from April 26th to May 5th:

- 20,347 video views
- 26 clicks to webpage
- Average cost per click was \$19.23
- Brevard Public Schools reported one candidate phone call
  - University of Central Florida reported two applicants learned about the teaching opportunity through the LinkedIn campaign



**Brevard  
Healthcare  
Workforce  
Consortium**  
TAKING **aim** IN HEALTHCARE



# PY 2021-2022 Grant Goals & Results

Educare Envision College of Nursing Scholarships:



- Issue a minimum of 10 privately funded scholarships to make nursing training more accessible. **12 scholarships were issued to date.**



# New 2022 Focus – Youth/Young Adult Engagement

Healthcare Career Expo held May 23rd



## Health First & EFSC Apprenticeship Exploration

- Health First currently partners with Eastern Florida State College to train workers for critical need occupations and wanted to explore apprenticeship development to address new occupational training needs.
- In response, CareerSource Brevard convened education partners and apprenticeship subject matter experts on June 30<sup>th</sup> to help Health First explore apprenticeship development.
- The critical connections made, and information provided affirmed Health First's interest and a strategy was developed to work toward developing their first apprenticeship program with EFSC.



Eastern Florida  
STATE COLLEGE



## Healthcare Sector Strategist Role Expansion

- Assisted with the first Construction Consortium on April 7<sup>th</sup>
  - The event was developed in collaboration with Space Coast HBCA, Brevard Public Schools, Sustainable Workplace Alliance, and Amplify SoMe
  - Partners informed construction employers about training resources
  - Employers provided feedback on industry needs via a facilitated Q & A
  - The event was followed by a Construction Career Fair
- Assisted with the Information Technology Consortium & Career Fair on May 3<sup>rd</sup>
  - An IT industry labor market overview was provided
  - Education panelists provided updates on training offerings and insights
  - Employer panelists informed about workforce challenges
  - The consortium was followed by the IT Career Fair
- Bi-regional Healthcare Collaboration with CSCFL is postponed



## Communications & Marketing Highlights (January – June 2022)

Multimedia campaigns include video, earned media & partner relations, direct mail, and more

### Get a Jump Start

Two comprehensive campaigns promoting **jobseeker and employer programs, services, and training** available through the **Rebuild Florida Construction Training Grant**.

**Paid and non-paid media:** Space Coast Area Transit (SCAT) interior bus ads, DMV waiting room videos, Brevard Public Schools e-news ads, social media and email marketing, Google ads and CSB website.

**Website:** <https://bit.ly/3OfIFkL>

**DMV video:** <https://bit.ly/3OccNwa>



## Communications & Marketing Highlights (January – June 2022)

Multimedia campaigns include video, earned media & partner relations, direct mail, and more

### Job Fairs & Sector Strategy

**Consortiums** Comprehensive campaigns promoting more than **15** different job fairs and consortium events. Website, targeted media outreach, paid, owned and earned social media, email marketing, flyers, and more. **Annual Job Fair video** <https://bit.ly/3nc4uo9>  
**Prepare for a job fair video** <https://bit.ly/3xO2APz>  
**North Brevard Job Fair radio** <https://bit.ly/3naO4wx>



## Communications & Marketing Highlights (January – June 2022)

Multimedia campaigns include video, earned media & partner relations, direct mail, and more

### Become a Nurse Educator Campaign

Multimedia grant-funded campaign to build the talent pipeline for nurse education. Paid LinkedIn ads, partner social media toolkit, flyer, website, and more.

**Social media video:** <https://bit.ly/3NcbJXP>



### CSB Annual Report

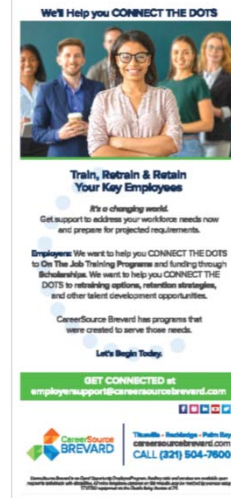
Review a successful year in CSB's 2019-2020 digital annual report.

<https://bit.ly/30E1Svg>



### Employer Support Services

Raising awareness of hiring & training events and business summits with print advertisements, email marketing, and social media.



## Communications & Marketing Highlights (January – June 2022)

Earned Media – CareerSource Brevard in the News

**florida today**  
PART OF THE USA TODAY NETWORK

**Hometown News**

**everything**  
brevard

**BBW**

**98.5**  
The Beach  
The Greatest Hits

**WFTV 9 abc**

**SPECTRUM**  
**NEWS 13**

**SPACE COAST**  
**DAILY**

### Florida Today:

- Amazon centers opening in Brevard
- Brevard's Jobless rate rise to 3.3%
- Brevard County employers struggle to fill jobs
- Reporter John Torres year-end stories: Help Wanted, Really!
- 10 things to know about low employment
- Tips to re-enter the workforce at an older age
- Second chance (RISE) Job Fair
- Embraer expands: Career fair at CSB

### Hometown News:

- CSB Spring Job Fair
- Virtual Apprenticeship Career Fair
- Annual Job Fair

### Brevard Business News:

- Annual Job Fair
- Virtual Apprenticeship Career Fair

### EverythingBrevard.com:

- Neighbor Up, Sustainable Workplace Alliance brings training to Brevard
- CSB Palm Bay Spring Job fair
- CSB jobseeker workshops

### 98.5 The Beach Radio:

- Daily Hot Jobs
- CSB's North Brevard Job Fair

### WFTV Channel 9:

- Annual Job Fair

### News Channel 13:

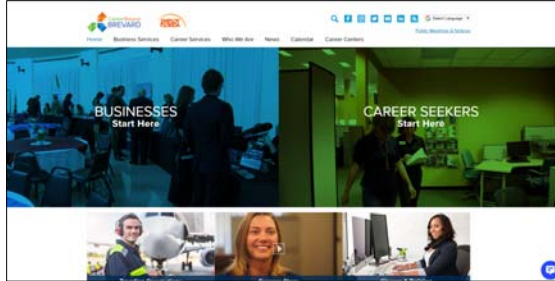
- CSB and Brevard County Job Fair

### Space Coast Daily

- CSB and City of Cocoa host summer youth internship program
- CSB and City of Cocoa host job fair
- CSB's Embraer hiring event

# Impact by the Numbers (January – June 2022)

## Metrics for CSB website and social media platforms



### CareerSource Brevard Social Media:

12,971 followers across Facebook, LinkedIn, Twitter & Instagram

- 1,002 new followers, for a 100%+ increase over the last 6 months!

### CareerSource Brevard Website:

55,912 unique visitors visited 77,009 times

- Top viewed page: SSI calculator: 12,305 pageviews
- Top sources of traffic: Web search



### Social Media Tip Sheet:

Share CSB's posts and tag us in your posts so we can share your news.

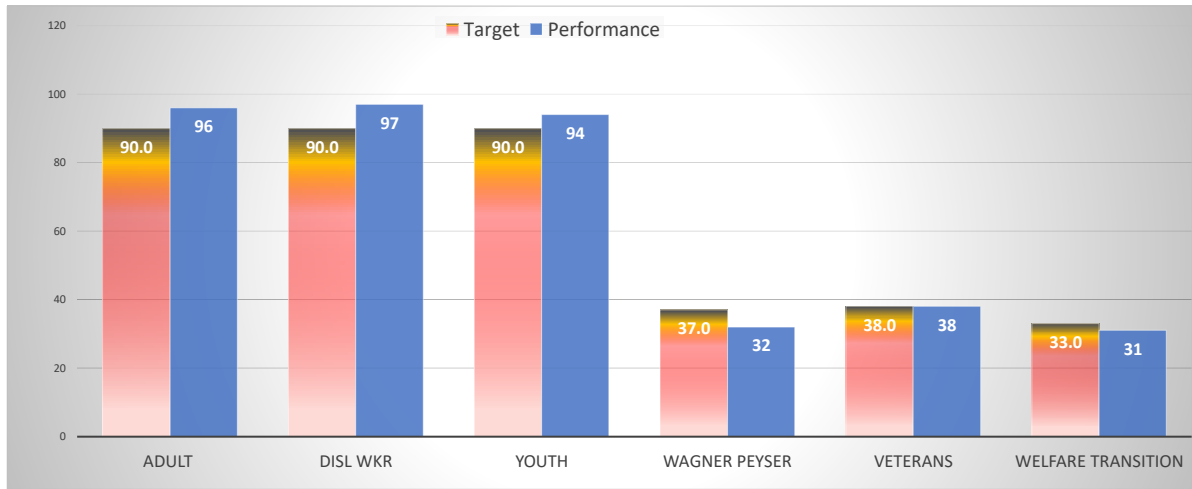
#### Tip sheet:

<https://bit.ly/3TY3vM9>

## How is the Contractor Doing?

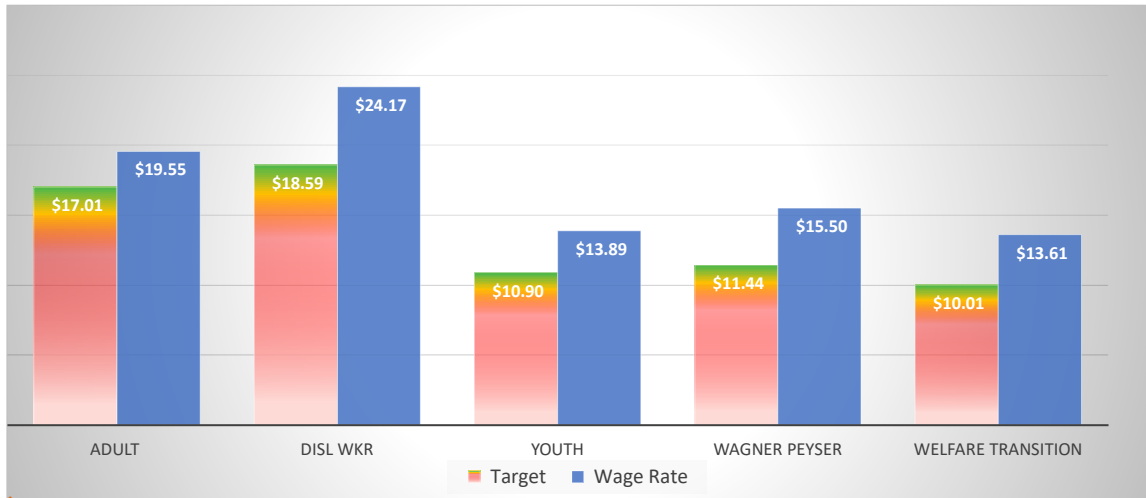


## ENTERED EMPLOYMENT RATE Q4 (Measures 3,4,5,6,7,& 16)

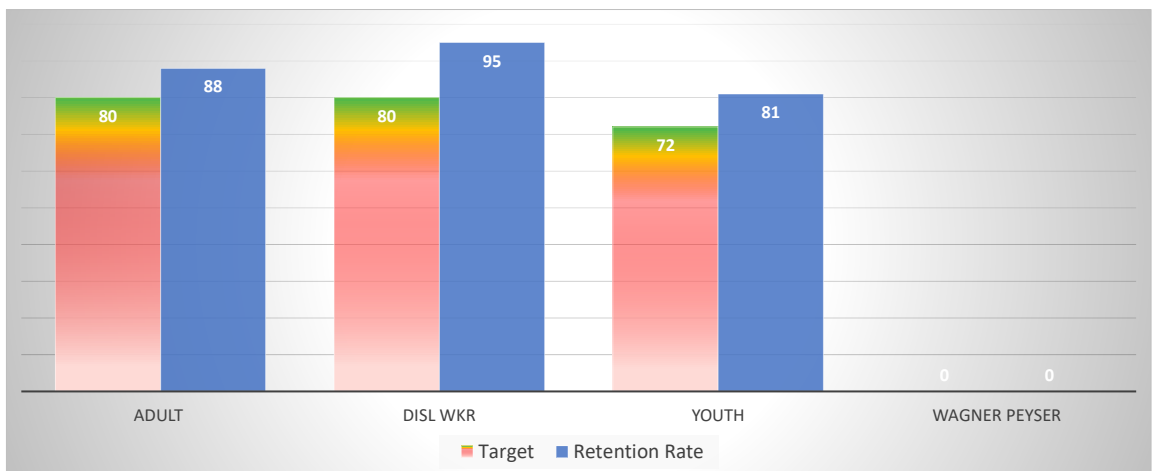




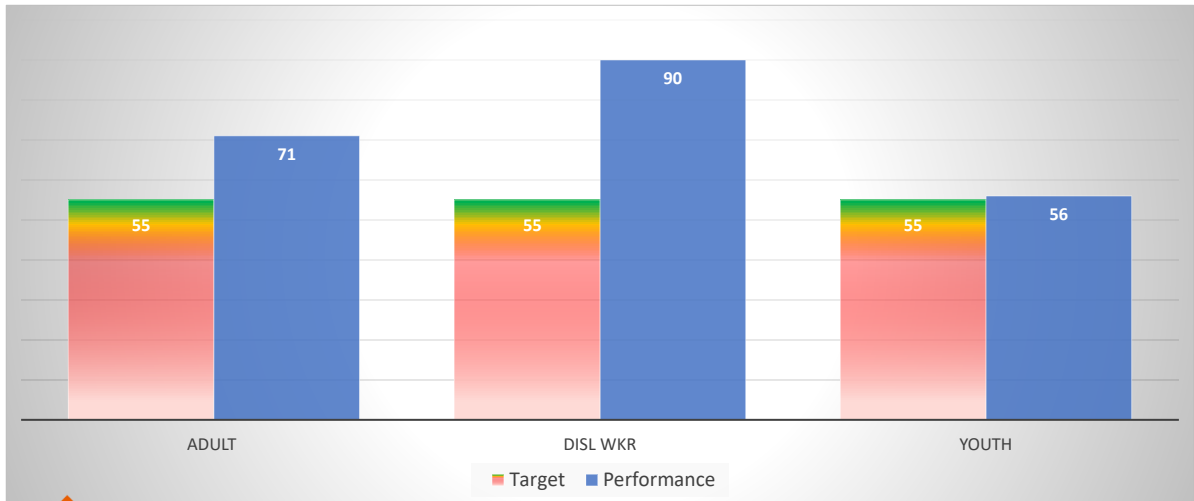
## AVERAGE HOURLY WAGE RATE Q4 (Measures 8, 9, 10, 11 & 20)



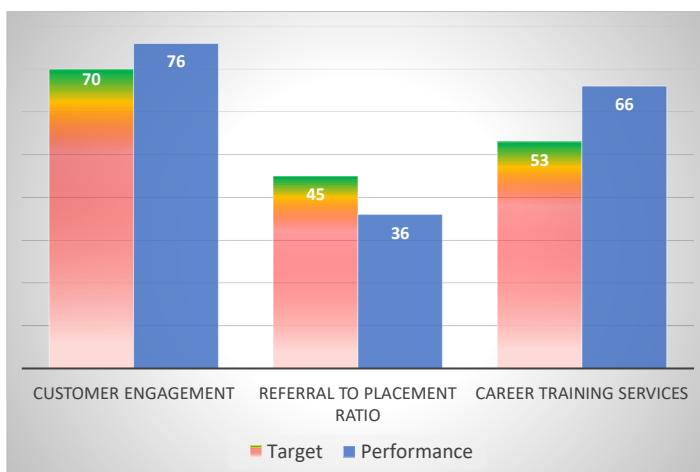
## RETENTION RATE Q4 (Measures 12, 13, 14)



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



## OTHER MEASURES Q4 (Measures 1, 2, 15 & 21)



## Questions?



# Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

## Recruiting Events

### 23 Onsite Events

- 9 unique employers included Hospitality, Security, Family Services, Construction, Information Technology, Staffing Agency, & Aviation industries represented
- Appointments & Walk-Ins
- 254 Job Seekers attended, 50 Veterans
- Multiple and immediate job offers as result of recruiting efforts

**RECRUITING EVENT**  
Thursday  
April 23rd  
10:00 am - 3:00 pm

**EMBRAER RECRUITING EVENT**

Meet the hiring manager and interview on-the-spot!  
**Signing Bonuses Available!**  
Walk-ins are welcome!

April 23rd  
10:00 am to 3:00 pm  
CareerSource Brevard - Rockledge career center  
205 Barnes Boulevard, Rockledge

For more information, call (321) 504-7600 or email: [info@careerresourcesbrevard.com](mailto:info@careerresourcesbrevard.com)  
Bring your resume and dress for success!

**RECRUITING EVENTS**

**TERMINAL SECURITY SOLUTIONS**  
A HUNTLEIGH COMPANY

Meet the hiring manager and interview on-the-spot!  
Interviews are available! Walk-ins are welcome!

**CAREER CENTERS**

Rockledge Career Center  
205 Barnes Blvd., Rockledge, FL 32955  
(321) 504-7600

Titusville Career Center  
1000 W. US Hwy 1, Titusville, FL 32781  
(321) 504-7600

Palmdale Career Center  
1000 W. US Hwy 1, Palmdale, FL 32751  
(321) 504-7600

# Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

## North Brevard Area Job Fair

- Hosted on April 13th
- Eastern Florida State College, Titusville
- 54 employers participated
- 76 job seekers attended; 8 veterans
- Positive feedback for hosting in-person event for north part of the county



**CareerSource Brevard's North Brevard Area JOB FAIR**  
April 13th  
Eastern Florida State College  
10:00 am to 2:00 pm

**CAREER CENTERS**

TITUSVILLE  
1000 W. US Hwy 1, Titusville, FL 32781  
(321) 504-7600

ROCKLEDGE  
205 Barnes Blvd., Rockledge, FL 32955  
(321) 504-7600

PALMDALE  
1000 W. US Hwy 1, Palmdale, FL 32751  
(321) 504-7600

**Participating businesses in:**  
Aerospace, Aviation, Engineering, Healthcare, Hospitality, Manufacturing, Construction, Administration, Information Technology, Warehousing, Logistics, Transportation, Education, Law, Environment and more!

**For more information, call (321) 504-7600**

# Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

## Construction Consortium & Job Fair

- Held on April 8<sup>th</sup> at Home Builders & Contractors Assoc.
- In partnership with SWA & FL DOE Apprenticeship programs
- Job Fair participation of 6 employers & 14 job seekers

## Information Technology Consortium & Job Fair

- Held at Hotel Melby on May 3<sup>rd</sup>
- Total of 9 employers in attendance
- Total of 23 career seekers; 2 were Veterans



# Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

## Second Chance Resource & Job Fairs

- Two events held in partnership with Dept. of Corrections
- Hosted on April 26<sup>th</sup>, FL Dept of Corrections, Melbourne
- 8 employers participated and 23 job seekers
- Hosted on April 28<sup>th</sup>, Joe Lee Smith Rec Ctr, Cocoa
- 8 employers participated and 93 job seekers
- Great opportunity for connections to community partners and employers
- Florida Today article highlighted these events!

<https://www.floridatoday.com/story/news/2022/04/27/second-chance-job-fair-helps-brevard-convicts-find-employment/9539930002/>





# Fact Sheet

Business Services Provided July 1, 2021 through June 30, 2022

