



Industry Workforce Committee Meeting

April 11, 2023 - 8:30 am – 10:00 am

[Click here to join the meeting](#) Or call in (audio only) [+1 561-486-1414,,242620700#](#)

Attendees:

Mike Menyhart (Chair), Kristin Bakke, Rohit Ghosh, Art Hoelke, Karen Houston, Jeff Jurinak, Traci Klinkbeil, Frank Margiotta, Trudy McCarthy, Kirsten Patchett, Nancy Peltonen, D. Travis Proctor, Cordell Rolle, Rachel Rutledge

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Call to Order

Mike Menyhart

Roll Call

Marina Stone

Public Comment

Presentation

Consolidation and Realignment

Marci Murphy

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Mike Menyhart

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Selection of Key Industries for Program Year 2023-2024

Thomas LaFlore

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Thomas LaFlore

- Outcomes in the HealthCare Sector Presentation

Thomas LaFlore

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- Outcomes in the IT Sector

Thomas LaFlore

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Thomas LaFlore

- Construction & Skills Trade

Thomas LaFlore

- Outcomes in the Development and Support of Competency and Work Based Learning Programs

Thomas LaFlore

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- Educate and Recruit Critical Partners for Sector/Industry Initiatives

Thomas LaFlore

- Determine Businesses Impact Due to COVID-19 and Develop Strategies for Addressing the Workplace Needs

Thomas LaFlore

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- Prompt to Complete Feedback Survey

Thomas LaFlore

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Adjourn

Mike Menyhart

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

April 2023

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

May 2023

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

June 2023

No meetings

July 2023

18th Industry Workforce Committee-8:30am
25th Career Center Committee-8:30am

August 2023

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

September 2023

No meetings

October 2023

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

November 2023

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

December 2023

No meetings

January 2024

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

February 2024

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

March 2024

No meetings

April 2024

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

May 2024

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

June 2024

No meetings

ALIGNMENT OUTREACH TOOLS

for CareerSource Florida Partners

MARCH 2023



CareerSource Florida Board of Directors Action Overview

What:

On Feb. 23, 2023, the CareerSource Florida Board of Directors approved the next steps in a multi-year comprehensive plan to further elevate Florida's talent pipeline, recently ranked #1 in the nation by Lightcast, a global leader in labor market analytics. The Florida Workforce System Transformation Plan consolidates Florida's 24 local workforce development boards into 21 to better serve Floridians needing employment services, job training, and upskilling. The plan also includes overall statewide system improvements and enhanced regional planning. Of options presented, the board recommendation to consolidate from 24 to 21 local workforce development boards reflects the option found to be most beneficial and the most driven by direct input from stakeholders.

Who:

The recommended plan approved by the CareerSource Florida Board of Directors follows more than 10 months of collaboration by CareerSource Florida, the Florida Department of Economic Opportunity, the Reimagining Education and Career Help (REACH) Office, and the Department of Education, as well as contracted services through Ernst & Young (EY). The process engaged more than 700 stakeholders as part of a comprehensive analysis of the current system. In addition, EY reviewed and analyzed data from all 24 local workforce boards and the state of Florida.

When:

The Florida Workforce System Transformation Plan approved by the CareerSource Florida board has been posted on careersourceflorida.com for public comment through April 7, 2023. The state workforce board's recommendations will be forwarded to the Governor for review and approval following the close of the comment period. Under the federal Workforce Innovation and Opportunity Act, the Governor is responsible for designating local workforce development areas. Implementation is underway and will continue into the next fiscal year.

Why:

The reduction in the number of local workforce development boards was a required component of the REACH Act, passed by the Florida Legislature and signed into law by Governor Ron DeSantis in 2021. The REACH Act mandated a reduction in local workforce development



boards, a minimizing of duplication and a maximizing of the efficient use of resources to enhance outcomes for businesses and individuals.

Where:

The alignment and consolidation plan, including affected local workforce development boards, is detailed within the Florida Workforce System Transformation Plan on the REACH Act webpage at careersourceflorida.com. System-wide improvements and regional planning, also outlined in the plan, will enhance operations across Florida with all partners and local workforce development boards.

How:

CareerSource Florida followed an open and transparent process of listening to stakeholders and finding transformative solutions for workforce development in Florida. Visit the REACH Act webpage on careersourceflorida.com and complete the Alignment Feedback Form to provide input or comments.



Talking Points

- The CareerSource Florida Board of Directors has approved the next steps in a multi-year comprehensive plan to further elevate Florida's already #1 in the nation talent pipeline.
- The approved plan included a recommendation to consolidate the number of local workforce development boards from 24 to 21.
- This recommended reduction will further efforts to join interconnected counties to reduce administrative redundancies and maintain or improve economic development alignment to drive regional growth. In several instances, these changes reinforce strong commuting patterns, align labor market areas and reduce the number of local workforce development boards serving in some Metropolitan Statistical Areas. The recommended changes largely maintain or improve access to education and training providers.
- CareerSource Florida, in collaboration with the Governor's REACH Office, contracted with Ernst & Young, LLP (EY) to conduct extensive research, which included engaging more than 700 stakeholders as part of a comprehensive analysis of the current system. In addition, EY reviewed and analyzed data from all 24 local workforce boards and the state of Florida.
- The extensive feedback and research prompted CareerSource Florida to include two additional implementation strategies – System-Wide Improvements and Regional Planning, resulting in a three-pillar strategy.
- System-Wide Improvements provide an unprecedented opportunity to combine strategic local workforce development board alignment changes with statewide and state-level improvements in policy and operations.
- The changes can enhance consistency and coordination between local workforce development boards and state workforce partners, including CareerSource Florida, the Florida Department of Economic Opportunity and the Florida Department of Education.
- Consistency system-wide will help streamline experiences for job seekers, workers, and businesses, allowing a more agile workforce system to better adapt to changing marketplace and consumer expectations.
- Throughout the stakeholder process, numerous examples surfaced of local workforce development boards collaborating with neighboring boards to share resources, exchange ideas and assist in times of need.
- Regional planning provides a comprehensive approach to create efficiencies, ensure better customer experiences, enable resource sharing and optimize opportunities for regional economic growth.



- Implementing the Florida Workforce System Transformation Plan will build on current system success and provide system improvements to strengthen outcomes for job seekers and businesses.
- The Florida Workforce System Transformation Plan will create accessible, enhanced approaches and experiences for businesses, job seekers, partners, and counties in accordance with the REACH Act with stronger outcomes statewide.
- The plan implements the legislative direction of the REACH Act to reduce the number of local workforce development boards and responds to the evolving needs of businesses, individuals and Florida's talent development ecosystem.
- Users and local workforce development boards will experience operational improvements when filling business vacancies, finding a job, or seeking training and education.



Frequently Asked Questions

Q: What is the REACH ACT?

A: The Reimagining Education and Career Help (REACH) Act is state legislation signed into law by Governor Ron DeSantis that took effect July 1, 2021. The REACH Act was created to address the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities, while also improving access to a more integrated workforce education training system for all Floridians.

The REACH Act charges the state with reducing the number of local workforce development boards to:

1. Eliminate multiple layers of administrative entities to improve coordination of the workforce development system.
2. Establish consistent eligibility standards across the state to improve the accountability of workforce-related programs.
3. Provide greater flexibility in allocating resources to maximize the funds directed to training and business services.

By modernizing the boundaries of the local workforce development boards across the state, last updated more than 25 years ago, the workforce system can drive better outcomes for businesses, job seekers and stakeholders.

Q: Why is this being done?

A: The REACH Act and the alignment process over the last year are designed to enhance outcomes for job seekers and businesses.

In addition, the consolidation and alignment are designed to better meet the needs of Florida's growing and changing workforce. Benefits include:

- Enhanced alignment with labor market areas, commuting patterns, state college system areas, and economic development regions.
- Increasing or maintaining the number of WIOA training providers available to each local workforce development board.



- Reducing the number of workforce development boards with populations of less than 500,000 residents from eight to seven to assist with addressing needed resources.

Q: What is the process to determine the reductions or changes?

A: Under the Workforce Innovation and Opportunity Act (WIOA), the Governor is responsible for designating local workforce development areas served by local workforce development boards.

CareerSource Florida, in collaboration with the Governor’s REACH Office, contracted with Ernst & Young LLP (EY) to conduct extensive research. The process engaged more than 700 stakeholders as part of a comprehensive analysis of the current system. In addition, EY reviewed and analyzed data from all 24 local workforce boards and the state of Florida. Details of the research and engagement are available [here](#).

The work followed guiding principles focused on legislative direction and federal criteria, addressing the needs of job seekers and business customers, and ensuring transparency, holistic listening, and proactive communication.

Planning and research began on April 22, 2022, with options and recommendations presented to the CareerSource Florida Board of Directors on February 23, 2023. The CareerSource Florida Board of Directors approved a reduction from 24 local workforce development boards to 21. The recommendation is being forwarded to the Governor for consideration.

Q: What changes are being considered?

A: The research identified three options for aligning and consolidating local workforce development boards. The options included a reduction to 21, 19, or 16 local workforce development boards. The CareerSource Florida Board of Directors approved a reduction from 24 local workforce development boards to 21.

The extensive feedback and research prompted CareerSource Florida to include two additional implementation strategies – System-Wide Improvements and Regional Planning, resulting in a three-pillar strategy. These recommendations were incorporated into the Florida Workforce System Transformation Plan to guide the implementation and approved by the board on Feb. 23.



Q: What areas are impacted?

A: The recommendation involves a consolidation from 24 to 21 local workforce development boards, which involves 10 local workforce development areas.

- Realign Jefferson County with CareerSource Capital Region instead of with CareerSource North Florida.
- Realign Monroe County with CareerSource Southwest Florida instead of with CareerSource South Florida.
- Consolidate CareerSource North Central Florida and CareerSource Florida Crown.
- Consolidate CareerSource Tampa Bay and CareerSource Pinellas.
- Consolidate CareerSource Flagler Volusia and CareerSource Brevard.

The recommendation benefits customers and stakeholders while maintaining a strong, localized approach to service delivery. It increases synergies between economic development and industries, leverages overall Florida growth across the realigned area, addresses the need for services in smaller and rural counties, and joins highly interconnected counties to reduce administrative redundancies.

Q: What changes are being recommended for System-Wide Improvements?

A: A strong message delivered by many of the 700 participants giving feedback was the importance of system-wide improvements to help streamline the experience for both job seekers and businesses. Implementing system-wide improvements is also part of CareerSource Florida's commitment to continuous improvement, with leaders at the state level playing a critical role in ensuring consistency of user experience and data collection.

Key areas identified for improved consistency include technology, administration, fiscal, procurement/contracts, and programmatic policies. Examples include requiring one system for all local workforce boards to use for job seekers, leveraging system-wide buying power, and requiring a universal assessment tool so employers and job seekers have the same experience statewide.

Q: What is being recommended for Regional Planning?

A: The goal of Regional Planning is to develop, align and integrate strategies and resources to support regional economic growth. Throughout the stakeholder input process, numerous examples surfaced of local workforce development boards collaborating with their neighboring boards to share resources, exchange ideas, and assist in times of need. In addition, stakeholders shared insights about peer groups of financial executives, IT professionals, and



others that have formed within the Florida Workforce Development Association. These examples and others indicate that a level of regionalism is occurring organically.

Alongside alignment and consolidation, and system-wide improvements, regional planning provides a comprehensive approach to:

- Create efficiencies.
- Ensure better customer experience.
- Enable resource sharing.

One example is the Florida Atlantic Workforce Alliance, which focuses on meeting aviation/aerospace industry needs in the Space Coast region across multiple local workforce development boards.

Further opportunities for regional planning, supported within the federal Workforce Innovation and Opportunity Act, will be defined during the implementation of the Florida Workforce System Transformation Plan.

Q: Will this cause Florida's One-Stop Centers for job seekers to close?

A: CareerSource Florida does not anticipate closing One-Stop Centers, as the primary goal of the REACH Act is to enhance access and processes for job seekers and businesses.

Q: Will consolidations and realignments cause layoffs of workforce staff?

A: Any staffing changes will be determined at the local level. As part of our commitment to efficiency, some job functions may change and expand, and some may be reduced. Those details will be addressed as we begin the work of implementation.

Q: Will realignment and consolidations hurt rural counties?

A: No. In fact, the recommendations are designed to address the needs for services in smaller and rural counties and to support overall job growth across the state.

Q: Will the recommendations in the report save money?

A: Federal funding allocations do not change because of realignment and consolidation.



Administrative efficiencies are anticipated over time as boards take advantage of economies of scale. We expect that administrative dollars will be spent more effectively and efficiently, which can allow an even greater focus on serving customers. Consistency should lead to saved time and energy for all involved.

Q: How can I share my comments and feedback on the recommendations?

A: Following the Feb. 23, 2023, meeting of the CareerSource Florida Board of Directors, the approved recommendations were posted to [CareerSourceFlorida.com](https://www.careersourceflorida.com) to allow public comment to be received.



Sample Email

Component	Content
Subject Line	Options: Changes to <Insert board name> Included in Consolidation Recommendations CareerSource Florida Network Consolidation Recommendations Released
Preheader (40 – 100 characters)	Plan will further enhance Floridians' access to workforce training and upskilling
Image	Local board logo as header
Body	<p>On Feb. 23, the CareerSource Florida Board of Directors voted on a multi-year comprehensive plan to align and consolidate local workforce development boards, approving a reduction in the number of local workforce development boards from 24 to 21. The recommendations are being forwarded to the Governor for consideration. Under the Workforce Innovation and Opportunity Act (WIOA), the Governor is responsible for designating local workforce development areas served by local workforce development boards.</p> <p>The recommendations were developed in response to the Reimagining Education and Career Help (REACH) Act. The REACH Act charges the state with reducing the number of local workforce development boards to:</p> <ol style="list-style-type: none"> 2. Eliminate multiple layers of administrative entities to improve coordination of the workforce development system. 4. Establish consistent eligibility standards across the state to improve the accountability of workforce-related programs. 3. Provide greater flexibility in allocating resources to maximize the funds directed to training and business services. <p>The impact to <insert local board name> includes <insert alignment or consolidation action>.</p> <p>The recommendations were driven by extensive research conducted by Ernst & Young LLP (EY), including review and analysis of data from all 24</p>



	<p>local workforce development boards and the state of Florida, as well as engagement of more than 700 stakeholders in a comprehensive analysis of the current system and opportunities for enhancement.</p> <p>EY's reports and research summaries can be viewed at these links:</p> <ul style="list-style-type: none">• Future State Options Report• Operational and Organizational Research Report• Stakeholder Engagement Summary Report• Background Research and Analysis Report <p>In addition to the alignment and consolidation actions, the plan includes statewide system improvements and enhanced regional planning. The alignment and consolidation recommendations have been posted on careersourceflorida.com for public comment and will be forwarded to the Governor for approval.</p>
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CareerSource Brevard

Industry Workforce Committee

January 10, 2023

Minutes

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

Members in Attendance: Mike Menyhart (Chair), Art Hoelke, Karen Houston, Jeffrey Jurinak, Frank Margiotta, Trudy McCarthy, Kirsten Patchett, Nancy Peltonen, D. Travis Proctor, Cordell Rolle and Rachel Rutledge

Members Absent: Kristen Bakke, Traci Klinkbeil and Rohit Ghosh

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

C2 Staff in Attendance: Chakib Chehadi, Caroline Joseph-Paul, Ahmanee Collins-Bandoo, Beatrice Boursiquot, John Bonsignore, Linda Hadley, Melissa Janssen, Bob Knippel, Sally Patterson Taciana Raders, Aaron Smith and Kristine Wolff from the Career Center

Guests in Attendance:

None.

Call to Order:

Mike Menyhart (Chair) called the meeting to order at 8:30am and roll call was taken.

Public Comment:

There was no public comment.

Presentation:

A presentation was shared highlighting the Second Chance program, getting talent back to work, employer benefits, workforce barriers and employer friendly federal benefits. CSB utilizes the RISE Program and Brevard Recovery Works, along with the Substance Use Disorder (SUD) Navigator Grant to forge partnerships with organizations (such as Probation and Parole, DCF and Brevard County Jail) and share with the community what these programs are about and how employers can look at a 'background' in many different ways; such as a crime committed may not affect an assembly line job possibility. Several activities, targeted job fairs and a success story were shared. It was noted that people who live in Brevard County were 44% more likely to die due to drug overdose than an average American.

A presentation from the Business Services Team entitled At Work in Brevard was shared. The presentation was a summation of CSB meeting the needs of Brevard County businesses through recruiting services, employee training, grant opportunities, job fairs and labor market analysis information. Each area was highlighted with activities and the presentation also had a success story video.

Action Items:

Approval of Workforce Operations Committee Minutes of October 11, 2022

Motion to approve the Minutes from the October 11, 2022 meeting was made by D. Travis Proctor. Cordell Rolle seconded the motion. The motion passed unanimously.

Reports:

Marci Murphy shared information focusing on the Labor Market in Brevard County from Florida’s Labor Market Estimating Conference which met in October 2022 and the 2022 Talent Attraction Scorecard by Lightcast. She also shared the unemployment rate in Brevard is at 2.6%. Brevard County has ranked 22nd of 609 nationwide counties in talent attraction. Talent attraction is both an engine for growth and a stabilizer during downturns such as a pandemic. Housing has quickly risen to the levels of workforce as a top concern for economic developers. Discussion ensued. The committee asked what the living wage in Brevard County is at the present time. It was noted that it CSB uses \$20 per hour for services provided to customers. Committee and staff agreed that the actual living wage in Brevard is higher, and this will be reviewed in the future. It was also asked by the committee if local educational institutions can track how many students relocate or stay after graduation. Frank Margiotta stated that there is no way to track the information. EDC added that they constantly promote Brevard County and how great it is to live here.

Discussion/Information Items:

Committee Goal Status

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

Business Services Quarterly Review Presentation

A presentation was shared that highlighted CSB Recruiting Events, Job Fairs, Workshops, Presentation and Panels and Business Learning Events along with a Fact Sheet for July 1, 2022 through December 30, 2022.

Multimedia Outreach Presentation and Matrix

The Outreach Department shared a matrix of social media, direct email marketing and paid advertising and other activities from the first quarter of PY 2022-2023 covering July 2022 through December 2022.

Adjourn:

There being no further discussion or business, Mike Menyhart adjourned the meeting at 9:59am.

Respectfully submitted,

Reviewed by,

{signature on file}
Marina Stone

01/26/23
Date

{signature on file}
Mike Menyhart, Chair

01/26/23
Date

Action Brief

Selection of Key Industries - Program Year (PY) 2023 – 2024

Background

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

Brevard County's jobless rate decreased from 3.2% to 2.6% comparing February 2023 to February 2022. Brevard's unemployment rate was 0.1 percentage point above the state rate of 2.5%. There are 300,588 persons in the labor force and 7,812 who are unemployed in the region. Out of 67 counties in the State of Florida, Brevard ranks 21st lowest in terms of unemployment rates.

Another trend that has been watched over the years is the Labor Force Participation Rate (LFPR). LFPR is the estimated share of the population actively engaged in the labor market. Based on DEO's Florida LMI Data Release for February 2023, Brevard's workforce is doing well. The economy is improving, as 7,764 more people have entered the workforce since last year. There are currently 7,812 unemployed persons as of February 2023.

Discussion

The following tables contain the history of employment growth by industry from 2019 through 2023 and the selected Key Industries over this time. The following is noted:

- Overall, each industry in Brevard experienced growth from February 2022 to February 2023, except for Warehousing (-3.6%). This indicates that Brevard's economy is doing well and has rebounded from the effects of the pandemic a couple of years ago.
- Industries with the greatest growth over the past year included Manufacturing (+8.6%) and Education and Health Services (+6.4%).
- The Manufacturing (+8.6 percent); Education and Health Services (+6.4 percent); and Information (+4.2 percent) industries grew faster in the metro area than statewide over the year.
- The industries gaining jobs over the year were Manufacturing (+2,600 jobs); Education and Health Services (+2,400 jobs); Leisure and Hospitality (+1,200 jobs); Trade, Transportation, and Utilities (+300 jobs); Government (+300 jobs); Financial Activities (+200 jobs); Professional and Business Services (+200 jobs); Other Services (+200 jobs); Mining, Logging, and Construction (+100 jobs); and Information (+100 jobs).

Employment by Industry										
Not Seasonally Adjusted/Over the Year Percent Change										
Industry	2019		2020		2021		2022		2023	
	<i>Florida</i> %	<i>Brevard</i> %	<i>Florida</i> %	<i>Brevard</i> %	<i>Florida</i> %	<i>Brevard</i> %	<i>Florida</i> %	<i>Brevard</i> %	<i>Florida</i> %	<i>Brevard</i> %
Construction	4.7	7.9	2.4	2.5	-1.7	-1.2	3.7	-0.6	3.0	0.6
Manufacturing	2.8	7.7	4.5	9.5	-1.1	5.0	3.7	1.4	3.8	8.6
Trade, Transportation & Utilities	1.7	3.8	1.1	2	1.8	-2.3	6.6	7.0	2.9	0.7
Information	1.8	3.8	-4.8	-3.6	-8.8	-8.3	8.7	22.2	0.7	4.2
Financial Activities	2.9	2.4	1.3	1.1	-0.1	0.0	5.7	2.2	3.3	2.4
Professional & Business Services	4.4	6.1	2.6	-2.0	-3.6	1.4	7.4	4.2	4.0	0.5
Education & Health Services	3.0	3.1	4.0	3.8	-2.1	-7.6	1.9	-1.1	6.3	6.4
Leisure & Hospitality	1.9	1.1	4.0	3.6	-15.5	-5.9	16.8	11.3	8.1	4.2
Other Services*	2.5	3.5	2.2	1.1	-6.7	-4.3	6.1	6.1	4.6	2.3
Government	0.1	1.8	1.2	1.2	1.4	-4.2	0.3	3.5	1.8	1.1

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

Historical Key Industry Selection for Brevard	
2017 – 2020	<ul style="list-style-type: none"> ➤ Manufacturing, Aviation and Aerospace ➤ Information Technology ➤ Health Care ➤ Logistics, Transportation, Distribution ➤ Construction ➤ Leisure and Hospitality
2021 - 2022	<ul style="list-style-type: none"> ➤ Aerospace and Aviation ➤ Manufacturing ➤ Information Technology ➤ Health Care ➤ Construction ➤ Logistics, Transportation, Distribution ➤ Leisure and Hospitality
2022 – 2023	<ul style="list-style-type: none"> ➤ Aerospace and Aviation ➤ Manufacturing ➤ Information Technology ➤ Health Care ➤ Construction ➤ Leisure and Hospitality
2023 – 2024	See below for recommendation

Recommendation

Staff recommends the following Key Industries for PY 2023 - 2024:

Key Industry	Sector Strategy	CSB Role	Rationale
Aerospace & Aviation	Established 	LEAD	<ul style="list-style-type: none"> Aviation continues to be a growing industry in Brevard. Increased opportunities in Aerospace. Increased engagement with EDC regarding support of prospective aerospace/aviation employers. AeroFlex Pre Apprenticeship through GAMAAA Grant. Expected growth of 23% in next 5 years.
Manufacturing	Established (in support with Florida MAKES) 	Stakeholder Currently Supporting the EDC MASC Efforts	<ul style="list-style-type: none"> Local concerns and statewide focus on advanced manufacturing. Career pathways offer flexibility into aerospace and aviation industries. Growing opportunities for businesses and workers. Expected growth of 9% in next 5 years.
Information Technology	Established  Get There Faster Grant	LEAD	<ul style="list-style-type: none"> Supports post-pandemic remote work. Get There Faster Grant offering certification in Salesforce Administration for careers focused on Customer Service, Data Engineering, Analytics, Automation, Marketing and Application Development. Consortium efforts address concerns over availability of Information Technology workers, actions to help build the talent pipeline or attract from other areas. 24% growth in past 5 years.
Health Care	Established 	LEAD	<ul style="list-style-type: none"> Demand area for occupational training by CareerSource Brevard job-seeking customers and employers. Pandemic created increased need for health care workers, while also resulting in great loss of health care workers due to safety concerns. The need for healthcare workers remains strong to build future resiliency. Convened partners to get LPN Apprenticeship started at Health First Working with Dwyer Workforce Development Center, Inc. for C.N.A. career ladder training in Brevard. Expected growth of 3% in next 5 years.
Construction	Established 	LEAD	<ul style="list-style-type: none"> Identified talent pipeline challenges for persons who want to learn the trade jobs. Community Development Block Grant Disaster Recovery (CDBG-DR) Funding. Earn nationally recognized certifications in Heavy Equipment and Safety. Expected growth of 9% in next 5 years.
Other Key Industries			
Logistics, Transportation, Distribution	<ul style="list-style-type: none"> Port Canaveral development of container and shipping industry and expanded cruise service, and maritime activity continues to develop. Port Canaveral has overtaken the Miami Port and was officially labeled as the "Busiest Cruise Port in the World", December 2022. This harbors a need for CSB's continued support and focus. Career Ladders available for some Re-Entry customers and other special populations. 		
Leisure and Hospitality	<ul style="list-style-type: none"> Most impacted by the pandemic, still recovering. Utilization of online training platform (SkillUp Brevard) to enhance employee skillset and productivity as part of a retention strategy. Identification of career ladders & wage projection within the industry. Good starting point for Re-Entry Customers and other special populations. Several new and expansion projects in this industry occurring in Brevard over the next few years. 		

*Expected Growth rate over the next 5 years according to Lighcasts's Industry Snapshot report.

Action

Review and approve staff recommendation of the Key Industries for PY 2023-2024 for inclusion on the consent agenda of the next Board of Directors meeting.

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

Objective 1: Implement and Sustain Sector Strategies in Key Industry Sectors

<u>Strategy</u>	<u>Actions</u>		
Effective implementation and outcomes in Key Industry Sectors	Industry Driven Career Pathways for Jobseekers, Staff and Stakeholders Gathering and Disseminating Industry Workforce Needs and Opportunities		
	<u>Timeframes</u>	<u>Status</u>	
Aerospace and Aviation Sector	Ongoing	<ul style="list-style-type: none"> • Aerospace/Aviation and Information Technology Job Fair held on March 14th with over 20 employers and 80 job seekers in attendance. • Site visit at Embraer’s Melbourne facility with Business Liaison Supervisor and VP of Industry Relations to better understand operations to help recruit talent. • BL & LVER visited STRAC Institute and Extant Aerospace to discuss partnering options. • Assisted and Attended Orlando-Melbourne Airport Job Fair, Palm Bay Veteran Job Fair, and City of Cocoa Job Fair. • Aerospace/Aviation Business Liaison received 4 under 40 Leadership Brevard Award, as well as the Young Professional of 2022 from the Melbourne Regional Chamber! • BL attended Talent Pipeline Management Training conducted by US Chamber Foundation, online and in Tallahassee. Also attended Leadership Brevard Governance Board Training. 	
Healthcare Sector	Ongoing	<ul style="list-style-type: none"> • Business Liaison met with Health First on LPN Apprenticeship – New classes started in January at EFSC and all students in new term have been invited to participated in Apprenticeship. • Brevard Healthcare Workforce Consortium Educational meets every two weeks. Plans are being make for early next school year to have CTE Healthcare high school students take a field trip to both EFSC and Keiser University to tour, observe and listen to speakers that can promote healthcare careers to minorities and males. • Met with Dwyer Workforce Development and will meet in person on April 11th to convene partners for their CNA program. 	

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

Objective 1: Implement and Sustain Sector Strategies in Key Industry Sectors

			<ul style="list-style-type: none"> • Working with Dental Program at EFSC to assist WIOA-eligible dental students with their State and National exams. • Speaking engagements – Sonata Living facility, Cocoa High School Junior Achievement. • Hosted Job Fair for Healthcare Non-clinical positions 4 employers and 58 job seekers attended. • Attended METCA’s Student Recruitment Fair. • Crosswalk promotions, Health First and now has 1 job posted that went through the system. • Consortium date set to May 18th.
IT Sector		Ongoing	<ul style="list-style-type: none"> • Working on an IWT for Alluvionic for one of their customers to take the Certified Ethical Hacker Training. • Currently assisting RunSmarter IT with identifying a candidate for their Software Developer position. • Potential OJT with Indian River Network, placing a Get There Faster participant in one of their open IT positions. • Met with Jamie Malta from the Junior Achievement program at Cocoa H.S. to provide her with information about our WBT programs, as well as to assist her with organizing a job fair. • BL met with Carmen Hilbert from CareerSource Florida to strategize on how to engage our local IT industry. Excellent suggestions were given as a result. • Attended the High-Tech Corridor meetings and the LogRhythmm Cybersecurity Predictions for 2023 webinar that discussed potential Cybersecurity attacks for 2023. • Participated in the Black Women in Cybersecurity Initiative webinar. • Partnered with Aerospace/Aviation to host first Aerospace / IT Job Fair at the Space Coast Health Foundation. The event was a success. One of the employers identified a candidate they would like to hire through CSB’s OJT program. Received great feedback from the employers regarding the venue and customer service. Indian River Network also sponsored the event. Rudram

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

Objective 1: Implement and Sustain Sector Strategies in Key Industry Sectors

			<p>Engineering hired a Project Manager at \$100,000.00 as a result of the job fair.</p> <ul style="list-style-type: none">• Attended the Eastern Florida State College Technical Advisory Council meeting where they discussed their technical degree programs, as well as requested feedback on curriculum and certifications within the IT industry.• Met with Communications to create a flyer with contact information to help market work base training opportunities under the Get There Faster grant; flyer posted on LinkedIn, emailed to employers, as well as shared them at job fairs.• IT Consortium- May 2nd at Canaveral Port Authority
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Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

Objective 2: Support Additional Key Industries through Sector Work

<u>Strategy</u>	<u>Actions</u>		
Support Other Strategies Through Key Sectors	Industry Driven Career Pathways for Jobseekers, Staff and Stakeholders Gathering and Disseminating Industry Workforce Needs and Opportunities		
	<u>Timeframes</u>	<u>Status</u>	
Manufacturing Sector	Ongoing	<p><u>EDC's CPT Program:</u> The Business Liaison and CSB Center Staff provided dedicated outreach to within Employ Florida to assist with promotion of the January CPT class. The promotion of the program continues, although the support from CSB in workshops, advisory council meetings and specific job fairs for CPT students has been revised by the EDC for this year.</p> <ul style="list-style-type: none"> ○ Since CPT program inception (2016) CSB has hosted/supported 28 recruiting events dedicated solely (or a portion of the time) to CPT graduates with multiple manufacturers and provided vendor table for EDC at Job Fairs held this quarter to support marketing of the CPT program ● Business Liaison for Manufacturing and Aerospace attended the Space Florida Workforce Strategies Conference on Jan. 31st, where bringing employers and training providers together was the focus on building the talent pipeline for Defense Manufacturing, Aviation and Aerospace sectors in Florida. ● BL's and Industry Relations VP attended an onsite meeting at Embraer Executive Jets facility to be updated on current projects, workforce needs and tour of the facility. ● Staff also participated in an on-site visit at Extant Aerospace, along with STRACT Institute reps, toured the operations to learn more of how both organizations can assist and collaborate in workforce training and hiring needs. ● Another focus was meeting with a new EDC project, Rogue Valley Microdevices, to discuss how CSB can assist in their expansion to Brevard County. 	

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

			<ul style="list-style-type: none"> • There has been ongoing outreach to manufacturing employers to participate in Recruiting Events, such as Mack Technologies on March 23rd, and Job Fairs for this quarter and upcoming event.
Construction & Skilled Trades		Ongoing	<ul style="list-style-type: none"> • Business Liaison engaged with a new business as well as reengagement with old businesses. Paradise Air and Heat engagement was made and discussed options of apprenticeship and different work-based training opportunities. • Engagement with Rebuild students as Liaison presents opportunities to them within the different fields their certifications can be used. Apprenticeship opportunities also presented to students. • Connecting CTE at BPS to Viera Company as they were interested in helping with the new carpentry classroom at Viera High School. • Met with a Marine Docking company looking for large number of employees to join their team. They are interested in developing their workforce through utilizing work-based training programs, BPS CTE programs, and the discussion of apprenticeship later. • Construction Consortium will be held on June 15, 2023.
Development and Support of Competency and Work Based Learning Programs		Ongoing	<ul style="list-style-type: none"> • Apprenticeship Navigator working with Health First, and Eastern Florida State College since June 30, 2022, to move their Practical Nursing Apprenticeship development forward. Intermediary as well as our local ATR Anne involved to get this approved and processed with the State at the beginning of January 2023. • AN and ATR met with Brevard County to discuss options for an apprenticeship within their utilities department. Presented what occupations could be designed for them, labor market data to support the occupations and used other regions as an example who are currently using this model in their utility departments. • Staff has completed a series of training and meetings to help develop skills and stay up to date on the latest policies,

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

regulations, and other items that pertain to apprenticeships.

- **Met with Peter Cranis from Tourism Council in January to discuss the Hospitality Accelerator. Presented the ideas of an apprenticeship within the Hospitality industry.**
- **Held Several meetings with CareerSource Research Coast and Flagler Volusia to work on our annual virtual Apprenticeship Career Fair that will be on April 26th.**
- **Partnered with State Department of Education Apprenticeship to hold an Apprenticeship Accelerator for Hospitality on February 16th located at EFSC Melbourne campus. Hotel and accommodation businesses local to Brevard County attended to learn how apprenticeship works, support CSB can provide, development and support of local educational institutes as well as learning about CTE program from Brevard Public Schools.**
- **Met with an HVAC company regarding starting an apprenticeship. Our local ATR and I discuss options and they are highly interested. Meeting for this new HVAC employer to be introduced to BACCA and to come.**
- **Navigator and Healthcare Business Liaison met with TruMont to discuss their apprenticeship program as there is a new Home Health company that started in Brevard and is a part of their apprenticeship program.**
- **Part of a review team on March 14th (5 Navigators chosen) to look at the development of a ROI (return on investment) calculator being developed for apprenticeship use.**
- **Guest speaker at the Cocoa Beach Hotel and Lodging Association on March 16th at the Hilton Garden Inn. Presented the idea of what an apprenticeship for Hospitality could look like along with Labor Market Data to back up the need for this program.**
- **Toured Carib Brewing company in Cape Canaveral, as they are looking for many different nontraditional positions. They**

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

			<p>were open to discussion of work based training options and even connecting with BPS CTE classes.</p> <ul style="list-style-type: none">• IT Partnership Luncheon at the Hilton Rialto hosted by SCCABO and they were looking for opportunities to establish On-The-Job trainings for the students in their IT program.
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Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

Objective 3: Educate the Business Community on the Value of our Services and the Value of Brevard's Talent to Meet their Business Needs

Strategies	Actions	Timeframes	Status
Educate and Recruit Critical Partners for Sector Strategy Initiatives	Educate the Brevard Community on CSB Services and Sector/Industry Initiatives	Ongoing	<ul style="list-style-type: none"> • Rapid Response Coordinator conducted outreach to 14 businesses that may need workforce assistance. This outreach resulted in verifying closure of some businesses still appearing on the Econovue report. • Community Partner Outreach to 20 non-profit organizations to share CSB partnership, Metrix Skillup, and Crosswalk portal information. • Layoff assistance was offered to OneWeb Satellites, Tuesday Morning (4 Stores), Bed Bath and Beyond. RIF packages were delivered in person to each business to assist with the transition. • Dairy Queen was contacted before it closed on 2/5/2023. • Resume, interviewing, and unemployment workshops were provided by RRC and staff onsite at OneWeb. Arrangements were made for a warm hand off to Career Counselor to assist with job placement. • RR Coordinator conducted two Super Tuesday Virtual Job Fairs January 24, 2023, and February 28, 2023. The event in January had 14 businesses and 31 job seekers. The February event had 15 businesses and 20 job seekers. • RR Coordinator attended the Melbourne Chamber's Women of Excellence, Parisol Ribbon Cutting, Equity in Brevard Symposium, Viera Means Business, Cocoa Beach Visitor Information Open House, New Life Village Open House, and Esther Theology Seminary Ribbon Cutting to educate community on CSB services and industry initiatives.
	Conduct outreach to key partners, stakeholders and community on the programs, services, and successes	Ongoing	<ul style="list-style-type: none"> • Business Services team partnered with Brevard Achievement Center to host a Business Engagement event at the Rockledge office on January 25th. Staff presented information on Labor Market Data, Apprenticeships, and moderated a panel discussion.

			<ul style="list-style-type: none">• Staff attended Melbourne Chamber event Women in Excellence on March 30th at the Hotel Melby• On January 20th, VP of Industry Relations provided overview of services and career exploration options at the EFSC Bridge to Success Forum, a college wide initiative that specifically addresses the enrollment and retention of minority male students.• Business Liaison was confirmed as a Board Member for the Greater Palm Bay Chamber of Commerce• <i>See Business Services Quarterly Review Presentation</i>• <i>See Quarterly Multimedia Outreach Matrix (Quarter 3– January - March)</i>
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Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Recruiting Events

12 Onsite Events

- 8 unique employers included Manufacturing, Healthcare, Services, Gov't agencies, & Staffing Agencies represented
- Appointments & Walk-Ins
- 151 Job Seekers attended, 26 Veterans



Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Job Fairs - 7 Events & Partnerships

Super Tuesday Virtual Job Fair on Jan. 24th

- 13 Employers
- 30 jobseekers / 4 Veterans

Veterans Job Fair on Feb. 8th

- 54 Employers and community partners
- 269 jobseekers / 57 Veterans

Titusville Job Fair on Feb. 22nd

- 6 Employers
- 42 jobseekers / 3 Veterans



Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Job Fairs - 7 Events & Partnerships

City of Cocoa and CSB Job Fair on Feb. 23rd

- 20 Employers and community partners
- 45 jobseekers / 7 Veterans

Super Tuesday Virtual Job Fair on Feb. 28th

- 15 Employers
- 19 jobseekers / 3 Veterans

Healthcare Job Fair (non-clinical jobs) on Mar. 9th

- 4 Employers
- 58 jobseekers / 2 Veterans



Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

Job Fairs - 7 Events & Partnerships

Aerospace/Aviation and Information Technology Job Fair on March 14th

- 22 Employers and community partners
- 80 jobseekers / 13 Veterans



Business Learning Events

Educating Brevard Businesses

Business Learning Event

- Lunch & Learn Event – Hiring & Retention Strategy in 2023
- Hosted in partnership with Brevard Achievement Center on Jan.
- Panelists included Employers and Vocational Rehabilitation
- Presented local LMI, Grants & Funding opportunities, Skillbridge Apprenticeship, and CSB programs
- BAC and Voc Rehab presented on services



Presentations & Panels

Offering businesses and career seekers quality workforce services

Business Learning Event

- Hospitality Apprenticeship Accelerator on Feb. 16th
- Hosted at EFSC, Melbourne campus
- In Partnership with DOE, Apprentice Florida, BPS, EFSC
- Panel of experts in Apprenticeships, Funding, Testimonials
- Learn how to get started in Hospitality Apprenticeships
- How businesses are successful in hiring this skilled talent.



Fact Sheet

Business Services Provided July 1, 2022 through March 31, 2023



MEASURING SUCCESS



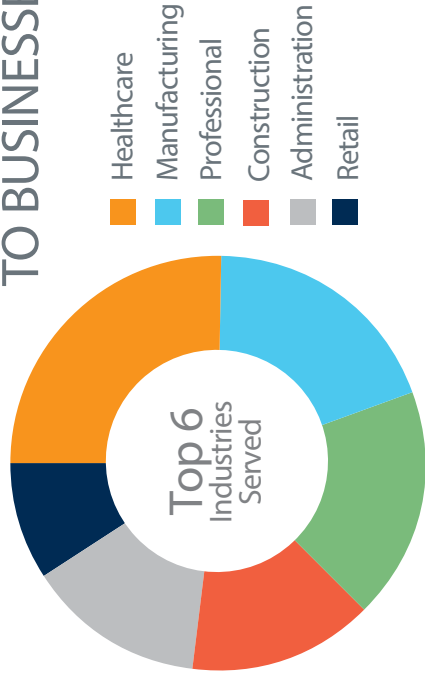
1,093

BUSINESSES SERVED

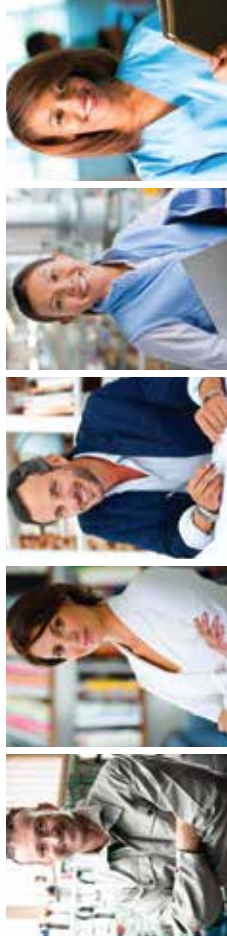


19,586

SERVICES PROVIDED
TO BUSINESSES



WORKING FOR BREVARD



2,024

PEOPLE PLACED IN JOBS



UNEMPLOYMENT RATE

2.6%

BREVARD'S
UNEMPLOYMENT RATE

FEBRUARY 2023



ON-THE-JOB TRAINING

6

OJTS
CREATED

4

FOR
BREVARD
BUSINESSES

WITH

\$38,023

IN OJT CONTRACTS WRITTEN

RECRUITING EVENTS/ JOB FAIRS

71

Recruiting
Events and
Job Fairs

1,828

JOB
SEEKERS
ATTENDED

FOR 318

UNIQUE
EMPLOYERS

VETERANS SERVED

910

VETS

Personalized
Services
Received

9,082

204

VETERANS EMPLOYED



Quarterly Multimedia Outreach (January – March 2023)

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/

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

- **Daily promotions:** Hot Jobs, virtual and in-person workshops, job fairs, local employer recruiting events, skills training, supportive services and resources, career tips, jobseeker success stories & testimonials.
- **Program outreach campaigns this quarter:** [Young Adults Program](#), [Aerospace Aviation & IT Job Fair](#), [BACK TO WORK 50+](#), [Sector Strategy job fairs](#), [Veterans Job Fair](#), [Get There Faster Salesforce training](#), [Olga's Story jobseeker success video](#), [CSB & Partner workshops](#), [Construction Training Grant program](#)

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

- **Daily promotions:** Virtual and in-person business learning events, CSB-hosted employer recruiting events, talent attraction job fairs, employee retention & work experience skills training, supportive services, and resources, grant and collaborative partner news, employer success stories & testimonials. These efforts support CSB’s Sector strategy initiatives (Aerospace/Aviation/Advanced Manufacturing, Information Technology, Hospitality, Healthcare, and Construction)
- **Quarterly highlights:** [Aerospace Aviation & IT Job Fair](#), [Employer-led recruiting events](#), [Young Adults Program](#), [Get There Faster Salesforce training](#), [CSB Annual Report](#), [Business Services](#), [Customers say...](#)

EARNED Media

“Earned” media is the result of relationship building with traditional media outlets as well as community and workforce partners, and customers and employers who have a following CSB can provide services to. This no-cost media expands CSB’s opportunity to raise awareness of its no-cost programs and services.

Print, broadcast, and digital media coverage quarterly highlights:

Florida Today:

- [Meals on Wheels needs volunteers post CSB grant support](#)
- [CSB Clinton Hatcher wins 4-under-40-leadership award](#)
- [Family Promise Brevard housing-crisis CSB navigator support](#)

Brevard Business News:

- CSB business workforce services

Jacksonville Business Journal

- [Dassault Falcon Expansion, CSB support](#)

Space Coast Daily:

- [City of Cocoa & CareerSource Brevard host job fair](#)



Quarterly Multimedia Outreach (January – March 2023)

- 98.5 The Beach radio weekly Hot Jobs PSA**
- Helping Seniors of Brevard radio podcast**
 - Veterans Job Fair promoted on podcast
- The Mayfield Minute digital news**
 - Veterans Job Fair
- Ebony News printed news article**
 - BACK TO WORK 50+ Job Fair

PAID Media

Buying media reaches audiences beyond those familiar with CSB services.

Paid media campaigns this quarter included:

- **BBN Feb. and March Business Services ads for On-the-Job Training**
- **Video Success stories**, Olga’s Story Jobseeker testimonial, one of 5 videos created for multimedia use. <https://www.youtube.com/watch?v=FewfPM-LISM>
- **DMV waiting room videos:** Rebuild Florida Construction Training Grant, General jobseeker programs and services. <https://bit.ly/3OccNwa> .
- **Brevard Public School’s “Headlines” e-newsletter ads:** Florida Rebuild Construction Training Grant, General jobseeker programs and services
- **Space Coast Area Transit (SCAT) interior bus ads:** ReBuild Florida Construction Training Grant program, General Jobseeker programs and services.
- **Radio:** National Dislocated Worker Grant (Hurricanes) JOBS NOW program

NEW Quarterly Campaign Highlight:

National Dislocated Worker Grant (Hurricane Ian Nicole) JOBS NOW program

Paid Radio Campaigns and their digital components -- websites, YouTube channels and other digital platforms where our JOBS NOW campaign will be seen/heard.

- **iHeart stations:** 92.7 WMMB, 101.1 WJRR, WFKS-FM
- **The Beach** (who have been running our daily hot jobs announcement (for free) for years.
- **Cumulus:** WA1A/107.1 and HitKicker/HKR/102.7

Owned Social and Direct Email media campaign -- Instagram and Facebook posts, and Direct emails to jobseekers and referring targets lead readers to CSB main line, email to jobseekersupport@careersourcebrevard.com, and to updated landing page www.careersourcebrevard.com/jobsnow for action.

Website & Social Media Analytics

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

Website

- **Content updates**
 - Refinements to the www.careersourcebrevard.com mobile menu
 - Business Services webpages, enhancing user experience and refreshing content: <https://careersourcebrevard.com/business-services/>
 - New success story added to homepage- Olga. <https://careersourcebrevard.com/>
 - Young Adults summer jobs program <https://careersourcebrevard.com/special-programs/for-young-adults/>

Quarterly Multimedia Outreach (January – March 2023)

- Hurricane Grant Program: updated landing page for action www.careersourcebrevard.com/jobsnow
- Rebuild Florida Construction Training Grant www.careersourcebrevard.com/jumpstart

- **Monthly news posts:**

- <https://careersourcebrevard.com/business-learning-event-is-january-25-2023/>
- <https://careersourcebrevard.com/united-way-of-brevard-presents-money-management-and-budgeting-workshops-at-careersource-brevard-career-centers-2023-dates/>
- <https://careersourcebrevard.com/work-and-learn-hiring-events-for-young-adults-get-paid-work-experience/>
- <https://careersourcebrevard.com/7-ways-to-get-prepared-for-job-fairs-in-2023/>
- <https://careersourcebrevard.com/careersource-brevards-2021-2022-annual-report/>
- <https://careersourcebrevard.com/2023-summer-jobs-program-applications-open-now/>

- **Unique visitors this quarter:** 18,337, *17,615 previous quarter*

- **Top viewed pages**

- Hot Jobs
- Career Services
- Career Services > Pathway to Finding a Job

- **Top sources of traffic to our website, in order this quarter**

- Search (Google, Bing, etc.)
- Direct (Typed in our web address)
- Social Media

- **Top websites referring traffic to our website**

- Health First*
- CareerSource Florida
- City of Palm Bay

**Because they participated in Virtual Job Fair and Healthcare Job Fair*

SOCIAL MEDIA

- 262 new followers this quarter
- Top referring social media site: Facebook
- Social media site with strongest follower growth: LinkedIn

INDUSTRY WORKFORCE COMMITTEE (IWC)

ATTENDANCE RECORD

PY 2022-2023	JUL	OCT	JAN	APR
Bakke, Kristin	P	P	A	
Ghosh, Rohit	A	A	A	
Hoelke, Art	A	P	P	
Houston, Karen	new	A	P	
Jurinak, Jeffreery	new	P	P	
Kenny, Jennifer	P	past		
Klinkbeil, Traci	P	A	A	
Margiotta, Frank	P	P	P	
Menyhart, Mike	P	P	P	
McCarthy, Trudy	P	P	P	
Patchett, Kirsten	P	A	P	
Peltonen, Nancy	P	P	P	
Proctor, D. Travis	P	P	P	
Rolle, Cordell	new	A	P	
Rutledge, Rachel	P	P	P	
Schrumph, Terry	A	past		