



Wednesday, October 10, 2018, 9:00 AM  
9215 N. Florida Ave., Ste. 101, Tampa, FL  
Conference Dial: 1-800-511-7985  
Conference Code: 605-9608#

## Workforce Solutions Committee Agenda

- I. **Welcome and Introductions**..... Jeff Serpico, Chair
- II. **Public Comments**
- III. **Action/Discussion Items**
  - 1. Approval of Minutes – August 8, 2018 Workforce Solutions Committee Mtg..... Page 2
  - 2. Eligible Training Provider Policy ..... Anna Munro, Page 5
- IV. **Information Items/Programs Update**
  - 1. Workforce Solutions Goals Update..... Juditte Dorcy, Page 7
  - 2. Training Vendors Outcome Report ..... Jody Toner, Page 11
  - 3. Tech Hire ..... Michelle Schultz, Page 15
  - 4. Help Wanted On-Line Summary..... Jody Toner, Page 16
- V. **Reports – Industry Insights**
  - a. Education.....M. Ramsey
  - b. Economic Development..... Y. Rosario, L. Kimball
  - c. Other Industry Sectors..... Committee Members
- VI. **Adjournment**

Next Workforce Solutions Committee Meeting: February 13, 2019



## **CareerSource Tampa Bay Minutes of Workforce Solutions Committee Meeting**

**Date:** August 8, 2018, 9:00 a.m.

**Location:** CareerSource Tampa Bay Office, 4902 Eisenhower Blvd. Tampa, FL

### **Call to Order**

Committee Chair Jeff Serpico called the meeting to order at 9:00 a.m. There was a quorum present with the following Workforce Solutions Committee members participating.

### **Members in attendance**

Robert Coppersmith, Benjamin Hom, Kenneth Jones, Michael Ramsey, Jeff Serpico

### **Members not in attendance**

Gail Fitzsimmons, Lindsey Kimball, Earl Rahn, Craig Richard, Yanina Rosario

### **Staff Present**

Juditte Dorcy, Jody Toner, Michelle Schultz, Mai Russell, Joe Vitale

### **Guests**

Tom Mudano, Dr. Gilbert Delgado, April, Cesar Ruiz

### **Public Comments**

None was made.

The agenda items are listed in the order of discussion.

▶ Indicates Committee Action

### **Action/Discussion Items**

#### **▶ Approval of Minutes: May 16, 2018 Workforce Solutions Committee Meeting**

A motion to approve the minutes of May 16, 2018 Workforce Solutions Committee Meeting was made by Benjamin Hom and seconded by Kenneth Jones. The motion passed unanimously.

#### **▶ Approval of Training Vendor: American Manufacturing Skills**

Special Projects Director Toner presented this item for consideration. She introduced AmSkills representative Mr. Tom Mudano who spoke on AmSkills Pre-Apprenticeship Skills Training Program. Other discussion items included completion rate, placement rate, and program structure. Mr. Mudano added the pre-apprenticeship program is currently being reviewed by the State. A motion **to approve AmSkills as an approved training vendor for CareerSource Tampa Bay, contingent upon acquiring state approval** was made by Robert Coppersmith and seconded by Kenneth Jones. The motion passed unanimously.

#### **▶ Approval of Training Vendor: Southern Technical College**

Special Projects Director Toner presented this item for discussion. She introduced Southern Technical College (STC) representatives Dr. Gilbert Delgado and April. A discussion on the number of years in business, retention rate, placement rate, completion rate, program cost & anticipated wage ensued. The Committee expressed their concern about the low completion rate. In response, STC representatives advised single parent students may dropped out due to family or work obligations. Staff added a suitability assessment is being conducted prior to enrollments. A motion **to approve Southern Technical College as an approved training vendor for CareerSource Tampa Bay** was made by Kenneth Jones and seconded by Benjamin Hom. The motion passed unanimously.

#### **▶ Approval of Training Vendor: Learning Alliance Corporation**

Special Projects Director Toner presented this item for discussion. She introduced Learning Alliance Corporation representative Cesar Ruiz who spoke on their program offerings. A discussion on anticipated wage, an example of partnering employers, and type of certifications earn ensued. A motion **to approve Learning Alliance Corporation as an approved training vendor for CareerSource Tampa Bay** was made by Robert Coppersmith and seconded by Benjamin Hom. The motion passed unanimously.

## **Information Items**

### **2017 – 2018 Workforce Solutions Strategic Goals Update**

For Period Covering: July 2017 thru June 2018

#### **Partnership with Tampa Hillsborough EDC**

No. of Job Orders: 46

No. of EWT: 3

No. of OJT: 29

#### **Professional Talent of Tampa Bay**

No. of Placements: 383

Ave. Wage: \$27.63

#### **OJT**

Total Funding: \$692K

No. of Trainees: 303

No. of Employers: 56

Avg. Wage at Placement: \$13.38

#### **PWE**

Total Funding: \$626K

No. of Trainees: 188

No. of Employers: 28

Avg. Wage at Placement: \$11.88

#### **EWT**

Funding Allocated: \$400K

No. of Applications Received: 36

No. of EWT awards: 26

#### **TampaBayIntern.com**

No. of Employers: 91

No. of Internships: 152

No. of Interns Registered: 532

No. of Placements: 92

#### **Website Traffic**

No. of People Visited Site: 268,491

Returning Visitors: 15%

New Visitors: 85%

#### **Social Media Traffic**

No. of New Twitter Followers: 124

No. of new Facebook Fans: 485

No. of New LinkedIn Followers: 476

No. of Engagements: 11,500

No. of Impressions: 2.1M

#### **Help Wanted Online Summary**

**In July 2018, the top three online advertised occupations, when compared to a year ago, were:**

Registered Nurses: 813

Software Developers, Applications: 769

Web Developers: 676

#### **Workforce Solutions Strategic Goals**

Staff advised the strategic goals are reviewed and updated on an annual basis. There was a consensus to place the process for updates on hold.

#### **Overview of Workforce Innovation & Opportunity Act (WIOA)**

A high-level overview of the WIOA program was discussed. Discussion points included WIOA-defined population groups of Adult, Dislocated Worker, and Youth; training programs & career services; and eligible training providers.

#### **Individual Training Account (ITA)**

An overview of ITA and its policy was discussed.

### **WIOA Self-Sufficiency Definitions**

An overview of self-sufficiency definition for dislocated worker & adult and Lower Living Standard Income Level was discussed.

### **Training Vendors Outcome Report**

Period covering: July 2017 thru June 2018

No. that exited Training: 234

No. that exited without completing training: 36

No. that exited after completing training: 198

No. of job at the point of training completion: 78

No. that had a job at the point of training completion: 120

No. that obtained a job whether they completed training or not: 130

No. that obtained a job that was directly related to their training: 70

Training completion rate: 85%

Job placement rate: 56%

Training related to job placement rate: 30%

Average wage at job placement: \$21.58

### **USDOL Tech Hire Partnership Grant Update - Tampa Bay Tech Hire Program**

Total no of participants served: 946 (81% of goal)

Total participants enrolled in Education/Training: 946 (81% of goal)

Total no. of participants completing training: 566 (57% of goal)

Total no. of unemployed participants who obtain employment: 148 (17% of goal)

### **CareerSource Florida Grants**

Community Based Training – Construction

Total no. of participants served: 196 (70% of goal)

Total no. of participants who completed training: 99 (35% of goal)

Total no. of participants placed or retained employment: 188 (67% of goal)

Sector Strategies - CareerReady

Total no. of participants served: 32 (14% of goal)

Total no. of participants who completed training: 27 (12% of goal)

Total no. of participants placed or retained employment: 8 (4% of goal)

Sector Strategies – IT Training

Total no. of participants served: 33 (41% of goal)

Total no. of participants who completed training: 15 (19% of goal)

Total no. of participants placed or retained employment: 5 (6% of goal)

### **Future Business**

► The committee members shared their concern on approving any training vendor with high tuition cost programs; approving pre-apprenticeship training programs that may not necessarily lead to a certification; and those who report a low training completion rate. **A motion for staff to bring back a report of other workforce boards' best practices on policy and criteria used to approve training providers** was made by Benjamin Hom and seconded by Kenneth Jones. The motion carried.

### **Reports – Industry Insights**

Education provided by Michael Ramsey, School Board of Hillsborough County

- President Trump recently spoke at Tampa Bay Technical High School on July 31<sup>st</sup> to promote technical education.
- 13K adult students currently enrolled in GED.

### **Adjournment**

The meeting was adjourned at approximately 10:55 a.m.



## Eligible Training Provider Policy

Background: At the August 8, 2018 Workforce Solutions Committee meeting, staff was charged to conduct research and bring back a report of other workforce boards best practices on policy and criteria use to approve training providers. Subsequent to this meeting, on August 16<sup>th</sup>, the Executive Committee unanimously voted to table the approval of the three training vendors: (1) American Manufacturing Skills, (2) Southern Technical College, and (3) Learning Alliance Corporation until the local policy has been updated and approved by the Board.

*CareerSource Florida Administrative Policy No. 90: WIOA Eligible Training Providers List* allows for additional criteria to be established by local workforce development board. Following is the excerpt taken from this Policy:

*“Per WIOA Section 122(b)(3), a Local Board, through local policy, may establish additional criteria and required information for program eligibility within its Local Area. This may include setting required levels of performance as criteria for training providers (and their programs) to become or remain eligible to provide training services programs in that Local Board’s particular Local Area.”*

Following are the results of the findings on eligible training provider policies and best practices:

Local Workforce Development Board	Criteria	Training Duration	Individual Training Account Cap	Performance Measures LWDB Participants
CareerSource Tampa Bay	<ul style="list-style-type: none"> <li>CSF Minimum criteria</li> <li>In business in FL for minimum of 2 years</li> </ul>	Up to 2 years	\$5,000 per PY Max \$10,000	Maintain 80% Entered Employment Rate
CareerSource Broward	<ul style="list-style-type: none"> <li>CSF criteria</li> <li>Limit new training providers/ programs to maximum of 10 customers until performance is established</li> </ul>	Pending Board verification	Pending Board verification	70% Training Related Placement Rate
CareerSource Flagler Volusia	<ul style="list-style-type: none"> <li>CSF Minimum criteria</li> <li>Maximum duration training programs limited to 12 weeks</li> </ul>	Maximum 12 weeks of training; Can consider last 12 weeks of training	Varies by program	Pending Board verification

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CareerSource Central Florida	<ul style="list-style-type: none"> <li>• CSF criteria</li> <li>• Programs must be short term (completed in one year or less).</li> <li>• New providers will be limited to 10 enrollments until performance levels can be determined</li> </ul>	Pending Board verification	\$8,000 Total program costs must be less than ITA Cap.	75% completion rate  75% Placement Rate of those completing a measurable portion of training
CareerSource Heartland	<ul style="list-style-type: none"> <li>• CSF Minimum criteria</li> <li>• Priority of ITA given to Vocational and Technical programs – not more than 12 consecutive months.</li> <li>• Minimum entry level wage rate of \$14/hr</li> </ul>	Maximum 12 months	Lifetime threshold \$5,000 in targeted occupations; \$4,000 in non-targeted occupations.	85% completion rate  Minimum 85% EER
Other States	<ul style="list-style-type: none"> <li>• Statewide Criteria</li> <li>• ITAs for training not lasting more than 12 consecutive calendar months</li> </ul>	Maximum 12 months <hr/> 2 years	\$5,000 <hr/> \$7,500	60% Credential Attainment Rate  60% Entered Employment Rate

**Recommendation:** Staff is recommending approval of a modified Eligible Training Provider Policy for CareerSource Tampa Bay.



## 2018 - 2019 Workforce Solutions Strategic Goals Update

### For Period Covering: July thru September 2018

#### Goal I

#### Provide Employers with a Skilled Workforce

Objective 1 Provide workforce resources to employers.

*CareerSource Tampa Bay partners with Tampa Hillsborough Economic Development Corp. to assist in the facilitation of new employer relationships. There is a formal agreement in place with benchmarks that align with informing employers of the services offered.*

<b>Activities</b>	<i>July 2017 – June 2018</i>	<b>July – Sept. 2018</b>
<i>No. of Job Orders</i>	46	9
<i>No. of EWT and/or IWT</i>	3	0
<i>No. of QRT and/or OJT</i>	29	2

*The Professional Talent of Tampa Bay networking group provides professional level job seekers the ability to connect and interact with their peers. During these sessions, a dedicated Business Services staff member provides job referral, leads and placement assistance. In addition, candidates are provided access to additional training to make them more marketable to hiring employers. Guest employers may also be featured during the weekly meetings, which improve the employers' visibility to a diverse talent pool.*

<b>Activities</b>	<i>July 2017 – June 2018</i>	<b>July – Sept. 2018</b>
<i>No. of Placements</i>	383	21
<i>Ave. Wage</i>	\$27.63	\$29.82

Objective 2 Identify training opportunities for targeted occupations.

<b>Awarded By</b>	<b>Award Amount</b>	<b>Award Funds to be Applied</b>
<i>Citi Foundation</i>	<i>\$250K</i>	<i>Youth</i>
<i>CareerSource Florida</i>	<i>\$391,545</i>	<i>CareerREADY (Manufacturing and Construction)</i>
<i>CareerSource Florida</i>	<i>\$147,125</i>	<i>Community Based Training (Construction, Manufacturing and Apprenticeship)</i>
<i>CareerSource Florida</i>	<i>\$396,495</i>	<i>Sector Strategies (IT Training Initiative)</i>
<i>CareerSource Florida</i>	<i>\$100,000</i>	<i>Pre-Apprenticeship for Construction</i>

Objective 3 Develop Labor Market Information.

*IT Skills Gap Analysis Report: [tampabaygapanalysis.com/it.html](http://tampabaygapanalysis.com/it.html)*

*Manufacturing Skills Gap Analysis Report: [tampabaygapanalysis.com/manufacturing.html](http://tampabaygapanalysis.com/manufacturing.html)*

*Financial & Shared Services Skills Gap Analysis Report: [tampabaygapanalysis.com/finance.html](http://tampabaygapanalysis.com/finance.html)*

Objective 4 Develop a Regional Targeted Occupations List.

*Training areas included within the Regional Targeted Occupations List (RTOL) include occupations identified as critical to the four targeted industry sectors: Healthcare, Manufacturing, Information Technology, and Financial and Shared Services.*

*2018 – 2019 RTOL List <https://careersourcetampabay.com/pages/wioa>*

## Goal II

### Develop Effective Employer Based Workforce Programs

Objective 1 Increase participation in the On the Job Training (OJT) and Paid Work Experience (PWE) programs.

*Employers may utilize the OJT program to offset costs associated with hiring and training new employees. The program provides an opportunity for individuals who already possess some job-related skills.*

<b>OJT</b>	<i>July 2017 – June 2018</i>	<b>July – Sept. 2018</b>
<i>Total Funding</i>	\$692,367	\$40,170.00
<i># of Trainees</i>	303	21
<i># of Employers</i>	56	9
<i>Avg. Wage at Placement</i>	\$13.38	\$13.83

***Paid Work Experience** is a career preparation program intended to expose young workers to a business environment, with a focus on skill development in high demand occupations. Employers will have the opportunity to connect with and employ motivated, fresh talent at no cost to the company.*

<b>PWE</b>	<i>July 2017 – June 2018</i>	<b>July – Sept. 2018</b>
<i>Total Funding</i>	\$625,910.50	\$21,560.00
<i># of Trainees</i>	188	6
<i># of Employers</i>	28	5
<i>Avg. Wage at Placement</i>	\$11.88	\$12.08

Objective 2 Encourage employer involvement in the Local Employed (EWT) and Incumbent Worker Training (IWT) programs.

*The EWT/IWT program is designed for businesses who seek to enhance the professional skills of existing employees. The program increases workforce availability and skills to support targeted industry sectors and apprenticeship programs. This strategy will promote business retention and contribute to the overall economic growth within the region.*



<b>EWT</b>	<i>2017 – 2018 July – June 2018</i>	<b>July – Sept. 2018</b>
<i>Funding Allocated:</i>	\$400,000.00	\$450,000.00
<i>No. of applications received:</i>	36	13
<i>No. of EWT awards:</i>	26	0
<i>No. of Trainees:</i>	409	424
<i>Amt. approved for funding:</i>	\$352,832.54	0
<i>Expected Employer Contribution:</i>	\$4,115,883.60	\$34,042,954.00

Objective 3 Connect employers with the Florida Flex Program administered by CareerSource Florida.

*FloridaFlex is administered by CareerSource Florida and offers businesses in Florida, or relocating to Florida, a completely integrated talent support solution to help them compete and grow with programs such as the Incumbent Worker Training Program (IWT) and Quick Response Training (QRT).*

*IWT: For-profit, small- to mid-sized businesses in Florida may be eligible for grant dollars to help pay for training existing employees.*

<b>Company</b>	<b>Amt. Requested</b>
<i>Leslie Controls, Inc.</i>	\$41,525.00
<i>Axiom Diagnostics, Inc.</i>	\$13,500.00
<i>LXI Components, Inc.</i>	\$5,625.00
<b>Total</b>	<b>\$60,650.00</b>

Objective 4 Encourage employer participation in the internship and apprenticeship programs.

*TampaBayIntern.com provides an exclusive and unique opportunity for employers to connect with current students and recent graduates seeking employment opportunities. Once connected to TampaBayIntern staff, employers can count on our staff to recruit and refer candidates for their open positions.*

<b>Period</b>	<b>No. of Employers</b>	<b>No. of Internships</b>	<b>No. of Interns Registered</b>	<b>No. of Placements</b>
<i>July 2017 – June 2018</i>	91	152	532	92
<i>July – Sept. 2018</i>	13	17	77	6

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## Goal III

### Effectively Market and Brand Services and Programs

Objective 1 Develop innovative strategies and outreach materials to market various programs.

#### Website Traffic

<b>Timeframe</b>	<b># of People Visited Site</b>	<b># of Visits</b>	<b>Pageviews</b>	<b>Returning Visitors</b>	<b>New Visitors</b>
July 2017 – June 2018	268,491	463,112	1,587,580	15%	85%
July – Sept 2018	61,670	110,218	362,125	18%	82%

Source: Google Analytics

#### Social Media Traffic

<b>Month</b>	<b># of New Twitter Followers</b>	<b># of New Facebook Fans</b>	<b># of New LinkedIn Followers</b>	<b># of New Instagram Followers</b>	<b># of Engagements</b>	<b># of Impressions</b>
July 2017 – June 2018	124	485	476	82	11,500	2,100,000
July – Sept 2018	14	60	171	133	4,378	173,000

Source: Sprout Social



## Training Vendors Outcome Report

Period covering: July 2018 thru September 2019

CareerSource Tampa Bay provides funded training services with a focus on successful completion of demand-driven industry certifications and training programs.

### Performance Outcome Description

Column ID	Description
A	The total # of all WIOA customers who exited training since the beginning of the current program year.
B	The total # of all WIOA customers that exited training since the beginning of the current program year <u>without completing training</u> .
C	The total # of all WIOA customers that exited training since the beginning of the current program year <u>after completing training</u> .
D	The total # of all WIOA customers that exited training since the beginning of the current program <u>without employment after completing training</u>
E	The total # of all WIOA customers that exited training since the beginning of the current program <u>with a job after completing training</u> .
F	The total # of all WIOA customers that <u>obtained a job after they exited training</u> , whether they completed training or not, during the current program year.
G	The total # of all WIOA customers that exited training since the beginning of the current program and <u>obtained a job that was directly related to their training</u>
H	Training completion rate: Calculation (C÷A)
I	Job placement rate: Calculation (F÷A)
J	Training related job placement rate: Calculation (G÷A)

## Region 15

Provider	7/1/2018 thru 09/30/2018											
	# that exited training	Exited without completing training	Exited after Completing training	No job at the point of training completion	Had a job at the point of training completion	# that obtained a job whether they completed training or not	# that obtained a job that was directly related to their training	Training completion rate	Job placement rate	Training related job placement rate	# of job placements that occurred this PY but training ended prior to beginning of PY	Average wage at job placement
Region Total	<b>34</b>	<b>7</b>	<b>27</b>	<b>22</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>79%</b>	<b>15%</b>	<b>15%</b>	<b>61</b>	<b>\$ 31.58</b>
Center for Technology Training (CTT)	2		2	2				100%		0%	6	
Concorde Career Institute											2	
Erwin Technical Center	1	1								0%		
Galen School of Nursing	3		3	3				100%		0%		
Hillsborough Community College	6	2	4	3	1	1	1	67%	17%	17%	6	\$ 15.87
Ironworkers											10	
Jersey College ( The Center for Allied Health and	3	2	1	1				33%		0%	2	
LaSalle Computer Learning Center											5	
National Aviation Academy	2		2	1	1	1	1	100%	50%	50%	2	\$ 18.97
New Horizons Computer Learning Center	10		10	8	2	2	2	100%	20%	20%	13	\$ 54.03
Roadmaster Drivers School, Inc.	2	1	1	1				50%		0%	4	
Southern Technical College- Brandon											1	
Tampa Area Electrical JATC	1		1	1				100%		0%	6	
Tampa Truck Driving Institute of Florida	1	1								0%		
University of South Florida-Corporate College	3		3	2	1	1	1	100%	33%	33%	4	\$ 15.00

Region 15

PY 18/19 - thru 09/30/2018

Provider	# that exited training	Exited without completing training	Exited after Completing training	No job at the point of training completion	Had a job at the point of training completion	# that obtained a job whether they completed training or not	# that obtained a job that was directly related to their training	Training completion rate	Job placement rate	Training related job placement rate	# of job placements that occurred this PY but training ended prior to beginning of PY	Average wage at job placement
<b>Region Total</b>	<b>34</b>	<b>7</b>	<b>27</b>	<b>22</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>79%</b>	<b>15%</b>	<b>15%</b>	<b>61</b>	<b>\$ 31.58</b>
Center for Technology Training (CTT)	2		2	2				100%		0%	6	
Computer and Information Systems Man	1		1	1				100%		0%	2	
Computer User Support Specialists											1	
Database Administrators											1	
Network and Computer Systems Admins	1		1	1				100%		0%	2	
Concorde Career Institute											2	
Registered Nurses											2	
Erwin Technical Center	1	1								0%		
Licensed Practical and Licensed Vocatio	1	1								0%		
Galen School of Nursing	3		3	3				100%		0%		
Licensed Practical and Licensed Vocatio	2		2	2				100%		0%		
Registered Nurses	1		1	1				100%		0%		
Hillsborough Community College	6	2	4	3	1	1	1	67%	17%	17%	6	\$ 15.87
Cardiovascular Technologists and Techn	1		1	1				100%		0%		
Computer and Information Systems Man											1	
Employment, Recruitment, and Placeme											1	
Graphic Designers											1	
Paralegals and Legal Assistants	1		1		1	1	1	100%	100%	100%		\$ 15.87
Registered Nurses	1	1								0%		
Truck Drivers, Heavy and Tractor-Trailer	3	1	2	2				67%		0%	3	
Ironworkers											10	
Structural Iron and Steel Workers											10	
Jersey College ( The Center for Allied Health an	3	2	1	1				33%		0%	2	
Licensed Practical and Licensed Vocatio	1		1	1				100%		0%	2	
Registered Nurses	2	2								0%		

Region 15

PY 18/19 - thru 09/30/2018

Provider	# that exited training	Exited without completing training	Exited after Completing training	No job at the point of training completion	Had a job at the point of training completion	# that obtained a job whether they completed training or not	# that obtained a job that was directly related to their training	Training completion rate	Job placement rate	Training related job placement rate	# of job placements that occurred this PY but training ended prior to beginning of PY	Average wage at job placement
LaSalle Computer Learning Center											5	
Computer Programmers											1	
Database Administrators											1	
Network and Computer Systems Adminis											3	
National Aviation Academy	2		2	1	1	1	1	100%	50%	50%	2	\$ 18.97
Aircraft Mechanics and Service Technicia	2		2	1	1	1	1	100%	50%	50%	2	\$ 18.97
New Horizons Computer Learning Center	10		10	8	2	2	2	100%	20%	20%	13	\$ 54.03
Bookkeeping, Accounting, and Auditing O	1		1	1				100%		0%		
Business Operations Specialists, All Other	1		1	1				100%		0%	1	
Computer and Information Systems Mana	2		2	2				100%		0%	2	
Computer Hardware Engineers											3	
Computer User Support Specialists	1		1		1	1	1	100%	100%	100%	1	\$ 36.05
Database Administrators	1		1	1				100%		0%		
Management Analysts											2	
Marketing Managers											1	
Network and Computer Systems Adminis	4		4	3	1	1	1	100%	25%	25%	3	\$ 72.00
Roadmaster Drivers School, Inc.	2	1	1	1				50%		0%	4	
Truck Drivers, Heavy and Tractor-Trailer	2	1	1	1				50%		0%	4	
Southern Technical College- Brandon											1	
Heating and Air Conditioning Mechanics a											1	
Tampa Area Electrical JATC	1		1	1				100%		0%	6	
Electricians	1		1	1				100%		0%	6	
Tampa Truck Driving Institute of Florida	1	1								0%		
Truck Drivers, Heavy and Tractor-Trailer	1	1								0%		
University of South Florida-Corporate College	3		3	2	1	1	1	100%	33%	33%	4	\$ 15.00
Computer and Information Syster											2	
Employment, Recruitment, and P	1		1		1	1	1	100%	100%	100%	1	\$ 15.00
Paralegals and Legal Assistants	2		2	2				100%		0%	1	

## USDOL H-1B Job Training Grant - Tampa Bay TechHire Program

*July 1, 2016 – June 30, 2020*

The Tampa Bay TechHire program is funded with a nearly \$3.8 million grant awarded to CareerSource Tampa Bay by the U.S. Department of Labor. Consistent with the White House TechHire Initiative launched in 2015, this grant is one of 39 programs nationwide that will focus on providing workers the skills for a pathway to the middle class while supplying employers with the skilled technology workers needed to grow and expand. Over 1,000 unemployed and underemployed young adults ages 17-29 with barriers to training and employment and front-line incumbent workers will receive accelerated skills training, certifications, and work experience to obtain employment or advance along career pathways leading to high-demand, middle to high skill jobs in the IT and healthcare industries.

Training programs include fast-track IT industry certifications such as CompTIA A+, CompTIA Security+, and Java Programming. Healthcare training programs include Medical Clinical Laboratory Technician/Technologist, Phlebotomy, and Registered Nursing. Training is provided by education partners such as Hillsborough Community College, Hillsborough County School District - Workforce and Continuing Education, St. Petersburg College, and the University of South Florida. Additional partners include BayCare Health System, IBM, Tampa Innovation Alliance, and Tampa Bay Technology Forum.

Outcome Measure			Goal	To Date:	% to Goal
1a	Target Population: Youth and Young Adults with Barriers to Training and Employment (ages 17-29) (83%)	Subtotal:	980	813	83%
1b	Other Populations: Incumbent Workers (17%)	Subtotal:	195	252	129%
<b>Total Participants Served:</b>			<b>1175</b>	1065	91%
<b>Targets for All Participants:</b>					
2	<b>Total Participants Enrolled in Education/Training Activities</b>	<b>Total:</b>	<b>1175</b>	1065	91%
3	<b>Total Participants Completing Education/Training Activities</b>	<b>Total:</b>	<b>1000</b>	701	70%
4	<b>Total Participants Who Complete Education/Training Activities and Received a Degree or Other Credential</b>	<b>Total:</b>	<b>1000</b>	696	70%
5	<b>Total Number of Unemployed Participants Who Obtain Employment</b>	<b>Total:</b>	<b>860</b>	187	22%
6	<b>Total Number of Incumbent Worker Participants that Advanced to a New Position</b>	<b>Total:</b>	<b>195</b>	20	10%
7	<b>Median Earnings</b>	<b>Total:</b>	<b>\$20.00/hr</b>	*	*

\* Data reported as of the quarter ending June 30, 2018.

### TechHire Community Designation

In November 2016, Tampa Bay was selected by the White House to join a national network of TechHire Communities. More than 250 employers are involved in this initiative through their partnerships with Tampa Innovation Alliance and Tampa Bay Technology Forum. Now managed by the nonprofit Opportunity@Work in partnership with the U.S. Department of Education, TechHire Communities encompass big cities and small towns to share the goal to connect 100,000 people to tech jobs by 2020.

For additional information regarding TechHire Communities nationwide, visit:

<https://obamawhitehouse.archives.gov/issues/technology/techhire> and <https://techhire.org/#section-communities>.



## **Help Wanted Online Summary**

### **INFORMATION**

The Help Wanted OnLine report provides summary of available ads and new ads by occupations and employers for Hillsborough County.

Help Wanted OnLine™ summary is a measure of real-time labor demand captured through online job ads. Since the online ads are a direct indication of hiring intent by employers, they serve as a measure of labor demand.

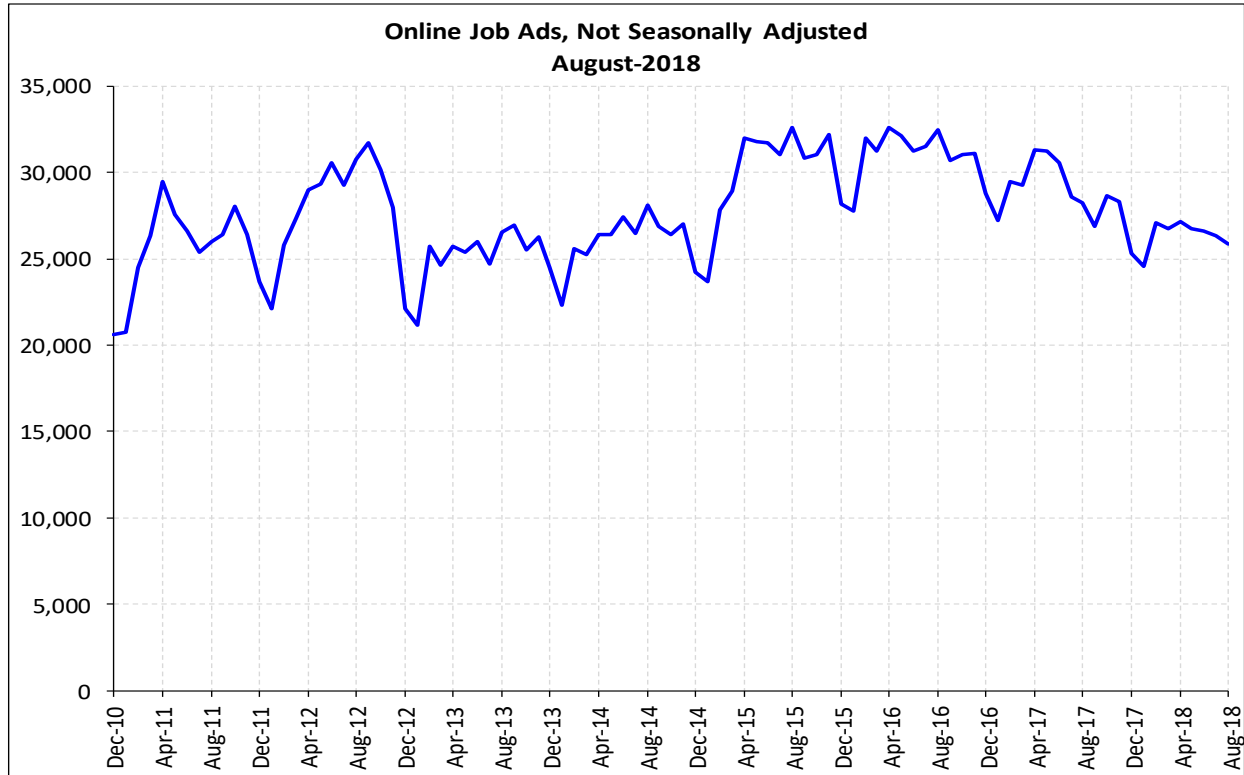
The summaries for new ads show new postings during the month of August 2018. Any openings that were posted prior to that month are not shown. This gives you the best picture of what is new on the market.





Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building G020  
Tallahassee, FL 32399

### CareerSource Tampa Bay Hillsborough County



Source: The Conference Board, Help Wanted OnLine (HWOL), prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.

## Occupations in Demand

Top 15 Advertised Occupations	Online Ads	Online Ads	Online Ads	Over the Month Change		Over the Year Change	
	August-2018	July-2018	August-2017	Level	Percent	Level	Percent
<b>Total</b>	<b>25,875</b>	<b>26,324</b>	<b>28,237</b>	<b>-449</b>	<b>-1.7%</b>	<b>-2,362</b>	<b>-8.4%</b>
Registered Nurses	894	872	916	22	2.5%	-22	-2.4%
Software Developers, Applications	683	777	744	-94	-12.1%	-61	-8.2%
Web Developers	660	696	587	-36	-5.2%	73	12.4%
Heavy and Tractor-Trailer Truck Drivers	622	648	571	-26	-4.0%	51	8.9%
Computer Systems Analysts	566	571	588	-5	-0.9%	-22	-3.7%
Customer Service Representatives	518	536	563	-18	-3.4%	-45	-8.0%
Management Analysts	517	589	571	-72	-12.2%	-54	-9.5%
Network and Computer Systems Administrators	516	519	520	-3	-0.6%	-4	-0.8%
Retail Salespersons	509	471	460	38	8.1%	49	10.7%
Computer User Support Specialists	491	525	585	-34	-6.5%	-94	-16.1%
First-Line Supervisors of Office and Administrative Support Workers	485	452	480	33	7.3%	5	1.0%
First-Line Supervisors of Retail Sales Workers	415	395	474	20	5.1%	-59	-12.4%
Maintenance and Repair Workers, General	363	361	416	2	0.6%	-53	-12.7%
Accountants	337	355	427	-18	-5.1%	-90	-21.1%
Information Technology Project Managers	331	356	381	-25	-7.0%	-50	-13.1%

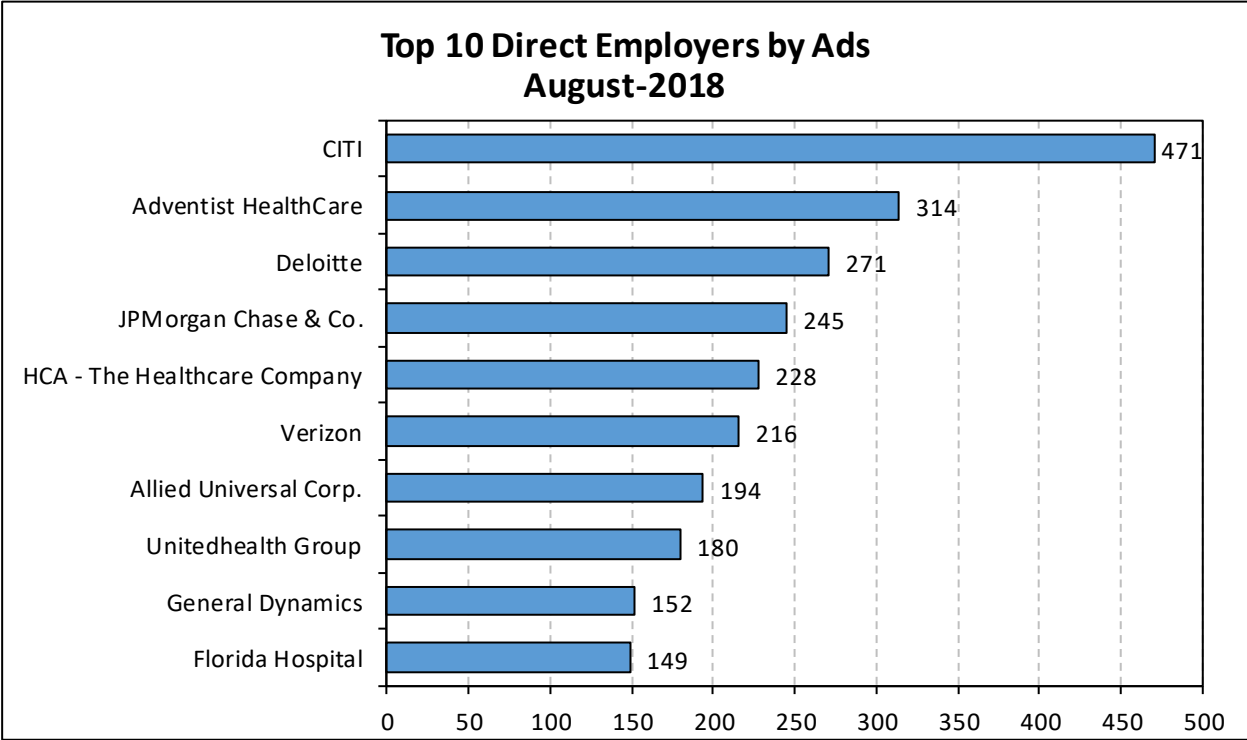
Source: The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.

## Job Type Distribution

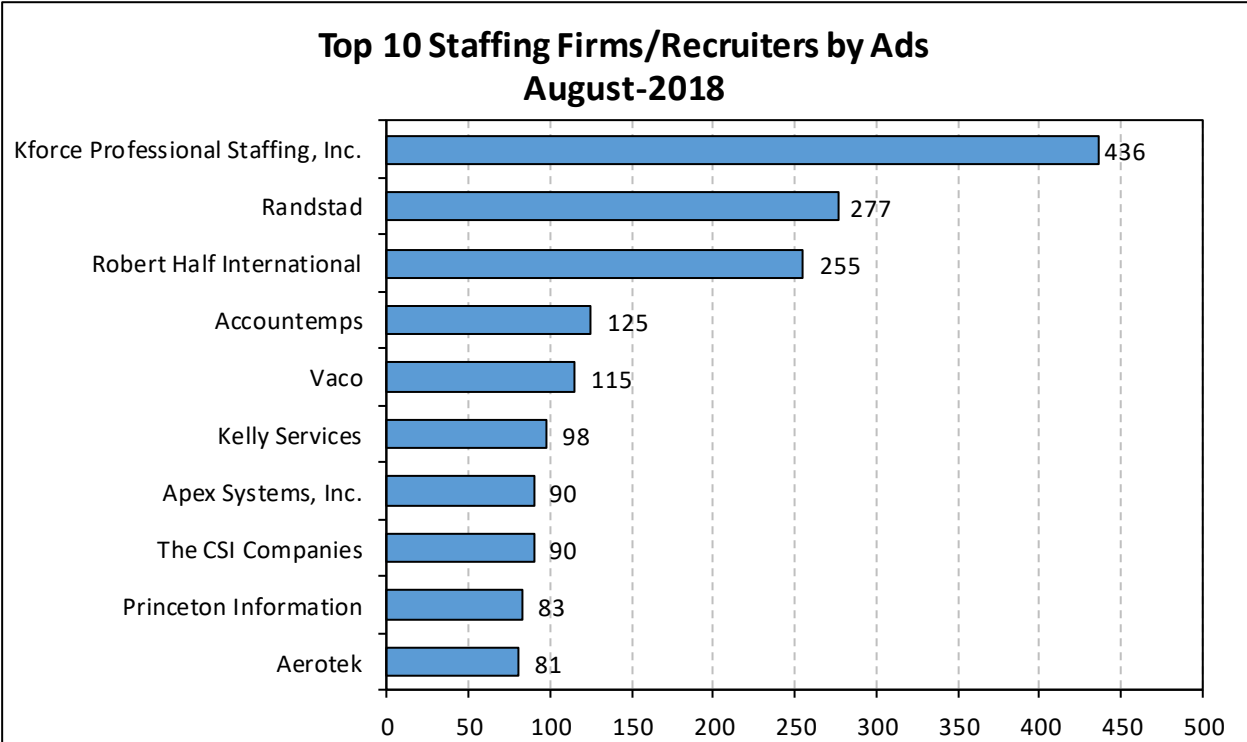
Job Type	Online Ads August-2018
Full-Time	24,638
Part-Time	4,951
Contract	1,804
Internship	131

Note: Total advertisements in this table may not equal the previously reported total due to overlapping or unspecified categories.

Source: The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.



Source: The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.



Source: The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.



## **Industry Insights**

The Workforce Solutions Committee focuses on monitoring trends in workforce, education, and economic development. Using this information, the committee will promote the identification and analysis of market demands, the outcome of which is expected to enhance the region's global competitiveness in the area of workforce resources. To this end, committee members are encouraged to share some insights from their respective industry.