



Friday, May 10, 2019, 9:00 AM
9215 N. Florida Ave., Tampa, FL 33612

Workforce Solutions Committee Agenda

- I. **Welcome and Introductions** Michael Ramsey, Chair
- II. **Public Comments**
- III. **CEO Report**
- IV. **Action/Discussion Items**
 - 1. Approval of Minutes – February 13, 2019 Workforce Solutions Committee Mtg. Page 2
 - 2. Regional Targeted Occupations List PY 19-20.....Anna Munro/ Chad Kunerth, Page 5
 - 3. Eligible Training Provider Policy Anna Munro, Page 10
 - 4. 2019-2020 Workforce Solutions Strategic Goals Jody Toner, Page 11
- V. **Information Items/Programs Update**
 - 1. Workforce Solutions Goals Update..... Jody Toner, Page 12
 - 2. Training Vendor Outcome Report..... Jody Toner/Chad Kunerth, Page 16
 - 3. Summer Job Connection Update Jody Toner, Page 20
 - 4. Performance Dashboard Report..... Jody Toner, Page 21
- VI. **Reports – Industry Insights**
 - a. Education.....M. Ramsey
 - b. Economic Development..... Y. Rosario, L. Kimball
 - c. Other Industry Sectors..... Committee Members
- VII. **Future Business**
 - 1. Business and Education Summit - February 2020
- Adjournment**

Next Workforce Solutions Committee Meeting: TBA

Collaborate

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

Date: Feb 13, 2019 - 9:00 a.m.

Location: CareerSource Tampa Bay Office, 9215 N. Florida Ave., Ste. 101, Tampa, FL

Call to Order:

Committee member Yanina Rosario 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

Michael Bach, Robert Coppersmith, Shannon Guzman, Lindsey Kimball, Michael Ramsey, Yanina Rosario

Members not in attendance

Jeff Serpico, Gail Fitzsimmons, Benjamin Hom, Kenneth Jones, Earl Rahn

Staff Present

Anna Munro, Jody Toner, Michelle Schultz, Chad Kunerth, Jeanette Morales, Joe Vitale

Public Comments:

There were none.

The agenda items are listed in the order of discussion.

▶ Indicates Committee Action

Action/Discussion Items

▶ **Approval of Minutes: October 10, 2018 Workforce Solutions Committee Meeting**

A motion to approve the minutes of October 8th, 2018 Workforce Solution Committee Meeting was made by Robert Coppersmith and seconded by Lindsey Kimball. The motion passed unanimously.

▶ **Action Item 2 – Eligible Training Provider Policy**

Director Munro presented the action item. Two additional add-ons that need to be included.

- Out of State training is allowed under Policy #90, but stipulations were added to indicate that it is approved only if the service cannot be provided by an in state training vendor. The same goes for out-of-county.

A motion to approve Eligible Training Provider Policy plus the 2 additional add-ons was made by Robert Coppersmith and seconded by Lindsey Kimball. The motion passed unanimously.

▶ **Action Item 3 – Work Based Training Program (OJT) Policy**

Director Toner presented Work Based Training Program (OJT) Policy.

The following points of discussion ensued:

- What is the definition of a small business? Employer with 50 or less employees (*Outlined on page 20 Workforce Solution Committee Agenda –February 13, 2019*)
- Now that we have to perform skills evaluation and analysis, will this slow down placement? Jody Toner explained that we will be using tools for the skills gap analysis, ONET and the SVP (Specific Vocational Program Code) within ONET will help identify the total hours by occupation. They will also be looking into other online assessments. There will be a little more time up spent front, but we need to ensure quality of the initial creation, because we have to ensure compliance.

A motion to approve **Work Based Training Program (OJT) Policy** was made by Michael Bach and seconded by Robert Coppersmith. The motion passed unanimously.

Information Items / Program Updates:

Workforce Solutions Goals Updates for 2018-2019 presented by Jody Toner

Goal 1: Provide Employers with a Skilled Workforce

- Objective 1: Provide workforce resources to employers.
 - 6 Job Orders
 - 2 EWT and/IWT
 - 5 QRT and/or OJT
- Objective 2: Identify training opportunities for targeted occupations.
 - Received a Grant by CareerSource Florida for \$100,000 for Soft Skills Development Training in Hospitality and Customer Service.
- Objective 3: Develop Labor Market Information
 - We have been working closely with John Flanagan (CEO) looking at some data analytics available through EMSI. These reports should be helpful particularly for this committee, having county specific reports prior to going out to meet with employers will be very beneficial to our Business Service team.
 - There will be a report for Job Posting by Analytics by employer.
 - The Board approved the renewal of the Talent Profile Report subscription.
 - Will be setting up staff training for EMSI.
- Objective 4: Develop a Regional Targeted Occupations List:
 - We'll be bringing this list back for consideration and review. Timeline May - June. This will impact our employers and educational partners. The list fluctuates every year as we have programs that drop off and new ones were added.

Goal II: Develop Effective Employer Based Workforce Programs.

- Objective 1: Increase participation in the On the Job Training and Paid Work Experience (PWE) Programs
 - Added 7 Employers for OJT
- Objective 2: Encourage Employer involvement in the Local Employed (EWT) and Incumbent Worker Training (IWT) programs
 - 2nd Quarter received 3 new EWT awards
- Objective 3: Connect employers with the Florida Flex Program administered by CareerSource Florida
- Objective 4: Encourage employer participation in the internship and apprenticeship programs.
 - 984 employers, 132 internships, 4133 interns registered, and have placed 0. We need to work on placement.

Goal III: Effectively Market and Brand Services and Programs.

- Develop innovative strategies and outreach materials to market various programs.
 - Website trending down this quarter from 17% to 15%.
 - Social Media Traffic is trending up in all categories.
 - Introduced Jeannette Morales as the new Marketing Communications Manager.
 - Question: Are there any more staff vacancies on the Business Team? We are still looking to still hire a Director of Business Services position.

Training Vendors Outcome Report presented by Chad Kunerth

CSTB provides WIOA funding training services with a focus on successful completion of demand-driven industry certifications and training programs. This is a new report as requested. Reporting real time data.

Tech Hire presented by Michelle Schultz

- Grant runs until June 30, 2020
- Data presented is through September 30, 2018.
 - 98% of our goal as of September 30th.
 - Exceeded our enrollment goal.
 - Total Participants Completing Education Training Activities at 23%. This number only reflects those who have completed the exiting process and three quarters of follow up activities. The actual number is a lot higher than reflected, because it only reflects what has been entered into the DOL system.
- Community Based Training Construction Grant ends June 30, 2019.
- Sector Strategies-IT Training ends June 30, 2019.
 - Question: Is there a reason why on 10% of IT participants are not getting hired? It was explained because we are not getting the information from about the candidate and it's not getting updated. Reports doesn't give us all the information. We are trying to have the training vendors take an active role in giving us the information.
- Sector Strategies-CareerREADY Grant has been extended to June 30, 2020.

Help Wanted On-Line Summary presented by Jody Toner

This is the same report just a differed format. The report provides summary of available new ads by occupations and employers for Hillsborough County. The summary gives you a real time labor demand.

Professional Mixer

The 2019 Professional Mixer is the first of the three career fairs we are hosting. Attendance is by invitation only. 5 confirmed employers.

Reports – Industry Insights

Education Insights (Michael Ramsey) No new updates.

Economic Development (Lindsey Kimball)

- Workforce skills are still site selection factors sand it is not unique to Hillsborough, but throughout country.
- Getting increase interest on share services.
- May 7 – Entrepreneur Luncheon – More to follow.

Adjournment

The meeting was adjourned at approximately 10:06 a.m.



Action Item

Regional Targeted Occupations List

Background

The Department of Economic Opportunity's (DEO) Bureau of Labor Market Statistics (LMS) published the 2019-2020 Statewide Demand Occupational Lists on the Department's website. The Statewide Demand Occupations list identifies the labor market needs of Florida's business community and encourages job training based on those needs, with emphasis on jobs that are both in high demand and high skill/high wage, and is used as a baseline for establishing the local Targeted Occupations List (TOL). The occupations listed in the statewide Demand Occupation List meet the following selection criteria:

- Have a Florida Department of Education training level of PSAV Certificate or College Credit Certificate/Associate Degree.
- Have 500 annual openings and average growth rate of 1.26% or 1,200 annual openings with any positive growth.
- Have a mean wage of \$15.13 per hour and entry wage of \$12.31/hour.

The Local Workforce Development Boards (LWDBs) develop and use their TOLs to identify occupations for which eligible adults and dislocated workers may receive training assistance under the Workforce Innovation and Opportunity Act (WIOA). Pursuant to the TOL requirements, as described in CareerSource Florida's Administrative Policy 082, each LWDB is required to develop its LTOL, in consultation with local business and industry representatives, using the LMS-generated Demand Occupations Lists, as well as including additional occupations to their lists that are based on local demand. A TOL may be updated when occupations are deleted or added. In addition, each local board may add or delete occupations to its current TOL based on the demand of local employers. This process and revised Local Area Targeted Occupations Lists do not require approval by CareerSource Florida, Inc.(CSF). Annual updates are due to DEO and CSF no later than July 1st.

Process: Staff reviewed the new 2019-20 Regional Demand Occupations List for Hillsborough County against the current Regional Targeted Occupational List (RTOL). Staff identified several occupational areas that dropped from the new 2019-20 Regional Demand Occupations List that they are recommending to add back on the list due to ongoing demand for occupational skills training, Paid-Work Experience, and On-the-Job training programs.

RECOMMENDATION

Adopt a hybrid 2019-20 Regional Demand Occupations for CSTB comprised of the DEO 2019-20 Regional Demand Occupational List and the additional demand occupations.

Workforce Development Area 15
Regional Targeted Occupations List
PY 2019-2020

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	Hourly Wage Mean	Hourly Wage Entry	FLDOE Training Code	IN EFI Targeted Industry?	Data Source†††
533032		Heavy and Tractor-Trailer Truck Drivers	1.22	1,152	19.86	12.63	3	Yes	R
533021		Bus Drivers, Transit and Intercity	1.38	1,524	16.28	12.48	3	Yes	S
532012	HSHW	Commercial Pilots	1.51	559	44.11	24.76	3	Yes	S
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	1.52	557	88.88	45.87	4	Yes	S
531031		First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	1.14	115	24.51	14.38	3	Yes	R
514121		Welders, Cutters, Solderers, and Brazers	0.92	140	18.18	13.46	3	Yes	R
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.83	224	29.04	18.30	3	Yes	R
499052		Telecommunications Line Installers and Repairers	0.56	85	20.94	15.16	3	Yes	R
499041		Industrial Machinery Mechanics	0.55	114	22.70	15.94	3	Yes	R
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.75	430	19.59	14.57	3	No	R
493042		Mobile Heavy Equipment Mechanics, Except Engines	1.51	636	21.91	15.35	3	Yes	S
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.06	113	21.14	16.22	3	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	1.19	1,294	26.95	16.11	3	Yes	S
492098		Security and Fire Alarm Systems Installers	1.47	102	22.69	17.21	3	No	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.13	231	29.79	19.33	3	No	R
474011	HSHW	Construction and Building Inspectors	1.57	1,019	27.71	18.20	3	No	S
472221		Structural Iron and Steel Workers	2.13	687	20.48	14.48	3	No	S
472152		Plumbers, Pipefitters, and Steamfitters	1.70	290	21.49	14.87	3	No	R
472141		Painters, Construction and Maintenance	1.69	228	18.31	12.95	3	No	R
472121		Glaziers	1.96	658	17.80	13.89	3	No	S
472111		Electricians	1.39	404	20.04	14.44	3	No	R
472073		Operating Engineers and Other Construction Equipment Operators	1.52	255	18.10	12.97	3	No	R
472051		Cement Masons and Concrete Finishers	2.07	1,794	17.44	12.53	3	No	S
472031		Carpenters	1.61	472	18.30	12.88	3	No	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.76	518	29.32	19.35	4	No	R
436013		Medical Secretaries	2.54	231	16.32	12.83	3	Yes	R
435011		Cargo and Freight Agents	1.60	677	21.18	13.04	3	Yes	S
434131		Loan Interviewers and Clerks	2.05	279	18.78	14.11	3	Yes	R
433031		Bookkeeping, Accounting, and Auditing Clerks	0.42	1,239	18.19	12.74	4	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.81	1,087	27.12	17.64	4	Yes	R
419022		Real Estate Sales Agents	1.24	326	31.82	14.34	3	No	R
419021		Real Estate Brokers	1.27	765	35.04	14.50	3	No	S
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1.10	1,165	28.66	12.88	3	Yes	R
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.35	355	36.93	17.31	3	Yes	R
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.89	362	37.68	17.47	5	Yes	R
413021	HSHW	Insurance Sales Agents	1.56	604	32.96	16.25	3	Yes	R
413011		Advertising Sales Agents	0.15	1,496	27.95	13.30	3	Yes	S
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	1.10	437	41.84	21.05	4	Yes	R

Workforce Development Area 15
Regional Targeted Occupations List
PY 2019-2020

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	Hourly Wage Mean	Hourly Wage Entry	FLDOE Training Code	IN EFI Targeted Industry?	Data Source†††
411011		First-Line Supervisors of Retail Sales Workers	0.72	971	21.17	13.85	3	No	R
391021		First-Line Supervisors of Personal Service Workers	1.73	2,075	20.18	12.70	3	No	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.65	97	19.82	13.71	3	No	R
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	1.65	2,043	18.90	12.51	3	No	S
351011		Chefs and Head Cooks	1.42	1,333	25.97	14.71	3	No	S
339021	HSHW	Private Detectives and Investigators			24.36	16.48	4	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	1.09	197	26.87	20.18	3	No	R
332011	HSHW	Firefighters	1.13	128	24.11	17.78	3	No	R
319094		Medical Transcriptionists	1.26	146	19.18	12.87	3	Yes	R
319091		Dental Assistants	2.64	208	18.87	14.04	3	Yes	R
312021	HSHW	Physical Therapist Assistants	3.42	939	30.15	23.70	4	Yes	S
292099		Health Technologists and Technicians, All Other	1.91	85	19.14	13.18	3	Yes	R
292071		Medical Records and Health Information Technicians	1.71	92	19.12	13.17	4	Yes	R
292061		Licensed Practical and Licensed Vocational Nurses	1.85	273	20.87	16.97	3	Yes	R
292055		Surgical Technologists	1.65	764	20.82	16.36	3	Yes	S
292034	HSHW	Radiologic Technologists	1.64	93	26.08	18.75	3	Yes	R
292021	HSHW	Dental Hygienists	2.21	1,000	30.31	22.54	4	Yes	S
292012	HSHW	Medical and Clinical Laboratory Technicians	1.89	80	25.85	16.36	4	Yes	R
292011	HSHW	Medical and Clinical Laboratory Technologists	1.57	104	25.85	16.36	4	Yes	R
291141	HSHW	Registered Nurses	1.71	1,060	32.21	24.31	4	Yes	R
291126	HSHW	Respiratory Therapists	2.60	735	27.58	22.61	4	Yes	S
274011		Audio and Video Equipment Technicians	1.84	638	19.22	12.61	4	Yes	S
273031	HSHW	Public Relations Specialists	1.41	121	29.89	19.54	5	Yes	R
271025		Interior Designers	1.36	671	23.70	13.77	4	Yes	S
271024		Graphic Designers	0.95	142	22.67	14.62	4	Yes	R
259041		Teacher Assistants	1.25	444	15.65	12.49	3	No	R
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	1.23	262	30.85	23.40	5	No	R
252022	HSHW	Middle School Teachers, Except Special and Career/Technical Education	1.22	205	29.14	23.41	5	No	R
252021	HSHW	Elementary School Teachers, Except Special Education	1.23	465	28.57	21.44	5	No	R
252012	HSHW	Kindergarten Teachers, Except Special Education	1.20	95	28.62	21.81	5	No	R
232011	HSHW	Paralegals and Legal Assistants	2.09	331	24.49	16.58	3	Yes	R
172051	HSHW	Civil Engineers	1.71	208	39.80	24.96	5	Yes	R
151152	HSHW	Computer Network Support Specialists	1.68	165	31.23	17.63	3	Yes	R
151151		Computer User Support Specialists	1.92	481	24.16	15.21	3	Yes	R
151143	HSHW	Computer Network Architects	1.39	182	42.35	24.57	3	Yes	R
151142	HSHW	Network and Computer Systems Administrators	1.25	166	37.88	24.58	4	Yes	R
151141	HSHW	Database Administrators	1.93	81	41.92	26.97	4	Yes	R
151134	HSHW	Web Developers	1.71	86	31.19	19.79	3	Yes	R

Workforce Development Area 15
Regional Targeted Occupations List
PY 2019-2020

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	Hourly Wage Mean	Hourly Wage Entry	FLDOE Training Code	IN EFI Targeted Industry?	Data Source†††
151133	HSHW	Software Developers, Systems Software	2.09	179	45.75	27.56	5	Yes	R
151132	HSHW	Software Developers, Applications	3.22	543	44.06	26.24	4	Yes	R
151122	HSHW	Information Security Analysts	3.37	82	40.26	24.61	3	Yes	R
151121	HSHW	Computer Systems Analysts	1.48	197	38.78	23.73	4	Yes	R
132072	HSHW	Loan Officers	1.88	286	37.18	20.95	4	Yes	R
132052	HSHW	Personal Financial Advisors	1.59	190	46.57	18.32	5	Yes	R
132051	HSHW	Financial Analysts	1.64	136	38.52	23.81	5	Yes	R
132011	HSHW	Accountants and Auditors	1.72	1,037	33.58	21.68	5	Yes	R
131199	HSHW	Business Operations Specialists, All Other	1.75	914	32.22	18.84	4	No	R
131161	HSHW	Market Research Analysts and Marketing Specialists	2.90	396	33.46	18.74	5	Yes	R
131151	HSHW	Training and Development Specialists			27.32	16.18	5	Yes	R
131121		Meeting, Convention, and Event Planners	2.47	106	22.38	13.96	4	No	R
131111	HSHW	Management Analysts	2.17	643	39.82	23.89	5	Yes	R
131071	HSHW	Human Resources Specialists	1.78	517	29.07	18.62	5	No	R
131051	HSHW	Cost Estimators	1.79	161	29.01	18.33	4	No	R
131041	HSHW	Compliance Officers	1.54	143	29.69	18.29	3	No	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.61	381	29.31	19.09	3	Yes	R
131023	HSHW	Purchasing Agents, Except Wholesale, Retail, and Farm Products	0.05	127	28.87	18.03	4	Yes	R
119141		Property, Real Estate, and Community Association Managers	1.50	247	26.29	13.97	4	No	R
119111	HSHW	Medical and Health Services Managers	2.10	119	53.99	32.94	5	Yes	R
119051		Food Service Managers	1.41	116	28.62	12.87	4	No	R
119021	HSHW	Construction Managers	1.53	213	40.32	25.43	4	No	R
113031	HSHW	Financial Managers	2.59	249	67.07	35.45	5	Yes	R
113021	HSHW	Computer and Information Systems Managers	1.73	136	64.54	39.49	5	Yes	R
113011	HSHW	Administrative Services Managers	1.81	125	53.00	25.92	4	Yes	R
112022	HSHW	Sales Managers	1.37	148	65.57	32.60	5	Yes	R
112021	HSHW	Marketing Managers	1.89	105	54.94	26.58	5	Yes	R
111021	HSHW	General and Operations Managers	1.53	785	58.54	26.49	4	Yes	R
111011	HSHW	Chief Executives	0.32	139	91.48	37.59	5	Yes	R
493023		Automotive Service Technicians and Mechanics	0.92	132	18.29	12.19	3	No	R
472021		Brickmasons and Blockmasons	3.10	906	17.74	12.73	3	No	S
533022		Bus Drivers, School or Special Client	1.51	292	16.36	13.01	3	No	R
514012	HSHW	Computer Controlled (CNC) Mach. Tool Programmers, M & P	2.16	56	23.64	15.78	3	Yes	S
333012	HSHW	Correctional Officers and Jailers	0.70	117	26.04	17.61	3	No	R
292032	HSHW	Diagnostic Medical Sonographers	3.24	511	30.76	24.58	3	Yes	S
212021		Directors, Religious Activities and Education	1.22	114	21.17	14.38	5	No	R
499051	HSHW	Electrical Power-Line Installers and Repairers	2.02	86	26.07	16.23	3	No	R
436011	HSHW	Executive Secretaries and Executive Admin. Assistants	0.10	406	25.23	18.42	3	Yes	R
251191		Graduate Teaching Assistants					5	No	R
537051		Industrial Truck and Tractor Operators	0.89	2,544	16.55	12.09	3	Yes	S
436012		Legal Secretaries	0.56	95	21.41	15.54	3	Yes	R

Workforce Development Area 15
Regional Targeted Occupations List
PY 2019-2020

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	Hourly Wage Mean	Hourly Wage Entry	FLDOE Training Code	IN EFI Targeted Industry?	Data Source†††
533033		Light Truck or Delivery Services Drivers	1.16	6,980	16.66	10.46	3	Yes	S
514041		Machinists (including Machinist and Tool Die Makers, CNC Machinist)	1.50	1,176	19.67	13.43	3	Yes	S
319011		Massage Therapists	2.50	2,111	21.51	12.66	3	No	S
319092		Medical Assistants	3.07	544	15.44	12.42	3	Yes	R
292081		Opticians, Dispensing	2.68	506	18.48	12.64	4	Yes	S
292052		Pharmacy Technicians	1.24	43	14.88	11.86	3	No	R
319097		Phlebotomists	2.25	114	15.24	12.12	3	Yes	R
272012	HSHW	Producers and Directors	1.27	81	34.30	20.72	5	No	R
211093		Social and Human Service Assistants	1.01	108	15.32	12.92	3	No	R
492022	HSHW	Telecommunications Equipment Installers and Repairers	0.13	166	24.42	15.58	3	Yes	R
292056		Veterinary Technologists and Technicians	2.69	961	15.62	12.04	4	Yes	S
251194	HSHW	Vocational Education Teachers, Postsecondary	1.69	626	29.44	17.17	4	No	S
131022	HSHW	Wholesale and Retail Buyers, Except Farm Products	0.91	85	27.48	16.52	4	Yes	R
273043	HSHW	Writers and Authors	1.29	88	24.51	15.58	5	No	R
173011	HSHW	Architectural and Civil Drafters	1.38	733	24.37	16.33	3	Yes	S
493021		Automotive Body and Related Repairers	1.36	1,217	19.60	12.46	3	No	S
434161		Human Resources Assistants, Except Payroll and Timekeeping	0.52	88	16.99	12.57	3	Yes	R
472151		Pipelayers	1.38	666	19.14	13.62	3	No	S
435031		Police, Fire, and Ambulance Dispatchers	1.35	705	19.53	13.95	3	No	S
472211		Sheet Metal Workers	1.49	1,087	18.70	13.19	3	No	S
173031		Surveying and Mapping Technicians	1.51	733	19.30	13.37	3	Yes	S
253097		Teachers and Instructors, All Other, Except Substitute Teachers	1.52	164	24.41	14.75	5	No	R
514011		Computer-Controlled Machine Tool Operators, M & P	2.64	249	18.06	13.02	3	Yes	S
434051		Customer Service Representatives	1.73	36,239	15.39	10.88	3	Yes	S
292041		Emergency Medical Technicians and Paramedics	3.05	31	16.80	11.39	4	Yes	R
311011		Home Health Aides	3.85	4,744	10.80	9.58	3	Yes	S
514199		Metal and Plastic Machine Workers, all other	-0.58	19	14.94	9.12	2	Yes	S
311014		Nursing Assistants	2.28	14,476	12.88	10.76	3	Yes	S
292052		Patient Care Technicians (Orderlies)	1.59	413	11.65	9.87	3	Yes	S
373012		Pesticide Handlers, Sprayers, & Applicators, Vegetation	1.46	526	16.69	12.52	4	No	S
493092		Recreational Vehicle Service Technicians	1.49	141	17.34	10.01	3	No	S
339032		Security Guards	1.37	13,260	11.93	9.11	3	No	S

Key:
Agrees to current RTOL for 2018-19.
Targeted Occupation in at least one other region
New additions
Removals (not found on State or any other regions TOL and are below 14.33)
Entry Wage of at least \$15.23



Action Item

Eligible Training Provider Policy

Background:

The workforce development system established under WIOA emphasizes informed consumer choice, job-driven training, provider performance, and continuous improvement. In order to maximize customer choice, CareerSource Tampa Bay must identify eligible training providers that are qualified to receive WIOA title I-B funds to train adults and dislocated workers, including those with disabilities.

Information:

To maximize consumer choice, the Chief Executive Officer and his/her designee will provide a waiver to approve a training program or training provider that is not included on the list of approved training providers or programs, on a case by case basis. The Eligible training provider policy will be modified to include the below language:

“The Chief Executive Officer and his/her designee will have the authorization to provide a waiver to approve a training program or provider that is not listed on the local ETPL or approved list of training programs based on need/justification”.

Recommendation: Staff recommends approval to modify the Eligible Training Provider Policy to include the above waiver language.



Action Item

2019 - 2020 Workforce Solutions Strategic Plan

Goal I

Provide Employers with a Skilled Workforce

- Objective 1** Provide workforce resources to employers.
- Objective 2** Identify training opportunities for targeted occupations.
- Objective 3** Develop Labor Market Information.
- Objective 4** Develop a Regional Targeted Occupations List.

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.
- Objective 2** Encourage employer involvement in the Local Incumbent Worker Training (IWT) programs.
- Objective 3** Connect employers with the Florida Flex Program administered by CareerSource Florida.
- Objective 4** Encourage employer participation in the internship and apprenticeship programs.

Goal III

Effectively Market and Brand Services and Programs

- Objective 1** Develop innovative strategies and outreach materials to market various programs.
- Objective 2** Host employer focused and sponsored events based on trends and interest.
- Objective 3** Encourage participation with partners within the community.

Recommendation

Staff is recommending approval of the 2019 - 2020 Workforce Solutions Strategic Plan.



Informational Item

2018 - 2019 Workforce Solutions Strategic Goals Update

For Period Covering: January thru March 2019

Goal 1 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.

Activities	Jan. 2018 – Mar. 2018	Jan.2019 – Mar. 2019
No. of Job Orders	11	7
No. of EWT and/or IWT	2	1
No. of QRT and/or OJT	6	3

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.

OBJECTIVE 2 Identify training opportunities for targeted occupations.

Awarded By	Award Amount	Award Funds to be Applied
CareerSource Florida	\$100,000	Soft Skills Development Training – Hospitality and Customer Service

OBJECTIVE 3 Develop Labor Market Information.

IT Skills Gap Analysis Report: tampabaygapanalysis.com/it.html

Manufacturing Skills Gap Analysis Report: tampabaygapanalysis.com/manufacturing.html

Financial & Shared Services Skills Gap Analysis Report: 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.

OJT	<i>Jan. 2018 – Mar. 2018</i>	Jan.2019 – Mar. 2019
<i>Total Funding</i>	\$366,654.60	\$1,200.00
<i># of Trainees</i>	18	0
<i># of Employers</i>	28	0
<i>Avg. Wage at Placement</i>	\$18.63	\$0.00

***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.*

PWE	<i>Jan. 2018 – Mar. 2018</i>	Jan.2019 – Mar. 2019
<i>Total Funding</i>	\$138,586.00	\$0.00
<i># of Trainees</i>	0	0
<i># of Employers</i>	12	7
<i>Avg. Wage at Placement</i>	\$10.96	\$0.00

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.

EWT	<i>Jan. 2018 – Mar. 2018</i>	Jan.2019 – Mar. 2019
<i>Funding Allocated:</i>	\$400,000.00	\$450,000.00
<i>No. of applications received:</i>	3	1
<i>No. of EWT awards:</i>	2	3
<i>No. of Trainees:</i>	58	0
<i>Amt. approved for funding:</i>	\$32,644.50	\$38,187.00
<i>Expected Employer Contribution:</i>	\$66,922.86	\$78,787.00

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.

Company	Amount Granted
Quest Diagnostics	\$200,000
Overseas Shipholding	\$48,328
Advanced Airfoil	\$113,475
Vistra Communications	\$600
Dex Imaging	\$4,313
LXI Components	\$5,625
Stedman Clinical Trials	\$7,500
Urban E. Recycling	\$7,706
Metis Solutions	\$10,845
Axiom Diagnostics	\$13,500
Leslie Controls	\$41,525
North American Roofing Services	\$78,750
NexTech Systems	\$91,875
Baker McKenzie Business Services	\$327,600
Total	\$751,842

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 Tampa Bay Intern staff, employers can count on our staff to recruit and refer candidates for their open positions.*

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

Website Traffic

Timeframe	# of People Visited Site	# of Visits	Pageviews	Returning Visitors	New Visitors
January – March 2019	39,985	68,090	246,156	20%	80%
July 2018 – March 2019	147,834	270,280	897,907	16.8%	83.2%
2017 – 2018	268,491	463,112	1,587,580	15%	85%

Source: Google Analytics

Social Media Traffic

Month	# of New Twitter Followers	# of New Facebook Fans	# of New LinkedIn Followers	# of New Instagram Followers	# of Engagements	# of Impressions
Jan. – March 2019	3	0*	409	35	1,670	74,915
July 2018–Mar. 2019	18	0*	644	187	6,051	246,945
2017 – 2018	138	477	473	82	11,942	2,204,771

Source: Sprout Social

Social Media Followers Totals:

Twitter: 1,649

Facebook: Old 4,977 / New 44

LinkedIn: 3,537

Instagram: 276

***Social Media Update:** During the transition to the new marketing team Facebook and Instagram locked the team out from the CSTB accounts. The passwords to access the social media pages were not adequately stored and we have not been able to successfully retrieve them. As we try to retrieve the old social media pages we have started new social media pages so we can utilize the marketing/advertising aspects of Facebook and Instagram. This will result in lower social media numbers in the short term but will provide us with the ability to use the power of social media marketing which will benefit us on our social media campaigns. We are also seeking assistance from our IT provider (CTS) to help put the new social media pages on our website which has a traffic of more than 22,000 visits per month.

Marketing Campaigns: The marketing team is also working on Marketing Campaigns to support various grant/initiative efforts. We currently have the following marketing campaigns running:

- **Summer Job Connection:** Digital advertising in LinkedIn and retargeting ADs including 125,000 impressions in email marketing targeting youth and employers in April/May. We have seen an increase in phone calls since the campaign started. We are also *Earned Free Public Relations Media* to help promote this campaign (Chanel 8, Bay News 9, Tampa Bay Times, and Business Journal).
- **Hurricane Maria:** We are working on a radio advertising campaign using Hispanic radio station to reach this audience. We are reworking this campaign to attract more leads.
- **Tech Hire:** We are using digital marketing advertising to reach targeted audience 17-29 year olds, unemployed/underemployed in Hillsborough County. We have received over 6,268 direct hits to the USF Boot Camp landing page developed since the campaign started in April.
- **Soft Skills Development:** Developing program support materials such as flyers, social media posting and website page promoting the program.



Training Vendors Outcome Report

Period covering: July 2018 thru March 2019

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

Performance Outcome Descriptions:

Column Name	Description
Total Exited Training	The total # of all WIOA customers who exited training since the beginning of the current program year.
Exited without Completing Training	The total # of all WIOA customers that exited training since the beginning of the current program year <u>without completing training</u> .
Exited After Completing Training	The total # of all WIOA customers that exited training since the beginning of the current program year <u>after completing training</u> .
Total Employed	The total # of all WIOA customers that exited training since the beginning of the current program year <u>with employment after exiting training</u> .
Total Employed Training Related	The total # of all WIOA customers that exited training since the beginning of the current program year <u>with employment that is related to training after exiting training</u> .
Employed Not Training Related	The total # of all WIOA customers that exited training since the beginning of the current program year <u>with employment that is not related to training after exiting training</u> .
Average Wage	The average of wages for all WIOA customers that exited training since the beginning of the current program year <u>with employment after exiting training</u> .
Completion %	Exited After Completing Training divided by Total Exited Training
Placement %	Total Employed divided by Exited After Completing Training

Training Vendor Outcome Report: 3rd QTR July 2018 - March 2019

Provider Name	Program Name	Total Exited Training	Exited without Completing Training	Exited after Completing Training	Total Employed	Total Employed Training Related	Employed Not Training Related	Average Wage*	Completion %**	Placement %**
Aparicio-Levy Technical Center	Veterinarysisting	1	1	0	0	0	0	N/A	0%	N/A
Aparicio-Levy Technical Center Total		1	1	0	0	0	0	N/A	0%	N/A
Ata Career Education	Pre-Licensure Practical Nursing	1	0	1	0	0	0	N/A	100%	0.00%
Ata Career Education Total		1	0	1	0	0	0	N/A	100%	0.00%
Brewster Technical Center	Pharmacy Technician	1	0	1	1	1	0	\$10.00	100%	100.00%
Brewster Technical Center	Practical Nursing	1	0	1	0	0	0	N/A	100%	0.00%
Brewster Technical Center Total		2	0	2	1	1	0	\$10.00	100%	50.00%
Career Tech	Commercial Truck Driver Training	1	0	1	1	1	0	\$17.00	100%	100.00%
Career Tech Total		1	0	1	1	1	0	\$17.00	100%	100.00%
Center For Technology Training	Microsoft Network Administration	2	1	1	0	0	0	N/A	50%	0.00%
Center For Technology Training	Network Support Services Cross-Training	4	1	3	1	1	0	\$16.75	75%	33.33%
Center For Technology Training	Project Management	3	0	3	2	1	1	\$17.34	100%	66.67%
Center For Technology Training	Web/internet/intranet Technologyross Training	2	0	2	0	0	0	N/A	100%	0.00%
Center For Technology Training Total		11	2	9	3	2	1	\$17.05	82%	33.33%
Computer Coach Training Center	Business Operations Specialist	1	0	1	1	1	0	\$26.44	100%	100.00%
Computer Coach Training Center Total		1	0	1	1	1	0	\$26.44	100%	100.00%
Concorde Career Institute	Dentalsistant	1	0	0	0	0	0	N/A	0%	N/A
Concorde Career Institute	Dentalsisting/assistant	1	0	1	0	0	0	N/A	100%	0.00%
Concorde Career Institute	Medicalsistant	2	0	2	2	2	0	\$13.00	100%	100.00%
Concorde Career Institute	Respiratory Care Therapy/therapist	1	0	1	1	1	0	\$32.00	100%	100.00%
Concorde Career Institute Total		5	0	4	3	3	0	\$22.50	80%	75.00%
Dats Of Florida, Inc.	Entry Level Dentalsistant	4	0	4	2	1	1	\$11.25	100%	50.00%
Dats Of Florida, Inc. Total		4	0	4	2	1	1	\$11.25	100%	50.00%
Erwin Technical Center	Applied Welding Technologies	2	0	2	1	1	0	\$22.00	100%	50.00%
Erwin Technical Center	Automotive Service Technology	4	0	4	4	4	0	\$10.46	100%	100.00%
Erwin Technical Center	Building Construction Technologies	1	0	1	1	1	0	\$14.00	100%	100.00%
Erwin Technical Center	Carpentry	1	0	1	0	0	0	N/A	100%	0.00%
Erwin Technical Center	Electricity	2	1	1	0	0	0	N/A	50%	0.00%
Erwin Technical Center	Medicalsisting	1	0	0	0	0	0	N/A	0%	N/A
Erwin Technical Center	Practical Nursing	5	1	4	2	1	1	\$14.00	80%	50.00%
Erwin Technical Center Total		16	2	13	8	7	1	\$15.12	81%	61.54%
Florida Technical College	Bookkeeping - Accounting & Computing Technology	1	0	1	1	1	0	\$15.62	100%	100.00%
Florida Technical College	Computer & Information Systems Manager	1	0	0	0	0	0	N/A	0%	N/A
Florida Technical College	IT Project Management	1	0	1	0	0	0	N/A	100%	0.00%
Florida Technical College	Network Support Services Cross-Training	2	0	2	2	1	1	\$14.45	100%	100.00%
Florida Technical College	Network Support Services	1	0	1	0	0	0	N/A	100%	0.00%
Florida Technical College Total		6	0	5	3	2	1	\$15.04	83%	60.00%
Galen College Of Nursing	Nursing	9	1	8	3	2	1	\$20.87	89%	37.50%
Galen College Of Nursing	Practical Nursing	4	0	4	0	0	0	N/A	100%	0.00%
Galen College Of Nursing Total		13	1	12	3	2	1	\$20.87	92%	25.00%
Hillsborough Community College	Accounting Technology	2	1	1	1	0	1	\$10.75	50%	100.00%
Hillsborough Community College	Accredited Claims Adjuster	1	0	1	0	0	0	N/A	100%	0.00%
Hillsborough Community College	Business Administration	3	0	1	1	0	1	\$15.75	33%	100.00%
Hillsborough Community College	Computer Engineering Tech	3	2	0	1	0	1	\$9.00	0%	N/A
Hillsborough Community College	Criminal Justice Technology	1	0	1	1	0	1	\$12.00	100%	100.00%
Hillsborough Community College	Digital/multimedia Technology	1	1	0	0	0	0	N/A	0%	N/A
Hillsborough Community College	Elementary Education Teacher	6	3	1	2	0	2	\$13.25	17%	200.00%

Hillsborough Community College	Emergency Med Servs Soc Deg	1	0	0	0	0	0	N/A	0%	N/A
Hillsborough Community College	Health Technologists and Technicians, All Other	2	0	2	1	0	1	\$18.64	100%	50.00%
Hillsborough Community College	Human Services	2	2	0	0	0	0	\$10.00	0%	N/A
Hillsborough Community College	Liberal Arts	3	2	1	1	0	1	\$9.00	33%	100.00%
Hillsborough Community College	Medicalsistant	4	1	0	2	0	2	\$10.80	0%	N/A
Hillsborough Community College	Medical Inf Coder/biller	1	1	0	1	0	1	\$17.57	0%	N/A
Hillsborough Community College	Multimedia Production	1	1	0	0	0	0	N/A	0%	N/A
Hillsborough Community College	NURSING	4	2	1	0	0	0	N/A	25%	0.00%
Hillsborough Community College	Nursing Aides and Orderlies	2	2	0	0	0	0	N/A	0%	N/A
Hillsborough Community College	Paralegal Studies (legalst)	2	0	2	2	1	1	\$21.06	100%	100.00%
Hillsborough Community College	Patient Care Tech	1	1	0	0	0	0	N/A	0%	N/A
Hillsborough Community College	PHARMACY TECHNICIANS	1	0	0	0	0	0	N/A	0%	N/A
Hillsborough Community College	Phlebotomy	1	0	1	0	0	0	N/A	100%	0.00%
Hillsborough Community College	Secondary School Teacher	1	0	0	0	0	0	N/A	0%	N/A
Hillsborough Community College	Truck Driver - CDL A	11	5	6	6	3	3	\$18.73	55%	100.00%
Hillsborough Community College	Welding	1	0	1	0	0	0	N/A	100%	0.00%
Hillsborough Community College Total		55	24	19	19	4	15	\$13.88	35%	100.00%
Jersey College	Practical Nursing	5	1	4	2	2	0	\$19.50	80%	50.00%
Jersey College	Professional Nursing	3	2	1	0	0	0	N/A	33%	0.00%
Jersey College Total		8	3	5	2	2	0	\$19.50	63%	40.00%
Keiser University	Nursing	1	0	1	0	0	0	N/A	100%	0.00%
Keiser University Total		1	0	1	0	0	0	N/A	100%	0.00%
Learey Technical Center	Fire Fighter	1	1	0	1	1	0	\$10.75	0%	N/A
Learey Technical Center Total		1	1	0	1	1	0	\$10.75	0%	N/A
National Aviation Academy	Aircraft Powerplant Mechanicsp	5	0	4	4	3	1	\$20.13	80%	100.00%
National Aviation Academy	Aircraft Powerplant Mechanics	6	1	5	2	1	1	\$17.48	83%	40.00%
National Aviation Academy Total		11	1	9	6	4	2	\$18.80	82%	66.67%
New Horizons Computer Learning Center Of Gulf Coast Flori	Business Operations Specialists	2	0	2	2	1	1	\$44.75	100%	100.00%
New Horizons Computer Learning Center Of Gulf Coast Flori	Computer Hardware Engineer	4	0	4	3	1	2	\$15.67	100%	75.00%
New Horizons Computer Learning Center Of Gulf Coast Flori	Computer Information Systems Manager	7	0	7	5	3	2	\$26.21	100%	71.43%
New Horizons Computer Learning Center Of Gulf Coast Flori	Computer Programmer	2	0	2	2	2	0	\$38.84	100%	100.00%
New Horizons Computer Learning Center Of Gulf Coast Flori	Database Administrator	2	0	2	1	1	0	\$12.00	100%	50.00%
New Horizons Computer Learning Center Of Gulf Coast Flori	Management Analyst	1	0	1	1	1	0	\$64.90	100%	100.00%
New Horizons Computer Learning Center Of Gulf Coast Flori	Network Administrator	2	1	1	1	0	1	\$15.00	50%	100.00%
New Horizons Computer Learning Center Of Gulf Coast Flori	Network Support Services Cross-Training	9	0	9	4	3	1	\$24.47	100%	44.44%
New Horizons Computer Learning Center Of Gulf Coast Flori	Network Support Services	3	0	3	3	2	1	\$34.38	100%	100.00%

New Horizons Computer Learning Center Of Gulf Coast Flori	Preparation For Project Management Professional (pmp) Certification	14	0	14	6	4	2	\$42.85	100%	42.86%
New Horizons Computer Learning Center Of Gulf Coast Flori Total		46	1	45	28	18	10	\$31.91	98%	62.22%
Roadmaster Drivers School, Inc.	Commercial Truck Driver	10	3	7	4	3	1	\$17.86	70%	57.14%
Roadmaster Drivers School, Inc. Total		10	3	7	4	3	1	\$17.86	70%	57.14%
SULLIVAN & COGLIANO TRAINING CENTERS, INC.	Office Professional	1	1	0	0	0	0	N/A	0%	N/A
SULLIVAN & COGLIANO TRAINING CENTERS, INC. Total		1	1	0	0	0	0	N/A	0%	N/A
Tampa Truck Driving School	CDL A - Truck Driver Training	16	2	14	11	11	0	\$19.07	88%	78.57%
Tampa Truck Driving School Total		16	2	14	11	11	0	\$19.07	88%	78.57%
Ultimate Medical Academy	Medical Administrative/executive	1	0	0	0	0	0	\$11.00	0%	N/A
Ultimate Medical Academy	Medical Billing And Coding	1	0	1	1	0	1	\$11.00	100%	100.00%
Ultimate Medical Academy	Patient Care Technician	1	0	0	1	0	1	\$12.34	0%	N/A
Ultimate Medical Academy	Phlebotomy Technician	1	0	0	0	0	0	N/A	0%	N/A
Ultimate Medical Academy Total		4	0	1	2	0	2	\$11.45	25%	200.00%
University Of South Florida	Business/Corporate Communications	1	0	1	0	0	0	N/A	100%	0.00%
University Of South Florida	Human Resources	4	0	4	1	1	0	\$16.00	100%	25.00%
University Of South Florida	Information Technology	1	0	1	0	0	0	N/A	100%	0.00%
University Of South Florida	Legalsistant/Paralegal	2	0	2	2	2	0	\$15.25	100%	100.00%
University Of South Florida	Technology Project Management	1	0	1	1	1	0	\$46.00	100%	100.00%
University Of South Florida Total		9	0	9	4	4	0	\$25.75	100%	44.44%
Region 15 Totals		223	42	162	102	67	35	\$18.01	73%	62.96%

*Average wage at or above \$14.63 or where data is not available are highlighted green. Average wage below \$14.63 are highlighted yellow.

**Completion and Placement Rates at or above 70% or where data is not available are highlighted green. Average wage below 70% are highlighted yellow.



Information Item

Summer Job Connection (SJC) Update

- 4.1.19- Program Application launched for Youth & Employers
- Application Stats as of 5.3.19:
 - Youth: 544
 - Employers: 36 applications and 288 positions
- Extensive outreach efforts are underway by our team via community based events, job fairs at University Area CDC, Erwin Tech Open House, RNG Social event, email blasts, social media campaign, radio spots, Employ Florida Youth and Employer lists, networking contacts, business leads and much more!
- On Monday, April 15 2019, 2 p.m. CareerSource Tampa Bay, Hillsborough County Board of County Commissioners, and the Hillsborough County School District held a joint press conference at CareerSource Tampa Bay's Tampa Center, 9215 North Florida Avenue, Suite 101, Tampa 33612.
- Employers include:
 - Advanced C4 Solutions
 - Alternative Energy Application
 - Angels Unaware, Inc.
 - Blonce Motors
 - Boys & Girls Club of Tampa Bay
 - Brockman Repair Service
 - Centre for Girl
 - ECHO of Brandon
 - Erus Energy
 - Film Tampa Bay
 - Fish Window Cleaning
 - Greater New Hope Anointed Ministries
 - Greater Riverview Chamber of Commerce
 - Kingdom Kids Learning Center of Tampa
 - Maid Brigade of Tampa Bay
 - MetaQub Interactive
 - Minimise USA, LLC
 - Nappy Daze, LLC
 - Parwani Law, P.A.
 - Perry Ellis International, Inc.
 - PRI Construction Materials
 - Priority Care Solutions
 - Project LINK, Inc.
 - Proletics
 - Pro-Tools, Inc.
 - Red Wall Marketing
 - School District of Hillsborough County
 - Southshore Insurance Professionals
 - Tampa Bay Wave
 - Tea Bowls and Desserts, LLC
 - THA/Oaks at Riverview Community Center
 - The Crisis Center of Tampa Bay
 - Xclusive LCP Solutions
 - Young Smiles Pediatric Dentistry

Key Program Dates:

- 04.15.19 – Youth Registration/Intake Sessions Began & Employer Worksite Screenings
- 06.04.19 – Youth Summit Event
- 06.10.19 – Participants first day of work
- 06.10.19 – 7.19.19: SJC Career Specialist conduct onsite weekly monitoring
- 07.19.19 – Participants last day of work

One Summer Can Change your Future – We are making connections that matter!

Active			PY 18-19 Totals																																						
Adult 719	OST 836	OJT 1	<p>Median Wages</p> <table border="1"> <tr><th>Category</th><th>Median Wage</th></tr> <tr><td>Dislocated Worker</td><td>17.00</td></tr> <tr><td>Adult</td><td>16.32</td></tr> <tr><td>Youth</td><td>11.00</td></tr> <tr><td>WP</td><td>8.50</td></tr> </table>	Category	Median Wage	Dislocated Worker	17.00	Adult	16.32	Youth	11.00	WP	8.50	Employers Served 970	Individuals Served 33,448																										
Category	Median Wage																																								
Dislocated Worker	17.00																																								
Adult	16.32																																								
Youth	11.00																																								
WP	8.50																																								
DW 379	Apprenticeship 313		Direct Placements 1,877	Staff Assisted 21,991																																					
Youth 310	Work Experience 3		Returning Employers 505	Self Assisted 11,457																																					
			Returning % 52.06%	Individuals Employed 10,138																																					
			Job Orders 1,170	WP Median Wage \$8.50																																					
<p>WIOA AD</p> <table border="1"> <tr><td>Adult EE</td><td>Adult Non-EE</td></tr> <tr><td>231</td><td>246</td></tr> <tr><td>Adult EE Rate</td><td></td></tr> <tr><td>48 %</td><td></td></tr> <tr><td>Adult Average Wage</td><td>Adult Median Wage</td></tr> <tr><td>\$17.64</td><td>\$16.32</td></tr> </table>			Adult EE	Adult Non-EE	231	246	Adult EE Rate		48 %		Adult Average Wage	Adult Median Wage	\$17.64	\$16.32	<p>WIOA DW</p> <table border="1"> <tr><td>DW EE</td><td>DW Non-EE</td></tr> <tr><td>281</td><td>202</td></tr> <tr><td>DW EE Rate</td><td></td></tr> <tr><td>58 %</td><td></td></tr> <tr><td>DW Average Wage</td><td>DW Median Wage</td></tr> <tr><td>\$22.03</td><td>\$17.00</td></tr> </table>		DW EE	DW Non-EE	281	202	DW EE Rate		58 %		DW Average Wage	DW Median Wage	\$22.03	\$17.00	<p>WIOA Youth</p> <table border="1"> <tr><td>Youth Closed Positive</td><td>Youth Closed Non-Positive</td></tr> <tr><td>146</td><td>287</td></tr> <tr><td>Youth PO Rate</td><td></td></tr> <tr><td>34 %</td><td></td></tr> <tr><td>Youth Average Wage</td><td>Youth Median Wage</td></tr> <tr><td>\$12.31</td><td>\$11.00</td></tr> </table>	Youth Closed Positive	Youth Closed Non-Positive	146	287	Youth PO Rate		34 %		Youth Average Wage	Youth Median Wage	\$12.31	\$11.00
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Source: Employ Florida/OSST

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