



Executive Committee Meeting

CareerSource Tampa Bay
Zoom Meeting
Jun 15, 2023 9:00 AM - 10:30 AM EDT

Table of Contents

I. Call to order, Welcome and Roll Call	
II. Pledge of Allegiance.....	2
III. Public Comments	
IV. Approval of Minutes	
A. March 16, 2023 Executive Committee Meeting Minutes.....	3
V. Board Counsel Report	
VI. CEO Report	
VII. Action Items	
<u>A. Regional Targeted Occupations List PY 2023-24.....</u>	<u>6</u>
VIII. Information Items	
A. PY 22-23 Strategic Metrics Dashboard Update	17
B. Special Grants Update.....	19
IX. Future Business	
X. Adjournment	
A. Next Executive Committee Meeting July 20, 2023	

Pledge of Allegiance





Executive Committee Meeting Minutes

CareerSource Tampa Bay
Mar 16, 2023 at 9:00 AM EDT
@ Zoom Meeting

Attendance

Present:

Members: Sean Butler (remote), Elizabeth Gutierrez (remote), Gary Hartfield (remote), Benjamin Hom (remote)

Absent:

Members: Commissioner Hagan, Dr. Brian Mann, Steve Morey, Donald Noble, Audrey Ziegler

Staff Attendance

Present:

Members: Saleema Bennett (remote), Leondra Foster (remote), Dr. Byron Clayton (remote), Sheila Doyle (remote), John Flanagan (remote), Kay Jefferson (remote), Chad Kunerth (remote), Michelle Schultz (remote), Don Shepherd (remote), Tammy Stahlgren (remote), Doug Tobin (remote), April Torregiante (remote), Michelle Zieziula (remote)

Guests: Paul Casebolt - EDSI (remote), Elizabeth Ventura - EDSI (remote), Henry Queen - Tampa Bay Business Journal (remote)

Board Counsel: Mary Hellen Farris (remote)

Board Liaison : Ken Jones (remote)

I. Call to order, Welcome and Roll Call (Presenters: Sean Butler)

II. Pledge of Allegiance (Presenters: Sean Butler)

Chair, Sean Butler called the meeting to order at 9:00 a.m. There was a quorum present.

III. Public Comments

There were none.

IV. Approval of Minutes (Presenters: Sean Butler)

A. September 15, 2022 Executive Committee Meeting Minutes

Motion:

To approve the September 15, 2022, Executive Committee meeting minutes.

The motion carried.

V. Board Counsel Report (Presenters: Mary Helen Farris)

Nothing new to report but is available as needed.

VI. CEO Report (Presenters: John Flanagan)

There was not a CEO Report.

VII. Discussion Items

A. 2023 Legislative Talking Points (Presenters: John Flanagan)

1. Florida REACH Act Consolidation

The CareerSource Florida Board reviewed the recommendations in the Future State Options Report released on February 17, 2023, and voted on February 24, 2023, to consolidate Pinellas & Hillsborough County workforce boards. The next step in the process is for public comments to take place before Governor DeSantis makes a final decision. This report was completed by an independent third party who interviewed the Workforce Boards and stakeholders, including state and local representatives.

The link below will keep you updated on public meetings and documents on the REACH Act Implementation page. The plan can be found on page 34 of the Future State Options Report.

<https://careersourceflorida.com/wp-content/uploads/2023/02/Future-State-Options-Report.pdf>

This consolidation action would consolidate two single-county areas, Pinellas (area 14) and Hillsborough (area 15), into one local workforce development area. It would bring the total population of this newly created local workforce development area to just over 2.4 million residents. The action would be driven by the strong labor market ties the two counties have with one another.

Relative to the successes in the region led by CareerSource Tampa Bay, Mr. Flanagan pointed to some of the initiatives that have been implemented at CSTB. In addition to excelling at the core programming through WIOA, a Summer Youth Program was created, Career Pathways was created to help the public through new job search and exploration tools - including a Career Clarity Pod and new Career Pathways Portal, and a research arm that benefits customers like United Way Suncoast. CSTB is leading the way in creating new sources of revenue through professional services too.

If a merger takes place as expected, it is imperative that the entrepreneurial spirit and initiatives created by CSTB don't get lost in the merger. In the meantime, conversations are taking place between individuals at both CareerSource locations.

2. Florida REACH Act Workforce Development Board Letter Grades

No discussion occurred.

3. CSTB Information Item

No discussion occurred.

B. Ad Hoc System Redesign Committee meeting

It was the recommendation of the executive committee to place a hold on the Ad Hoc System Redesign Committee because of the new realignment proposal.

VIII. Future Business

There was none.

IX. Adjournment

The meeting adjourned at 9:39 a.m.

Minutes prepared by Tammy Stahlgren, Administrative Services Coordinator.



Action Item

Regional Targeted Occupations List

Background

The Department of Economic Opportunity's (DEO) Bureau of Labor Market Statistics (LMS) published the 2023-2024 Statewide Demand Occupational Lists on the Department's website on May 18, 2023. 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 Regional Targeted Occupations List (RTOL).

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 or Bachelor's Degree.
- Have 500 annual openings and average growth rate of 1.08% or 1,200 annual openings with any positive growth.
- Have a mean wage of \$16.62/hour and entry wage of \$13.51/hour.

The occupations listed in the Hillsborough County 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 or Bachelor's Degree.
- Have 80 annual openings and positive growth.
- Have a mean wage of \$16.89/hour and entry wage of \$13.73/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 RTOL, 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 2023-24 Regional Demand Occupations List (RDOL) for Hillsborough County against the current Regional Targeted Occupational List (RTOL). Staff added any occupations that are listed on the state list as well as any surrounding regions lists. Staff also met with Pinellas County to review occupations not on their region's RDOL but are Board approved occupations listed on their RTOL. § 6 identified several occupations that dropped from the 2022-23 Regional Demand Occupations List that they are recommending to either

remove due to lack of opportunities in training and/or employment or through the update to Standard Occupation Classification (SOC), add to the RTOL list for Welfare Transition, Supplemental Nutrition Assistance Program (SNAP), or add to the RTOL list for WIOA Adult and Dislocated Worker list.

Executive Committee, Powers of the Board: Per CareerSource Tampa Bay by-Laws [Section 7.4(A)], to the extent consistent with the by-laws, the Executive Committee shall have the authority to exercise those powers of the Board of Directors (Board), which may be lawfully delegated, to manage the business and affairs of CSTB between meetings of the Board such as when time requirements do not permit consideration and action by the full Board without impacting delivery of programs and services.

As the annual update is due to DEO and CSF no later than July 1, 2023, and the next Board meeting is scheduled for August 17, 2023, time requirements do not permit consideration and action by the full Board. As such, in accordance with the by-laws, the Executive Committee shall have the authority to exercise those powers of the Board.

If approved by the Executive Committee, an Information item shall be included in the August 17, 2023, Board packet informing the Board of this action.

RECOMMENDATION

Staff recommend approval of two 2023-24 Regional Targeted Occupations Lists for CSTB comprised of the DEO 2022-23 State and Regional Targeted Occupational Lists and the additional occupations recommended by CSTB, with the Executive Committee having the authority to exercise those powers of the Board.

Adult and Dislocated Worker
PY 2023-24

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
111011	HSHW	Chief Executives	0.08	293	\$ 116.39	\$ 56.70	5	R
111021	HSHW	General and Operations Managers	1.50	1326	\$ 48.56	\$ 21.35	4	R
112021	HSHW	Marketing Managers	1.54	1463	\$ 72.48	\$ 36.91	5	S
112022	HSHW	Sales Managers	1.64	280	\$ 61.04	\$ 30.43	5	R
113010	HSHW	Administrative Services and Facilities Managers	0.69	990	\$ 42.25	\$ 24.07	3	S
113011	HSHW	Administrative Services Managers	1.85	174	\$ 55.16	\$ 31.50	4	R
113021	HSHW	Computer and Information Systems Managers	1.82	2248	\$ 70.34	\$ 44.67	5	S
113031	HSHW	Financial Managers	2.68	391	\$ 63.67	\$ 32.15	5	R
113071	HSHW	Transportation, Storage, and Distribution Managers	1.45	757	\$ 49.75	\$ 28.08	4	S
113121	HSHW	Human Resources Managers	1.63	91	\$ 56.60	\$ 33.99	5	R
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	0.10	5002	\$ 44.56	\$ 22.53	4	S
119021	HSHW	Construction Managers	2.00	355	\$ 53.57	\$ 31.27	4	R
119032	HSHW	Education Administrators, Kindergarten through Secondary	0.21	101	\$ 41.15	\$ 31.77	5	R
119033	HSHW	Education Administrators, Postsecondary	1.42	1111	\$ 46.05	\$ 33.25	5	S
119041	HSHW	Architectural and Engineering Managers	1.76	723	\$ 70.33	\$ 46.08	5	S
119051	HSHW	Food Service Managers	0.59	3684	\$ 35.82	\$ 19.55	4	S
119081	HSHW	Lodging Managers	0.40	35	\$ 45.01	\$ 22.20	3	R
119111	HSHW	Medical and Health Services Managers	4.29	277	\$ 54.87	\$ 29.82	5	R
119141		Property, Real Estate, and Community Association Managers	1.20	249	\$ 28.69	\$ 16.85	4	R
119198	HSHW	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	1.33	328	\$ 34.80	23.05*	3	R
119199	HSHW	Managers, All Other	0.60	11310	\$ 64.94	\$ 34.78	4	S
131020	HSHW	Buyers and Purchasing Agents	0.23	258	\$ 32.69	\$ 18.80	4	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.10	2094	\$ 31.45	\$ 20.39	3	S
131041	HSHW	Compliance Officers	1.49	266	\$ 30.85	\$ 19.86	3	R
131051	HSHW	Cost Estimators	0.90	1377	\$ 31.18	\$ 19.13	4	S
131071	HSHW	Human Resources Specialists	1.91	699	\$ 30.31	\$ 19.40	5	R
131081	HSHW	Logisticians	3.94	92	\$ 35.87	\$ 22.73	5	R
131082		Project Management Specialists	4.29	314	\$ 46.05	\$ 28.18	3	S
131111	HSHW	Management Analysts	2.24	1046	\$ 45.24	\$ 25.51	5	R
131121		Meeting, Convention, and Event Planners	1.80	1150	\$ 25.39	\$ 15.27	4	S
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	2.26	74	\$ 31.18	\$ 19.13	4	R
131151	HSHW	Training and Development Specialists	1.69	282	\$ 31.63	\$ 19.10	5	R
131161	HSHW	Market Research Analysts and Marketing Specialists	3.11	773	\$ 33.45	\$ 19.34	5	R
131198	HSHW	Project Management Specialists and Business Operations Specialists, All Other	1.36	1289	\$ 46.05	\$ 28.18	3	R
131199	HSHW	Business Operations Specialists, All Other	1.66	5660	\$ 35.29	\$ 19.65	4	R
132011	HSHW	Accountants and Auditors	1.60	966	\$ 37.13	\$ 22.04	5	R
132051	HSHW	Financial Analysts	0.86	2690	\$ 43.51	\$ 27.31	5	S
132052	HSHW	Personal Financial Advisors	0.57	1939	\$ 50.42	\$ 20.04	5	S
132053	HSHW	Insurance Underwriters	0.35	76	\$ 34.10	\$ 21.91	3	R
132072	HSHW	Loan Officers	0.64	261	\$ 37.10	\$ 19.22	4	R
132098	HSHW	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	1.43	289	\$ 49.86	\$ 29.88	3	R
132099	HSHW	Financial Specialists, All Other	1.18	2053	\$ 30.21	\$ 17.83	3	R
151133	HSHW	Software Developers, Systems Software	2.60	14340	\$ 53.20	\$ 33.49	5	S
151134	HSHW	Web Developers	3.03	1100	\$ 29.79	\$ 22.97	3	S
151141	HSHW	Database Administrators	0.81	720	\$ 49.30	\$ 30.82	4	S
151211	HSHW	Computer Systems Analysts	1.75	576	\$ 43.52	\$ 29.92	4	R
151212	HSHW	Information Security Analysts	4.14	1047	\$ 49.44	\$ 30.80	3	S
151231	HSHW	Computer Network Support Specialists	1.30	88	\$ 36.06	\$ 22.76	3	R
151232		Computer User Support Specialists	1.90	591	\$ 25.58	\$ 15.71	3	R
151241	HSHW	Computer Network Architects	1.53	685	\$ 53.64	\$ 32.80	5	S
151244	HSHW	Network and Computer Systems Administrators	1.56	246	\$ 39.61	\$ 24.95	4	R

Adult and Dislocated Worker
PY 2023-24

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
151252		Software Developers	7.74	515	\$ 53.20	\$ 33.49	5	S
151256	HSHW	Software Developers and Software Quality Assurance Analysts and Testers	2.99	1439	\$ 45.03	\$ 27.57	3	R
151257	HSHW	Web Developers and Digital Interface Designers	1.80	126	\$ 40.58	\$ 24.43	5	R
172051	HSHW	Civil Engineers	1.67	1642	\$ 45.22	\$ 27.52	5	S
172071	HSHW	Electrical Engineers	1.97	656	\$ 45.32	\$ 28.99	5	S
172072	HSHW	Electronics Engineers, Except Computer	1.69	519	\$ 50.30	\$ 35.33	5	S
172112	HSHW	Industrial Engineers	2.36	1025	\$ 44.86	\$ 30.14	5	S
172141	HSHW	Mechanical Engineers	1.75	711	\$ 43.30	\$ 27.76	5	S
172199	HSHW	Engineers, All Other	1.32	693	\$ 49.99	\$ 26.74	5	S
173011	HSHW	Architectural and Civil Drafters	1.36	831	\$ 26.84	\$ 18.87	3	S
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	1.42	782	\$ 29.33	\$ 19.14	4	S
173027		Mechanical Engineering Technicians	1.64	10	\$ 29.70	\$ 23.92	4	R
173029		Engineering Technicians, Except Drafters, All Other	1.16	36	\$ 32.05	\$ 17.63	4	R
173031		Surveying and Mapping Technicians	1.65	717	\$ 20.52	\$ 14.73	3	S
194021		Biological Technicians	1.89	566	\$ 20.84	\$ 14.82	4	S
194091		Environmental Science and Protection Technicians, Including Health	2.28	45	\$ 19.19	\$ 13.52	3	R
194092		Forensic Science Technicians	1.33	29	\$ 27.75	\$ 19.55	3	R
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.37	2200	\$ 24.04	\$ 15.52	5	S
211099		Community and Social Service Specialists, All Other	1.56	546	\$ 21.18	\$ 15.25	5	S
212011		Clergy	1.03	1825	\$ 24.58	\$ 15.27	5	S
232011		Paralegals and Legal Assistants	1.52	516	\$ 26.44	\$ 18.41	3	R
251011	HSHW	Business Teachers, Postsecondary	2.23	525	\$ 45.70	\$ 23.69	5	S
251199	HSHW	Postsecondary Teachers, All Other	1.47	2167	\$ 33.81	\$ 19.75	4	S
252012	HSHW	Kindergarten Teachers, Except Special Education	1.20	979	\$ 28.39	\$ 19.71	5	S
252021	HSHW	Elementary School Teachers, Except Special Education	0.19	359	\$ 33.87	\$ 24.21	5	R
252022	HSHW	Middle School Teachers, Except Special and Career/Technical Education	1.22	2908	\$ 28.98	\$ 20.31	5	S
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	0.20	190	\$ 29.62	\$ 19.59	5	R
252052	HSHW	Special Education Teachers, Kindergarten and Elementary School	1.22	615	\$ 30.63	\$ 19.78	5	S
253099		Teachers and Instructors, All Other	0.51	243	\$ 26.72	\$ 13.14	3	S
271024		Graphic Designers	0.70	1716	\$ 25.83	\$ 16.87	4	S
272012	HSHW	Producers and Directors	1.81	774	\$ 34.98	\$ 18.61	5	S
273031	HSHW	Public Relations Specialists	1.85	158	\$ 31.20	\$ 18.77	5	R
273091		Interpreters and Translators	3.15	522	\$ 24.63	\$ 13.67	4	S
274011		Audio and Video Technicians	2.49	1013	\$ 24.05	\$ 14.84	4	S
291071	HSHW	Physician Assistants	3.99	837	\$ 50.39	\$ 28.97	5	S
291126	HSHW	Respiratory Therapists	3.03	742	\$ 29.37	\$ 24.46	4	S
291141	HSHW	Registered Nurses	1.53	13568	\$ 34.62	\$ 26.50	4	S
291292	HSHW	Dental Hygienists	1.87	1153	\$ 35.18	\$ 29.19	4	S
292010		Clinical Laboratory Technologists and Technicians	1.40	1891	\$ 25.13	\$ 15.26	4	S
292031		Cardiovascular Technologists and Technicians	1.55	517	\$ 24.33	\$ 14.20	3	S
292032	HSHW	Diagnostic Medical Sonographers	2.45	614	\$ 34.27	\$ 26.98	3	S
292033		Nuclear Medicine Technologists	1.65	6	\$ 40.68	\$ 35.43	4	R
292034	HSHW	Radiologic Technologists and Technicians	1.39	1359	\$ 28.64	\$ 20.96	3	S
292041		Emergency Medical Technicians and Paramedics	2.58	153	\$ 17.75	\$ 13.62	4	R
292051		Dietetic Technicians	1.95	25	\$ 14.69	\$ 11.30	3	R
292052		Pharmacy Technicians	0.96	2629	\$ 17.33	\$ 13.75	3	S
292053		Psychiatric Technicians	2.34	56	\$ 17.67	\$ 13.80	3	R
292055		Surgical Technologists	1.63	755	\$ 23.10	\$ 17.60	3	S
292056		Veterinary Technologists and Technicians	4.41	136	\$ 18.27	\$ 14.18	4	R

Adult and Dislocated Worker
PY 2023-24

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
292061		Licensed Practical and Licensed Vocational Nurses	1.57	3969	\$ 23.01	\$ 18.96	3	S
292071		Medical Records and Health Information Technicians	6.60	1490	\$ 23.44	\$ 16.24	4	S
292081		Opticians, Dispensing	0.21	14	\$ 24.13	\$ 16.26	4	R
292098		Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	2.01	207	\$ 61.80	48.57*	3	R
292099		Health Technologists and Technicians, All Other	2.05	1742	\$ 22.14	\$ 16.08	3	R
311011		Home Health Aides	2.89	71170	\$ 13.80	\$ 11.17	3	S
311014		Nursing Assistants	1.95	831	\$ 16.72	\$ 13.77	3	R
311015		Patient Care Technicians (Orderlies)	0.47	750	\$ 14.71	12.05*	3	S
312011	HSHW	Occupational Therapy Assistants	3.36	588	\$ 31.43	\$ 24.74	4	S
312021	HSHW	Physical Therapist Assistants	3.39	1330	\$ 31.22	\$ 22.28	4	S
319091		Dental Assistants	1.87	3421	\$ 19.63	\$ 15.87	3	S
319092		Medical Assistants	2.34	9263	\$ 17.06	\$ 13.72	3	S
319093		Medical Equipment Preparers	2.50	30	\$ 19.33	\$ 15.64	3	R
319097		Phlebotomists	2.29	1214	\$ 17.17	\$ 13.78	3	S
332011	HSHW	Firefighters	0.63	1626	\$ 25.71	\$ 16.59	3	S
333051	HSHW	Police and Sheriff/Es Patrol Officers	0.60	3358	\$ 31.88	\$ 22.46	3	S
351011	HSHW	Chefs and Head Cooks	1.48	1972	\$ 28.29	\$ 16.30	3	S
351012		First-Line Supervisors of Food Preparation and Serving Workers	4.77	759	\$ 19.61	\$ 13.80	3	S
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	1.83	2885	\$ 19.74	\$ 13.88	3	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.74	1982	\$ 23.81	\$ 16.38	3	S
372021		Pest Control Workers	1.36	1557	\$ 18.60	\$ 13.66	3	S
411011		First-Line Supervisors of Retail Sales Workers	0.02	10845	\$ 22.39	\$ 14.19	3	S
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.04	2634	\$ 43.82	\$ 23.51	4	S
413011		Advertising Sales Agents	0.55	60	\$ 29.42	\$ 16.92	3	R
413021		Insurance Sales Agents	1.06	5238	\$ 28.19	\$ 14.47	3	S
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.49	3393	\$ 37.75	\$ 18.80	5	S
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3.25	676	\$ 32.97	\$ 16.79	3	S
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.05	2619	\$ 43.77	\$ 21.11	3	S
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.83	9474	\$ 32.58	\$ 16.02	3	S
419021		Real Estate Brokers	0.57	1210	\$ 35.83	\$ 19.94	5	S
419022		Real Estate Sales Agents	1.15	436	\$ 27.94	\$ 15.27	5	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.48	11899	\$ 29.35	\$ 18.86	4	S
433031		Bookkeeping, Accounting, and Auditing Clerks	0.22	12179	\$ 20.40	\$ 13.86	4	S
435011		Cargo and Freight Agents	1.39	1118	\$ 22.67	\$ 15.36	3	S
436013		Medical Secretaries and Administrative Assistants	1.50	5104	\$ 17.21	\$ 13.53	3	S
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.70	646	\$ 17.58	\$ 17.21	3	S
439061		Office Clerks, General	1.87	1308	\$ 17.52	\$ 17.06	3	S
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.35	6420	\$ 31.74	\$ 21.04	4	S
472021		Brickmasons and Blockmasons	0.79	41	\$ 20.43	\$ 16.45	3	R
472031		Carpenters	0.99	6762	\$ 21.14	\$ 15.60	3	S
472044		Tile and Stone Setters	2.06	777	\$ 20.23	\$ 14.53	3	S
472051		Cement Masons and Concrete Finishers	1.41	1658	\$ 19.20	\$ 14.09	3	S
472073		Operating Engineers and Other Construction Equipment Operators	0.96	2869	\$ 21.27	\$ 15.72	3	S

Adult and Dislocated Worker
PY 2023-24

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
472081		Drywall and Ceiling Tile Installers	1.10	788	\$ 19.61	\$ 14.00	3	S
472111		Electricians	1.51	5999	\$ 23.60	\$ 16.86	3	S
472121		Glaziers	2.24	869	\$ 20.39	\$ 15.29	3	S
472131		Insulation Workers, Floor, Ceiling, and Wall	0.38	310	\$ 20.94	\$ 15.42	3	S
472141		Painters, Construction and Maintenance	0.95	3163	\$ 18.62	\$ 14.28	3	S
472151		Pipelayers	0.64	34	\$ 19.71	\$ 16.54	3	R
472152		Plumbers, Pipefitters, and Steamfitters	1.10	3524	\$ 23.13	\$ 16.60	3	S
472181		Roofers	2.35	3616	\$ 19.63	\$ 14.17	3	S
472211		Sheet Metal Workers	1.43	1016	\$ 21.68	\$ 15.24	3	S
472221		Structural Iron and Steel Workers	0.43	750	\$ 21.55	\$ 16.74	3	S
472231		Solar Photovoltaic Installers	2.72	250	\$ 20.85	17.08*	3	S
474011	HSHW	Construction and Building Inspectors	1.06	1468	\$ 30.12	\$ 19.06	3	S
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.22	3401	\$ 31.26	\$ 20.64	3	S
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	1.41	2320	\$ 25.27	\$ 16.05	3	S
492098		Security and Fire Alarm Systems Installers	2.00	687	\$ 22.90	\$ 16.23	3	S
493011	HSHW	Aircraft Mechanics and Service Technicians	1.28	1424	\$ 31.28	\$ 19.87	3	S
493023		Automotive Service Technicians and Mechanics	0.33	5289	\$ 21.79	\$ 13.91	3	S
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.26	1594	\$ 25.08	\$ 18.05	3	S
493042		Mobile Heavy Equipment Mechanics, Except Engines	1.10	937	\$ 24.11	\$ 17.19	3	S
493051		Motorboat Mechanics and Service Technicians	1.12	507	\$ 24.18	\$ 15.78	3	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.16	4213	\$ 22.52	\$ 15.77	3	S
499041	HSHW	Industrial Machinery Mechanics	2.15	1828	\$ 26.07	\$ 18.12	3	S
499044		Millwrights	0.52	380	\$ 27.34	\$ 21.99	3	S
499052		Telecommunications Line Installers and Repairers	1.31	814	\$ 22.57	\$ 16.56	3	S
499062		Medical Equipment Repairers	1.49	569	\$ 24.55	\$ 15.53	3	S
499071		Maintenance and Repair Workers, General	4.03	707	\$ 18.29	\$ 17.16	3	S
511011	HSHW	First-Line Supervisors of Production and Operating Workers	1.09	2870	\$ 29.79	\$ 18.77	3	S
514011		Computer-Controlled Machine Tool Operators, M & P	0.00	14	\$ 20.31	\$ 15.30	3	R
514012	HSHW	Computer Controlled (CNC) Mach. Tool Programmers, M & P	2.11	360	\$ 29.30	\$ 21.48	3	S
514041		Machinists	1.36	1125	\$ 22.14	\$ 15.46	3	S
514121		Welders, Cutters, Solderers, and Brazers	1.35	1917	\$ 21.31	\$ 15.86	3	S
514199		Metal and Plastic Machine Workers, all other	0.31	382	\$ 18.44	\$ 13.90	2	R
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	5.67	248	\$ 20.17	\$ 17.66	3	S
519083		Ophthalmic Laboratory Technicians	0.37	280	\$ 16.11	\$ 13.93	3	S
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1.46	4152	\$ 26.27	\$ 16.95	3	S
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	1.19	665	\$ 111.83	\$ 63.62	4	S
532012	HSHW	Commercial Pilots	1.34	746	\$ 52.69	\$ 27.66	3	S
533032		Heavy and Tractor-Trailer Truck Drivers	0.83	1378	\$ 20.62	\$ 14.60	3	R
533033		Light Truck Drivers	3.29	449	\$ 16.92	\$ 16.65	3	S
533052		Bus Drivers, Transit and Intercity	0.73	1327	\$ 20.76	\$ 14.27	3	S
537051		Industrial Truck and Tractor Operators	1.13	274	\$ 17.61	\$ 13.74	3	R

On 2223 RDOL not on 2324 RDOL. Recommend approve for all programs.

Region 14 Board Approved Occupations. Recommend approve for all programs.

2023-24 Proposed Regional Demand Occupations List WT, SNAP and WIOA Youth Only

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
111011	HSHW	Chief Executives	0.08	293	\$116.39	\$56.70	5	R
111021	HSHW	General and Operations Managers	1.50	1,326	\$48.56	\$21.35	4	R
112021	HSHW	Marketing Managers	1.54	1463	\$72.48	\$36.91	5	S
112022	HSHW	Sales Managers	1.64	280	\$61.04	\$30.43	5	R
113010	HSHW	Administrative Services and Facilities Managers	0.69	990	\$42.25	\$24.07	3	S
113011	HSHW	Administrative Services Managers	1.85	174	\$55.16	\$31.50	4	R
113021	HSHW	Computer and Information Systems Managers	1.82	2248	\$70.34	\$44.67	5	S
113031	HSHW	Financial Managers	2.68	391	\$63.67	\$32.15	5	R
113071	HSHW	Transportation, Storage, and Distribution Managers	1.45	757	\$49.75	\$28.08	4	S
113121	HSHW	Human Resources Managers	1.63	91	\$56.60	\$33.99	5	R
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	0.10	5002	\$44.56	\$22.53	4	S
119021	HSHW	Construction Managers	2.00	355	\$53.57	\$31.27	4	R
119032	HSHW	Education Administrators, Kindergarten through Secondary	0.21	101	\$41.15	\$31.77	5	R
119033	HSHW	Education Administrators, Postsecondary	1.42	1111	\$46.05	\$33.25	5	S
119041	HSHW	Architectural and Engineering Managers	1.76	723	\$70.33	\$46.08	5	S
119051	HSHW	Food Service Managers	0.59	3684	\$35.82	\$19.55	4	S
119081	HSHW	Lodging Managers	0.40	35,125	\$45.01	\$22.20	3	R
119111	HSHW	Medical and Health Services Managers	4.29	277	\$54.87	\$29.82	5	R
119141		Property, Real Estate, and Community Association Managers	1.20	249	\$28.69	\$16.85	4	R
119198	HSHW	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	1.33	327.5	\$34.80	\$23.05	3	R
119199	HSHW	Managers, All Other	0.60	11310	\$64.94	\$34.78	4	S
131020	HSHW	Buyers and Purchasing Agents	0.23	258	\$32.69	\$18.80	4	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.10	2094	\$31.45	\$20.39	3	S
131041	HSHW	Compliance Officers	1.49	266	\$30.85	\$19.86	3	R
131051	HSHW	Cost Estimators	0.90	1377	\$31.18	\$19.13	4	S
131071	HSHW	Human Resources Specialists	1.91	699	\$30.31	\$19.40	5	R
131081	HSHW	Logisticians	3.94	92	\$35.87	\$22.73	5	R
131082		Project Management Specialists	4.29	314	\$46.05	\$28.18	3	S
131111	HSHW	Management Analysts	2.24	1,046	\$45.24	\$25.51	5	R
131121		Meeting, Convention, and Event Planners	1.80	1150	\$25.39	\$15.27	4	S
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	2.26	74	\$31.18	\$19.13	4	R
131151	HSHW	Training and Development Specialists	1.69	282	\$31.63	\$19.10	5	R
131161	HSHW	Market Research Analysts and Marketing Specialists	3.11	773	\$33.45	\$19.34	5	R
131198	HSHW	Project Management Specialists and Business Operations Specialists, All Other	1.36	1289	\$46.05	\$28.18	3	R
131199	HSHW	Business Operations Specialists, All Other	1.66	5660	\$35.29	\$19.65	4	R
132011	HSHW	Accountants and Auditors	1.60	966	\$37.13	\$22.04	5	R
132051	HSHW	Financial Analysts	0.86	2690	\$43.51	\$27.31	5	S
132052	HSHW	Personal Financial Advisors	0.57	1939	\$50.42	\$20.04	5	S
132053	HSHW	Insurance Underwriters	0.35	75,875	\$34.10	\$21.91	3	R
132072	HSHW	Loan Officers	0.64	261	\$37.10	\$19.22	4	R
132098	HSHW	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	1.43	288.5	\$49.86	\$29.88	3	R
132099	HSHW	Financial Specialists, All Other	1.18	2053.25	\$30.21	\$17.83	3	R
151133	HSHW	Software Developers, Systems Software	2.60	14340	\$53.20	\$33.49	5	S
151134	HSHW	Web Developers	3.03	1100	\$29.79	22.97*	3	S
151141	HSHW	Database Administrators	0.81	720	\$49.30	\$30.82	4	S
151211	HSHW	Computer Systems Analysts	1.75	576	\$43.52	\$29.92	4	R
151212	HSHW	Information Security Analysts	4.14	1047	\$49.44	\$30.80	3	S
151231	HSHW	Computer Network Support Specialists	1.30	88	\$36.06	\$22.76	3	R
151232		Computer User Support Specialists	1.90	591	\$25.58	\$15.71	3	R
151241	HSHW	Computer Network Architects	1.53	685	\$53.64	\$32.80	5	S
151244	HSHW	Network and Computer Systems Administrators	1.56	246	\$39.61	\$24.95	4	R
151252		Software Developers	7.74	515	\$53.20	\$33.49	5	S
151256	HSHW	Software Developers and Software Quality Assurance Analysts and Testers	2.99	1438.5	\$45.03	\$27.57	3	R
151257	HSHW	Web Developers and Digital Interface Designers	1.80	125,875	\$40.58	\$24.43	5	R
172051	HSHW	Civil Engineers	1.67	1642	\$45.22	\$27.52	5	S
172071	HSHW	Electrical Engineers	1.97	656	\$45.32	\$28.99	5	S
172072	HSHW	Electronics Engineers, Except Computer	1.69	519	\$50.30	\$35.33	5	S
172112	HSHW	Industrial Engineers	2.36	1025	\$44.86	\$30.14	5	S
172141	HSHW	Mechanical Engineers	1.75	711	\$43.30	\$27.76	5	S
172199	HSHW	Engineers, All Other	1.32	693	\$49.99	\$26.74	5	S
173011	HSHW	Architectural and Civil Drafters	1.36	831	\$26.84	\$18.87	3	S

2023-24 Proposed Regional Demand Occupations List WT, SNAP and WIOA Youth Only

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	1.42	782	\$29.33	\$19.14	4	S
173027		Mechanical Engineering Technicians	1.64	9,625	\$29.70	\$23.92	4	R
173029		Engineering Technicians, Except Drafters, All Other	1.16	35,88	\$32.05	\$17.63	4	R
173031		Surveying and Mapping Technicians	1.65	717	\$20.52	\$14.73	3	S
194021		Biological Technicians	1.89	566	\$20.84	\$14.82	4	S
194091		Environmental Science and Protection Technicians, Including Health	2.28	44,875	\$19.19	\$13.52	3	R
194092		Forensic Science Technicians	1.33	29,125	\$27.75	\$19.55	3	R
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.37	2200	\$24.04	\$15.52	5	S
211094		Community Health Workers	1.59	880	\$23.25	\$16.28	5	S
211099		Community and Social Service Specialists, All Other	1.56	546	\$21.18	\$15.25	5	S
212011		Clergy	1.03	1825	\$24.58	\$15.27	5	S
232011		Paralegals and Legal Assistants	1.52	516	\$26.44	\$18.41	3	R
251011	HSHW	Business Teachers, Postsecondary	2.23	525	\$45.70	\$23.69	5	S
251194	HSHW	Vocational Education Teachers, Postsecondary	0.18	1020.00	\$26.55	\$17.08	4	S
251199	HSHW	Postsecondary Teachers, All Other	1.47	2167	\$33.81	\$19.75	4	S
252011		Preschool Teachers, Except Special Education	2.28	197.50	\$14.69	\$11.17	4	R
252012	HSHW	Kindergarten Teachers, Except Special Education	1.20	979	\$28.39	\$19.71	5	S
252021	HSHW	Elementary School Teachers, Except Special Education	0.19	359	\$33.87	\$24.21	5	R
252022	HSHW	Middle School Teachers, Except Special and Career/Technical Education	1.22	2908	\$28.98	\$20.31	5	S
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	0.20	190	\$29.62	\$19.59	5	R
252052	HSHW	Special Education Teachers, Kindergarten and Elementary School	1.22	615	\$30.63	\$19.78	5	S
253099		Teachers and Instructors, All Other	0.51	243	\$26.72	\$13.14	3	S
259041		Teacher Assistants	0.50	15370	\$12.02	\$11.00	3	S
271024		Graphic Designers	0.70	1716	\$25.83	\$16.87	4	S
272012	HSHW	Producers and Directors	1.81	774	\$34.98	\$18.61	5	S
273031	HSHW	Public Relations Specialists	1.85	158	\$31.20	\$18.77	5	R
273091		Interpreters and Translators	3.15	522	\$24.63	\$13.67	4	S
274011		Audio and Video Technicians	2.49	1013	\$24.05	\$14.84	4	S
291071	HSHW	Physician Assistants	3.99	837	\$50.39	\$28.97	5	S
291126	HSHW	Respiratory Therapists	3.03	742	\$29.37	\$24.46	4	S
291141	HSHW	Registered Nurses	1.53	13568	\$34.62	\$26.50	4	S
291292	HSHW	Dental Hygienists	1.87	1153	\$35.18	\$29.19	4	S
292010		Clinical Laboratory Technologists and Technicians	1.40	1891	\$25.13	\$15.26	4	S
292031		Cardiovascular Technologists and Technicians	1.55	517	\$24.33	\$14.20	3	S
292032	HSHW	Diagnostic Medical Sonographers	2.45	614	\$34.27	\$26.98	3	S
292033		Nuclear Medicine Technologists	1.65	6.25	\$40.68	\$35.43	4	R
292034	HSHW	Radiologic Technologists and Technicians	1.39	1359	\$28.64	\$20.96	3	S
292041		Emergency Medical Technicians and Paramedics	2.58	152,625	\$17.75	\$13.62	4	R
292051		Dietetic Technicians	1.95	25.38	\$14.69	\$11.30	3	R
292052		Pharmacy Technicians	0.96	2629	\$17.33	\$13.75	3	S
292053		Psychiatric Technicians	2.34	56,25	\$17.67	\$13.80	3	R
292055		Surgical Technologists	1.63	755	\$23.10	\$17.60	3	S
292056		Veterinary Technologists and Technicians	4.41	135.75	\$18.27	\$14.18	4	R
292061		Licensed Practical and Licensed Vocational Nurses	1.57	3969	\$23.01	\$18.96	3	S
292071		Medical Records and Health Information Technicians	6.60	1490	\$23.44	\$16.24	4	S
292081		Opticians, Dispensing	0.21	13,625	\$24.13	\$16.26	4	R
292098		Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	2.01	207	\$61.80	48.57*	3	R
292099		Health Technologists and Technicians, All Other	2.05	1741.75	\$22.14	\$16.08	3	R
311011		Home Health Aides	2.89	71170	\$13.80	\$11.17	3	S
311014		Nursing Assistants	1.95	831	\$16.72	\$13.77	3	R
311015		Patient Care Technicians (Orderlies)	0.47	750	\$14.71	12.05*	3	S
312011	HSHW	Occupational Therapy Assistants	3.36	588	\$31.43	\$24.74	4	S
312021	HSHW	Physical Therapist Assistants	3.39	1330	\$31.22	\$22.28	4	S
319011		Massage Therapists	2.35	171.375	\$24.96	\$17.11	3	R
319091		Dental Assistants	1.87	3421	\$19.63	\$15.87	3	S
319092		Medical Assistants	2.34	9263	\$17.06	\$13.72	3	S

2023-24 Proposed Regional Demand Occupations List WT, SNAP and WIOA Youth Only

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
319093		Medical Equipment Preparers	2.50	30.125	\$19.33	\$15.64	3	R
319097		Phlebotomists	2.29	1214	\$17.17	\$13.78	3	S
319099		Healthcare Support Workers, All Other	2.89	114.375	\$19.91	\$14.52	3	R
332011	HSHW	Firefighters	0.63	1626	\$25.71	\$16.59	3	S
333012		Correctional Officers and Jailers	-0.44	89.5	\$28.56	\$18.74	3	R
333051	HSHW	Police and Sheriff/Es Patrol Officers	0.60	3358	\$31.88	\$22.46	3	S
339032		Security Guards	2.03	1157.125	\$14.99	\$11.73	3	R
351011	HSHW	Chefs and Head Cooks	1.48	1972	\$28.29	\$16.30	3	S
351012		First-Line Supervisors of Food Preparation and Serving Workers	4.77	759	\$ 19.61	\$ 13.80	3	S
352014		Cooks, Restaurant	3.23	1721.25	\$15.73	\$13.29	3	R
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	1.83	2885	\$19.74	\$13.88	3	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.74	1982	\$23.81	\$16.38	3	S
372021		Pest Control Workers	1.36	1557	\$18.60	\$13.66	3	S
391098		First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	1.48	1420	\$27.14	\$15.99	3	S
395011		Barbers	0.83	660	\$14.65	10.5*	3	S
395012		Hairdressers, Hairstylists, and Cosmetologists	1.38	343.25	\$17.46	\$11.05	3	R
395092		Manicurists and Pedicurists	2.24	2660	\$16.29	\$12.11	3	S
395094		Skincare Specialists	2.14	62.75	\$19.87	\$14.32	3	R
411011		First-Line Supervisors of Retail Sales Workers	0.02	10845	\$22.39	\$14.19	3	S
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.04	2634	\$43.82	\$23.51	4	S
413011		Advertising Sales Agents	0.55	59.625	\$29.42	\$16.92	3	R
413021		Insurance Sales Agents	1.06	5238	\$28.19	\$14.47	3	S
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.49	3393	\$37.75	\$18.80	5	S
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3.25	676	\$ 32.97	\$ 16.79	3	S
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.05	2619	\$43.77	\$21.11	3	S
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.83	9474	\$32.58	\$16.02	3	S
419021		Real Estate Brokers	0.57	1210	\$35.83	\$19.94	5	S
419022		Real Estate Sales Agents	1.15	436.375	\$27.94	\$15.27	5	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.48	11899	\$29.35	\$18.86	4	S
433031		Bookkeeping, Accounting, and Auditing Clerks	0.22	12179	\$20.40	\$13.86	4	S
434051		Customer Service Representatives	0.60	4517.375	\$18.73	\$13.69	3	R
434131		Loan Interviewers and Clerks	0.26	146.25	\$23.37	\$17.29	4	R
434161		Human Resources Assistants, Exc. Payroll	0.04	64.875	\$20.85	\$15.72	3	R
435011		Cargo and Freight Agents	1.39	1118	\$22.67	\$15.36	3	S
436011	HSHW	Executive Secretaries and Executive Admin. Assistants	-1.28	214.375	\$28.52	\$19.56	3	R
436013		Medical Secretaries and Administrative Assistants	1.50	5104	\$17.21	\$13.53	3	S
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.70	646	\$ 17.58	\$ 17.21	3	S
439061		Office Clerks, General	1.87	1308	\$ 17.52	\$ 17.06	3	S
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.35	6420	\$31.74	\$21.04	4	S
472021		Brickmasons and Blockmasons	0.79	41.375	\$20.43	\$16.45	3	R
472031		Carpenters	0.99	6762	\$21.14	\$15.60	3	S
472044		Tile and Stone Setters	2.06	777	\$20.23	\$14.53	3	S
472051		Cement Masons and Concrete Finishers	1.41	1658	\$19.20	\$14.09	3	S
472073		Operating Engineers and Other Construction Equipment Operators	0.96	2869	\$21.27	\$15.72	3	S
472081		Drywall and Ceiling Tile Installers	1.10	788	\$19.61	\$14.00	3	S
472111		Electricians	1.51	5999	\$23.60	\$16.86	3	S
472121		Glaziers	2.24	869	\$20.39	\$15.29	3	S
472131		Insulation Workers, Floor, Ceiling, and Wall	0.38	310	\$20.94	\$15.42	3	S
472141		Painters, Construction and Maintenance	0.95	3163	\$18.62	\$14.28	3	S
472151		Pipelayers	0.64	34.25	\$19.71	\$16.54	3	R
472152		Plumbers, Pipefitters, and Steamfitters	1.10	3524	\$23.13	\$16.60	3	S
472181		Roofers	2.35	3616	\$19.63	\$14.17	3	S
472211		Sheet Metal Workers	1.43	1016	\$21.68	\$15.24	3	S
472221		Structural Iron and Steel Workers	0.43	750	\$21.55	\$16.74	3	S
472231		Solar Photovoltaic Installers	2.72	250	\$20.85	17.08*	3	S
474011	HSHW	Construction and Building Inspectors	1.06	1468	\$30.12	\$19.06	3	S

2023-24 Proposed Regional Demand Occupations List WT, SNAP and WIOA Youth Only

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.22	3401	\$31.26	\$20.64	3	S
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	1.41	2320	\$25.27	\$16.05	3	S
492094	HSHW	Electronics Repairers, Commercial and Industrial Equip.	0.63	10,25	\$25.20	\$19.55	3	R
492098		Security and Fire Alarm Systems Installers	2.00	687	\$22.90	\$16.23	3	S
493011	HSHW	Aircraft Mechanics and Service Technicians	1.28	1424	\$31.28	\$19.87	3	S
493021		Automotive Body and Related Repairers	0.31	49,375	\$23.15	\$16.50	3	R
493023		Automotive Service Technicians and Mechanics	0.33	5289	\$21.79	\$13.91	3	S
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.26	1594	\$25.08	\$18.05	3	S
493042		Mobile Heavy Equipment Mechanics, Except Engines	1.10	937	\$24.11	\$17.19	3	S
493051		Motorboat Mechanics and Service Technicians	1.12	507	\$24.18	\$15.78	3	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.16	4213	\$22.52	\$15.77	3	S
499041	HSHW	Industrial Machinery Mechanics	2.15	1828	\$26.07	\$18.12	3	S
499044		Millwrights	0.52	380	\$27.34	\$21.99	3	S
499052		Telecommunications Line Installers and Repairers	1.31	814	\$22.57	\$16.56	3	S
499062		Medical Equipment Repairers	1.49	569	\$24.55	\$15.53	3	S
511011	HSHW	First-Line Supervisors of Production and Operating Workers	1.09	2870	\$29.79	\$18.77	3	S
514011		Computer-Controlled Machine Tool Operators, M & P	0.00	14,25	\$20.31	\$15.30	3	R
514012	HSHW	Computer Controlled (CNC) Mach. Tool Programmers, M & P	2.11	360	\$29.30	\$21.48	3	S
514041		Machinists	1.36	1125	\$22.14	\$15.46	3	S
514121		Welders, Cutters, Solderers, and Brazers	1.35	1917	\$21.31	\$15.86	3	S
514199		Metal and Plastic Machine Workers, all other	0.31	382,25	\$18.44	\$13.90	2	R
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	5.67	248	\$20.17	\$17.66	3	S
519083		Ophthalmic Laboratory Technicians	0.37	280	\$16.11	\$13.93	3	S
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1.46	4152	\$26.27	\$16.95	3	S
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	1.19	665	\$111.83	\$63.62	4	S
532012	HSHW	Commercial Pilots	1.34	746	\$52.69	\$27.66	3	S
533021		Bus Drivers, Transit and Intercity	0.73	1327	\$20.76	\$14.27	3	S
533032		Heavy and Tractor-Trailer Truck Drivers	0.83	1,378	\$20.62	\$14.60	3	R
533033		Light Truck Drivers	3.29	449	\$16.92	\$16.65	3	S
537051		Industrial Truck and Tractor Operators	1.13	274	\$17.61	\$13.74	3	R
499071		Maintenance and Repair Workers, General	4.03	707	\$18.29	\$17.16	3	S
On 2223 RDOL not on 2324 RDOL. Recommend approve for all programs								
Region 14 Board Approved Occupations. Recommend approve for all programs.								
On 2223 RDOL not on 2324 RDOL. Recommend approve for WT, SNAP and WIOA Youth Programs.								

Occupations Recommended for Removal								
SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	Code	Level
151131	HSHW	Computer Programmers	-0.20	40	\$ 42.78	\$ 25.93	3	R
151245	HSHW	Database Administrators and Architects	1.14	136	\$ 61.17	\$ 43.33	5	R
151299	HSHW	Computer Occupations, All Other	1.31	195	\$ 41.18	\$ 16.89	3	R
212021		Directors, Religious Activities and Education	0.36	1770	\$ 23.09	\$ 14.09	5	S
232093		Title Examiners, Abstractors, and Searchers	0.50	106	\$ 26.56	\$ 17.93	3	R
271025		Interior Designers	0.65	63	\$ 28.89	\$ 16.98	4	R
292011		Medical and Clinical Laboratory Technologists	2.29	291	\$ 27.46	\$ 15.20	4	R
292012		Medical and Clinical Laboratory Technicians	2.29	291	\$ 27.46	\$ 15.20	4	R
319099		Healthcare Support Workers, All Other	2.89	114	\$ 19.91	\$ 14.52	3	R
535011		Sailors and Marine Oilers	-3.99	3	\$ 21.98	\$ 15.05	3	R
535021		Captains, Mates, and Pilots of Water Vessels	0.12	410	\$ 36.73	\$ 17.97	3	S
Related Occupations on PY23-24 RTOL								



Information Item

PY22-23 Strategic Metrics Dashboard Update

Here's the link to the live dashboard: [Strategic Goals Live Dashboard Link](#)

Introduction

This document was created to support individual CSTB Strategic PY22-23 Strategic Metrics Dashboard users as they review and interact with the Dashboard tool and seek to better understand the methodology for how metrics are calculated and reported.

Dashboard Data Dictionary

Individuals Served- Count of distinct customers that are assigned to Region 15 and have received a service or activity in WIOA, Generic Programs, WP, TAA, SNAP, or WT with an activity or service actual begin date between 7/1/2022 and 06/30/2023.

WP Enrolled- Count of distinct customers that are assigned to Region 15 and are enrolled in the Wagner-Peyser program with a participation date between 7/1/2022 and 06/30/2023.

Employer Satisfaction- Percentage of employers who select effective or higher to the monthly employer survey question "How effective has the CSTB staff been in providing you the services you need?" between 7/1/2021 and 6/30/2022.

Placements- Distinct count of customers assigned to Region 15 that had an activity code between 750 and 883 with an actual date between 7/1/2022 and 6/30/2023, a job placement start date in OSST between 7/1/2022 and 6/30/2023 or employment entered on the case closure with a closure date between 7/1/2022 and 6/30/2023.

Business Penetration- Count of distinct employers assigned to Region 15 who receive a service between 7/1/2022 and 6/30/2023.

Repeat Business Percentage- Count of distinct employers assigned to Region 15 who receive a service between 7/1/2022 and 6/30/2023 who received a service from CSTB between 7/1/2019 and 6/30/2022 divided by count of distinct employers assigned to Region 15 who receive a service between 7/1/2022 and 6/30/2023

Work Experience Enrolled- Count of customers assigned to Region 15 who receive a Work Experience activity with an actual begin date between 7/1/2022 and 6/30/2023.

OJT/Apprenticeship Enrolled- Count of customers assigned to Region 15 who receive an On-the-Job or Registered Apprenticeship activity with an actual begin date between 7/1/2022 and 6/30/2023.

New Partners- Count of new partners with CSTB who are registered in Unite US portal allowing partner to both send referrals to and receive referrals from CSTB.

Services Provided- Count of services, both staff assisted and self-service, provided to customers assigned to Region 15 with an actual date between 7/1/2022 and 6/30/2023.

Completion to Funding- Count of distinct WIOA and WP customers assigned to Region 15 who, between 7/1/2022 and 6/30/2023, have gone 90 days without a service who do not have a currently open activity divided by the distinct count of WIOA and WP customers who have an open activity or a last activity date within 90 days.

WP Entered Employment %- Count of WP Customers assigned to Region 15 who received a placement service between 7/1/2022 and 6/30/2023 divided by all WP Customers who have an active WP enrollment between 7/1/2022 and 6/30/2023.

Youth Training Counts- Count of WIOA Youth customers assigned to Region 15 who have an Occupational Skills Training, Apprenticeship, On-the-Job Training or Work Experience activity between 7/1/2022 and 6/30/2023.

Partner Referrals- Count of referrals provided by CSTB to partners within the Unite Us platform between 7/1/2022 and 6/30/2023.



Information Item

The following pages provide the Special Grants Update

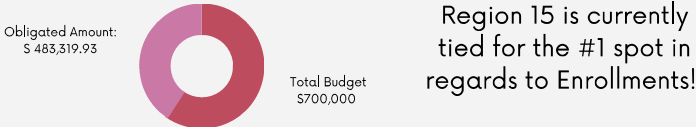
GET THERE FASTER - VETERAN & MILITARY SPOUSE GRANT

The GTF grant is expanding current training and resource to address regional needs for Veterans, Transitioning Service Members and Military Spouses by providing employment training, employment and support programs.

TOTAL ENROLLMENTS

PY22.23:	
OJT - Total Enrollments 4	Veteran/Spouse Count:
OST - Total Enrollments 47	Veterans: 55
IT Pre/Apprenticeship	Spouses: 1
Enrollment: 4	
Total Served: 56	

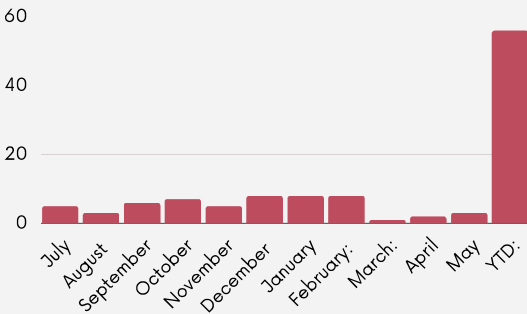
BUDGET OBLIGATION GRAPH



GTF Veterans & Spouses Served



This graph represents individuals Served this PY.

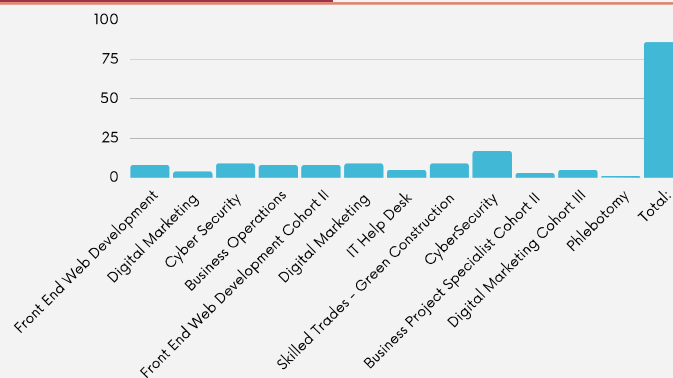


APPRENTICESHIP TO CAREER EMPOWERMENT - YEAR ROUND

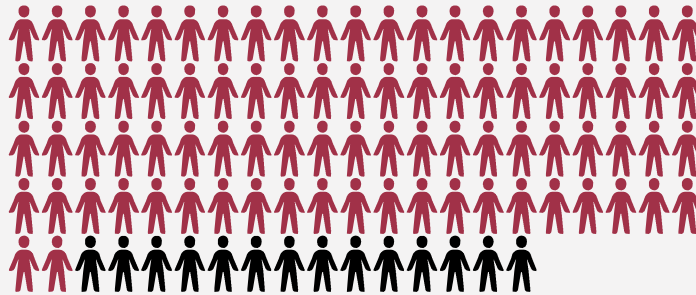
ACE UPDATES

Currently, we have 86 enrollments into the ACE program, with over 433 individuals expressing interest. To date, the participants have received 57 Measurable Skills Gained, 149 Certificates, 24 Completers. We plan to host two more classes - Phlebotomy and Green Construction.

ACE PARTICIPANT INFORMATION



ACE ENROLLMENTS



EMPLOYER PARTNERS

Academy of Hope	Karma Consulting, LLC
Acumen Strategist	KatPro Technology, Inc.
Acousti	Keller Williams Realty New Tampa
Above Promotions	Lead Titans, LLC
Advent Health	LexDock
CareerSource Tampa Bay	Mielke Holdings
CC Marketing	Ministry Event Marketing
Community Business Solutions	On Point IT Solutions
Computer Coach	OHC Environmental Engineering, Inc.
Cornerstone Barricades	Paragon Cyber Solutions
Dallas Construction I	PeopleGuru
Ducon	Positive Spin, Inc.
EA Direct Connect	Roth Trucking, LLC
Envision Flooring	Running Wolf Logistics
Etarios Health	S2W
E-Notary Log, LLC	Sanwa Growers Warehouse
Fat Dog Spirits, LLC	Solita's House
Ferguson Legal, PLLC	Tampa Innovation
Fluent	Tampa Museum of Art
Garney Construction	Temple Terrace Uptown Chamber of Commerce
Habitat for Humanities	The Fitness Frame
Holland Family Services, Inc.	VG IT Services
Hillsborough County Public Schools	We Think Marketing Group, Inc.
Interactive Health Alliance	Wharton Smith
JJ Taylor Companies, Inc.	

IMPACT REPORT

GET THERE FASTER VETERANS GRANT
PROGRAM YEARS 2021-2022



HONORING THOSE WHO HAVE SERVED, AND ARE STILL SERVING

With 1.5 million veterans, Florida is the most veteran-friendly state in the union. Florida's Get There Faster Veterans Grant ensures the Sunshine State continues to be the most veteran sought after state in the nation by providing military veterans and eligible spouses priority access to Workforce Innovation and Opportunity Act (WIOA) funded-services.

Using innovative and cohesive approaches, the local areas awarded the grant ensure the timely delivery of services to veterans and military spouses, providing relevant support and lasting impact. These services include training scholarships for in-demand jobs, career planning, peer mentorship, and wraparound services.

This report highlights the accomplishments of four (4) local workforce development boards who have demonstrated success in serving transitioning service members, veterans, and military spouses through the Get There Faster Veterans Grant. These local areas have seized this opportunity to show how Florida honors those who have served, not only through supportive words but also through actions.



Services Provided
1375



Veterans Served
156



Transitioning Service Members
& Military Spouses Served
30



Average Wage
\$24.36



Credentials Awarded
35



On-the-Job Trainings
Completed
24



SUPPORT FOR THOSE WHO SUPPORT US

The transition of U.S. military veterans back into the civilian labor market is an issue steeped in complexities. Veterans face unique hurdles that can impede them from finding work in the civilian job market, including lower rates of higher education and a lack of understanding of how to translate military experience into civilian job terms. Not to mention the health challenges veterans face due to service-connected disabilities.

Florida's Get There Faster Veterans Grant has enabled local areas to push beyond traditional workforce models to empower participants through career counseling, peer support from fellow veterans, job development and advocacy, and connections to community resources. The grants support services and training scholarships to help participants break through barriers such as poverty and homelessness to achieve career growth and economic independence.

PARTICIPANT DEMOGRAPHICS

10%

Homeless

41%

Special Disabled
Veteran

75%

Low Income

19%

Long Term
Unemployed



NO WRONG DOOR – EXPANDING ACCESS THROUGH COORDINATION

Florida's Get There Faster Grant for Veterans required recipients to bridge the gap between the Jobs for Veterans Grant (JVSG) and Workforce Innovation and Opportunity Act (WIOA) programs in order to promote efficiency and enhanced access to services for participants facing barriers to employment.

Through training, communication, and co-enrollment, participants were able to gain access to WIOA resources such as supportive services and training, in addition to the mentorship and career planning of a veteran peer offered through JVSG. The results have been improved outcomes, reduced administrative costs, and a level of coordination that has been promoted as a best practice across regional and national conferences alike.

40%
**Co-enrolled
participants***

*Co-enrolled participants are classified as veterans or eligible spouses who have a Significant Barrier to Employment (SBE).



This year, CareerSource Palm Beach County will be promoting the grant's success on behalf of Florida at the National Association of State Workforce Agencies (NASWA) Veterans Conference in Washington D.C., as one of only five states selected nationally.

“ *While it is impossible to adequately express our gratitude to the brave defenders of our nation, this initiative goes above and beyond to demonstrate our appreciation in a way that has a lasting impact. I wholeheartedly endorse the continued implementation of this initiative.* **”**

Bernadette Walsh

Deputy Regional Administrator

U.S. Department of Labor Veterans Employment and Training Service



\$649,891

SPENT ON TRAINING (Tuition & Fees)



\$50,524

SPENT ON SUPPORT SERVICES



\$17,266

SPENT ON SPENT ON UNIFORM/TOOLS/BOOKS



\$15,852

SPENT ON RENTAL ASSISTANCE

“

I'm very thankful to the CareerSource staff for all their help. Meraldine and Reeta went above and beyond to make sure I had everything I needed for my new job. The Get There Faster program is a great opportunity for anyone looking to jump start a new career.

”

Cuyle Cromer

Apprentice, Transitioning Service Member
CareerSource Okaloosa Walton



VETERANS SERVING VETERANS: NO ONE LEFT BEHIND

Disabled U.S. Army Veteran Daisha McDowell, CareerSource Palm Beach County



Disabled U.S. Army Veteran Daisha McDowell had been seeking a new career since leaving the military in June of 2022. She applied for a front desk receptionist position with CareerSource Palm Beach County (CSPBC) but CPSBC Recruiter, Michelle Sena, instead encouraged her to apply for the Disabled Veteran Outreach Program (DVOP) specialist position with the Department of Economic Opportunity (DEO) through People First.

Additionally, she was referred to CSPBC Grant Manager Stacy Hayden to discuss the Get There Faster (GTF) grant. Stacy reached out to Daisha and discovered she was a single mother with two children who had been relying on public assistance and family to help care for her children while she worked two jobs and continued her service as a Reservist. Daisha informed Stacy that she wanted to pursue a career in nursing, specifically as a dermatologist, to hopefully one day open her own business in the beauty industry.

Veteran McDowell was determined eligible and enrolled in the grant after receiving career guidance and counseling from Stacy and Ana Santana, the Manager of Programs for Adult and Dislocated Workers. After discussing Veteran McDowell's military background in human resources and her career interests in management, they determined that it would be more beneficial for her to utilize the GTF grant for credentials in Human Resources that would accelerate her career growth and maximize her experience. The grant would also provide childcare assistance, making training and working possible as a single mother.

Daisha was accepted into the Advanced Human Resource Management and Compensation & Benefits program at Florida Atlantic University (FAU), and she was referred to the Early Learning Coalition (ELC) and approved for childcare assistance. She was subsequently selected for the DVOP position and today serves her fellow veterans through career guidance and counseling. She also uses her firsthand experience with the GTF grant to promote its benefits to fellow veterans, transitioning service members, and spouses throughout the veteran community.



STORIES OF SUCCESS

U.S. Coast Guard Veteran Nolan Walsingham, CareerSource Gulf Coast

Nolan Walsingham is a veteran of the U.S. Coast Guard and native of Panama City, Florida. CareerSource Gulf Coast connected with Nolan, who was given veteran priority of service to pursue training in a high-demand career through the Get There Faster grant.

Case Manager, Michelle Bailey, conducted a thorough assessment and evaluation of his skills, aptitude, and education, which aligned with his interest in a high-demand career in welding. He was certified as eligible for training through the Get There Faster grant for veterans.

Nolan was accepted into the Welding Technology program at Haney Technical College in February 2022. Following completion of the program, he continued his education in the Welding Technology-Advanced program in August 2022. CareerSource Gulf Coast assisted the client with tuition, books, tools, and fees for his OSHA 10 Certification.

Nolan was a good student, organized, diligent, and met with his case manager frequently to ensure he was on track and ready for a new career. Nolan graduated from the Welding-Advanced program in February 2023 and was immediately recruited to work full time with Eastern Shipbuilding Group, Inc. as a Welder 2/C.

Nolan quickly advanced to Pipe Welder 2/C to construct U.S. Coast Guard offshore patrol cutters through Eastern Shipbuilding. He currently uses his transferrable skills gained

through his U.S. Coast Guard service as a Boatswain's Mate, along with his advanced occupational training.

Nolan is proud that he served the country honorably, completed a high-demand training program, and landed a career in building world-class vessels for national defense and commercial clients. His success extends to his personal life. Nolan was pleased to recently share with his case manager that he is now a first-time homeowner with his fiancée—all made possible by training through the Get There Faster grant and with the support of CareerSource Gulf Coast.





BREAKING DOWN BARRIERS: PARTNERSHIPS HELP A U.S. NAVY VETERAN CONTINUE THE MISSION

U.S. Navy Veteran Roy Johnson, CareerSource Palm Beach County

U.S. Navy Veteran Roy Johnson had been battling homelessness for months following his divorce, sleeping on couches while trying to piece his life back together. A former business owner, Roy had lost his auto repair shop and tools through divorce and the subsequent months of homelessness. After securing temporary shelter through the Center of Hope, Roy turned to the Veterans Administration's (VA's) Compensated Work Therapy (CWT) vocational rehabilitation program for help. The CWT program provides employment chances and vocational guidance for veterans. Working with his Vocational Rehabilitation Specialist, Naty Canales, and Stacy Bart, a former CareerSource Palm Beach County Veteran Career Consultant now working with the VA, he was given temporary shelter to earn income by working at the VA Hospital temporarily while he searched for full-time employment.

Over the next few weeks, Roy worked diligently in the program while aggressively seeking employment as a master mechanic. He received several offers of employment, but all required that he have his own tools. Upon hearing this, Ms. Bart immediately made the referral to her former colleague from CareerSource Palm Beach County, Ms. Stacy Hayden, Manager of the Careers for Veterans Grant. Ms. Hayden worked with Roy to enroll him in CareerSource Palm Beach County's Careers for Veterans Grant and develop a plan for reemployment that built upon the VA's existing services. Ms. Hayden was able to leverage the Careers for Veterans Grant

to purchase Roy a complete set of tools at nearly \$2500 to support his employment search.

A master mechanic by trade and now equipped with his own tools, new opportunities were on the horizon. The VA Hospital recognized his exceptional work ethic forged through his military service and his unquestionable ability as a mechanic. Although Roy had an offer of employment and was preparing to exit the program, the VA wanted to hire Roy full-time themselves, but they knew the federal hiring process could prove lengthy. Thankfully, using the tools provided by CSPBC, Roy was able to earn money performing side jobs while continuing to volunteer at the VA Hospital each week and progressing through the federal hiring process.

After a short time, the money he earned was enough to get Roy an apartment, opening up even more opportunities. Word quickly spread about Roy around the apartment complex and the apartment manager soon offered him a contract to work as a handyman.

Several weeks later, Roy was offered employment with the VA Hospital as General Repair Mechanic earning a salary of \$27.09 per hour. Through his relentless efforts and the support of CareerSource Palm Beach County and the Veterans Health Administration, Roy overcame homelessness and secured his future. Roy now continues his service by helping ensure the VA Hospital runs smoothly while serving as a model of resiliency to future program participants.

STORIES OF SUCCESS

U.S. Coast Guard Military Spouse Nicholle McManus, CareerSource Gulf Coast



Nicholle McManus is the spouse of an active-duty U.S. Coast Guard service member, assigned to the U.S. Coast Guard Station Panama City, Florida. Like most military spouses, Nicholle is faced with unique challenges.

Frequent relocation, deployments, and cost are barriers to spouse educational and career advancement.

Nicholle was connected to CareerSource Gulf Coast for support in obtaining a portable career in nursing, equipping her with occupational training that can follow her to her husband's future duty stations and beyond.

Nicholle was accepted into the LPN to Associate of Science degree in Nursing articulation program at Gulf Coast State College Gulf/Franklin Campus. She was certified as eligible and enrolled in the Get There Faster grant-funded training program in January 2022.

Nicholle was driven and focused on reaching her goal of becoming a Registered Nurse, even working full time as an LPN at an assisted living facility while attending school on the weekends. Nicholle excelled in her studies and her case manager, Cathy Rutherford of CareerSource Gulf Coast, described her as “a joy to have as a client.”

“She was always diligent in taking care of

anything we needed from her on time. She would always check in with me whenever she was on campus,” said Rutherford.

The Get There Faster grant funding assisted Nicholle with the cost of tuition, books, exam fees, and licensing fees. Additionally, she received the support and mentorship of a CareerSource Gulf Coast case manager throughout and following her training.

Nicholle's diligence and persistence paid off. In December 2022, Nicholle graduated from RN training and passed the State Board NCLEX Exam. She accepted a position as a full-time RN with HCA Gulf Coast Hospital in February 2023.

Thanks to funding through the Get There Faster grant, Nicholle is now positioned for continued career success in a high-growth, high-demand portable career that supports the readiness of her military family.

STORIES OF SUCCESS

U.S. Army Veteran Jose Barreto, CareerSource Tampa Bay

U.S. Army Veteran Jose Barreto found himself displaced from work and was hesitant to return to similar employment due to a back injury. In his down time, he discovered that he had a strong interest in the Information Technology (IT) field and enrolled in a few free online courses. During a CareerSource outreach event, Jose connected with a career coach and was introduced to CareerSource Tampa Bay and its programs and services available to veterans.

CareerSource Tampa Bay Career Coach, Sandy Vaughn, provided career guidance, assisting Jose to determine the career path and program that would best help him achieve career growth and economic self-sufficiency in the field of IT. He was further assisted with researching open job positions and requirements, resume guidance, and training scholarship options, including the Get There Faster grant.

Utilizing the Get There Faster grant, Mr. Barreto was enrolled in the Computer Network Security Professional program and his enthusiasm toward the program quickly translated into successful completion of the training curriculum. Earning the certificates essential to attaining a career in IT, Jose swiftly gained employment with a well-known web-hosting company in Hillsborough County as an IT Technician. The Get There Faster Grant answered a call for help in the veteran community by offering the assistance that Jose needed to forge his career path to economic independence.

“

The Get There Faster Supportive Services provided me with the exact support I needed in order to successfully enroll and complete the Fire Academy program.

Without their help, I would not have been able to financially afford to participate in this program. Each and every staff member was phenomenal in how much help and support they provided me along the way. This program is nothing but amazing!

”

C. Moore, Firefighter
CareerSource Okaloosa Walton



TROOPS TO TECHNICIAN PROGRAM: VETERANS & MILITARY COMMUNITY QUALIFY FOR AIRCRAFT MAINTENANCE TECHNICIAN CERTIFICATION

CareerSource Tampa Bay

CareerSource Tampa Bay (CSTB), CareerSource Polk (CSP) in collaboration with Airborne Maintenance and Engineering Services/Pemco Conversions, and MacDill Air Force Base has a career training opportunity for Transitioning Service Members and others who qualify for Aircraft Maintenance Technician Certification training. The grant will recognize skills attained in the armed forces and support transference to civilian life.

The “Troops to Technician” program is part of the Get There Faster Grant, provided by the state of Florida, and is open to veterans, transitioning service members, and military spouses. The grant provides a career pathway to high-demand positions in the aviation sector, assists in talent development to address the unique needs of the military community and relocate or transition military members to civilian life.

“We anticipate providing more than 100 individuals with this unique training opportunity over the next two years,” said Doug Earle, CSTB’s Veteran and Military Family Representative. “This program will also help provide training in well-paid aviation careers. This is a great opportunity for those who qualify.”

CSTB and CSP will partner with Airborne Maintenance and Engineering Services (Pemco Conversions) to launch the Troops to Technicians program. The partnership will focus on skills attained in the armed forces that have a transference to the aviation maintenance sector.

This career pathway culminates in earning the FAA Airframe & Powerplant (A&P) Certifications while building civilian career experience with the Airborne Maintenance and Engineering Services team. Additional program expansion opportunities exist in growing Airborne’s operations, including Polk, Miami-Dade, and Monroe Counties.



STORIES OF SUCCESS

U.S. Navy Veteran Kelly Douglas, CareerSource Palm Beach County

U.S. Navy Veteran Kelly Douglas came to CareerSource Palm Beach County with the dream of becoming a commercial truck driver. While he had previously taken the initiative to obtain his Commercial Driver License (CDL) permit, he was unable to complete the certification course due to a lack of personal funding. When Mr. Douglas met with Disabled Veterans' Outreach Program (DVOP) Specialist Stacy Bart in February 2022, she helped turn that dream into a plan. Stacy worked with Mr. Douglas to create an employment plan that involved support from CareerSource Palm Beach County's Careers for Veterans Grant which pays up to \$10,000 for licenses, degrees, and certifications which lead to employment for eligible veterans.

With the assistance of DVOP Stacy Bart, Mr. Douglas utilized the Careers for Veterans Grant to enroll in a Master Tractor Trailer Driver Program, with the full cost of the program's tuition funded through the grant. However, the limited availability of programs in the area required travel to a training provider in Miami that was over 70 miles in distance from Mr. Douglas' home. Recognizing that her role as DVOP requires aiding veterans to overcome barriers, DVOP Bart, researched the training provider and discovered they had a specialized veterans' program. Through DVOP Bart's advocacy, the program provided Mr. Douglas with room and board and provided daily transportation back and forth to classes, to ensure that he had no barrier to completing the course.

On June 3, 2022, Veteran Douglas successfully completed all training and within two weeks he passed his road test to officially receive his CDL. Mr. Douglas currently has a pending employment offer with a local trucking company as a commercial truck driver, realizing his dream through his hard work, dedication, and with the support provided through CareerSource Palm Beach County DVOP Stacy Bart.

“CareerSource has been a game changer for me. I was in the period of my life where I wanted to do something different but did not have the means to start over. The agency assisted me with work placement while going to school to earn my CDL. I worked hard, despite obstacles and setbacks as I was determined to put this blessing to good use. My hope is to one day own my own fleet of trucks as an entrepreneur and give back to the community.”

Kelly Douglas



An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

CareerSource Palm Beach County, Inc. is the direct service provider for various workforce programs supported by the U.S. Departments of Labor, Health and Human Services, Education and other agencies as part of awards totaling \$15,851,406 (revised annually). Unless otherwise stipulated, all statements, news releases, requests for proposals, bid solicitations and other applicable documents are fully funded from federal sources. (As of July 2, 2022)