



# CareerSource Tampa Bay Workforce Solutions Committee

**Date:** January 7, 2026 at 10:00 AM

**Location:** Meridian One: 4350 W Cypress Street,  
Suite 875 Tampa, FL 33607

**Zoom Information** [Zoom Link](#)  
**Meeting ID:** 896 1230 9028  
**Passcode:** 562571  
**Dial-in-Number:** 1.305.224.1968

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### I. Call to order, Welcome and Roll Call

### II. Public Comments

Members of the public may raise their virtual hand during the Public Comment portion of the meeting. Members of the public who do so will be acknowledged by the Chair and provided up to three minutes to make public comment.

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### VI. Adjournment

#### A. Next Workforce Solutions Committee Meeting: April 8, 2026



## Mission Moment

### **Strengthening the Broadband Workforce: A CareerSource Tampa Bay & Collab First Partnership**

Since the launch of the **CareerSource and Collab First partnership**, nine Broadband Apprenticeship recruitment events have been held across the Tampa Bay area from March through December 2025. **Collab First**, a leading telecommunications contractor, offers apprenticeship opportunities that can lead to full-time employment with top industry partners.

Their program follows an earn-while-you-learn model, allowing participants to gain valuable hands-on experience, build sustainable career paths, and achieve long-term advancement in the telecommunications field.

Throughout these events, 138 job seekers engaged with the program, with 58 individuals advancing further in the recruitment process and 14 participants successfully placed into apprenticeship roles.

Attendance steadily increased over the year, reaching its highest point on October 1, 2025, highlighting the growing impact and success of this partnership in strengthening the broadband workforce pipeline and creating new career opportunities for local talent.

## Overall Recruitment Timeline



### STRENGTHENING THE BROADBAND WORKFORCE

Since the start of the **CareerSource and Collab First partnership**, Nine Broadband Apprenticeship recruitment events were held between **March and December 2025** across Tampa-area locations. These events engaged **138 job seekers**, with **58 individuals advancing in the recruitment process**. Attendance increased throughout the year, peaking on **October 1, 2025**, demonstrating the partnership’s effectiveness in strengthening the broadband workforce pipeline.

### DATA POINTS: OVERALL IMPACT

**TOTAL PLACEMENTS**



14  
PLACEMENTS

**TOTAL JOB SEEKERS ENGAGED**



138  
JOB SEEKERS

**MOVING FORWARD FROM INTERVIEW**



58  
JOB SEEKERS

**TOTAL CSTB HELD EVENTS**



9  
IHR EVENTS

**BROADBAND OJTS**



11  
ON THE JOB TRAININGS

**ACTIVE APPRENTICES**



2  
APPRENTICES

**March 11, 2025**  
 👤 3 Job Seekers Attended  
 ✅ 3 Moving Forward

**March 13, 2025**  
 👤 5 Job Seekers Attended  
 ✅ 4 Moving Forward

**April 15, 2025**  
 👤 9 Job Seekers Attended  
 ✅ 7 Moving Forward

**May 7, 2025 – South County**  
 👤 4 Job Seekers Attended  
 🗓️ Invited to May 12 Event

**May 12, 2025 – Tampa Center (All-Day)**  
 👤 12 Job Seekers Attended  
 ✅ 5 Moving Forward

**July 30, 2025**  
 👤 33 Job Seekers Attended  
 ✅ 8 Moving Forward

★ **October 1, 2025 – Highest Attendance**  
 👤 45 Job Seekers Attended  
 ✅ 18 Moving Forward

**October 8, 2025**  
 👤 11 Job Seekers Attended  
 ✅ 2 Moving Forward

**December 16, 2025**  
 👤 27 Job Seekers Attended  
 ✅ 11 Moving Forward



## Action Item

### Workforce Solutions Committee Minutes

October 8, 2025

## CareerSource Tampa Bay Workforce Solutions Committee Minutes



CareerSource Tampa Bay  
10/8/2025 10:00 AM EDT

@ Meridian One: 4350 W Cypress Street, Suite 875 Tampa, FL 33607

### Committee Members

#### Present:

Members: Elizabeth Gutierrez (remote), Michael Jalazo, April Neumann (remote), Elizabeth Siplin (remote), Kenneth Williams, Mercedes Young, John Howell, Robert Blount, III (remote), Brian Mann

#### Absent:

Members: Warren Brooks, Mark Hunt, Jeremy Robinson, Joseph Eletto, Dr. Johnson, Brian Nathan, Esther Sanni, Kenny Wooton

### Attendance

Staff Members Present: Sheila Doyle (remote), Chad Kunerth, Anna Munro, Tammy Stahlgren, Doug Tobin (remote), Saleema Bennett (remote), Jason Druding, Leondra Foster (remote), Michelle Schultz (remote), April Torregiante

Others: Amelia Campbell, Paul Casebolt -OSO

I. Call to order, Welcome and Roll Call (Presenters: Dr. Brian Mann)

Brian Mann filled in as the Chair. He called the meeting to order at 10:02 a.m. There was a quorum present.

II. Public Comments (Presenters: Dr. Brian Mann)

There was none.

III. Action Items

A. Approval of the Minutes - August 12, 2025 (Presenters: Dr. Brian Mann)

#### Motion:

To approve the minutes of August 12, 2025 Workforce Solutions Committee

Motion moved by Michael Jalazo and motion seconded by Elizabeth Siplin.  
Motion carried.

- B. Approval of CSTB Co-Enrollment and Local Monitoring Policies (Presenters: Michelle Schultz)

**Motion:**

To approve the Co-Enrollment and Local Monitoring Policies.

Motion moved by Michael Jalazo and motion seconded by Kenneth Williams.  
Motion carried.

- C. Approval of Training Provider and New Programs

Presenters: Anna Munro and Melissa Carroll

Anna Munro and Melissa Carroll presented Access Computer Training and South Florida Academy of Air Conditioning for inclusion on the Eligible Training Provider List. Concerns were raised regarding the five-week HVAC certification program and its workforce readiness.

The committee amended the initial motion into two separate motions: to approve Access Computer Training programs and to approve South Florida Academy.

**Motion:**

To approve Access Computer Training's, new training programs

Motion moved by Michael Jalazo and motion seconded by John Howell. Motion carried. Mercedes Young opposed to the vote.

**Motion:**

To approve South Florida Academy of Air Conditioning's application as a new provider and new training program for inclusion on CSTB's ETPL

Motion moved by John Howell and motion seconded by Jeremy Robinson. A roll-call vote was taken as follows: Motion failed - 8 Nays and 2 Ayes

Robert Blount III- Nay

Scott Brooks - Not Present

Joe Eletto -Not present

Elizabeth Gutierrez - Nay

John Howell- Aye

Mark Hunt - Nay

Michael Jalazo - Aye

Dr. Johnson - not present  
Brian Mann - Nay  
Esther Sanni -Not present  
Brian Nathan - Not present  
April Neumann - Nay  
Jeremy Robinson - Nay  
Elizabeth Siplin - Nay  
Ken Williams - Nay  
Kenny Wotton - Not present  
Mercedes Young – Nay

After the roll call vote the committee tabled the vendor pending additional information to be brought forth by staff.

#### IV. Information Items

A. WIOA Primary Indicators of Performance: PY 2425 Q4 (Presenters: Chad Kunerth)

Chad Kunerth provided an update on the final performance metrics for the program year.

Overall Performance: Achieved 17 of 18 metrics, exceeding 13 and meeting 4. Median Wage (2nd Quarter After Exit – Dislocated Workers): \$9,260 achieved vs. \$11,125 goal (83% of target). Despite missing this metric, all 13 exited dislocated workers were employed, representing one-third of the caseload. Statewide performance charts show the program exceeding most metrics compared to the state and similarly sized regions.

B. REACH Performance Review (Presenters: Chad Kunerth)

Chad Kunerth provided an update on REACH program performance through Q3, noting an overall score of 93.67, ranking 5th in the state.

Chad noted upcoming changes in the weighting of certain metrics:  
Completion of funding: reduced from 10% to 5%  
Extra credit: reclassified from 5 bonus points to 5%  
Overall, performance is strong.

C. Training Provider Scorecard (Presenters: Chad Kunerth)

The board reviewed the Training Provider Scorecard, created with input from staff and program leadership to evaluate and compare training providers. Providers have been notified of their performance, and early feedback has been positive.

The tool was designed to help customers make informed decisions when selecting Individual Training Accounts (ITAs). Staff can also use the scorecard to guide discussions and support customer education about program performance and career outcomes.

D. One-Stop Operator Update (Presenters: Paul Casebolt)

Overview of Promoter Score and Customer Satisfaction Metrics

Paul Casebolt explained the promoter score, which measures customer satisfaction and loyalty on a scale from 0 to 10. For August 2025, the job seeker NPS was 43, up 20 points from July, while the employer NPS was 44, also showing significant improvement. Both scores are above the favorable metrics. Refer to the agenda packet for the detailed report.

E. Recruitment Events and Job Fairs (Presenters: Jason Druding)

Jason Druding provided an update on recruitment events.

Recent events included Coca-Cola (111 attendees, six positions) and the Career Connect Fall Job Fair (400+ attendees, 40+ employers).

Upcoming Paychecks for Patriots veteran events are scheduled for October 29, November 5, and November 19.

Events are open to the public, with priority for veterans, and feature jobs paying \$15+/hour with multiple openings.

V. Discussion Item

A. Future Reporting

Presenter: Chad Kunerth

Chad opened the discussion on future reporting, seeking input from the committee on the type of reports and data they would like to see going forward.

Committee Input

Explore reporting options that include average wages and cost-of-living comparisons.

Consider cross-sector data collaboration with other workforce and economic development partners.

Review dashboards for updates and alignment with strategic plan goals.

Investigate options for supporting workforce training funding beyond current program limits.

Examine transportation and mobility issues as part of workforce strategy.

Incorporate entrepreneurship support as part of workforce planning.

VI. Adjournment

Meeting was adjourned at 11:03 AM. Minutes submitted by Tammy Stahlgren,  
Executive Administrative Assistant.

DRAFT



## **Action Item**

### **Approval of New Training Provider and Programs**

#### **Background**

Effective July 1, 2024, the initial and continued eligibility application process, previously performed at the local level, changed to a statewide application. New training providers and programs must first be approved on the State ETPL before they can be considered locally. Once a provider is approved at the state level, they may request inclusion on the CareerSource Tampa Bay's (CSTB) ETPL.

The Eligible Training Provider List (ETPL) is the official list of training programs and providers eligible for WIOA funds to train eligible program participants. The ETPL and related eligibility procedures ensure the accountability, quality, and labor-market relevance of training programs that receive WIOA funds. Training Providers on the ETPL must be recognized/ licensed by an appropriate public or private governing body. Non-Public Postsecondary institutions must be licensed by the State Board of Independent Colleges and Universities, State Board of Non-Public Career Education, or Commission for Independent Education (CIE).

WIOA utilizes "informed consumer choice" in the selection of a Provider. A WIOA participant who has been determined eligible for training may select a Provider and program from the ETPL after consultation with an applicable CSTB staff. Unless training funds are not available, participants are issued an Individual Training Account (ITA) voucher for training which may pay in whole or in part for the cost of training depending on current funding levels, local policy, and/or ITA dollar limits. Being listed on the ETPL does not guarantee that students will attend a training providers educational facility or choose their program.

FL Statutes 445.007(6), excerpt:

*Consistent with federal and state law, the local workforce development board shall designate all local service providers and may not transfer this authority to a third party. Consistent with the intent of the Workforce Innovation and Opportunity Act, local boards should provide the greatest possible choice of training providers to those who qualify for training services. A local board may not restrict the choice of training providers based upon cost, location, or historical training arrangements. However, a local board may restrict the amount of training resources available to any one client.*

#### **ITA and Enrollment for New Programs**

- ITA Cap: Lifetime cap up to \$5,000 per individual
- New Programs: Limit enrollments to a maximum of 12 to establish performance

# Information

## South Florida Academy of Air Conditioning – New Training Provider and Program 4524 Oak Fair Boulevard Suite 110, Tampa, FL 33610

South Florida Academy of Air Conditioning is a new training provider with one new training program submission that was approved through the State ETP Portal on 6/19/2025, by the State ETPL Coordinator. Additionally, CSTB staff coordinated with the training provider to secure supplemental documentation, including the school catalog and CIE license, dated 5/8/2025.

**Financial Assistance:** South Florida Academy of Air Conditioning is a private institution and does not accept federal financial aid. However, the Academy assists students with applying for training grants through local workforce development boards and offers internal need-based scholarships. For CareerSource Tampa Bay students, the Academy provides need-based scholarships of up to \$2,995, ensuring that between the local ITA cap of \$5,000 and the scholarship, students will have no out-of-pocket tuition costs.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
HVAC: Residential and Light Commercial Technician	Included	\$7,845.00	\$150.00	\$7,995.00	5 weeks	N/A - New Program	N/A - New Program

**No performance data is available.** This provider and their programs are newly approved on the State ETPL.

### New Training Programs Occupation & Wage Info:

Employment and wage statistics associated with the training programs outlined above.

South Florida Academy of Air Conditioning												
EF Related & Selected Occupations per Training Provider				2024 Occupational Employment & Wage Statistics (OEWS)								
Program	SOC Code	Occupation Title	Local TOL	2024 Employment	Mean	Median	Entry*	Exp**	P10	P25	P75	P90
HVAC: Residential and Light Commercial Technician	499021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Yes	5,640	25.87	24.04	19.74	28.93	18.52	21.66	29.41	34.22

## Additional Program Curriculum, Certification, and Performance Information

### Program Curriculum Overview:

The HVAC: Residential and Light Commercial Technician program is a short-term, intensive training model designed for individuals with no prior HVAC experience. Instruction consists of approximately 20% classroom theory and 80% hands-on, lab-based training. Students work directly on HVAC systems daily, with curriculum focused on the refrigeration cycle; system charging, recovery, and vacuuming; superheat and subcooling; brazing; electrical diagnostics and wiring; and troubleshooting. Training is delivered Monday through Friday from 9:00 a.m. to 4:00 p.m., with optional additional instructional support as needed.

**Certifications Obtained:**

All students are required to earn the EPA Section 608 Certification (a mandatory credential for HVAC technicians working with refrigerants). The provider offers additional instruction and re-testing at no cost until the certification is obtained, reporting a 100% EPA certification attainment rate for program completers at the Tampa campus.

**Performance and Outcomes:**

Although newly approved on the State ETPL, the provider has been operating this training model since 2010 at its Fort Lauderdale location. The provider offers career services support, including employer referrals and on-site interviews upon program completion.

- **Fort Lauderdale Campus (2025 Performance):** 102 enrolled; 101 completed (99% completion rate). Employment rate of 72.4% with an average wage of \$18.41.
- **Tampa Campus (opened July 2025):** 20 enrolled and completed (100% completion rate); 18 employed, resulting in a 90% employment rate, with an average wage of \$19.57.

**Recommendation**

Staff recommend approval of South Florida Academy of Air Conditioning's application as a new provider and new training program for inclusion on CSTB's ETPL.



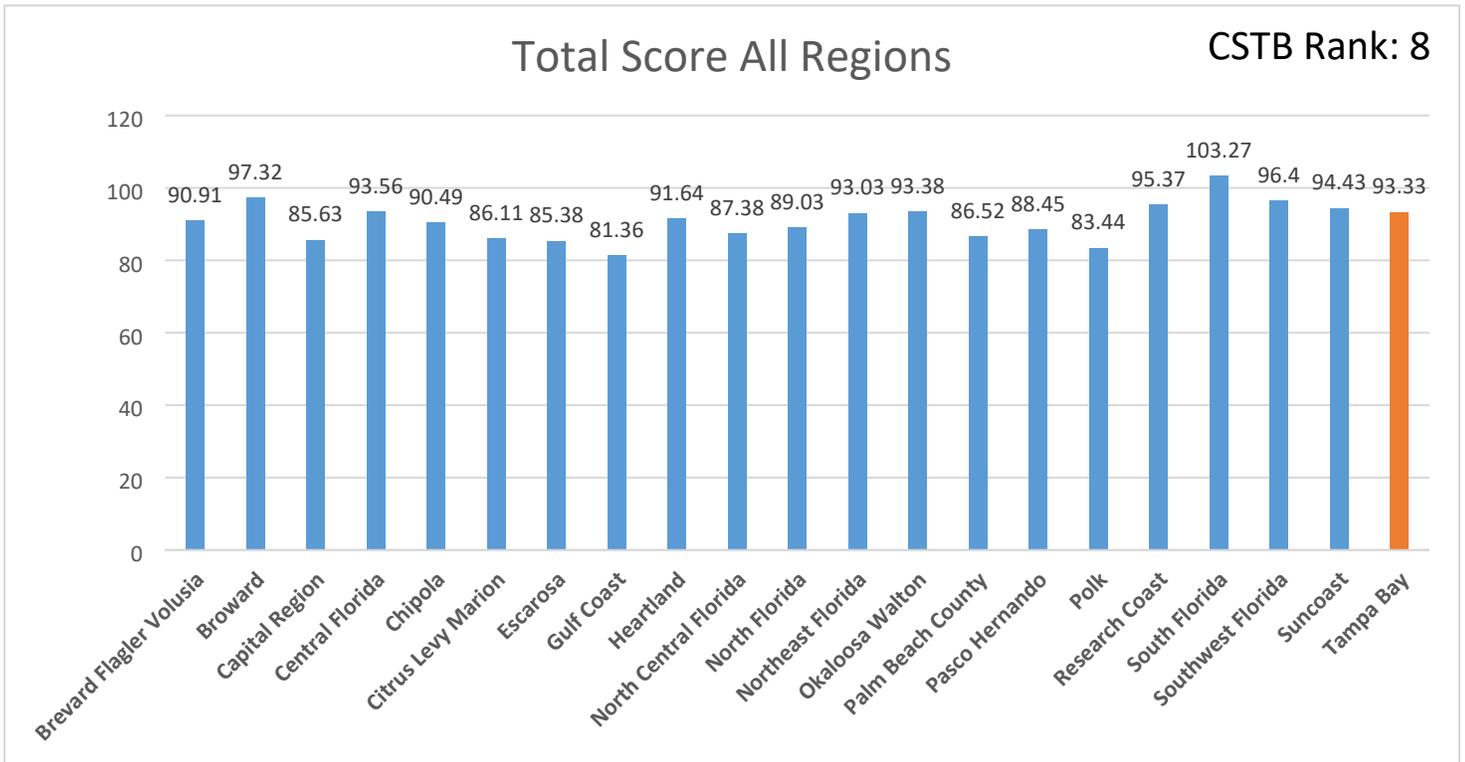
## Information Item

### REACH Performance Review

**Background:** CareerSource Florida Released Program Year 2024-2025 Quarter 4 Letter Grades for all 21 Florida Workforce Regions. Specific performance is reviewed below and is also available at <https://analytics.careersourceflorida.com/LetterGrades>.

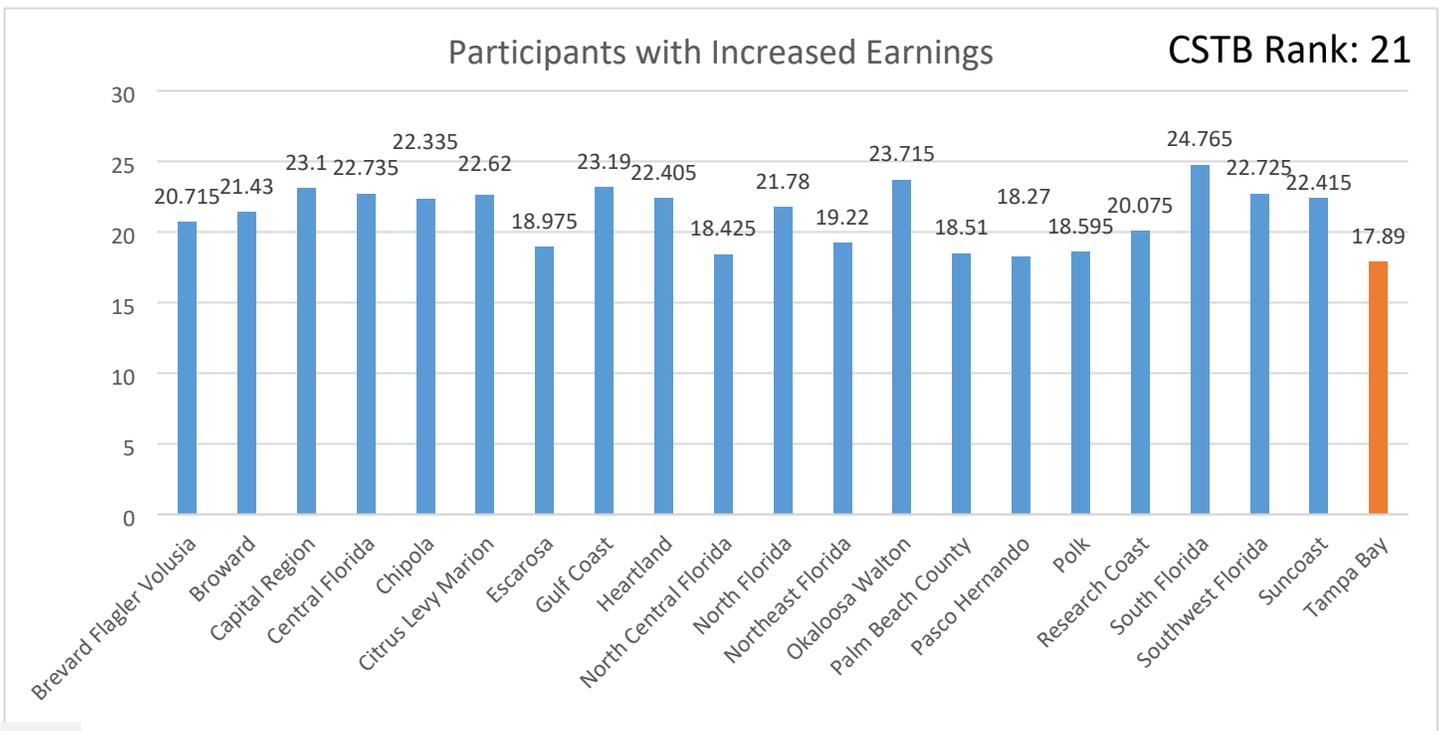
Region Name	Final Score	Letter Grade
CareerSource Brevard Flagler Volusia	90.91	A-
CareerSource Broward	97.32	A+
CareerSource Capital Region	85.63	B
CareerSource Central Florida	93.56	A
CareerSource Chipola	90.49	A-
CareerSource Citrus Levy Marion	86.11	B
CareerSource Escarosa	85.38	B
CareerSource Gulf Coast	81.36	B-
CareerSource Heartland	91.64	A-
CareerSource North Central Florida	87.38	B+
CareerSource North Florida	89.03	B+
CareerSource Northeast Florida	93.03	A
CareerSource Okaloosa Walton	93.38	A
CareerSource Palm Beach County	86.52	B
CareerSource Pasco Hernando	88.45	B+
CareerSource Polk	83.44	B
CareerSource Research Coast	95.37	A
CareerSource South Florida	103.27	A+
CareerSource Southwest Florida	96.40	A
CareerSource Suncoast	94.43	A
CareerSource Tampa Bay	93.33	A

## Total Region Score



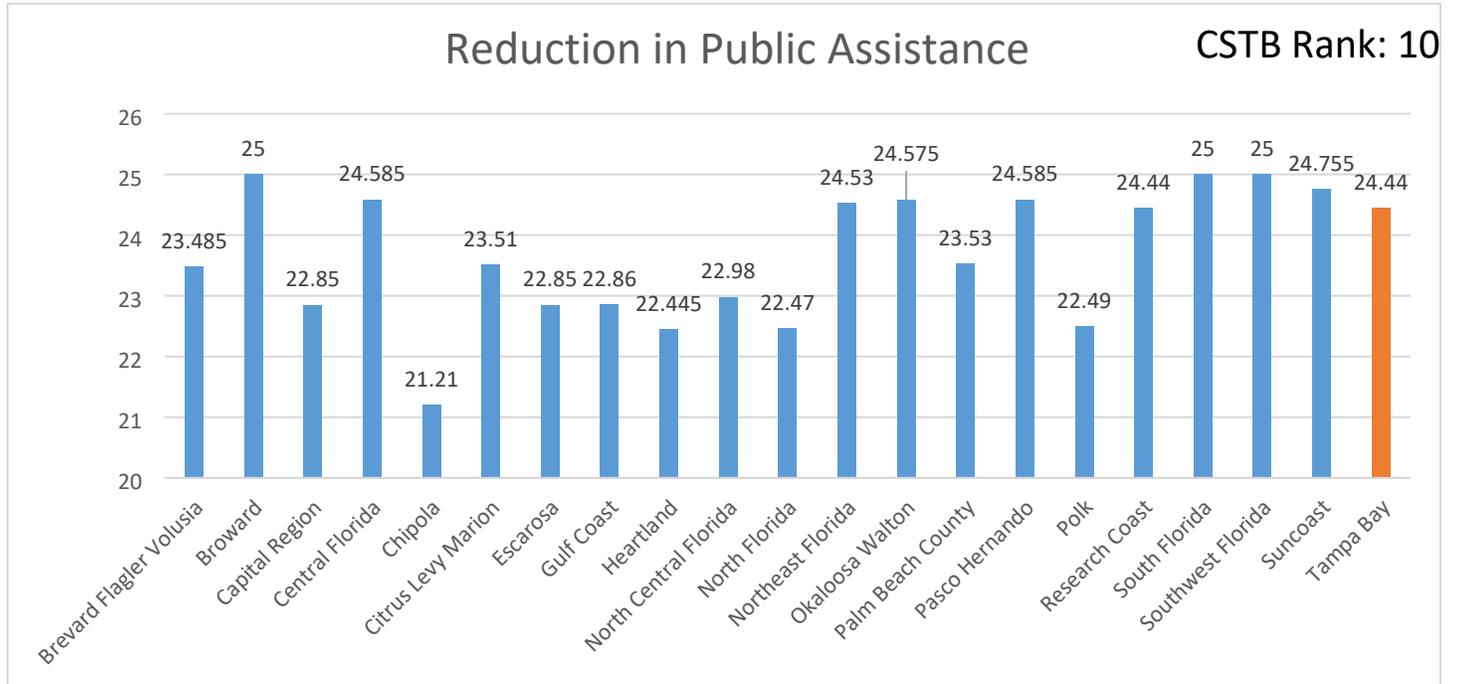
## Measure 1- Participants with Increased Earnings

The percentage of participants who earned more in the second quarter after exit than before their engagement with the local workforce development board.



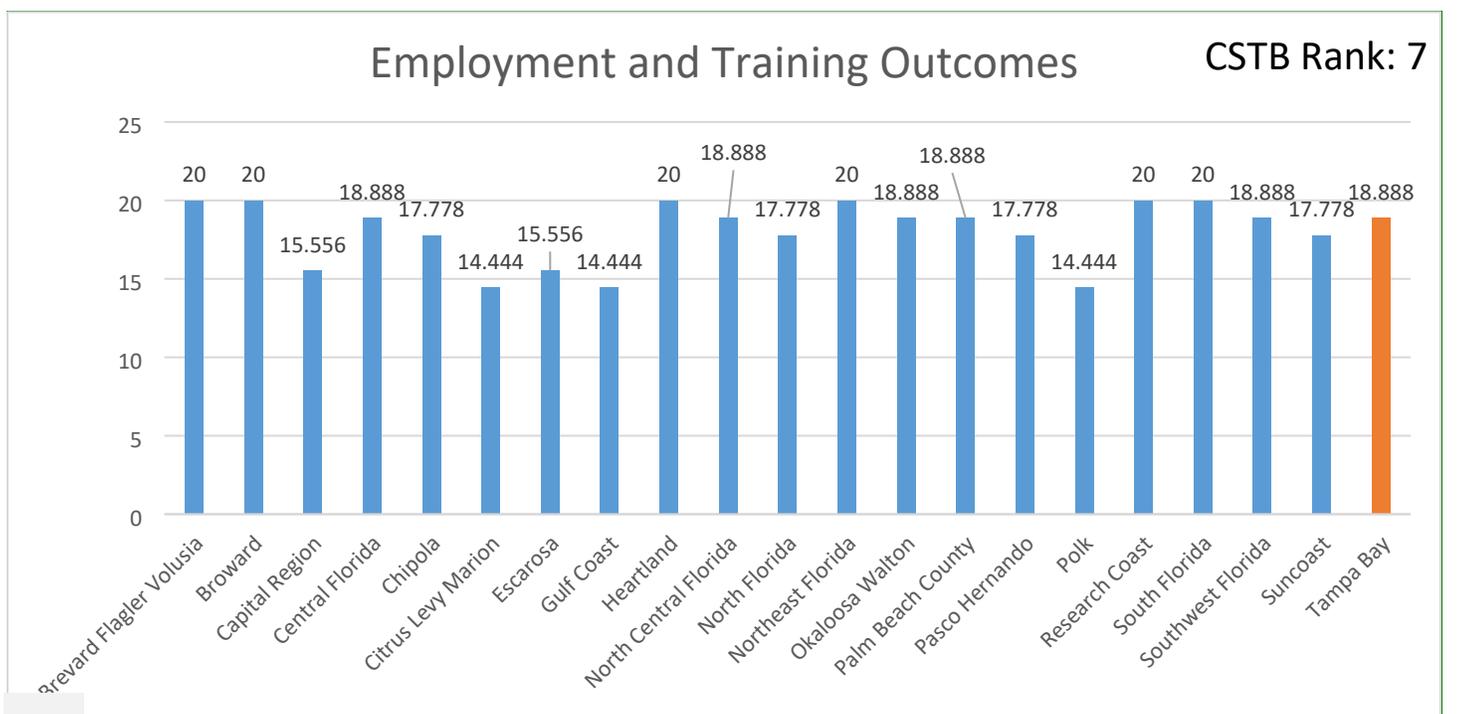
## Measure 2 – Reduction in Public Assistance

The percentage of exiters who received SNAP or TANF benefits during their engagement with the local workforce development board who were no longer receiving SNAP or TANF benefits in the fourth quarter after exit.



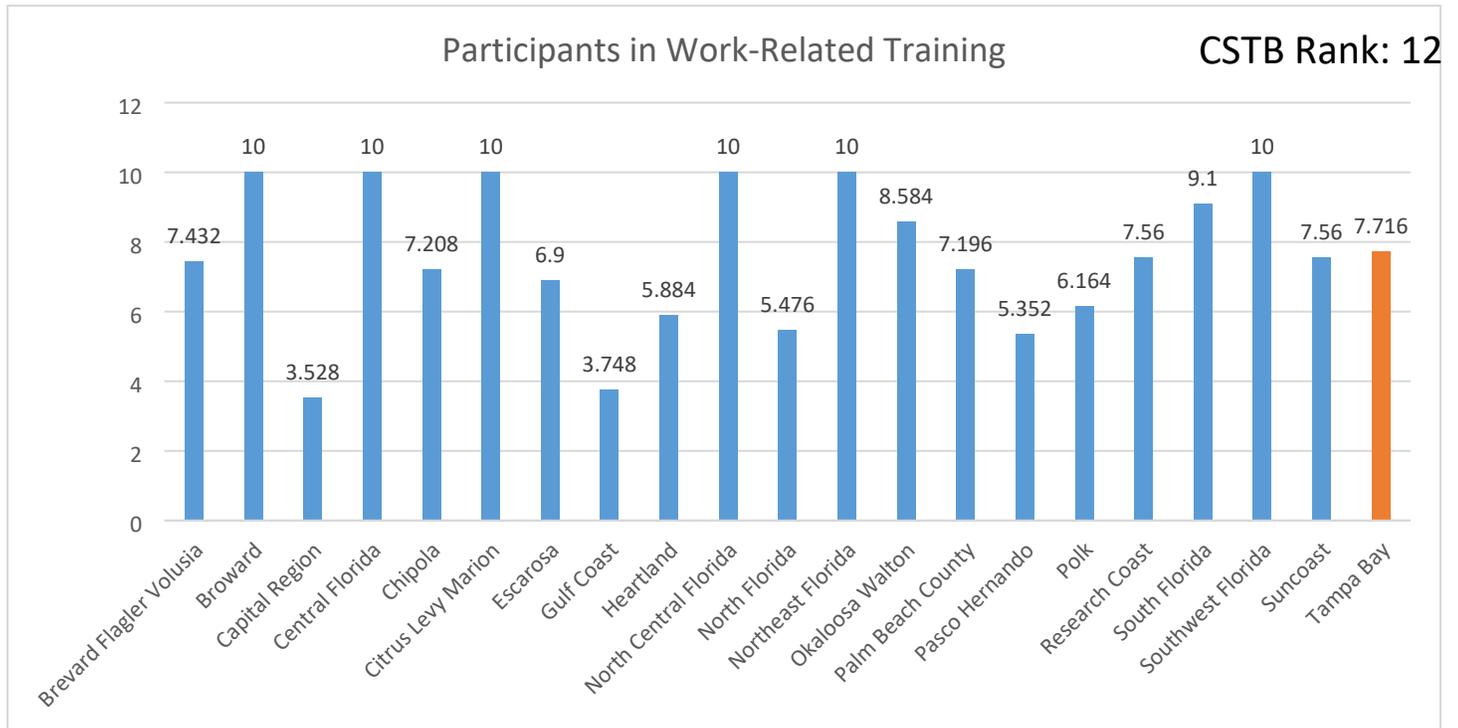
## Measure 3 – Employment and Training Outcomes

Comprises the local workforce development board's existing 18 federal accountability measures.



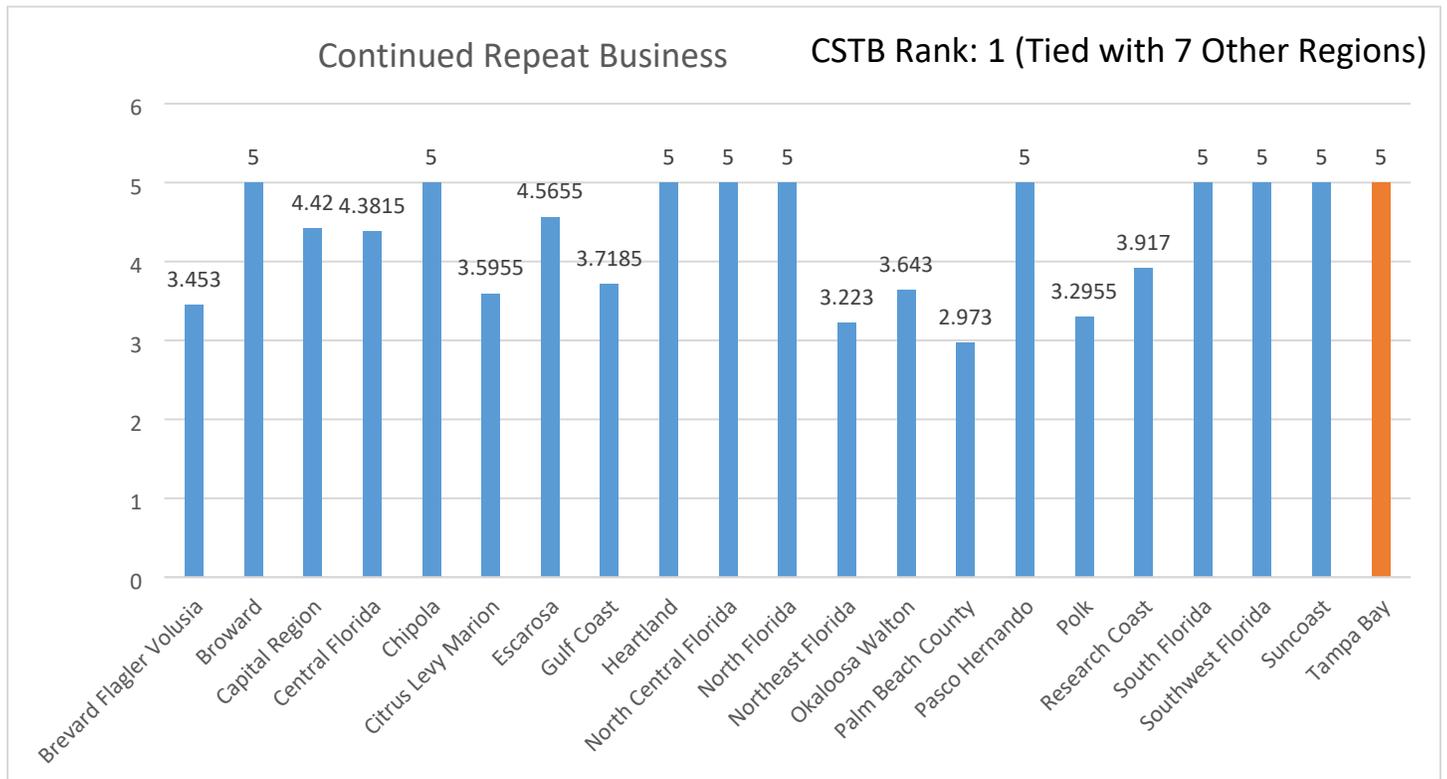
## Measure 4 – Participants in Work-Related Training

The percentage of all job seekers who were enrolled in work-related training.



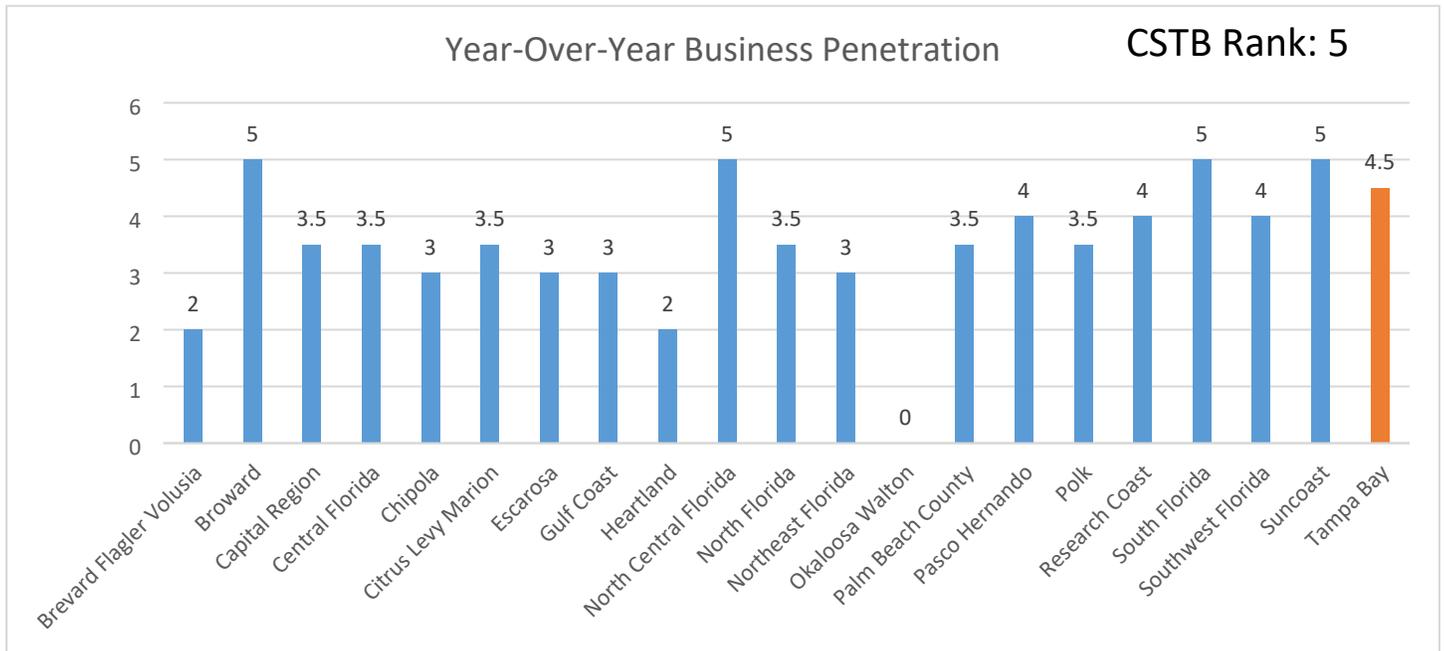
## Measure 5- Continued Repeat Business

Percentage of employers served in prior three years that continued to be served in the current program year.



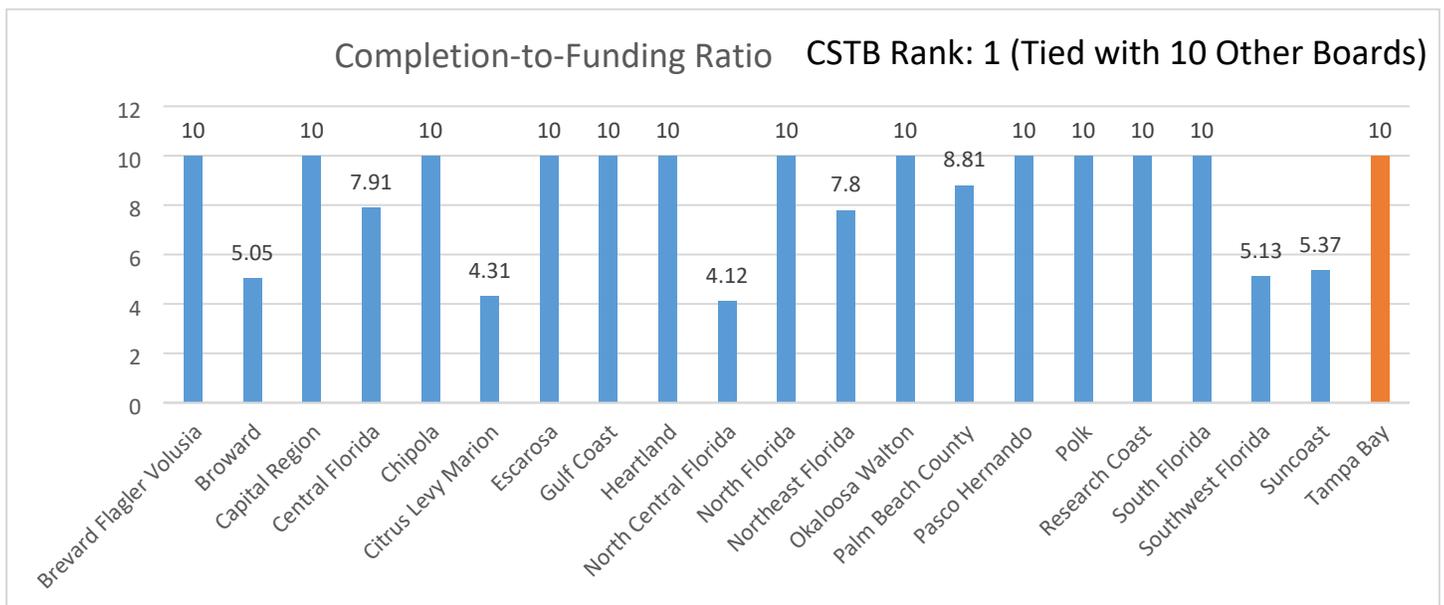
### Measure 6 - Year-Over-Year Business Penetration

Compares the percentage of employers served this year to the total number of active employers assigned to CSTB in Employ Florida to the percentage served in the prior year.



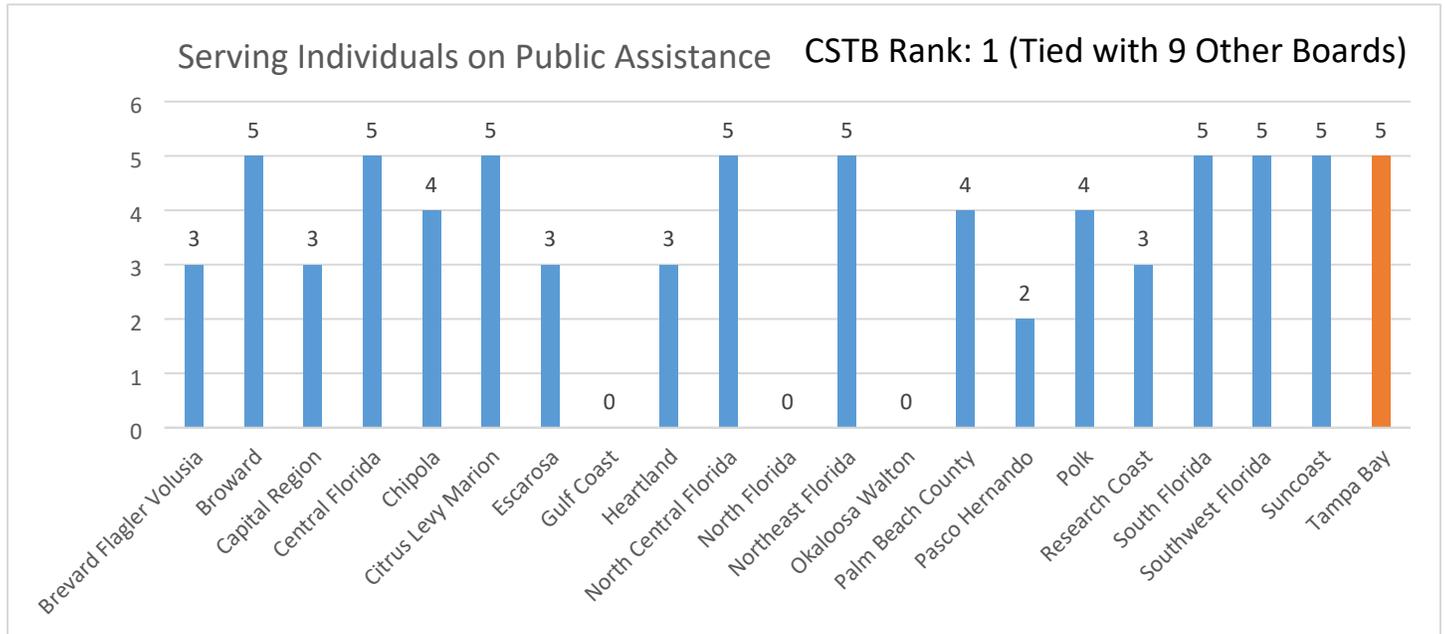
### Measure 7 – Completion-to-Funding Ratio

Compares a local workforce development board’s share of statewide WIOA and Wagner-Peyser exiters with the local workforce development board’s share of statewide funding allocations.



## Extra Credit Measure - Serving Individuals on Public Assistance

Awards up to five percentage points toward the total grade based on the percentage of customers receiving SNAP or TANF benefits.



## CareerSource Tampa Bay Individual Metric Data

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate Difference	Target (%)	Target Met <sup>1</sup> (%)	Weighted Performance <sup>2</sup> (%)
1. Participants with Increased Earnings	Employment and Training Services, Self-Sufficiency	0.25	4,857	13,576	35.78	-	50.00	71.56	<b>17.8900</b>
2. Reduction in Public Assistance	Employment and Training Services, Self-Sufficiency	0.25	4,586	9,415	48.71	-	50.00	97.42	<b>24.3550</b>
3. Employment and Training Outcomes	Employment and Training Services	0.20	17	18	94.44	-	100.00	94.44	<b>18.8880</b>
4. Participants in Work-Related Training	Training Services	0.10	3,358	17,465	19.23	-	25.00	76.92	<b>7.6920</b>
5. Continued Repeat Business	Business Services	0.05	4,265	10,650	40.05	-	35.00	100.00	<b>5.0000</b>
6. Year-Over-Year Business Penetration	Business Services	0.05	-	-	-	3.07	100.00	90.00	<b>4.5000</b>
PY 2023-2024 Business Penetration		-	6,114	56,419	10.84	-	-	-	-
PY 2024-2025 Business Penetration		-	8,001	57,513	13.91	-	-	-	-
7. Completion-to-Funding Ratio	Employment and Training Services	0.10	1411	1115	100.00	-	100.00	100.00	<b>10.0000</b>
Exiters: Local Board (N) / Statewide (D)		-	10,140	71,878	14.11	-	-	-	-
Budget: Local Board (N) / Statewide (D)		-	\$16,032,869	\$143,729,734	11.15	-	-	-	-
Extra Credit: Serving Individuals on Public Assistance	Employment and Training Services, Self-Sufficiency	Up to 0.05 points	10,792.00	18,604	58.01	-	-	-	5
<b>ANNUAL SCORE</b>									<b>93.33</b>



## Information Item

### WIOA Primary Indicators of Performance: PY 2526 Q1

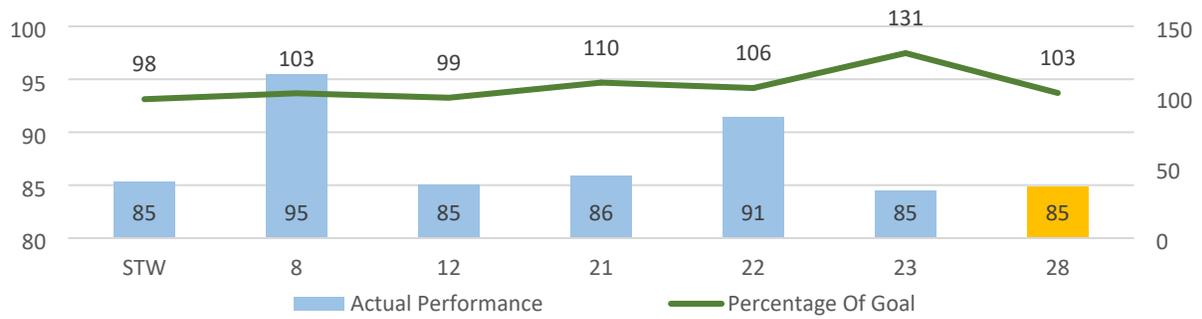
October 1<sup>st</sup>, 2024 – September 30<sup>th</sup>, 2025

Measures	PY2025-2026 Q1 Performance	PY2025-2026 % of Performance Goal Met for Q1	PY2526 Performance Goals
<b>Adults:</b>			
Employed 2nd Qtr After Exit	84.8	102.79	82.5
Median Wage 2nd Quarter After Exit	\$9,517.00	112.07	\$8,492
Employed 4th Qtr After Exit	82.7	101.35	81.6
Credential Attainment Rate	77.1	92.89	83
Measurable Skill Gains	85.6	140.56	60.9
<b>Dislocated Workers:</b>			
Employed 2nd Qtr After Exit	85.9	103.62	82.9
Median Wage 2nd Quarter After Exit	\$9,880.00	88.81	\$11,125
Employed 4th Qtr After Exit	83.1	102.97	80.7
Credential Attainment Rate	82.6	98.92	83.5
Measurable Skill Gains	92	108.75	84.6
<b>Youth:</b>			
Employed 2nd Qtr After Exit	76.4	96.22	79.4
Median Wage 2nd Quarter After Exit	\$6,260.00	153.92	\$4,067
Employed 4th Qtr After Exit	78.9	98.13	80.4
Credential Attainment Rate	72.9	116.27	62.7
Measurable Skill Gains	66.7	113.05	59
<b>Wagner Peyser:</b>			
Employed 2nd Qtr After Exit	64.9	99.24	65.4
Median Wage 2nd Quarter After Exit	\$7,957.00	112.31	\$7,085
Employed 4th Qtr After Exit	67.1	109.10	61.5
<b>Not Met (less than 90% of negotiated)</b>			
<b>Met (90-100% of negotiated)</b>			
<b>Exceeded (greater than 100% of negotiated)</b>			

Statewide

Measures	PY2024-2025 4th Quarter Performance	PY2024-2025 % of Performance Goal Met For Q4	PY2024-2025 Performance Goals
<b>Adults:</b>			
Employed 2nd Qtr After Exit	85.3	98.39	86.70
Median Wage 2nd Quarter After Exit	\$10,164.00	99.50	\$10,215
Employed 4th Qtr After Exit	83.1	113.06	73.50
Credential Attainment Rate	80.7	107.17	75.30
Measurable Skill Gains	78.4	103.16	76.00
<b>Dislocated Workers:</b>			
Employed 2nd Qtr After Exit	83.7	98.47	85.00
Median Wage 2nd Quarter After Exit	\$11,717.50	105.33	\$11,125
Employed 4th Qtr After Exit	82.3	102.62	80.20
Credential Attainment Rate	83.0	100.36	82.70
Measurable Skill Gains	81.6	118.60	68.60
<b>Youth:</b>			
Employed 2nd Qtr After Exit	76.5	93.98	81.40
Median Wage 2nd Quarter After Exit	\$5,211.00	108.68	\$4,795
Employed 4th Qtr After Exit	76.2	96.70	78.80
Credential Attainment Rate	70.3	95.78	73.40
Measurable Skill Gains	75.8	111.47	68.00
<b>Wagner Peyser:</b>			
Employed 2nd Qtr After Exit	65.4	95.89	68.20
Median Wage 2nd Quarter After Exit	\$7,764.00	102.55	\$7,571
Employed 4th Qtr After Exit	67.2	102.13	65.80
<b>Not Met (less than 90% of negotiated)</b>			
<b>Met (90-100% of negotiated)</b>			
<b>Exceeded (greater than 100% of negotiated)</b>			

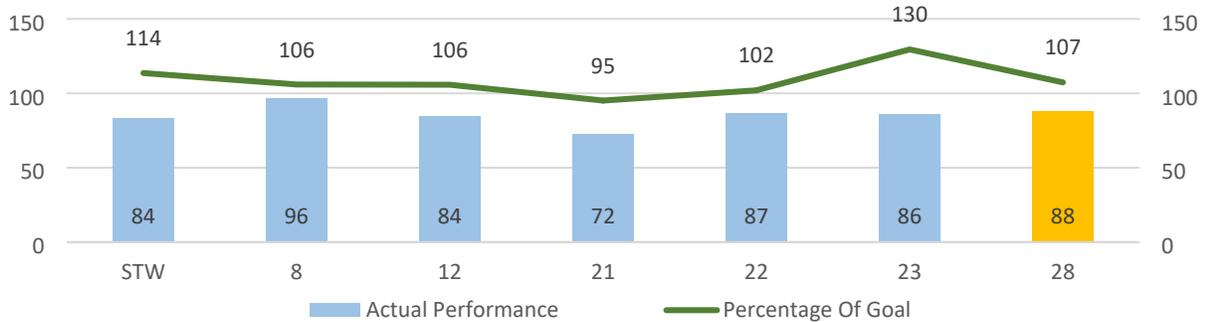
### Adult Employed 2 QTR After Exit % of Goal and Actual Performance



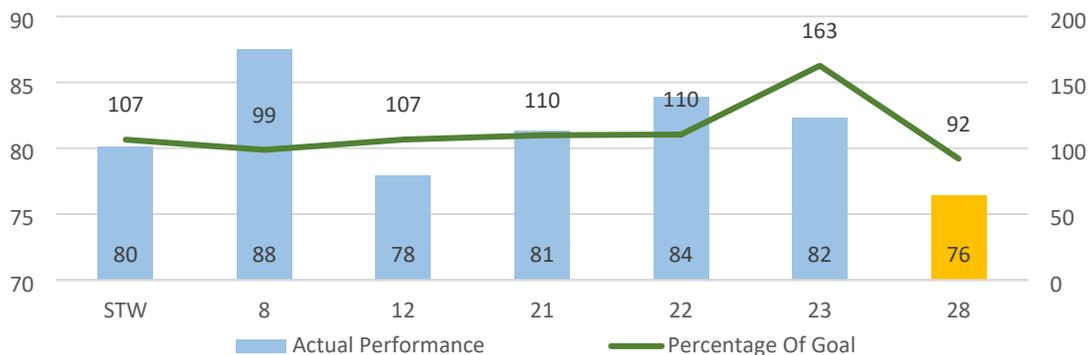
### Adult Median Wage 2nd QTR After Exit % of Goal and Actual Performance



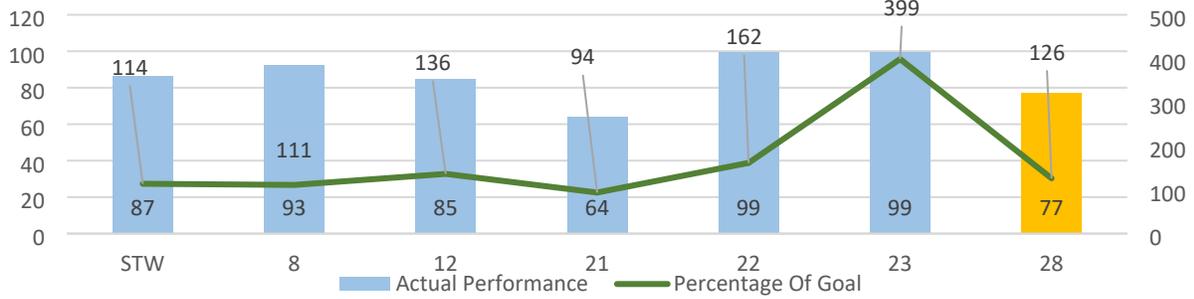
### Adult Employed 4th QTR After Exit % of Goal and Actual Performance



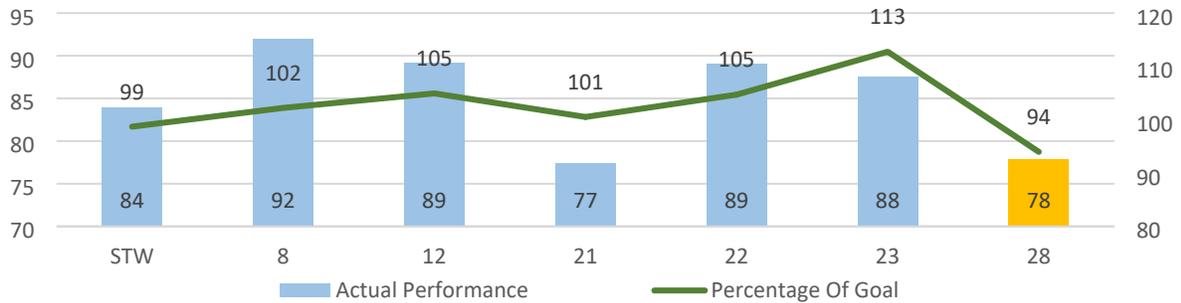
### Adult Credential Attainment Rate % of Goal and Actual Performance



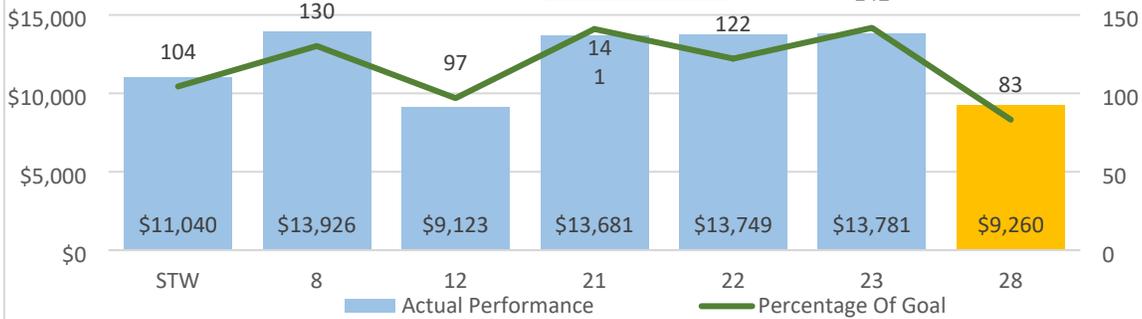
### Adult Measurable Skills Gain % of Goal and Actual Performance



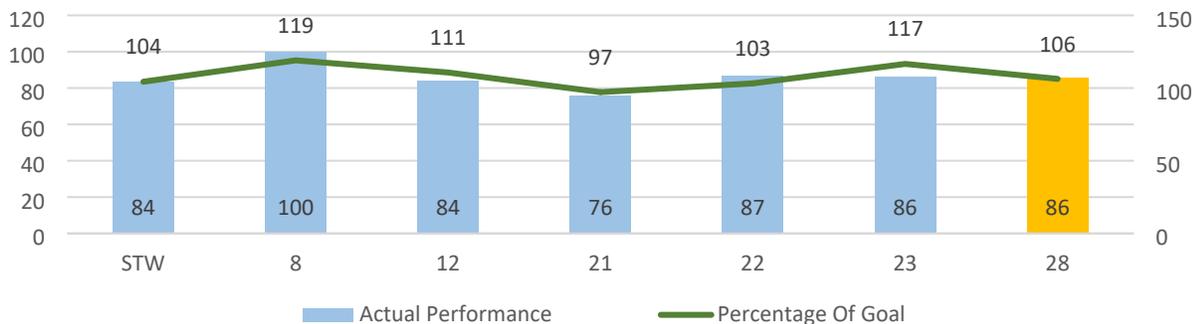
### DW Employed 2nd QTR After Exit % of Goal and Actual Performance



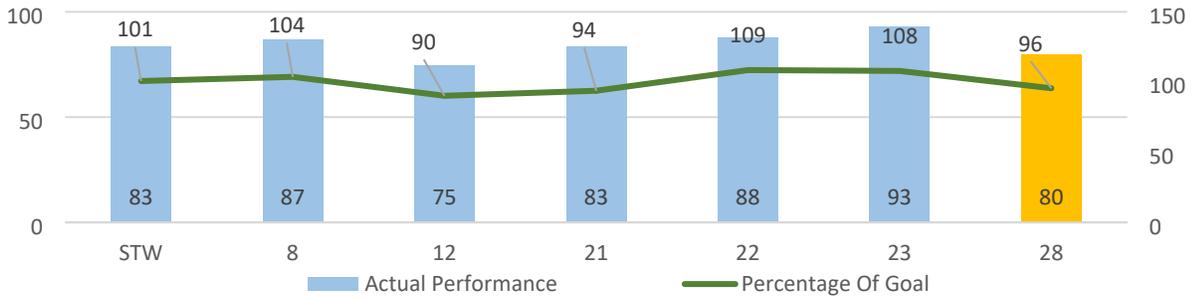
### DW Median Wage 2nd QTR After Exit % of Goal and Actual Performance



### DW Employed 4th QTR After Exit % of Goal and Actual Performance



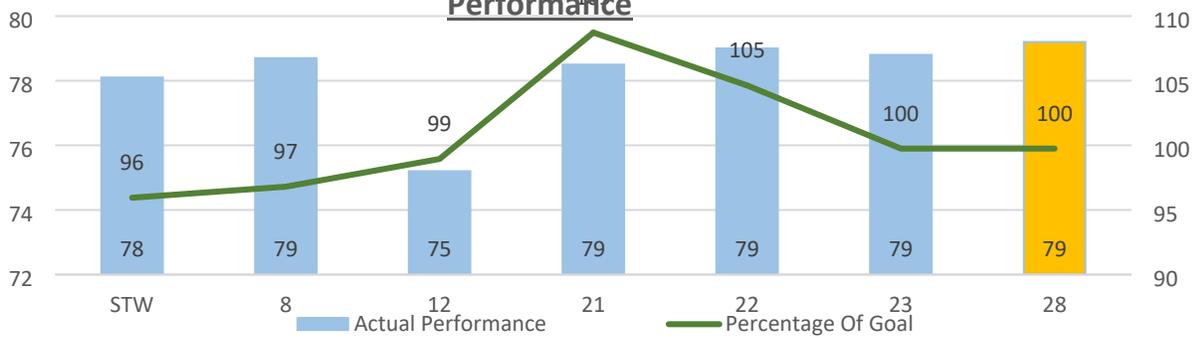
**DW Credential Attainment Rate % of Goal and Actual Performance**



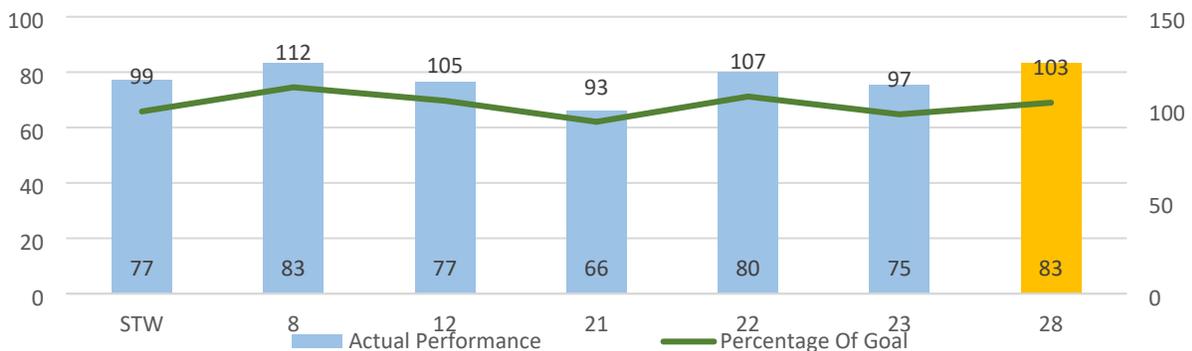
**DW Measurable Skills Gain % of Goal and Actual Performance**



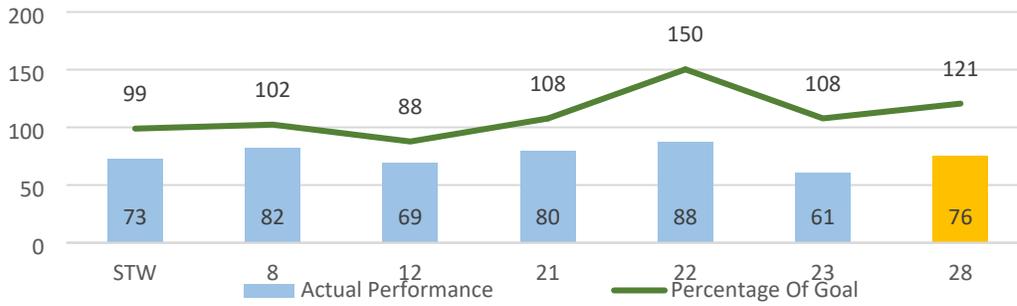
**Youth Employed 2nd QTR After Exit % of Goal and Actual Performance**



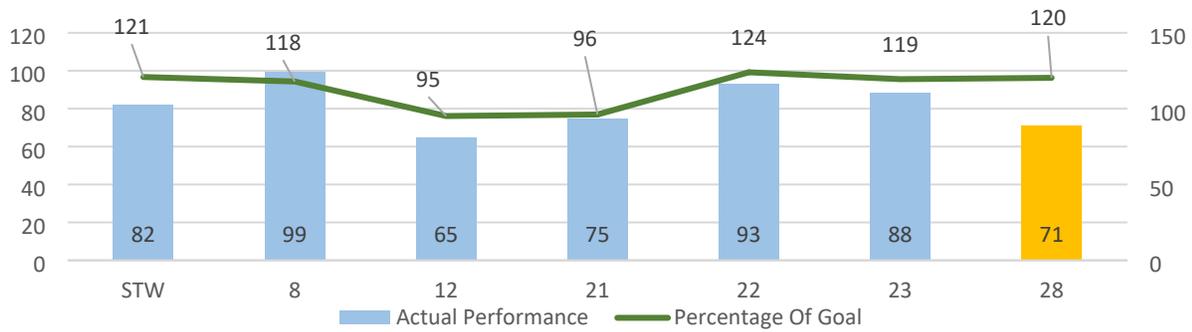
**Youth Employed 4th QTR After Exit % of Goal and Actual Performance**



### Youth Credential Attainment % of Goal and Actual Performance



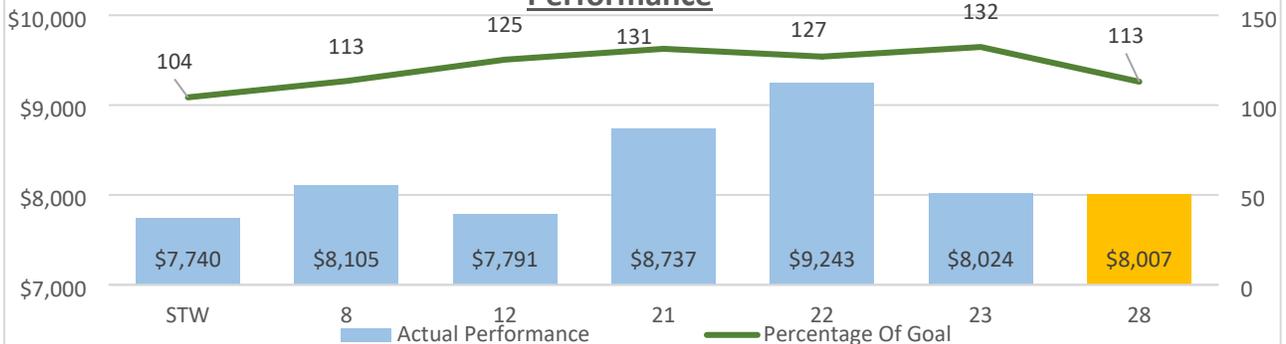
### Youth Measurable Skills Gain % of Goal and Actual Performance

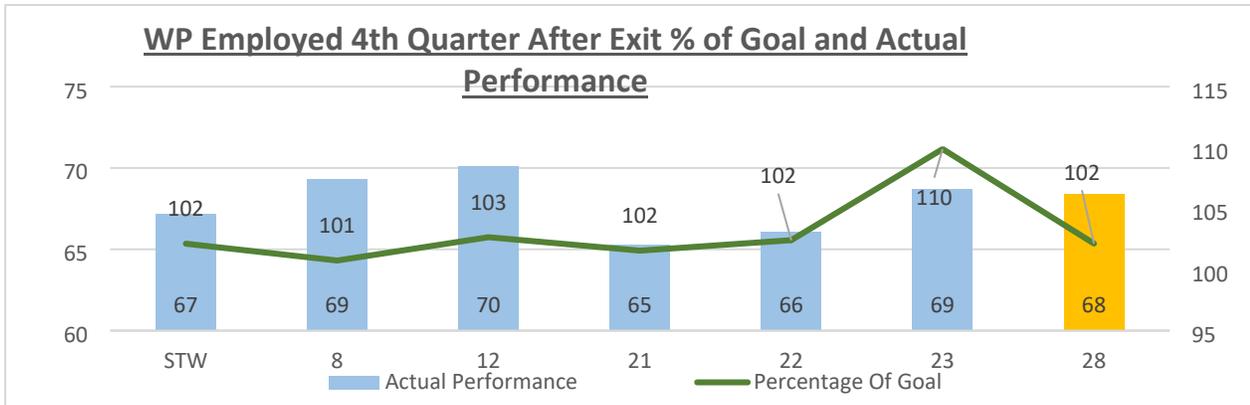


### WP Employed 2nd QTR After Exit % of Goal and Actual Performance



### WP Median Wage 2nd QTR After Exit % of Goal and Actual Performance





**STW – Statewide**

**Region 8- CareerSource North Florida**

**Region 12- CareerSource Central Florida**

**Region 21- CareerSource Palm Beach**

**Region 22- CareerSource Broward**

**Region 23- CareerSource South Florida**

**Region 28- CareerSource Hillsborough Pinellas**



## Information Item

# Living Wage Analysis

**Background:** At the request of the Committee, CSTB gathered information related to living wage for WIOA program exiters. For living wage data, CSTB utilized the MIT Living Wage calculator. This calculator factors geographically based expenses including food, childcare, medical, housing, transportation, taxes and other common expenses. More information on the MIT Living Wage Calculator can be found here, <https://livingwage.mit.edu/metros/45300>.

The tables below show minimum wage, poverty wage, and living wage estimates for individuals and households with one or two working adults and zero to three children. The living wage shown is the hourly rate an individual in a household must earn to support themselves and/or their family, working full-time.

1 Adult				
	0 Children	1 Child	2 Children	3 Children
<b>Living Wage</b>	\$23.81	\$38.84	\$47.61	\$59.42
<b>Poverty Wage</b>	\$7.52	\$10.17	\$12.81	\$15.46
<b>Minimum Wage</b>	\$13.00	\$13.00	\$13.00	\$13.00
2 Adults (1 Working)				
<b>Living Wage</b>	\$32.30	\$37.99	\$41.45	\$48.12
<b>Poverty Wage</b>	\$10.17	\$12.81	\$15.46	\$18.10
<b>Minimum Wage</b>	\$13.00	\$13.00	\$13.00	\$13.00
2 Adults (Both Working)				
<b>Living Wage</b>	\$16.15	\$21.83	\$26.16	\$31.21
<b>Poverty Wage</b>	\$5.08	\$6.41	\$7.73	\$9.05
<b>Minimum Wage</b>	\$13.00	\$13.00	\$13.00	\$13.00

CSTB gathered participant data on WIOA participants who exited with employment between July 1<sup>st</sup>, 2024, and December 10<sup>th</sup>, 2025. Family income, where available, was then compared at enrollment and at exit for those participants with a family size between one and five. Family as defined by WIOA means two or more people related by blood, marriage, or court decree, living in a single residence.

The tables below show the counts and percentage of individuals below or above the Living Wage given their respective family size at enrollment and at exit.

At Enrollment				
Family Size	# Below Living Wage	% Below Living Wage	# Above Living Wage	% Above Living Wage
1	317	96.6%	11	3.4%
2 (1 Working)	82	90.1%	9	9.9%
3 (1 Working)	48	84.9%	5	5.1%
4 (1 Working)	50	96.2%	2	3.8%
25 1 Working)	44	95.5%	2	4.5%

At Exit				
Family Size	# Below Living Wage	% Below Living Wage	# Above Living Wage	% Above Living Wage
1 (1 Working)*	173	52.7%	155	47.3%
2 (2 Working)*	44	48.3%	47	51.7%
3 (2 Working)*	34	92.5%	19	7.5%
4 (2 Working)*	44	84.6%	8	15.4%
5+ (2 Working)*	43	93.5%	3	6.5%

\*Assuming no changes to family size from enrollment to exit, number working in family increased by one at exit.



## Information Item

### Participant Success Story: Breasia

When Breasia’s position as a Teacher Aide ended in May 2024, she faced an uncertain future. Determined to move forward and remain connected to the workforce, she was referred to CareerSource Tampa Bay (CSTB) in June 2025 to participate in the Welfare Transition Program (WTP).

During her initial meeting with her career coach, Breasia openly shared both her career aspirations and the barriers she was experiencing. While her long-term goal was to become a teacher, she remained flexible and open to exploring other career pathways. Through WTP, she received critical support services, including childcare referrals and transportation assistance, which helped stabilize her participation and remove immediate barriers to employment.

Breasia’s strong communication skills, empathy, patience, adaptability, and problem-solving abilities quickly stood out. These qualities made her an ideal candidate for a volunteer work experience opportunity at CSTB’s Tampa location, where she served at the Opportunity Hub reception desk. In this role, she gained firsthand exposure to CSTB programs and services while building professional confidence and workplace experience.

Throughout her volunteer assignment, Breasia worked closely with the Welfare Transition Recruiter to update her résumé and develop strategies focused on long-term self-sufficiency. By attending Workforce Wednesday events and employability skills workshops, she strengthened her understanding of employer expectations and gained valuable insight into today’s labor market.

After several months of consistent engagement and professional growth, Breasia was ready to take the next step. She applied for multiple positions, including a Resource Specialist role in the Resource Room at CSTB’s Tampa office.

On December 2, 2025, Breasia officially joined the CareerSource Tampa Bay team as a Resource Specialist—a powerful milestone that reflects her perseverance, adaptability, and commitment to personal and professional growth.

Breasia’s journey exemplifies how determination, openness to opportunity, and the effective use of workforce resources can lead to sustainable employment and career advancement.









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