CareerSource Tampa Bay Workforce Solutions Committee

Date: October 8, 2026 at 10:00 AM
Location: Zoom Only

Zoom Information Zoom Link
Meeting ID: 867 2724 5194
Passcode: 732842
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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A. Next Workforce Solutions Committee Meeting: January 7, 2026

Workforce Development Committee Minutes
January 7, 2026

CareerSource Tampa Bay Workforce Solutions Committee Minutes

CareerSource Tampa Bay
1/7/2026 10:00 AMEST
@ Meridian One: 4350 W Cypress Street, Suite 875 Tampa, FL 33607

Committee Members

Present:
Warren Brooks (remote), Elizabeth Gutierrez (remote), Mark Hunt (remote), Michael Jalazo (remote), Dr. Brian Mann (remote), April Neumann (remote), Jeremy Robinson (remote), Elizabeth Siplin (remote), Kenneth Williams (remote), Joseph Eletto (remote), John Howell (remote), Robert Blount, III (remote), Brian Nathan (remote), Esther Sanni (remote), Kenny Wooton (remote)

Absent:
Mercedes Young, Dr. Cynthia Johnson

CareerSource Tampa Bay Staff
Sheila Doyle, Chad Kunerth, Keidrian Kunkel, Anna Munro, Tammy Stahlgren (remote), Doug Tobin (remote), Saleema Bennett, Melissa Carroll, Jason Druding, Leondra Foster (remote), Barry Martin (remote), Michelle Moeller (remote), Michelle Schultz (remote), Don Shepherd (remote), April Torregiante

Other Present
Jonathan Wolf - Hillsborough County (remote), Paul Casebolt - EDSI, Nicholas D'Amico -Collab First (remote), Joe Romero-Collab First (remote)

I. Call to order, Welcome and Roll Call (Presenters: Warren Brooks)

Scott Brooks, Chair called the meeting to order at 10:00 a.m. There was a quorum present.

II. Public Comments (Presenters: Warren Brooks)

There were none.

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III. Mission Moment (Presenters: Jason Druding)

Jason Druding and Collab First representatives Joe Romero and Nicholas D'Amico highlighted their broadband apprenticeship programs, resulting in 11 job placements, with Nicholas sharing his personal experience and the role of career coaching in achieving employment.

IV. Action Items

A. Approval of the Minutes - October 8, 2025 (Presenters: Warren Brooks)

Motion:
To approve the minutes of October 8, 2025 Workforce Solutions Committee meeting.

Motion moved by Mark Hunt and motion seconded by Brian Mann. Motion carried.

B. Approval of New Training Provider and Programs (Presenters: Melissa Carroll)

The committee discussed the South Florida Academy of Air Conditioning's new EPA Section 608 training program. While completion and employment rates were noted, members expressed concerns about program length, cost, value, and limited outcome data.

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 Elizabeth Siplin and motion seconded by Joe Eletto. A roll call vote was taken. Motion failed.

Robert Blount III- Yes
Scott Brooks - No
Joe Eletto -No
Elizabeth Gutierrez - Nay
John Howell- Aye
Mark Hunt - Nay
Michael Jalazo - Nay
Dr. Johnson - not present
Brian Mann - Nay
Esther Sanni -Nay
Brian Nathan - Not present
April Neumann - Nay

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Jeremy Robison - Nay
Elizabeth Siplin - Nay
Ken Williams - Not present
Kenny Wotton - Nay
Mercedes Young - Not present.

V. Information Items

A. REACH Performance Review (Presenters: Chad Kunerth)

Chad Kunerth provided an overview of the REACH performance review, indicating that we received a score of 93.33.

The full report can be found in the agenda packet.

B. WIOA Primary Indicators of Performance: PY 2526 Q1 (Presenters: Chad Kunerth)

Chad Kunerth reported on the WIOA Primary Indicators noting that 11 out of 18 measures are being exceeded.
The full report can be found in the agenda packet.

C. Living Wage (Presenters: Chad Kunerth)

Chad Kunerth presented a living wage analysis using the MIT Living Wage Calculator to compare family income levels before and after program enrollment. The analysis showed an increase in the percentage of families earning above the living wage, particularly among one- and two-person households. Chad indicated the results were generally as expected and emphasized the ongoing goal of increasing wages.

The full report is included in the agenda packet.

D. Success Story (Presenters: Saleema Bennett)

Saleema Bennett presented a participant success story highlighting a successful transition to employment through the Welfare Transition Program, supported by career coaching, supportive services, volunteer work experience, and Workforce Wednesday participation.

VI. Adjournment

The meeting adjourned at 10:50 a.m.
Minutes submitted by Tammy Stahlgren, Executive Administrative Assistant.

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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 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

Applied Technology Academy – Existing Training Provider with New Programs

Distance Learning (Online Only)

Applied Technology Academy's new training program submissions were approved through the State ETP Portal in December 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 10/1/2025.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Preparation for AI Core - *Diploma*	$0	$4,865.00	$0	$4,865.00	2 weeks	N/A - New Program	N/A - New Program
Preparation for AI Specialty - *Diploma*	$0	$1,620.00	$0	$1,620.00	1 week	100% / 0 %	Data Not Available
Preparation for Certified Six Sigma Green Belt Professional - *Diploma*	$0	$2,495.00	$0	$2,495.00	1 week	100% / 0%	Data Not Available
Preparation for Cloud Technology Professional - *Diploma*	$0	$13,195.00	$0	$13,195.00	4 weeks	N/A - New Program	N/A - New Program
Preparation for Cybersecurity Management Professional - *Diploma*	$0	$12,380.00	$0	$12,380.00	4 weeks	N/A - New Program	N/A - New Program
Preparation for Data Professional - *Diploma*	$0	$4,990.00	$0	$4,990.00	2 weeks	N/A - New Program	N/A - New Program
Preparation for IT Essentials - *Diploma*	$0	$2,995.00	$0	$2,995.00	1 week	100/ / 0%	Data Not Available
Preparation for Penetration Testing Professional - *Diploma*	$0	$6,495.00	$0	$6,495.00	1 week	N/A - New Program	N/A - New Program
Preparation for Project Management Expert - *Diploma*	$0	$3,195.00	$0	$3,195.00	1 week	N/A - New Program	N/A - New Program
Preparation for Scrum Professional - *Diploma*	$0	$1,595.00	$0	$1,595.00	1 week	N/A - New Program	N/A - New Program
Preparation for Security Essentials	$0	$2,495.00	$0	$2,495.00	1 week	N/A - New Program	N/A - New Program

New Training Programs Occupation & Wage Info:
Employment and wage statistics associated with the training programs outlined above.

Applied Technology Academy													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
Preparation for AI Core	113021	Computer and Information Systems Managers	Yes	HSHW	6,520	84.63	81.00	56.44	98.73	50.80	64.90	100.35	122.22
Preparation for AI Specialty	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
Preparation for Certified Six Sigma Green Belt Professional	119199	Managers, All Other	Yes	HSHW	5,980	59.88	56.64	28.78	75.42	24.17	35.61	78.39	98.08
Preparation for Cloud Technology Professional	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
Preparation for Cybersecurity Management Professional	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
Preparation for Data Professional	151251	Computer Programmers	Yes	HSHW	830	50.47	48.14	26.02	62.70	18.70	31.04	59.92	92.83
Preparation for IT Essentials	113021	Computer and Information Systems Managers	Yes	HSHW	6,520	84.63	81.00	56.44	98.73	50.80	64.90	100.35	122.22
Preparation for Penetration Testing Professional	151299	Computer Occupations, All Other	Yes		2,450	52.36	51.12	28.59	64.25	24.67	33.33	66.74	79.55
Preparation for Project Management Expert	113021	Computer and Information Systems Managers	Yes	HSHW	6,520	84.63	81.00	56.44	98.73	50.80	64.90	100.35	122.22
Preparation for Scrum Professional	151299	Computer Occupations, All Other	Yes		2,450	52.36	51.12	28.59	64.25	24.67	33.33	66.74	79.55
Preparation for Security Essentials	113021	Computer and Information Systems Managers	Yes	HSHW	6,520	84.63	81.00	56.44	98.73	50.80	64.90	100.35	122.22

Prior Year Performance of Existing Programs:
Approved Training Programs for the period 7/1/2025-6/30/2026

Provider	# of Programs	Finished Training	Successfully Completed Training	Completion Rate	Employed	Employment Rate	Training Related Employment	Training Related Employment Rate	Average Wage	Training Related Wage
Applied Technology Academy	1	1	1	100.00%	1	100.00%	1	100.00%	$25.00	$25.00

Financial Assistance:
Applied Technology Academy does not currently offer financial aid. Students may have the option to obtain financing through Climb Credit, as the school is an approved school partner.

Commercial Training Services LLC dba CFI Truck Driving School – New Provider and Programs

11853 US Hwy 301, Thonotosassa, FL 33592

CFI Truck Driving School's new training program submissions was approved through the State ETP Portal on July 17,2026, 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 6/25/2026.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
CDL Class-A Instruction (Manual Transmission Program) - *Diploma*	$0	$3,495.00	$150.00	$3,645.00	4 weeks	94% / 88%	$27-35
CDL Class-A Instruction (Automatic Transmission Program) - *Diploma*	$0	$2,995.00	$150.00	$3,195.00	4 weeks	94% / 88%	$27-35

New Training Programs Occupation & Wage Info:

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

Commercial Training Services LLC dba CFI Truck Driving School													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
CDL Class-A Instruction (Manual Transmission Program)	533032	Heavy and Tractor-Trailer Truck Drivers	Yes		15,840	26.19	24.31	19.85	29.36	18.68	22.11	29.98	34.98
CDL Class-A Instruction (Automatic Transmission Program)	533032	Heavy and Tractor-Trailer Truck Drivers	Yes		15,840	26.19	24.31	19.85	29.36	18.68	22.11	29.98	34.98

Prior Year Performance of Existing Programs:

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

Financial Assistance:

CFI Truck Driving School's short-term training programs do not qualify for federal financial aid. Students may pay tuition in full, obtain financing through Climb Credit for those who qualify, or use WIOA benefits through CareerSource for eligible students. Any portion of tuition not covered by CareerSource must be paid by the student.

MacDonald Training Center dba eMerge Career Education – New Provider and Programs

5420 W. Cypress Street B108, Tampa, FL 33607

eMerge Career Education new training program submissions were approved through the State ETP Portal on October 9, 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 10/1/2025.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
IT Associate – CompTIA - *Diploma*	$200	$2,729	$1,070	$3999.00	24 weeks	95% / 70%	$18-30
Microsoft Office Specialist (MOS) - *Diploma*	$65.00	$2,248	$612	$2,925.00	12 months	95% / 65%	$15-20

New Training Programs Occupation & Wage Info:

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

MacDonald Training Center dba eMerge Career Education													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
IT Associate - CompTIA	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
Microsoft Office Specialist (MOS)	439061	Office Clerks, General	Yes		23,680	22.79	21.96	16.42	25.97	15.43	17.93	26.14	30.80

Prior Year Performance of Existing Programs:

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

Financial Assistance:

eMerge Career Education does not provide scholarships. Eligible students may receive assistance through Vocational Rehabilitation or LWDBs. Tuition or fee reductions may also be available to students who meet specific eligibility criteria.

JobWorks Education and Training Systems – Existing Training Provider with New Program

7230 Engle Road, Ste 213, Fort Wayne, IN 46804

JobWorks Education and Training Systems new training program submissions was approved through the State ETP Portal on March 2, 2026, by the State ETPL Coordinator. Additionally, CSTB staff coordinated with the training provider to secure supplemental documentation, including the school catalog and Pennsylvania's Department of Education private licensed school certification.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
HealthWorks CCMA - Certified Clinical Medical Assistant - *Diploma*	Included	$5,000.00	Included	$5,000.00	20 weeks	77% / N/A – New program	N/A - New Program

New Training Programs Occupation & Wage Info:

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

JobWorks Education and Training Systems													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
HealthWorks CCMA - Certified Clinical Medical Assistant	319092	Medical Assistants	Yes		9,310	20.85	21.39	17.73	22.40	17.72	18.34	22.49	23.79

Prior Year Performance of Existing Programs:

No performance data is available. *This provider and their program are newly approved on the State ETPL. The other training program currently on ETPL did not have any performance for the period of 7/1/25-6/30/26.*

Financial Assistance:

JobWorks Education and Training Systems assist students in pursuing grant funding through workforce partners to help cover tuition costs. Eligible students may also have access to laptops, webcams, and internet hotspots through grant or scholarship opportunities. In addition, JobWorks offers need-based scholarships, subject to the availability of grant funding.

Keiser University – Existing Training Provider with new Programs and Campus

5002 West Waters Avenue, Tampa, FL 33634

Keiser University's new training program submissions for their Tampa Campus was approved through the State ETP Portal on April 24th and May 14th 2026, by the State ETPL Coordinator. Additionally, CSTB staff coordinated with the training provider to secure supplemental documentation, including the school catalog and Southern Association of Colleges and Schools Commission on Colleges accreditation reaffirmation.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Associate of Arts Degree in Criminal Justice	Not Included	$12,908.00	$750.00	$13,658.00	80 weeks	35% / 100%	$30.00
Associate of Science in Information Technology	Not Included	$12,908.00	$750.00	$13,658.00	80 weeks	51% / 89%	$22.00
Associate of Science in Medical Assisting	Not Included	$12,908.00	$750.00	$13,658.00	64 weeks	36% / 89%	$20.00
Associate of Science in Occupational Therapy Assistant	Not Included	$12,908.00	$1,180.00	$14,088.00	96 weeks	66% / 100%	$34.00
Medical Administrative Billing and Coding - *Diploma*	Not Included	$12,908.00	$750.00	$13,658.00	72 weeks	68% / 45%	$22.00

New Training Programs Occupation & Wage Info:

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

Keiser University - Tampa Campus													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
Associate of Arts Degree in Criminal Justice	194099	Life, Physical, and Social Science Technicians, All Other	Yes		230	35.33	33.39	21.26	42.36	18.93	24.15	45.52	56.84
Associate of Science in Information Technology	151211	Computer Systems Analysts	Yes	HSHW	7,100	53.78	50.52	36.02	62.66	32.33	40.38	64.55	77.75
Associate of Science in Medical Assisting	319092	Medical Assistants	Yes		9,310	20.85	21.39	17.73	22.40	17.72	18.34	22.49	23.79
Associate of Science in Occupational Therapy	312011	Occupational Therapy Assistants	Yes	HSHW	550	34.07	35.01	29.08	36.56	29.10	30.70	36.37	37.85
Medical Administrative Billing and Coding	292072	Medical Records Specialists	Yes		2,450	27.05	24.05	18.98	31.08	17.64	21.13	30.38	39.17

Prior Year Performance of Existing Programs:

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

Financial Assistance:

Keiser University participates in federal, state, and institutional financial aid programs, including Pell Grants, Federal Direct Student Loans, Federal Work-Study, and scholarships. Additional funding options may include Florida Bright Futures, the Florida Resident Access Grant (FRAG), and Veterans Affairs (VA) education benefits for eligible students.

Southern Technical Institute: Tampa Campus – Existing Training Provider with New Program

3910 Riga Blvd., Tampa, FL 33619

Southern Technical Institute's new training program submission was approved through the State ETP Portal on May 22, 2026, 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 12/1/2025.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Welding Technology – AAS	Included	$33,999	Included	$33,999.00	72 weeks	67% / 67%	$23.27

New Training Programs Occupation & Wage Info:
Employment and wage statistics associated with the training programs outlined above.

Southern Technical College - Tampa Campus													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
Welding Technology - AAS	514122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Yes		230	19.77	19.22	18.62	20.34	18.86	19.22	19.22	22.16

Prior Year Performance of Existing Programs:
Approved Training Programs for the period 7/1/2025-6/30/2026

Provider	# of Programs	Finished Training	Successfully Completed Training	Completion Rate	Employed	Employment Rate	Training Related Employment	Training Related Employment Rate	Average Wage	Training Related Wage
Southern Technical College – Tampa Campus	3	2	1	50.00%	1	100.00%	1	100.00%	$25.00	$25.00

Financial Assistance:
Southern Technical College participates in Title IV federal financial aid programs, including Pell Grants and Direct Federal Student Loans. Additional funding options include private student loans, student payment plans, and Veterans Affairs (VA) education benefits for eligible students.

Unique System Skills LLC – New Provider and Programs

547 Ameherst Street, Suite 201, Nashua NH 03063 (Distance Learning Only)

Unique System Skills LLC's new training program submission was approved through the State ETP Portal on July 2025 and renewed July 2026, by the State ETPL Coordinator. Additionally, CSTB staff coordinated with the training provider to secure supplemental documentation, including the proof that vendor is on New Hampshire's State ETPL.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Advanced Data Analytics - *Diploma*	Included	$7,000.00	Included	$7,000.00	20 weeks	100% / 62.5%	$40
AI with AWS - *Diploma*	Included	$5,660.00	Included	$5,660.00	14 weeks	100% / 100%	$40
AI with Azure - *Diploma*	Included	$5,425.00	Included	$5,425.00	15 weeks	100% / 50%	$35
AWS Cloud Technologies - *Diploma*	Included	$7,500.00	Included	$7,500.00	20 weeks	N/A - New program	N/A - New Program
CompTIA Skills Builder - *Diploma*	Included	$7,500.00	Included	$7,500.00	24 weeks	67% / 0%	$0
Cybersecurity - *Diploma*	Included	$7,500.00	Included	$7,500.00	18 weeks	N/A - New program	N/A - New program
Data Essentials - *Diploma*	Included	$5,550.00	Included	$5,500.00	16 weeks	83% / 40%	$35
Digital Marketing with AI - *Diploma*	Included	$5,360.00	Included	$5,360.00	14 weeks	N/A – New Program	N/A - New Program
Gen AI - *Diploma*	Included	$7,945.00	Included	$7,945.00	19 weeks	100% / 67%	$50
Microsoft Productivity and Data Tools - *Diploma*	Included	$5,480.00	Included	$5,480.00	16 weeks	100% / 75%	$30
Professional Skills for Digital Workplace - *Diploma*	Included	$6,250.00	Included	$6,250.00	18 weeks	100% / 40%	$35
Python with AI - *Diploma*	Included	$5,607.00	Included	$5,607.00	16 weeks	100% / 46%	$40
Salesforce Essentials - *Diploma*	Included	$6,800.00	Included	$6,800.00	18 weeks	100% / 72%	$40
Software Quality Assurance and Testing - *Diploma*	Included	$5,630.00	Included	$5,630.00	16 weeks	100% 50%	$35

Web Development Foundations - *Diploma*	Included	$5,600.00	Included	$5,600.00	16 weeks	100% / 33%	$30
Web Development Comprehensive - *Diploma*	Included	$7,500.00	Included	$7,500.00	22 weeks	100% / 50%	$40
Web Development with AI - *Diploma*	Included	$5,360.00	Included	$5,360.00	14 weeks	N/A – New Program	N/A - New Program

New Training Programs Occupation & Wage Info:

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

Unique System Skills LLC													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
Advanced Data Analytics	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
AI with AWS	152051	Data Scientists	Yes	HSHW	1,730	56.06	52.88	35.90	66.14	32.47	41.06	65.44	77.64
AI with Azure	151252	Software Developers	Yes	HSHW	14,230	64.24	62.71	40.70	76.02	37.73	48.29	79.53	99.68
AWS Cloud Technologies	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
CompTIA Skills Builder	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
Cybersecurity	113021	Computer and Information Systems Managers	Yes	HSHW	6,520	84.63	81.00	56.44	98.73	50.80	64.90	100.35	122.22
Data Essentials	131111	Management Analysts	Yes	HSHW	12,470	50.11	46.08	30.43	59.96	29.45	33.23	60.62	77.36
Digital Marketing with AI	131161	Market Research Analysts and Marketing Specialists	Yes	HSHW	8,420	37.83	36.16	21.46	46.01	18.12	25.28	45.97	61.80
Gen AI	113021	Computer and Information Systems Managers	Yes	HSHW	6,520	84.63	81.00	56.44	98.73	50.80	64.90	100.35	122.22
Microsoft Productivity and	131111	Management Analysts	Yes	HSHW	12,470	50.11	46.08	30.43	59.96	29.45	33.23	60.62	77.36
Professional Skills for Digital Workplace	112021	Marketing Managers	Yes	HSHW	Not Releasable	83.65	76.92	45.98	102.49	41.66	54.21	110.45	153.92
Python with AI	152051	Data Scientists	Yes	HSHW	1,730	56.06	52.88	35.90	66.14	32.47	41.06	65.44	77.64
Salesforce Essentials	113021	Computer and Information Systems Managers	Yes	HSHW	6,520	84.63	81.00	56.44	98.73	50.80	64.90	100.35	122.22
Software Quality Assurance and Testing	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
Web Development Foundations	151254	Web Developers	Yes	HSHW	470	41.27	37.94	24.16	49.82	22.65	28.70	49.66	61.51
Web Development Comprehensive	151254	Web Developers	Yes	HSHW	470	41.27	37.94	24.16	49.82	22.65	28.70	49.66	61.51
Web Development with AI	151252	Software Developers	Yes	HSHW	14,230	64.24	62.71	40.70	76.02	37.73	48.29	79.53	99.68

Prior Year Performance of Existing Programs:

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

Financial Assistance:

Unique System Skills welcomes funding support through workforce programs such as WIOA, disability-related grants, and other available workforce-sponsored funding opportunities. For students who are unable to pay the full tuition upfront, payment plans may be available, provided that the course tuition is paid in full before the program begins.

Recommendation Approval of the Training Providers and related programs as presented for inclusion on CSTB's ETPL.

Action Item
Related Party Contract: Approval of New Training Programs

Background:

Related Party

Local Workforce Development Boards (LWDBs) are required to comply with all requirements of Section 445.007, Florida Statutes, prior to contracting with a board member, with an organization represented by its own board member, or with any entity where a board member has any relationship with the contracting vendor. This section mandates all LWDBs, entering a contract, including contract renewal or extension, with an organization or individual represented on the Board, must meet the following requirements:

a) Approve the contract by a two-thirds (2/3rd) vote of the Board, when a quorum has been established.
b) Board members who could benefit financially from the transaction or who have any relationship with the contracting vendor must disclose any such conflicts prior to the board vote on the contract.
c) Board members who could benefit financially from the transaction or board members who have any relationship with the contracting vendor must abstain from voting on the contracts; and
d) Prior to entering such contracts, contracts $10,000 or higher require Florida Department of Commerce approval. Contracts less than $10,000 do not require approval but notification.

Contract may not be executed prior to Board and, where applicable, Florida Commerce approval.

Related Party Forms

For each related party contract, CSTB must ensure the required forms are completed, dated, executed, and certified prior to execution of the contract or incurring expenditures. The required forms follow this action item.

Training Provider

The Workforce Innovation and Opportunity Act (WIOA) of 2014 provides training services using Individual Training Accounts (ITAs). ITAs can be used to access training from eligible *Training Providers* who have been approved by the Board to provide training for occupations on the Board's targeted occupations list that are in demand or emerging on the local economy, experienced growth, and provide opportunities for high-skill, high-wage jobs.

WIOA training services must be provided in a manner that maximizes informed consumer choice in selecting an eligible provider. Customers who are interested in training services are made aware of the full array of training services by CareerSource Tampa Bay (CSTB). and invited to review and research training providers and programs outlined on the CSTB's approved training provider list. Training provider and program selections must fall on CSTB's ETPL to be considered for enrollment through the WIOA program.

Information:

Three related parties: Evara Health Institute, St. Petersburg College & Ultimate Medical Academy
Requests for programs, approved by State, to be included on CSTB's local ETPL

Evara Health Institute – South St. Petersburg Campus

Organization Name	Board Member	Amount Not to Exceed
Evara Health Institute	Dr. Rebecca Sarlo	$108,000.00

New Programs:

2 new training programs at new campus, South St. Petersburg Campus.
Approved in August 2026 by the State ETPL Coordinator

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Integrated Patient Care Technician	Included	$5,700	Included	$5,700.00	30 weeks	N/A – New Program	N/A – New Program
Sterile Processing Technician	Included	$4,000	Included	$4,000.00	24 weeks	N/A – New Program	N/A – New program

New Training Programs Occupation & Wage Info: Employment and wage statistics associated with the training programs outlined above.

Evara Health Institute													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
Integrated Patient Care Technician	311131	Nursing Assistants	Yes		15,120	18.73	18.02	16.94	19.62	16.83	17.57	18.95	22.10
Sterile Processing Technician	319093	Medical Equipment Preparers	Yes		920	23.65	22.68	17.79	26.58	17.76	18.74	27.57	36.50

Prior Year Performance of Existing Programs:

Approved Training Programs for the period 7/1/2025-6/30/2026

Provider	# of Programs	Finished Training	Successfully Completed Training	Completion Rate	Employed	Employment Rate	Training Related Employment	Training Related Employment Rate	Average Wage	Training Related Wage
Evara Health	2	6	6	100.00%	3	50.00%	2	66.67%	$17.25	$18.38

Financial Assistance:

Evara Health Institute offers eligible students assistance in identifying available funding options, including scholarships, grants, WIOA funding, employer tuition assistance, and payment plans.

Recommendation: Approval of Evara Health Institute's new training programs as presented for inclusion on CSTB ETPL, contingent on approval of FloridaCommerce

St. Petersburg College

Organization Name	Board Member	Amount Not to Exceed
St. Petersburg College	Belinthia Berry	$541,824.00

New Programs:

12 new training programs

Approved in April 2026 and July 2026 by the State ETPL Coordinator

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Financial Technology Specialist Certificate	$0	$4,367.82	Included	$4,367.82	2-3 Semesters	N/A – New Program	N/A – New Program
B.A.S. Construction Technology	$0	$11,043.49	Included	$11,043.49	104 weeks	100% / 100%	Not Available
CompTia Data +	$0	$2,095.00	Included	$2,095.00	8 weeks	N/A – New Program	N/A – New Program
Electronic Board Assembly Operator	$0	$4,995.00	Included	$4,995.00	14 weeks	N/A – New Program	N/A – New Program
Robotics and Semiconductor Technician (Mechatronics)	$0	$8,995.00	Included	$8,995.00	32 weeks	N/A – New Program	N/A – New Program
Artificial Intelligence Responsible Use Certificate	$0	$1,393.57	Included	$1,393.57	1 - 2 semesters	N/A – New Program	N/A – New Program
Artificial Intelligence Responsible Use Practitioner Certificate	$0	$2,738.61	Included	$2,738.61	32 weeks	N/A – New Program	N/A – New Program
Cloud Computing Technology Associate in Science	$0	$10,285.76	Included	$10,285.76	104 Weeks	N/A – New Program	N/A – New Program
Data Science Associate in Science	$0	$9,382.88	Included	$9,382.88	104 weeks	N/A – New Program	N/A – New Program
Introduction to CRM with Salesforce	$0	$2,195.00	Included	$2,195.00	6 weeks	N/A – New Program	N/A – New Program
Project Management Certification PMP/CAPM Exam Prep	$0	$3,695.00	Included	$3,695.00	16 weeks	N/A – New Program	N/A – New Program
Electronics Assembly and Soldering Technician	$0	$3,672.00	Included	$3,672.00	3 weeks	N/A – New Program	N/A – New Program

New Training Programs Occupation & Wage Info:

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

St. Petersburg College													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
Financial Technology Specialist Certificate	132099	Financial Specialists, All Other	Yes	HSHW	1,220	37.09	29.62	23.54	43.87	22.82	24.94	38.86	60.79
B.A.S. Construction Technology	119021	Construction Managers	Yes	HSHW	4,760	61.37	58.08	35.10	74.50	30.39	40.55	75.00	102.39
CompTia Data +	152051	Data Scientists	Yes	HSHW	1,730	56.06	52.88	35.90	66.14	32.47	41.06	65.44	77.64
Electronic Board Assembly Operator	173023	Electrical and Electronic Engineering Technologists and Technicians	Yes	HSHW	910	33.27	32.16	25.08	37.36	23.03	28.13	37.61	42.67
Robotics and Semiconductor Technician (Mechatronics)	173024	Electro-Mechanical and Mechatronics Technologists and Technicians	Yes	HSHW	60	34.48	31.22	23.47	39.98	23.27	23.27	39.07	52.80
Artificial Intelligence Responsible Use Certificate	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
Artificial Intelligence Responsible Use Practitioner Certificate	152051	Data Scientists	Yes	HSHW	1,730	56.06	52.88	35.90	66.14	32.47	41.06	65.44	77.64
Cloud Computing Technology Associate in Science	151231	Computer Network Support Specialists	Yes	HSHW	1,850	39.04	36.62	25.64	45.74	23.66	28.26	47.41	61.56
Data Science Associate in Science	113021	Computer and Information Systems Managers	Yes	HSHW	6,520	84.63	81.00	56.44	98.73	50.80	64.90	100.35	122.22
Introduction to CRM with Salesforce	414012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Yes		13,460	35.77	29.81	19.37	43.97	17.66	22.41	43.36	59.51
Project Management Certification PMP/CAPM Exam Prep	131082	Project Management Specialists	Yes		11,660	49.50	47.01	31.68	58.42	28.64	36.82	61.60	76.92
Electronics Assembly and Soldering Technician	492094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Yes	HSHW	530	30.13	29.58	21.72	34.34	20.42	23.66	35.10	37.50

Prior Year Performance of Existing Programs:

Approved Training Programs for the period 7/1/2025-6/30/2026

Provider	# of Programs	Finished Training	Successfully Completed Training	Completion Rate	Employed	Employment Rate	Training Related Employment	Training Related Employment Rate	Average Wage	Training Related Wage
St. Petersburg College	14	12	7	58.33%	5	71.43%	4	80.00%	$27.72	$26.41

Financial Assistance:

St. Petersburg College offers a variety of financial assistance options for eligible students, including federal and state grants, institutional and foundation scholarships, Federal Work-Study, and federal student loans. Students can also explore programs such as Florida Bright Futures, the SPC Promise Scholarship, and other scholarship opportunities.

Recommendation: Approval of St. Petersburg College new training programs as presented for inclusion on CSTB ETPL, contingent on approval of FloridaCommerce.

Ultimate Medical Academy – Tampa Campus

Organization Name	Board Member	Amount Not to Exceed
Ultimate Medical Academy	April Neumann	$48,000.00 *Note: Previously approved for $250,000 for this PY.*

New Program:

1 new training program

Approved in August 2026 by the State ETPL Coordinator

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Emergency Medical Technician (EMT)	N/A	$4,000	N/A	$4,000.00	14 weeks	100% / 100%	$18.00

New Training Programs Occupation & Wage Info:

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

Ultimate Medical Academy - Tampa Campus													
EF Related & Selected Occupations per Training Provider					2025 Occupational Employment & Wage Statistics (OEWS)								
Program Name	SOC Code	Occupation Title	Local TOL	HSHW	2025 Employment	Mean	Median	Entry	Exp	P10	P25	P75	P90
Emergency Medical Technician (EMT)	292042	Emergency Medical Technicians	Yes		1,040	20.35	20.93	16.57	22.24	16.60	18.04	21.36	22.96

Prior Year Performance of Existing Programs:

Approved Training Programs for the period 7/1/2025-6/30/2026

Provider	# of Programs	Finished Training	Successfully Completed Training	Completion Rate	Employed	Employment Rate	Training Related Employment	Training Related Employment Rate	Average Wage	Training Related Wage
Ultimate Medical Academy	5	8	8	1	7	87.50%	5	71.43%	$17.93	$18.70

Financial Assistance:

UMA offers interest-free payment plans and institutional loan options.

Recommendation: Approval of Ultimate Medical Academy's new training program as presented for inclusion on CSTB ETPL, contingent on approval of FloridaCommerce.

EXHIBIT C
CONTRACT INFORMATION FORM

This form is to disclose a conflict or potential conflict and to seek approval of a contract involving a conflict or potential conflict of interest of board members or employees. All requested information is required. Failure to provide complete information may result in disapproval of the contract.

I, Don Noble , hereby certify the following information regarding a contract that was approved by a two-thirds (2/3) vote of a quorum of CareerSource Tampa Bay (CSTB) and will be executed and implemented immediately after receiving the State's approval in compliance with section 445.007(11), Florida Statutes.

Identification of all parties to the contract: Evara Health Institute and CSTB
Contractor Name & Address: Evara Health - 14100 58th Street North, Clearwater FL 33760
Contractor Contact Phone Number: (727) 824-8181
Contract Number or Other Identifying Information, if any:
Contract Term: 7/1/2026-6/30/2027
Value of the Contract with no extensions or renewals exercised: $108,000
Value of the Contract with all extensions and renewals exercised: N/A
Description of goods and/or services to be provided under the Contract: ITA Agreement (Addition of 2 new training programs)
Method of procurement for the contracted goods and/or services, if applicable:
This institution is a current approved training provider on the State and local ETPL and applied via the ETP Portal.
Name of board member or employee whose conflict of interest required the board's approval of the contract by two-thirds (2/3) vote: Dr. Rebecca Sarlo

The nature of the conflicting interest in the contract: Employee of the organization

The board member or employee with the conflict of interest [ ] did [ ] did not (check one) attend the meeting(s), including subcommittee meetings, at which the board discussed or voted to approve the contract.
If the board member or employee with the conflict of interest attended the meeting(s), including subcommittee meetings, at which the board discussed or voted on the contract, the board member or employee abstained from voting.

I further attest that the following is being provided with this form:
a. A certified board membership roster listing all members on the board at the time of the vote on the approval of the contract with a vote tally indicating attendance or absence at the meeting(s), including subcommittee meetings, and for those in attendance, the affirmative and negative votes and abstentions for each member.
b. Consistent with the procedures outlined in section 112.3143, Florida Statutes, the dated and executed conflict of interest form that was submitted at or before the board meeting(s) in which a vote related to the contract took place, for board member/employee who has any relationship with the contracting vendor.
c. A draft copy of the related party contract and amendments, as applicable.
d. Documentation supporting the method of procurement of the related party contract, for contracts that require competitive selection / procurement process.
e. A copy of the board meeting and committee meeting minutes that document the discussion and approval of the related party contract (including the name of the contractor and the value of the contract). The minutes must clearly reflect the verbal disclosure of the conflict during the meeting.

I certify that the information above is true and correct.

Signature of Board Chairperson / Vice Chairperson*

Don Noble
Print Name

Date

* Must be certified and attested to by the board's Chair or Vice Chair.

EXHIBIT D
DISCLOSURE AND CERTIFICATION OF
CONFLICT OF INTEREST IN A CONTRACT

I, Dr. Rebecca Sarlo, a board member / an employee of the board (circle one) hereby disclose that I, myself / my employer / my business / my organization / OR "Other" (describe)_____ (circle one or more) could benefit financially from the contract described below:

Local Workforce Development Board: CareerSource Tampa Bay - Region 28
Contractor Name & Address: Evara Health - 14100 58th Street North, Clearwater FL 33760
Contractor Contact Phone Number: (727) 824-8181
Description or Nature of Contract: ITA Training Provider Agreement (Addition of 2 new training programs.)
Description of Financial Benefit*: Employee of organization

For purposes of the above contract the following disclosures are made: The contractor's principals**/owners***: (check one)

☑ have no relative who is a member of the board or an employee of the board, OR
☐ have a relative who is a member of the board or an employee of the board, whose name is:

The contractor's principals**/owners*** ☑ is ☐ is not (check one) a member of the board. If applicable, the principal's/owner's name is: Dr. Rebecca Sarlo

Rebecca Sarlo
Rebecca Sarlo (Oct 1, 2026 14:04:56 EDT)
Signature of Board Member/Employee

Dr. Rebecca Sarlo
Print Name

10/01/2026
Date

* "Benefit financially from a contract" means the special private financial gain to a member, a special private financial gain to any principal which retains the member, the special private financial gain of the parent organization or subsidiary of a corporate principal which retains the member or the special private financial gain to any member's relatives or business associate or to a board employee and such benefit is not remote or speculative.
** "Principal" means an owner or high-level management employee with decision-making authority.
*** "Owner" means a person having any ownership interest in the contractor.

NOTICE: CONFLICTS OF INTEREST REGARDING BOARD MEMBERS AND BOARD EMPLOYEES MUST BE DISCLOSED PRIOR TO THE BOARD'S DISCUSSION OR VOTING TO APPROVE THE CONTRACT. BOARD MEMBERS WHO BENEFIT FINANCIALLY OR BOARD MEMBERS OR EMPLOYEES OF THE BOARD WHO HAVE A RELATIONSHIP WITH THE CONTRACTING VENDOR MUST ABSTAIN FROM VOTING DURING THE PERIOD OF TIME THE VOTES ARE CAST, AND THE CONTRACT MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE BOARD WHEN A QUORUM HAS BEEN ESTABLISHED. COMPLETION OF THIS FORM DOES NOT IN ANY WAY SUPERSEDE OR SUBSTITUTE FOR COMPLIANCE WITH CONFLICT OF INTEREST DISCLOSURE REQUIREMENTS OF SECTION 112.3143, FLORIDA STATUTES, OR SECTION 101(f), WIOA.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Sarlo, Rebecca	CareerSource Tampa Bay Workforce Board
MAILING ADDRESS: 4350 W. Cypress Steet Suite 850 — COUNTY: Hillsborough	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ❑ CITY ☒ COUNTY ❑ OTHER LOCAL AGENCY
CITY: Tampa, Florida 33607	NAME OF POLITICAL SUBDIVISION: Hillsborough and Pinellas County
DATE ON WHICH VOTE OCCURRED: 11/19/2026	MY POSITION IS: ❑ ELECTIVE ☒ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Dr. Rebecca Sarlo, hereby disclose that on November 19, 20 26 :

(a) A measure came or will come before my agency which (check one or more)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____ ;

___ inured to the special gain or loss of my relative, _____ ;

x inured to the special gain or loss of Evara Health Institute, by whom I am retained; or

___ inured to the special gain or loss of _____ , which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Related party contract votes for Individual Training Accounts (ITA) Agreement with Evara Health to include an additional 2 new training programs on local ETPL.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

10/01/2026
Date Filed

Rebecca Sarlo
Rebecca Sarlo (Oct 1, 2026 14:04:56 EDT)
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

EXHIBIT C
CONTRACT INFORMATION FORM

This form is to disclose a conflict or potential conflict and to seek approval of a contract involving a conflict or potential conflict of interest of board members or employees. All requested information is required. Failure to provide complete information may result in disapproval of the contract.

I, Don Noble , hereby certify the following information regarding a contract that was approved by a two-thirds (2/3) vote of a quorum of CareerSource Tampa Bay (CSTB) and will be executed and implemented immediately after receiving the State's approval in compliance with section 445.007(11), Florida Statutes.

Identification of all parties to the contract: St. Petersburg College and CSTB
Contractor Name & Address: St. Petersburg College (SPC) - 13805 58th St N, Clearwater, FL 33760
Contractor Contact Phone Number: (727) 341-4279
Contract Number or Other Identifying Information, if any:
Contract Term: 7/1/2026-6/30/2027
Value of the Contract with no extensions or renewals exercised: $541,824.00
Value of the Contract with all extensions and renewals exercised: N/A
Description of goods and/or services to be provided under the Contract: ITA Agreement (Addition of 12 new training programs)
Method of procurement for the contracted goods and/or services, if applicable:
This institution is a current approved training provider on the State and local ETPL and applied via the ETP Portal.
Name of board member or employee whose conflict of interest required the board's approval of the contract by two-thirds (2/3) vote: Belinthia Berry

The nature of the conflicting interest in the contract: Employee of the organization

The board member or employee with the conflict of interest [ ] did [ ] did not (check one) attend the meeting(s), including subcommittee meetings, at which the board discussed or voted to approve the contract.
If the board member or employee with the conflict of interest attended the meeting(s), including subcommittee meetings, at which the board discussed or voted on the contract, the board member or employee abstained from voting.

I further attest that the following is being provided with this form:
a. A certified board membership roster listing all members on the board at the time of the vote on the approval of the contract with a vote tally indicating attendance or absence at the meeting(s), including subcommittee meetings, and for those in attendance, the affirmative and negative votes and abstentions for each member.
b. Consistent with the procedures outlined in section 112.3143, Florida Statutes, the dated and executed conflict of interest form that was submitted at or before the board meeting(s) in which a vote related to the contract took place, for board member/employee who has any relationship with the contracting vendor.
c. A draft copy of the related party contract and amendments, as applicable.
d. Documentation supporting the method of procurement of the related party contract, for contracts that require competitive selection / procurement process.
e. A copy of the board meeting and committee meeting minutes that document the discussion and approval of the related party contract (including the name of the contractor and the value of the contract). The minutes must clearly reflect the verbal disclosure of the conflict during the meeting.

I certify that the information above is true and correct.

Signature of Board Chairperson / Vice Chairperson*

Don Noble
Print Name

Date

* Must be certified and attested to by the board's Chair or Vice Chair.

EXHIBIT D
DISCLOSURE AND CERTIFICATION OF
CONFLICT OF INTEREST IN A CONTRACT

I, Belinthia Berry, a board member / an employee of the board (circle one) hereby disclose that I, myself / my employer / my business / my organization / OR "Other" (describe)_____ (circle one or more) could benefit financially from the contract described below:

Local Workforce Development Board: CareerSource Tampa Bay - Region 28
Contractor Name & Address: St. Petersburg College (SPC) - 13805 58th St N, Clearwater, FL 33760
Contractor Contact Phone Number: (727) 341-4279
Description or Nature of Contract: ITA Agreement (Addition of 12 new training programs)
Description of Financial Benefit*: Employee of organization

For purposes of the above contract the following disclosures are made: The contractor's principals**/owners***: (check one)

☑ have no relative who is a member of the board or an employee of the board, OR
☐ have a relative who is a member of the board or an employee of the board, whose name is:

The contractor's principals**/owners*** ☑ is ☐ is not (check one) a member of the board. If applicable, the principal's/owner's name is: Belinthia Berry

Belinthia Berry
Belinthia Berry (Oct 1, 2026 14:01:28 EDT)
Signature of Board Member/Employee

Belinthia Berry
Print Name

10/01/2026
Date

* "Benefit financially from a contract" means the special private financial gain to a member, a special private financial gain to any principal which retains the member, the special private financial gain of the parent organization or subsidiary of a corporate principal which retains the member or the special private financial gain to any member's relatives or business associate or to a board employee and such benefit is not remote or speculative.
** "Principal" means an owner or high-level management employee with decision-making authority.
*** "Owner" means a person having any ownership interest in the contractor.

NOTICE: CONFLICTS OF INTEREST REGARDING BOARD MEMBERS AND BOARD EMPLOYEES MUST BE DISCLOSED PRIOR TO THE BOARD'S DISCUSSION OR VOTING TO APPROVE THE CONTRACT. BOARD MEMBERS WHO BENEFIT FINANCIALLY OR BOARD MEMBERS OR EMPLOYEES OF THE BOARD WHO HAVE A RELATIONSHIP WITH THE CONTRACTING VENDOR MUST ABSTAIN FROM VOTING DURING THE PERIOD OF TIME THE VOTES ARE CAST, AND THE CONTRACT MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE BOARD WHEN A QUORUM HAS BEEN ESTABLISHED. COMPLETION OF THIS FORM DOES NOT IN ANY WAY SUPERSEDE OR SUBSTITUTE FOR COMPLIANCE WITH CONFLICT OF INTEREST DISCLOSURE REQUIREMENTS OF SECTION 112.3143, FLORIDA STATUTES, OR SECTION 101(f), WIOA.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Berry, Belinthia	CareerSource Tampa Bay Workforce Board
MAILING ADDRESS: 4350 W. Cypress Steet Suite 850	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
CITY: Tampa, Florida 33607 — COUNTY: Hillsborough	❑ CITY ☒ COUNTY ❑ OTHER LOCAL AGENCY
DATE ON WHICH VOTE OCCURRED: 11/19/2026	NAME OF POLITICAL SUBDIVISION: Hillsborough and Pinellas County
	MY POSITION IS: ❑ ELECTIVE ☒ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Belinthia Berry, hereby disclose that on November 19, 20 26 :

(a) A measure came or will come before my agency which (check one or more)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____ ;

___ inured to the special gain or loss of my relative, _____ ;

x inured to the special gain or loss of St. Petersburg College, by whom I am retained; or

___ inured to the special gain or loss of _____ , which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Related party contract votes for ITA Agreement with St. Petersburg College to include an additional 12 new training programs on local ETPL.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

10/01/2026
Date Filed

Belinthia Berry
Belinthia Berry (Oct 1, 2026 14:01:28 EDT)
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

EXHIBIT C
CONTRACT INFORMATION FORM

This form is to disclose a conflict or potential conflict and to seek approval of a contract involving a conflict or potential conflict of interest of board members or employees. All requested information is required.
Failure to provide complete information may result in disapproval of the contract.

I, Don Noble, hereby certify the following information regarding a contract that was approved by a two-thirds (2/3) vote of a quorum of CareerSource Tampa Bay and will be executed and implemented immediately after receiving the State's approval in compliance with section 445.007(11), Florida Statutes.

Identification of all parties to the contract: Ultimate Medical Academy and CareerSource Tampa Bay
Contractor Name & Address: Ultimate Medical Academy - 3101 W. Dr. Martin Luther King Jr. Blvd, Tampa, FL, 33607
Contractor Contact Phone Number: (888) 205-2510
Contract Number or Other Identifying Information, if any: N/A
Contract Term: 7/1/2026 - 6/30/2027
Value of the Contract with no extensions or renewals exercised: $48,000.00
Value of the Contract with all extensions and renewals exercised: N/A
Description of goods and/or services to be procured: ITA Agreement (Addition of 1 new training program.)
Method of procurement for the goods and/or services to be procured:
This institution is a current approved training provider on the State and local ETPL and applied via the ETP Portal.
Name of board member or employee whose conflict of interest required the board's approval of the contract by two-thirds (2/3) vote: April Neumann

The nature of the conflicting interest in the contract: Employee of Organization

The board member or employee with the conflict of interest ☐ did ☐ did not (check one) attend the meeting(s), including subcommittee meetings, at which the board discussed or voted to approve the contract.

I further attest that the following is being provided with this form:

- A certified board membership roster listing all members on the board at the time of the vote on the approval of the contract with a vote tally indicating attendance or absence at the meeting(s), including subcommittee meetings, and for those in attendance, the affirmative and negative votes and abstentions for each member.
- Consistent with the procedures outlined in section 112.3143, Florida Statutes, the dated and executed conflict of interest form that was submitted at or before the board meeting(s) in which a vote related to the contract took place, for board member/employee who has any relationship with the contracting vendor.
- A draft copy of the related party contract and amendments, as applicable.
- Documentation supporting the method of procurement of the related party contract.
- A copy of the board meeting and committee meeting minutes that document the discussion and approval of the related party contract.

I certify that the information above is true and correct.

	Don Noble
Signature of Board Chair / Vice Chair*	Print Name
* Must be certified and attested to by the board's Chair or Vice Chair.	Date

EXHIBIT D
DISCLOSURE AND CERTIFICATION OF
CONFLICT OF INTEREST IN A CONTRACT

I, April Neumann, a board member / an employee of the board (circle one) hereby disclose that I, myself / my employer / my business / my organization/ OR "Other" (describe)_____ (circle one or more) could benefit financially from the contract described below:

Local Workforce Development Board: CareerSource Tampa Bay - Region 28

Contractor Name & Address: Ultimate Medical Academy - 3101 W. Dr. Martin Luther King Jr. Blvd, Tampa, FL 33607

Contractor Contact Phone Number: (888) 205-2510

Description or Nature of Contract: ITA Training Provider Agreement

Description of Financial Benefit*: Employee of organization

For purposes of the above contract the following disclosures are made: The contractor's principals**/owners***: (check one)

☑ have no relative who is a member of the board or an employee of the board, OR

☐ have a relative who is a member of the board or an employee of the board, whose name is:

The contractor's principals**/owners*** ☑ is ☐ is not (check one) a member of the board. If applicable, the principal's/owner's name is: April Neumann

_____
Signature of Board Member/Employee

April Neumann
Print Name

_____
Date

* "Benefit financially from a contract" means the special private financial gain to a member, a special private financial gain to any principal which retains the member, the special private financial gain of the parent organization or subsidiary of a corporate principal which retains the member or the special private financial gain to any member's relatives or business associate or to a board employee and such benefit is not remote or speculative.
** "Principal" means an owner or high-level management employee with decision-making authority.
*** "Owner" means a person having any ownership interest in the contractor.

NOTICE: CONFLICTS OF INTEREST REGARDING BOARD MEMBERS AND BOARD EMPLOYEES MUST BE DISCLOSED PRIOR TO THE BOARD'S DISCUSSION OR VOTING TO APPROVE THE CONTRACT. BOARD MEMBERS WHO BENEFIT FINANCIALLY OR BOARD MEMBERS OR EMPLOYEES OF THE BOARD WHO HAVE A RELATIONSHIP WITH THE CONTRACTING VENDOR MUST ABSTAIN FROM VOTING DURING THE PERIOD OF TIME THE VOTES ARE CAST, AND THE CONTRACT MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE BOARD WHEN A QUORUM HAS BEEN ESTABLISHED. COMPLETION OF THIS FORM DOES NOT IN ANY WAY SUPERSEDE OR SUBSTITUTE FOR COMPLIANCE WITH CONFLICT OF INTEREST DISCLOSURE REQUIREMENTS OF SECTION 112.3143, FLORIDA STATUTES, OR SECTION 101(f), WIOA.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Neumann, April	CareerSource Tampa Bay Workforce Board
MAILING ADDRESS: 4350 W. Cypress Steet Suite 850	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
CITY: Tampa, Florida 33607 — COUNTY: Hillsborough	❑ CITY ☒ COUNTY ❑ OTHER LOCAL AGENCY
DATE ON WHICH VOTE OCCURRED: 11/19/2026	NAME OF POLITICAL SUBDIVISION: Hillsborough and Pinellas County
	MY POSITION IS: ❑ ELECTIVE ☒ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, April Neumann, hereby disclose that on November 19, 20 26 :

(a) A measure came or will come before my agency which (check one or more)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____ ;

___ inured to the special gain or loss of my relative, _____ ;

x inured to the special gain or loss of Ultimate Medical Academy, by whom I am retained; or

___ inured to the special gain or loss of _____ , which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Related party contract votes for Individual Training Accounts (ITA) Agreement with Ultimate Medical Academy to include an additional new training program on local ETPL.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

Date Filed

Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

Action Item

Regional Targeted Occupations List

Background

The Florida Department of Commerce Bureau of Labor Market Statistics (LMS) published the 2026-2027 Statewide and Regional Demand Occupational Lists (RDOL) on the Department's website on August 8th, 2026. The Statewide and Regional 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 500 annual openings and average growth rate of 1.15% or 1,200 annual openings with any positive growth.
- Have a mean wage of $19.67/hour and entry wage of $15.99/hour.
- LMEC Educational Requirements of Some College, Postsecondary Non-Degree Award, Associate Degree, or Bachelor's Degree.

The occupations listed in the Regional Demand Occupation List meet one or more of the following selection criteria:

- Have 80 annual openings and positive growth.
- Have a mean wage of $19.84/hour and entry wage of $16.12/hour.
- LMEC Educational Requirements of Some College, Postsecondary Non-Degree Award, Associate Degree, or Bachelor's Degree.

Beginning in PY2526, Florida Commerce has also provided two new lists, New and Emerging Demand and National Demand Supplemental Lists.

The Local Workforce Development Boards (LWDBs) develop and use their TOLs to identify occupations for which eligible adults 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.

Process: Staff have compared the four Demand Occupation Lists (Statewide Demand Occupation List, Local Demand Occupation List, New and Emerging Supplemental List and National Demand Supplemental List) for PY2627 to the PY2526 RTOL.

The comparison identified:

- 10 new occupations for PY2627
- 229 occupations on PY2526 list and are on at least one of the PY2627 Demand Occupation lists
- 42 Occupations that are on the PY2526 list but not any of the PY2627 Demand Occupation lists

RECOMMENDATION

Staff recommend approval of the 281 occupations Florida Commerce has identified as in demand occupations to the CareerSource Tampa Bays Regional Targeted Occupation list for PY2627.

			Regional 28				Statewide				LMEC	
			Annual	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	New RDOL 28 shows
SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	% Growth2	Openings	Mean	Entry		Recommendation
395011		Barbers	1.89	28	25.47	15.57	1.2	85	25.47	15.57	N/A	FL Comm Recommended Removal
492094	HSHW	Electronics Repairers, Commercial and Industrial Equip.	0.36	97	30.13	21.72	0.21	553	30.49	21.25	N/A	FL Comm Recommended Removal
351012		First-Line Supervisors of Food Preparation and Serving Workers	1.24	490	22.51	15.98	1.55	1366	22.4	15.84	N/A	FL Comm Recommended Removal
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	1.26	22	24.24	17.53	1.09	254	24.25	17.41	N/A	FL Comm Recommended Removal
472131		Insulation Workers, Floor, Ceiling, and Wall	1.56	2	23.91	18.48	1.68	33	23.91	17.87	3	FL Comm Recommended Removal
514199		Metal Workers and Plastic Workers, All Other	0.23	-3	18.26	14.17	0.29	3	18.26	14.17	6	FL Comm Recommended Removal
119032	HSHW	Education Administrators, Kindergarten through Secondary	0.78	25	98,722*	70,471*	0.78	126	97,749*	67,322*	N/A	FL Comm Recommended Removal
119033	HSHW	Education Administrators, Postsecondary	1.35	3	47.56	33.67	0.85	119	47.82	32.68	N/A	FL Comm Recommended Removal
119081	HSHW	Lodging Managers	1.3	251	37.71	20.65	0.93	54	39.86	20.31	6	FL Comm Recommended Removal
132020	HSHW	Property Appraisers and Assessors	1.3	9.5	36.26	23.03	1.14	62	35.1	21.89	N/A	FL Comm Recommended Removal
151242	HSHW	Database Administrators	1.66	8	55.81	32.24	0.775	33	51.8	30.05	N/A	FL Comm Recommended Removal
212011		Clergy	0.15	12	28.15	19.36	0.45	62	28.42	18.17	N/A	FL Comm Recommended Removal
252011		Preschool Teachers, Except Special Education	1.6	68	18.31	14.39	0.72	83	17.81	14.44	4	FL Comm Recommended Removal
271014	HSHW	Special Effects Artists and Animators	1.84	4	39.28	32.33	1.14	42	45.12	34.99	N/A	FL Comm Recommended Removal
272011		Actors	N/A	N/A	38.21	20.42	1.00	95	27.32	17.49	N/A	FL Comm Recommended Removal
272022		Coaches and Scouts	2.3	2.5	57,409*	30,561*	1.63	259	53,783*	30,614*	N/A	FL Comm Recommended Removal
291071	HSHW	Physician Assistants	3.78	0	65.00	46.56	3.23	358	64.65	46.77	N/A	FL Comm Recommended Removal
292051		Dietetic Technicians	1.53	76	18.47	15.77	1.16	22.4	17.43	15.41	6	FL Comm Recommended Removal
311132		Orderlies	N/A	N/A	17.08	16.01	0.85	35	17.35	15.94	N/A	FL Comm Recommended Removal
319093		Medical Equipment Preparers	1.06	1	23.65	17.79	1.65	74	22.57	17.38	N/A	FL Comm Recommended Removal
319099		Healthcare Support Workers, All Other	1.39	223	23.45	17.69	1.23	88	24.01	17.02	N/A	FL Comm Recommended Removal
333012		Correctional Officers and Jailers	-0.33	7	32.29	22.90	-0.84	-197	27.84	21.78	N/A	FL Comm Recommended Removal
339021		Private Detectives and Investigators	1.58	10	26.40	17.30	1.39	59	26.84	17.23	N/A	FL Comm Recommended Removal
339032		Security Guards	0.85	10	18.30	14.87	0.6	583	18.08	14.8	N/A	FL Comm Recommended Removal
372021		Pest Control Workers	N/A	N/A	22.18	16.81	1.34	159	22.14	16.7	N/A	FL Comm Recommended Removal
395092		Manicurists and Pedicurists	1.8	15	20.12	14.30	1.26	75	19.74	13.95	N/A	FL Comm Recommended Removal
434051		Customer Service Representatives	0.3	-1	21.35	16.52	0.38	905	21.13	16.17	N/A	FL Comm Recommended Removal
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-0.28	85	22.36	16.57	0.73	803	23.43	16.89	N/A	FL Comm Recommended Removal
439061		Office Clerks, General	0.29	-2	22.79	16.42	0.23	454	22.37	15.87	N/A	FL Comm Recommended Removal
472044		Tile and Stone Setters	2.19	23	23.26	15.72	2.19	143	24.26	16.04	N/A	FL Comm Recommended Removal
472073		Operating Engineers and Other Construction Equipment Operators	1.31	10	26.16	20.67	1.14	360	25.28	20.05	N/A	FL Comm Recommended Removal
472121		Glaziers	2.31	5	24.35	17.80	1.9	117	23.32	15.97	N/A	FL Comm Recommended Removal

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	% Growth2	Openings	Mean	Entry		Recommendation
472141		Painters, Construction and Maintenance	1.5	2	23.16	18.76	1.51	466	23.29	18.41	N/A	FL Comm Recommended Removal
472151		Pipelayers	0.33	51	23.24	22.42	0.21	9	22.81	19.14	3	FL Comm Recommended Removal
472181		Roofers	2.48	13	23.36	16.87	2.36	677	23.49	16.86	N/A	FL Comm Recommended Removal
472231		Solar Photovoltaic Installers	4.78	29	26.51	22.32	9	177	26.34	21.51	N/A	FL Comm Recommended Removal
492011		Computer, Automated Teller, and Office Machine Repairers	-0.05	0	23.24	17.78	0.06	3	22.84	17.56	N/A	FL Comm Recommended Removal
499071		Maintenance and Repair Workers, General	1.23	2	23.30	16.72	1.21	1474	23.44	16.89	N/A	FL Comm Recommended Removal
533011		Ambulance Drivers and Attendants, except Emergency Medical Technicians	N/A	N/A	17.48	15.20	1.04	3	18.05	14.58	N/A	FL Comm Recommended Removal
533033		Light Truck Drivers	1.8	12	21.07	15.43	1.79	1358	21.43	16.05	N/A	FL Comm Recommended Removal
533052		Bus Drivers, Transit and Intercity	0.83	18	22.05	17.89	0.73	61	24.86	18.86	N/A	FL Comm Recommended Removal
537051		Industrial Truck and Tractor Operators	0.84	42	23.91	18.70	1.1	362	23.91	18.48	N/A	FL Comm Recommended Removal
271012		Craft Artists	N/A	N/A	N/A	N/A	N/A	N/A	24.52	17.56	3	New Addition State List
172151	HSHW	Mining and Geological Engineers, Including Mining Safety Engineers	N/A	N/A	N/A	N/A	1.46	4	59.67	42.36	6	New Addition State List
192032	HSHW	Materials Scientists	1.20	2	58.49	40.18	N/A	N/A	52.21	37.09	6	New Addition State List
195012		Occupational Health and Safety Technicians	1.82	19	29.39	24.81	1.60	98	30.01	23.72	4	New Addition State List
272041		Music Directors and Composers	0.82	99	27.12	17.81	0.45	439	31.15	18.82	6	New Addition State List
274011		Audio and Video Technicians	1.15	66	30.04	19.36	1.05	629	28.79	19.57	5	New Addition State List
291124	HSHW	Radiation Therapists	1.11	5	47.04	39.18	1.14	83	48.31	40.61	5	New Addition State List
492021	HSHW	Radio, Cellular, and Tower Equipment Installers and Repairers	1.16	16	29.14	21.64	1.79	84	32.92	22.98	5	New Addition State List
515111		Prepress Technicians and Workers	-0.77	20	22.61	18.55	-1.00	124	22.44	17.31	4	New Addition State List
519082		Medical Appliance Technicians	0.84	57	21.95	16.05	0.78	177	22.97	16.72	4	New Addition State List
311131		Nursing Assistants	0.98	739	20.12	17.48	0.84	14750.00	18.83	16.71	4	Retain. On Surrounding Region Lists
518031		Water and Wastewater Treatment Plant and System Operators	0.17	33	26.39	20.95	-0.20	731.00	29.41	20.80	4	Retain. On Surrounding Region Lists
111011	HSHW	Chief Executives	0.31	392	109.68	37.64	N/A	N/A	N/A	N/A	6	Retain/New Addition State List
499051	HSHW	Electrical Power-Line Installers and Repairers	1.11	93	41.40	29.51	0.72	645	40.82	27.62	4	Retain/New Addition State List
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	N/A	N/A	N/A	N/A	-0.18	4,939	53.80	29.25	6	Retain/New Addition State List
131131	HSHW	Fundraisers	1.45	66	36.60	20.62	1.26	600	37.51	21.11	6	Retain/New Addition State List
172072	HSHW	Electronics Engineers, Except Computer	1.82	42	55.73	39.25	1.62	373	59.18	41.63	6	Retain/New Addition State List
172199	HSHW	Engineers, All Other	1.05	66	48.67	29.93	0.77	634	53.09	31.36	6	Retain/New Addition State List
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	0.50	93	33.26	25.13	0.60	515	35.49	25.58	5	Retain/New Addition State List
173029	HSHW	Engineering Technologists and Technicians, Except Drafters, All Other	1.65	31	30.82	22.65	1.12	250	35.42	23.47	5	Retain/New Addition State List
192031	HSHW	Chemists	1.72	33	39.02	23.68	1.50	149	44.04	25.81	6	Retain/New Addition State List
192041	HSHW	Environmental Scientists and Specialists, Including Health	1.29	100	34.08	22.04	0.91	619	33.57	21.83	6	Retain/New Addition State List
194031		Chemical Technicians	1.11	53	26.51	20.15	1.24	262	27.09	19.59	5	Retain/New Addition State List
194092	HSHW	Forensic Science Technicians	1.87	132	32.63	22.92	1.68	390	32.40	23.04	6	Retain/New Addition State List
194099		Life, Physical, and Social Science Technicians, All Other	1.21	47	36.40	23.29	1.02	428	32.05	18.44	6	Retain/New Addition State List
211029	HSHW	Social Workers, All Other	0.90	81	37.54	22.98	0.48	540	33.20	22.10	6	Retain/New Addition State List
211091	HSHW	Health Education Specialists	1.17	35	31.86	20.03	0.86	325	25.74	14.71	6	Retain/New Addition State List
291031	HSHW	Dietitians and Nutritionists	1.35	80	36.01	26.96	1.14	435	35.23	26.08	6	Retain/New Addition State List
292036	HSHW	Medical Dosimetrists	1.09	0	85.50	72.74	1.26	26	73.35	61.10	4	Retain/New Addition State List
292081		Opticians, Dispensing	0.98	85	26.73	19.27	0.83	467	27.19	19.29	4	Retain/New Addition State List
331012	HSHW	FirstLine Supervisors of Police and Detectives	0.72	73	57.19	44.83	0.70	754	51.37	34.28	6	Retain/New Addition State List
333021	HSHW	Detectives and Criminal Investigators	0.64	81	49.04	29.21	0.42	487	44.72	26.25	3	Retain/New Addition State List
512011	HSHW	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	N/A	N/A	N/A	N/A	-0.99	134	32.84	23.45	4	Retain
518091	HSHW	Chemical Plant and System Operators	0.00	3	N/A	N/A	-0.44	21	52.45	32.46	5	Retain

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	% Growth2	Openings	Mean	Entry		Recommendation
173024	HSHW	Electro-Mechanical and Mechatronics Technologists and Technicians	0.52	13	34.65	23.63	1.26	77	35.47	26.68	5	Retain
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.43	995	37.86	25.80	1.50	7,746	38.08	25.90	3	Retain
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	1.33	107	27.13	18.46	1.36	785	26.78	18.31	3	Retain
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.21	205	27.87	19.35	1.05	2,531	27.34	19.32	3	Retain
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.08	472	37.52	25.46	1.11	3,975	37.64	24.97	3	Retain
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.77	353	42.70	26.69	0.76	2,014	43.89	26.12	3	Retain
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.45	1625	34.00	23.07	0.87	11,128	33.84	22.62	3	Retain
391022		First-Line Supervisors of Personal Service Workers	N/A	N/A	N/A	N/A	1.46	818	24.68	17.02	3	Retain
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.99	462	34.76	22.74	1.07	3,200	34.27	22.35	3	Retain
411011		First-Line Supervisors of Retail Sales Workers	0.42	1093	25.17	17.05	0.47	10,122	25.35	17.12	3	Retain
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1.33	497	31.40	21.36	1.32	4,026	31.10	21.34	3	Retain
533032		Heavy and Tractor-Trailer Truck Drivers	1.44	1738	26.36	19.92	1.36	13,716	26.37	19.45	4	Retain
514035		Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	N/A	N/A	N/A	N/A	-0.25	20	21.82	17.56	4	Retain
419021		Real Estate Brokers	1.42	46	60.11	24.19	N/A	N/A	42.49	20.89	4	Retain
535031	HSHW	Ship Engineers	N/A	N/A	N/A	N/A	1.10	127	58.88	42.77	4	Retain
111021	HSHW	General and Operations Managers	1.41	3477	63.65	28.25	1.35	24,561	61.03	27.36	6	Retain
112011		Advertising and Promotions Managers	0.83	21	55.75	26.24	0.03	584	33.44	18.61	3	Retain
112021	HSHW	Marketing Managers	1.66	343	83.61	46.17	1.47	2,099	76.45	42.62	6	Retain
112022	HSHW	Sales Managers	1.45	530	73.14	38.94	1.33	3,422	72.17	38.03	6	Retain
113012	HSHW	Administrative Services Managers	1.43	207	54.13	28.99	1.27	1,560	53.37	28.42	6	Retain
113013	HSHW	Facilities Managers	1.14	92	50.34	30.53	1.13	737	49.94	28.89	6	Retain
113021	HSHW	Computer and Information Systems Managers	2.36	628	84.93	56.75	2.44	3,169	84.20	54.11	6	Retain
113031	HSHW	Financial Managers	2.47	856	82.73	46.84	2.28	4,861	81.72	43.84	6	Retain
113051	HSHW	Industrial Production Managers	1.12	112	62.50	35.22	1.06	673	62.98	36.02	6	Retain
113071	HSHW	Transportation, Storage, and Distribution Managers	1.41	166	56.10	30.12	1.44	1,300	54.36	29.44	6	Retain
113111	HSHW	Compensation and Benefits Managers	1.22	24	64.83	42.87	1.03	126	65.76	41.94	6	Retain
113121	HSHW	Human Resources Managers	1.56	183	74.64	43.67	1.37	1,061	72.29	42.66	6	Retain
119021	HSHW	Construction Managers	1.62	672	61.62	35.15	1.76	4,371	61.64	35.77	6	Retain
119041	HSHW	Architectural and Engineering Managers	1.40	110	84.95	59.93	1.34	628	85.58	60.02	6	Retain
119051	HSHW	Food Service Managers	0.93	390	36.59	25.11	1.50	4,173	37.19	24.20	3	Retain
119111	HSHW	Medical and Health Services Managers	3.19	810	67.86	37.07	2.77	4,869	65.10	37.58	6	Retain
119121	HSHW	Natural Sciences Managers	1.51	67	70.81	34.11	1.25	421	65.75	32.74	6	Retain
119141	HSHW	Property, Real Estate, and Community Association Managers	1.58	553	39.52	22.47	1.21	4,514	40.07	23.12	6	Retain
119151	HSHW	Social and Community Service Managers	1.41	111	42.03	26.69	1.18	793	40.32	25.41	6	Retain
119199	HSHW	Managers, All Other	1.38	1329	61.25	30.19	1.28	8,651	59.51	29.42	6	Retain
131020	HSHW	Buyers and Purchasing Agents	0.21	431	38.77	24.17	1.49	3,583	37.52	23.45	6	Retain
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.93	635	37.46	25.67	0.72	2,205	36.91	24.41	3	Retain
131032	HSHW	Insurance Appraisers, Auto Damage	1.18	13	32.96	26.07	N/A	N/A	32.33	23.11	4	Retain
131041	HSHW	Compliance Officers	1.28	379	39.03	23.78	1.02	2,929	38.98	22.77	6	Retain
131051	HSHW	Cost Estimators	0.84	163	41.14	24.53	0.57	1,344	39.00	23.50	6	Retain
131071	HSHW	Human Resources Specialists	1.55	1123	36.07	22.37	1.51	6,246	35.87	22.58	6	Retain
131081	HSHW	Logisticians	2.72	223	39.14	25.37	2.58	1,688	38.25	23.98	6	Retain
131082	HSHW	Project Management Specialists	1.58	942	49.75	31.77	1.51	5,993	49.89	31.12	6	Retain
131111	HSHW	Management Analysts	1.79	1357	50.06	30.57	1.87	9,182	48.00	27.91	6	Retain
131121		Meeting, Convention, and Event Planners	1.66	155	30.36	17.57	1.22	1,192	31.01	18.16	6	Retain
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.82	134	36.81	24.97	1.42	610	34.74	22.22	6	Retain
131151		Training and Development Specialists	1.49	536	34.22	19.35	1.84	3,348	35.89	20.78	6	Retain
131161	HSHW	Market Research Analysts and Marketing Specialists	2.32	1146	38.03	21.64	1.72	6,296	38.95	21.63	6	Retain
131199	HSHW	Business Operations Specialists, All Other	1.45	1139	45.15	25.25	1.28	7,397	43.76	23.48	6	Retain
132011	HSHW	Accountants and Auditors	1.93	1692	42.77	26.49	1.61	9,421	42.41	26.49	6	Retain
132041	HSHW	Credit Analysts	-0.02	49	43.69	28.16	0.28	227	43.12	27.75	6	Retain
132051	HSHW	Financial and Investment Analysts	1.51	466	45.22	29.86	1.40	1,837	49.85	30.53	6	Retain
132052	HSHW	Personal Financial Advisors	1.93	480	70.87	26.27	1.63	2,139	78.26	27.66	6	Retain
132053	HSHW	Insurance Underwriters	1.11	214	41.06	26.35	0.97	601	42.81	26.28	6	Retain
132054	HSHW	Financial Risk Specialists	1.70	95	51.99	29.28	1.50	397	53.61	31.08	6	Retain
132061	HSHW	Financial Examiners	2.93	121	34.26	21.46	2.83	454	40.16	25.46	6	Retain
132072	HSHW	Loan Officers	0.47	291	38.67	21.61	0.80	1,522	39.10	19.70	6	Retain
132082		Tax Preparers	2.49	76	27.95	18.38	2.13	621	26.29	15.53	4	Retain
132099	HSHW	Financial Specialists, All Other	1.43	101	37.51	23.65	1.13	646	36.04	22.67	6	Retain
151211	HSHW	Computer Systems Analysts	1.79	649	54.19	36.52	1.90	2,890	51.26	33.26	6	Retain
151212	HSHW	Information Security Analysts	3.83	324	58.70	38.09	3.68	1,415	59.86	38.07	6	Retain
151231	HSHW	Computer Network Support Specialists	1.66	107	39.13	25.69	1.04	608	38.14	24.53	5	Retain
151232	HSHW	Computer User Support Specialists	1.48	645	32.08	20.98	0.72	3,508	30.26	20.24	4	Retain
151241	HSHW	Computer Network Architects	1.16	98	63.15	43.13	2.31	668	66.01	44.28	6	Retain
151243	HSHW	Database Architects	1.87	30	67.20	43.57	1.92	150	68.40	45.11	6	Retain
151244	HSHW	Network and Computer Systems Administrators	1.33	251	49.44	33.20	0.68	1,290	46.85	30.56	6	Retain
151251	HSHW	Computer Programmers	-0.08	42	50.17	25.85	0.33	287	46.61	28.17	6	Retain

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	% Growth2	Openings	Mean	Entry		Recommendation
151252	HSHW	Software Developers	3.47	1565	64.07	40.74	2.60	6,848	65.87	42.39	6	Retain
151253	HSHW	Software Quality Assurance Analysts and Testers	3.22	337	50.21	31.28	2.19	1,017	49.31	30.62	6	Retain
151254		Web Developers	2.72	69	41.34	24.21	1.65	367	N/A	N/A	5	Retain
151255	HSHW	Web and Digital Interface Designers	2.27	45	40.29	25.81	1.58	377	43.00	25.84	5	Retain
151299	HSHW	Computer Occupations, All Other	1.90	354	53.72	30.34	1.91	1,557	53.08	29.17	6	Retain
152011	HSHW	Actuaries	3.69	40	58.38	36.84	3.48	158	65.84	40.88	6	Retain
152031	HSHW	Operations Research Analysts	2.82	161	42.14	26.61	2.76	786	40.51	24.68	6	Retain
152051	HSHW	Data Scientists	4.15	209	56.16	35.89	4.06	1,068	57.28	35.07	6	Retain
171011	HSHW	Architects, Except Landscape and Naval	1.69	77	47.16	30.50	1.57	496	48.16	31.74	6	Retain
171012	HSHW	Landscape Architects	1.34	21	39.72	28.19	1.42	160	41.03	28.73	6	Retain
171022	HSHW	Surveyors	1.53	61	36.43	23.41	1.55	396	36.77	23.76	6	Retain
172011	HSHW	Aerospace Engineers	1.52	13	58.99	40.00	1.46	247	63.01	44.60	6	Retain
172031	HSHW	Bioengineers and Biomedical Engineers	1.08	7	51.93	32.66	0.98	45	52.76	33.14	6	Retain
172051	HSHW	Civil Engineers	1.55	265	51.67	33.58	1.55	1,868	49.91	31.34	6	Retain
172061	HSHW	Computer Hardware Engineers	1.85	39	60.88	34.98	1.78	222	66.25	42.24	6	Retain
172071	HSHW	Electrical Engineers	1.25	78	52.96	34.84	1.39	528	53.57	34.87	6	Retain
172081	HSHW	Environmental Engineers	1.86	28	58.78	36.40	1.82	138	53.62	31.53	6	Retain
172112	HSHW	Industrial Engineers	2.05	191	49.28	32.67	2.07	1,312	51.52	35.41	6	Retain
172121	HSHW	Marine Engineers and Naval Architects	1.43	6	59.68	30.46	1.59	53	64.34	38.94	6	Retain
172141	HSHW	Mechanical Engineers	1.85	94	52.84	36.49	1.84	677	50.86	33.83	6	Retain
173011	HSHW	Architectural and Civil Drafters	1.11	133	32.81	22.62	1.57	901	31.52	21.30	5	Retain
173012	HSHW	Electrical and Electronics Drafters	1.00	11	34.25	24.47	0.50	77	34.09	23.44	5	Retain
173022	HSHW	Civil Engineering Technologists and Technicians	0.93	65	34.90	24.24	1.05	284	32.29	21.74	5	Retain
173025		Environmental Engineering Technologists and Technicians	1.37	8	25.71	19.26	1.51	53	25.51	18.40	5	Retain
173026		Industrial Engineering Technologists and Technicians	1.36	37	30.47	22.51	1.16	243	30.30	20.73	5	Retain
173027		Mechanical Engineering Technologists and Technicians	0.93	5	25.60	18.40	1.08	72	28.68	18.19	5	Retain
173031		Surveying and Mapping Technicians	1.53	158	24.28	17.93	1.53	769	25.01	18.34	5	Retain
191012	HSHW	Food Scientists and Technologists	0.90	2	45.77	30.60	1.03	14	49.02	28.65	6	Retain
191042	HSHW	Medical Scientists, Except Epidemiologists	2.22	91	52.05	31.06	1.76	357	58.58	33.07	6	Retain
192042	HSHW	Geoscientists, Except Hydrologists and Geographers	1.64	16	45.22	27.51	1.53	81	49.66	29.60	6	Retain
194013		Food Science Technicians	1.13	11	24.89	20.37	0.79	73	29.93	19.71	5	Retain
194021		Biological Technicians	2.10	114	25.20	17.85	1.41	396	25.20	17.69	6	Retain
194042		Environmental Science and Protection Technicians, Including Health	1.11	39	26.91	19.61	1.35	264	25.78	19.52	5	Retain
194061		Social Science Research Assistants	2.04	35	25.04	18.01	1.59	182	26.21	16.72	6	Retain
195011	HSHW	Occupational Health and Safety Specialists	2.25	112	43.47	27.21	2.03	754	43.60	26.74	6	Retain
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.10	389	30.21	20.73	2.13	2,896	29.34	20.15	6	Retain
211021		Child, Family, and School Social Workers	1.09	239	29.27	21.42	0.95	1,604	27.87	20.48	6	Retain
211023		Mental Health and Substance Abuse Social Workers	1.59	76	26.58	19.12	1.57	725	26.59	19.34	6	Retain
211093		Social and Human Service Assistants	1.16	425	21.94	17.07	1.09	2,793	21.82	16.89	3	Retain
211094		Community Health Workers	2.25	27	22.54	16.39	1.80	238	23.00	16.52	6	Retain
211099		Community and Social Service Specialists, All Other	1.27	73	25.79	18.51	1.12	640	25.83	18.27	6	Retain
232011		Paralegals and Legal Assistants	1.75	673	30.32	21.40	1.29	4,707	30.41	21.06	5	Retain
251071	HSHW	Health Specialties Teachers, Postsecondary	2.57	123	51.50	28.18	2.23	1,047	63.24	28.88	6	Retain
252012		Kindergarten Teachers, Except Special Education	0.73	174	28.22	24.03	0.77	1,148	28.83	23.63	6	Retain
252021		Elementary School Teachers, Except Special Education	0.78	647	28.15	23.50	0.75	6,005	28.62	23.37	6	Retain
252022		Middle School Teachers, Except Special and Career/Technical Education	0.79	191	27.99	24.03	0.74	2,486	28.86	23.77	6	Retain
252031		Secondary School Teachers, Except Special and Career/Technical Education	0.75	521	29.26	24.03	0.77	3,430	29.60	23.89	6	Retain
252032		Career/Technical Education Teachers, Secondary School	0.74	101	28.59	23.82	0.77	770	31.13	24.64	6	Retain
252052		Special Education Teachers, Kindergarten and Elementary School	0.78	44	28.99	26.35	0.78	666	29.14	24.94	6	Retain
252058	HSHW	Special Education Teachers, Secondary School	0.77	69	30.02	25.94	0.76	651	31.39	25.46	6	Retain
253099		Teachers and Instructors, All Other	1.44	170	28.32	16.73	0.89	1,446	27.44	17.13	6	Retain
271011	HSHW	Art Directors	1.54	85	48.27	30.71	1.29	604	50.58	30.58	6	Retain
271024	HSHW	Graphic Designers	1.42	238	31.87	21.10	1.16	1,489	32.73	21.17	6	Retain
271025	HSHW	Interior Designers	1.74	113	32.03	20.64	1.58	930	31.72	19.89	6	Retain
272012	HSHW	Producers and Directors	1.15	83	39.18	23.11	1.10	774	45.83	24.81	6	Retain
272042	HSHW	Musicians and Singers	1.00	192	82.73	24.07	0.69	1,425	77.63	23.96	3	Retain
273031	HSHW	Public Relations Specialists	1.48	326	34.95	20.97	1.27	2,001	34.59	20.11	6	Retain
273042	HSHW	Technical Writers	1.88	42	45.11	32.58	1.40	250	44.28	30.52	6	Retain
273043	HSHW	Writers and Authors	1.37	102	36.38	22.04	1.23	778	36.00	21.49	6	Retain
273091		Interpreters and Translators	1.23	257	28.24	16.37	0.97	659	28.32	17.64	6	Retain
291126	HSHW	Respiratory Therapists	1.91	101	40.97	34.01	1.72	650	39.61	32.46	5	Retain
291129	HSHW	Therapists, All Other	2.12	8	31.78	24.38	1.76	127	35.44	23.68	6	Retain
291141	HSHW	Registered Nurses	1.09	2036	44.98	35.34	1.03	14,276	43.58	34.37	6	Retain
291292	HSHW	Dental Hygienists	1.31	158	44.17	38.78	1.57	1,121	42.46	35.89	5	Retain
292010		Clinical Laboratory Technologists and Technicians	1.33	337	30.83	18.79	0.93	2,009	30.60	18.85	5	Retain
292031		Cardiovascular Technologists and Technicians	1.02	53	32.85	18.06	0.89	415	34.55	18.89	5	Retain
292032	HSHW	Diagnostic Medical Sonographers	2.05	60	40.18	32.20	2.01	519	41.34	34.05	5	Retain
292033	HSHW	Nuclear Medicine Technologists	0.86	12	48.36	41.67	1.08	117	46.34	39.17	5	Retain

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	% Growth2	Openings	Mean	Entry		Recommendation
292034	HSHW	Radiologic Technologists and Technicians	1.31	137	37.44	27.79	1.14	1,049	35.94	26.67	5	Retain
292035	HSHW	Magnetic Resonance Imaging Technologists	1.53	28	39.79	29.73	1.42	233	41.40	33.31	5	Retain
292042		Emergency Medical Technicians	1.37	93	20.19	16.29	1.39	632	21.22	16.69	4	Retain
292052		Pharmacy Technicians	1.43	564	21.39	17.12	1.44	4,310	21.21	17.31	4	Retain
292053		Psychiatric Technicians	1.47	117	21.47	17.58	2.59	1,748	21.59	17.29	4	Retain
292055	HSHW	Surgical Technologists	1.12	78	32.56	23.99	1.04	608	30.94	22.36	4	Retain
292056		Veterinary Technologists and Technicians	2.62	236	23.00	18.38	1.94	1,347	22.26	17.83	5	Retain
292057		Ophthalmic Medical Technicians	1.90	123	22.37	17.87	2.66	1,282	22.26	17.63	4	Retain
292061		Licensed Practical and Licensed Vocational Nurses	1.19	492	30.26	26.15	0.82	3,478	29.88	25.52	4	Retain
292072		Medical Records Specialists	1.68	176	27.26	19.04	1.64	1,369	24.25	17.41	4	Retain
292099		Health Technologists and Technicians, All Other	1.25	149	25.57	18.68	1.25	939	24.61	18.22	4	Retain
299021	HSHW	Health Information Technologists and Medical Registrars	2.53	30	37.85	23.64	2.33	234	38.23	23.67	4	Retain
299093	HSHW	Surgical Assistants	1.37	28	33.26	23.45	1.33	175	36.52	21.50	4	Retain
299099	HSHW	Healthcare Practitioners and Technical Workers, All Other	1.00	24	39.54	19.78	1.15	132	38.61	20.38	4	Retain
312011	HSHW	Occupational Therapy Assistants	1.88	78	34.30	29.33	2.00	559	33.80	28.42	5	Retain
312021	HSHW	Physical Therapist Assistants	2.37	258	33.91	28.12	2.22	1,788	34.19	27.96	5	Retain
319011		Massage Therapists	2.26	301	26.12	18.48	1.98	2,063	25.83	17.26	4	Retain
319091		Dental Assistants	1.27	390	23.06	19.17	1.51	3,552	23.32	19.50	4	Retain
319092		Medical Assistants	2.21	1067	20.88	17.73	2.16	9,448	20.81	17.39	4	Retain
319097		Phlebotomists	1.92	205	20.26	17.43	1.62	1,476	20.19	17.25	4	Retain
332011		Firefighters	0.80	217	31.00	23.57	0.81	1,990	29.51	19.62	4	Retain
333051	HSHW	Police and Sheriff's Patrol Officers	0.75	410	39.09	29.69	0.77	4,378	36.21	26.63	5	Retain
351011		Chefs and Head Cooks	1.33	182	29.91	19.77	1.62	2,548	29.67	17.93	5	Retain
413011		Advertising Sales Agents	-0.33	103	32.72	17.45	0.91	152	N/A	N/A	6	Retain
413021	HSHW	Insurance Sales Agents	1.96	2633	35.24	20.48	1.44	6,866	35.27	19.72	4	Retain
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	1.42	765	41.71	23.63	1.07	4,116	41.97	23.11	6	Retain
413041		Travel Agents	1.08	72	24.96	15.67	1.11	1,351	26.27	17.71	3	Retain
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.36	1919	34.65	18.84	1.24	12,095	35.13	18.61	6	Retain
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.40	282	51.93	23.21	1.12	2,094	56.43	27.67	6	Retain
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1.08	1484	35.81	19.39	0.77	9,273	36.50	19.49	3	Retain
419022		Real Estate Sales Agents	1.46	532	30.20	14.82	1.21	5,224	35.39	17.01	4	Retain
433031		Bookkeeping, Accounting, and Auditing Clerks	0.46	2143	25.79	19.27	0.35	14,245	25.28	18.53	3	Retain
433051		Payroll and Timekeeping Clerks	0.10	188	26.32	18.74	-0.35	1,037	26.52	18.84	3	Retain
433099		Financial Clerks, All Other	0.60	50	27.96	21.05	0.97	276	27.35	20.18	3	Retain
434011	HSHW	Brokerage Clerks	-0.47	56	31.03	25.43	-0.26	284	32.79	25.71	3	Retain
434031		Court, Municipal, and License Clerks	0.73	100	24.78	20.69	0.79	1,175	23.66	18.40	3	Retain
434161		Human Resources Assistants, Except Payroll and Timekeeping	0.37	78	25.36	19.82	0.31	514	23.84	18.70	5	Retain
435061		Production, Planning, and Expediting Clerks	1.24	334	26.56	18.40	0.72	2,223	26.70	18.86	3	Retain
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	-1.32	246	33.25	22.25	0.68	2,351	33.21	22.19	3	Retain
436012		Legal Secretaries and Administrative Assistants	-0.89	174	26.20	18.84	0.79	1,634	26.64	17.80	3	Retain
436013		Medical Secretaries and Administrative Assistants	1.43	1455	21.17	17.67	1.20	9,338	21.02	17.28	3	Retain
439199		Office and Administrative Support Workers, All Other	0.22	559	20.12	16.14	0.05	3,871	20.78	15.27	3	Retain
472031		Carpenters	1.41	587	26.16	20.03	1.49	5,497	25.27	18.99	4	Retain
472111		Electricians	1.65	803	27.84	21.05	1.85	5,975	27.72	20.63	4	Retain
472152		Plumbers, Pipefitters, and Steamfitters	1.24	385	26.85	21.60	1.36	2,988	26.94	20.44	4	Retain
474011	HSHW	Construction and Building Inspectors	0.87	187	33.90	22.80	0.78	1,416	34.30	22.92	4	Retain
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	1.29	168	28.67	21.82	0.68	1,093	30.30	22.19	4	Retain
492091	HSHW	Avionics Technicians	1.43	17	37.13	27.30	1.63	212	42.04	27.97	5	Retain
492098		Security and Fire Alarm Systems Installers	1.35	138	28.95	21.57	1.63	1,019	28.06	20.99	4	Retain
493011		Aircraft Mechanics and Service Technicians	1.52	82	35.81	18.69	1.56	1,400	38.40	23.81	5	Retain
493021		Automotive Body and Related Repairers	0.77	127	27.31	18.66	0.79	1,094	27.12	18.60	4	Retain
493023		Automotive Service Technicians and Mechanics	1.16	604	25.99	16.27	1.14	5,193	25.84	16.52	4	Retain
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.03	152	30.80	22.90	0.95	1,284	30.17	22.21	4	Retain
493042		Mobile Heavy Equipment Mechanics, Except Engines	2.06	168	30.68	22.92	1.23	1,019	30.81	22.81	4	Retain
493051		Motorboat Mechanics and Service Technicians	2.00	97	27.81	20.53	1.54	668	27.48	19.89	4	Retain
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.56	531	27.15	20.78	1.74	4,472	27.55	20.23	4	Retain
499041		Industrial Machinery Mechanics	2.14	252	31.00	21.71	2.24	1,679	30.14	21.44	4	Retain
499052	HSHW	Telecommunications Line Installers and Repairers	1.18	196	31.47	22.93	0.80	693	29.62	20.65	4	Retain
499062		Medical Equipment Repairers	1.65	49	27.84	18.55	1.58	408	29.18	18.71	5	Retain
514041		Machinists	0.71	144	27.90	21.63	0.85	905	27.69	20.71	4	Retain
514111		Tool and Die Makers	0.72	10	30.48	22.38	0.38	62	30.56	22.45	4	Retain
514121		Welders, Cutters, Solderers, and Brazers	1.12	259	25.71	20.61	1.27	2,042	25.98	20.32	4	Retain
514122		Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	0.32	35	19.74	18.68	0.68	106	21.49	18.15	4	Retain
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	0.51	464	23.89	17.06	0.99	2,822	24.51	16.80	4	Retain

SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	% Growth2	Openings	Mean	Entry		Recommendation
519081		Dental Laboratory Technicians	-0.22	47	28.28	19.80	-0.17	241	28.61	19.81	4	Retain
519161		Computer Numerically Controlled Tool Operators	-0.09	74	22.06	18.30	-0.14	402	22.86	17.83	4	Retain
519162	HSHW	Computer Numerically Controlled Tool Programmers	1.78	13	29.38	19.49	2.17	96	31.43	21.62	5	Retain
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	1.40	27	147.44	68.20	1.78	892	122.32	64.73	6	Retain
532012	HSHW	Commercial Pilots	1.43	36	68.35	34.83	1.32	854	69.87	36.26	4	Retain
532022		Airfield Operations Specialists	1.18	20	24.52	18.05	1.46	410	27.97	19.45	3	Retain

*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

**HSHW = High Skill/High Wage.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference

LMEC Training Codes: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)

CareerSource TAMPA BAY

Information Item

WIOA Primary Indicators of Performance: PY 2526 Q4, Annual

July 1st, 2025 – June 30th, 2026

Region 28

Measures	PY2025-2026 4th Quarter, Annual Performance	PY2025-2026 % of Performance Goal Met For Q4. Annual	PY2025-2026 Performance Goals
Adults:			
Employed 2nd Qtr After Exit	89.1	108.00	**82.5**
Median Wage 2nd Quarter After Exit	$9,068.50	106.69	**$8,492**
Employed 4th Qtr After Exit	85.5	104.78	**81.6**
Credential Attainment Rate	80.5	99.04	**83**
Measurable Skill Gains	89.9	147.62	**60.9**
Dislocated Workers:			
Employed 2nd Qtr After Exit	86.8	104.70	**82.9**
Median Wage 2nd Quarter After Exit	$11,440.00	102.83	**$11,125**
Employed 4th Qtr After Exit	88.0	109.05	**80.7**
Credential Attainment Rate	91.6	109.70	**83.5**
Measurable Skill Gains	91.8	108.51	**84.6**
Youth:			
Employed 2nd Qtr After Exit	78.2	98.49	**79.4**
Median Wage 2nd Quarter After Exit	$6021.50	148.06	**$4,067**
Employed 4th Qtr After Exit	73.1	90.92	**80.4**
Credential Attainment Rate	57.2	91.23	**62.7**
Measurable Skill Gains	60.5	102.54	**59**
Wagner Peyser:			
Employed 2nd Qtr After Exit	64.2	98.17	**65.4**
Median Wage 2nd Quarter After Exit	$7,853.00	110.84	**$7,085**
Employed 4th Qtr After Exit	65.4	106.34	**61.5**

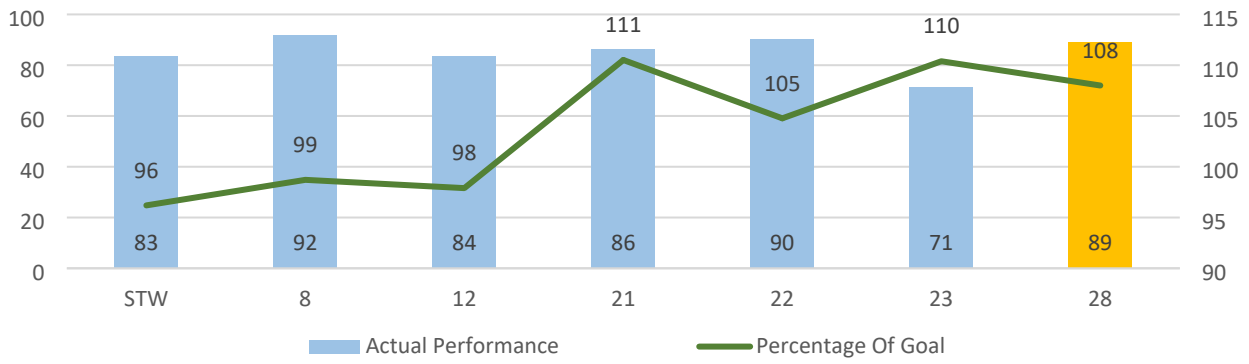
Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)

Statewide

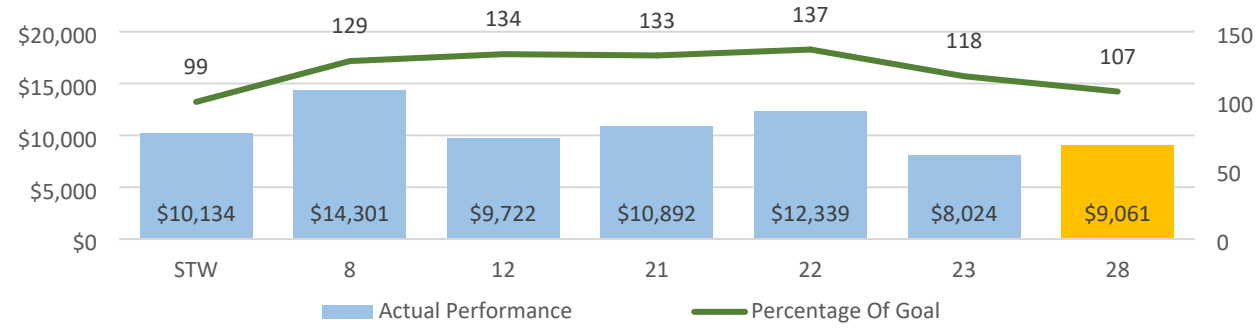
Measures	PY2025-2026 4th Quarter, Annual Performance	PY2025-2026 % of Performance Goal Met For Q4, Annual	PY2025-2026 Performance Goals
Adults:			
Employed 2nd Qtr After Exit	83.4	96.19	**86.70**
Median Wage 2nd Quarter After Exit	$10,134.00	99.21	**$10,215**
Employed 4th Qtr After Exit	84.3	114.69	**73.50**
Credential Attainment Rate	79.9	106.11	**75.30**
Measurable Skill Gains	89.0	117.11	**76.00**
Dislocated Workers:			
Employed 2nd Qtr After Exit	84.1	98.94	**85.00**
Median Wage 2nd Quarter After Exit	$11,549.50	103.82	**$11,125**
Employed 4th Qtr After Exit	84.3	105.11	**80.20**
Credential Attainment Rate	85.7	103.63	**82.70**
Measurable Skill Gains	89.9	130.67	**68.80**
Youth:			
Employed 2nd Qtr After Exit	72.0	88.45	**81.40**
Median Wage 2nd Quarter After Exit	$5,363.30	111.85	**$4,795**
Employed 4th Qtr After Exit	73.9	93.78	**78.80**
Credential Attainment Rate	69.1	94.14	**73.40**
Measurable Skill Gains	81.4	119.71	**68.00**
Wagner Peyser:			
Employed 2nd Qtr After Exit	63.4	92.96	**68.20**
Median Wage 2nd Quarter After Exit	$7,718.50	101.95	**$7,571**
Employed 4th Qtr After Exit	64.7	98.03	**66.00**

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)

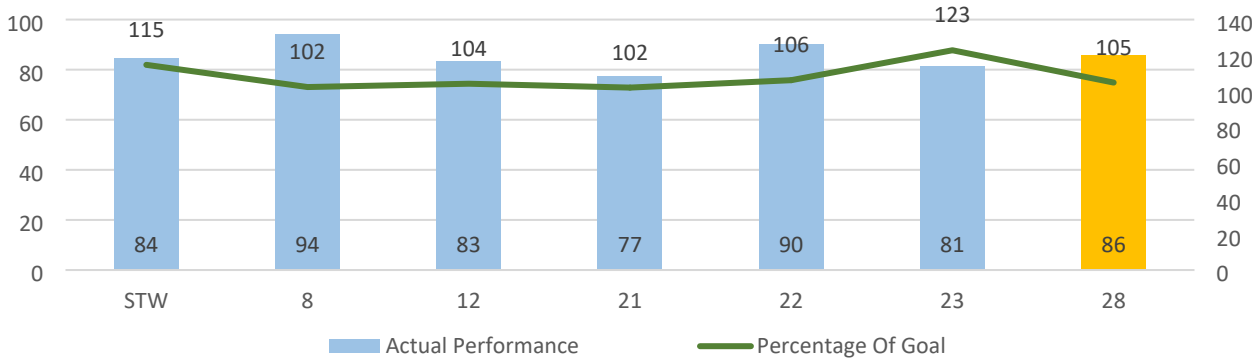
Adult Employed 2 QTR After Exit % of Goal and Actual Performance

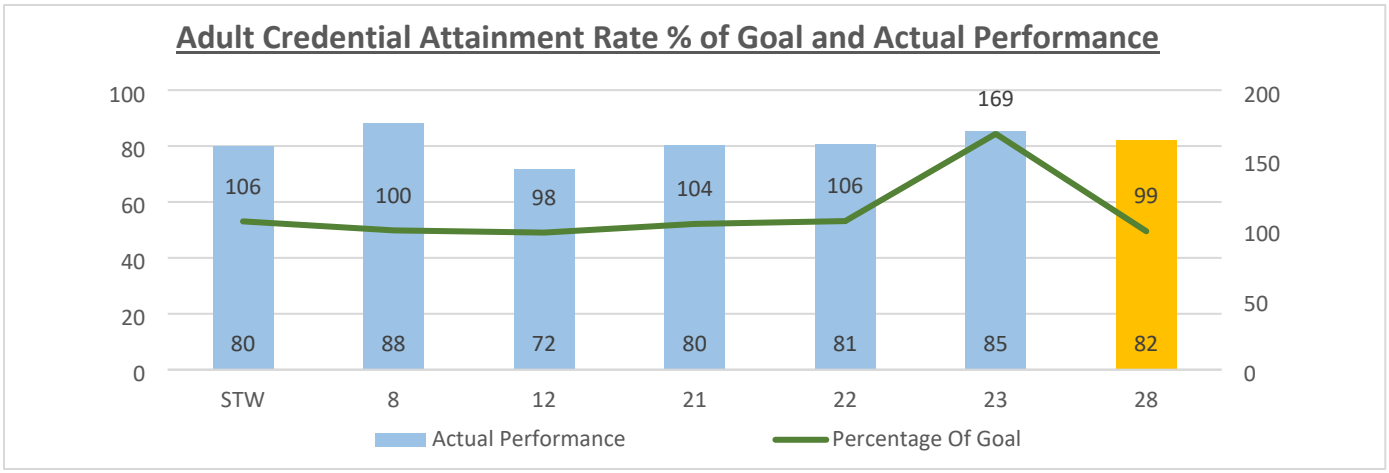


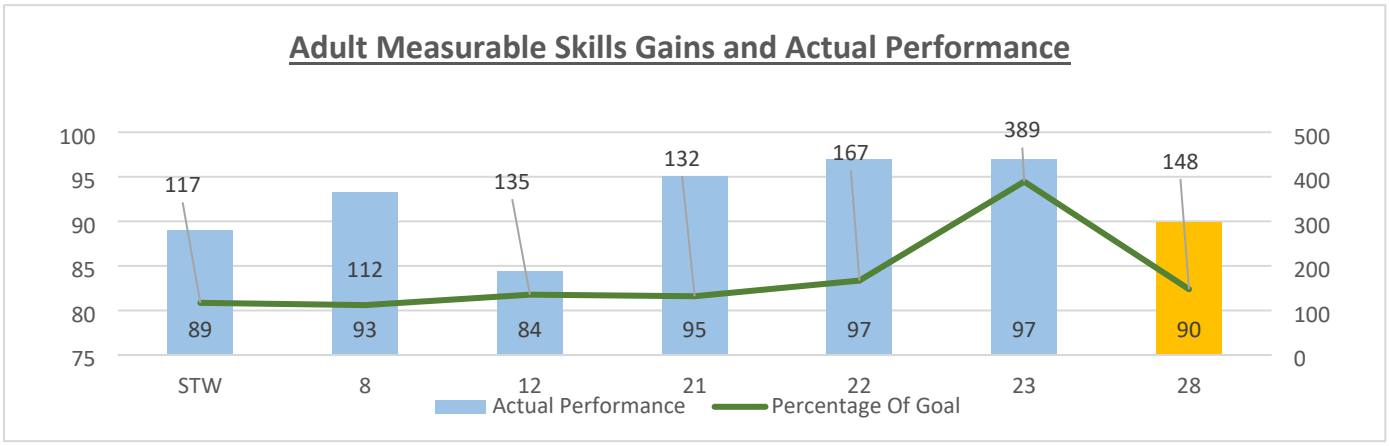
Adult Median Wage 2nd QTR After Exit % of Goal and Actual Performance

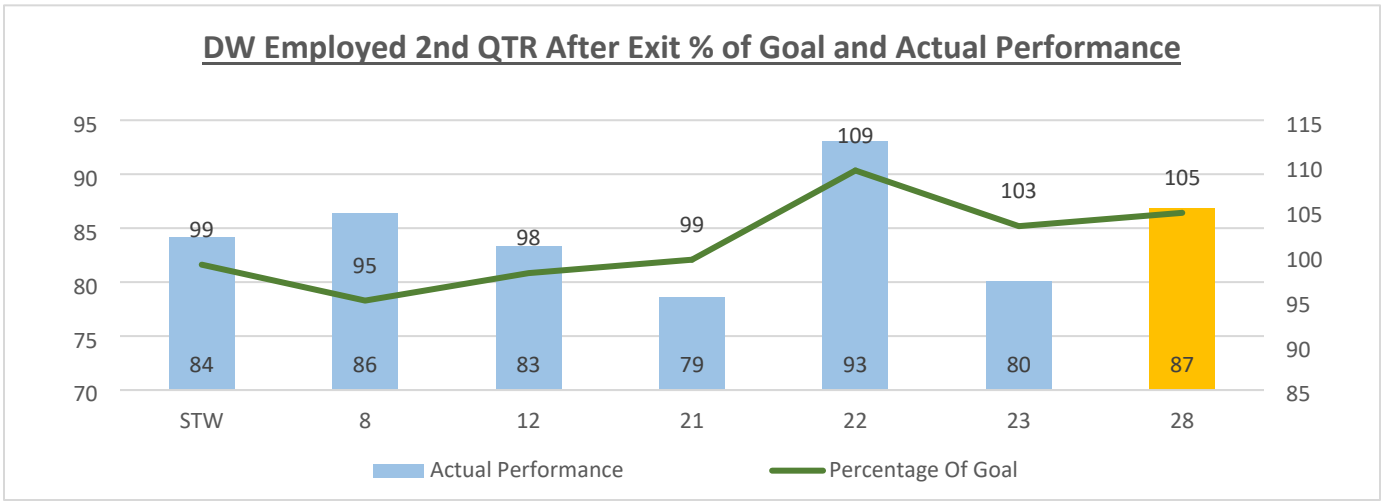


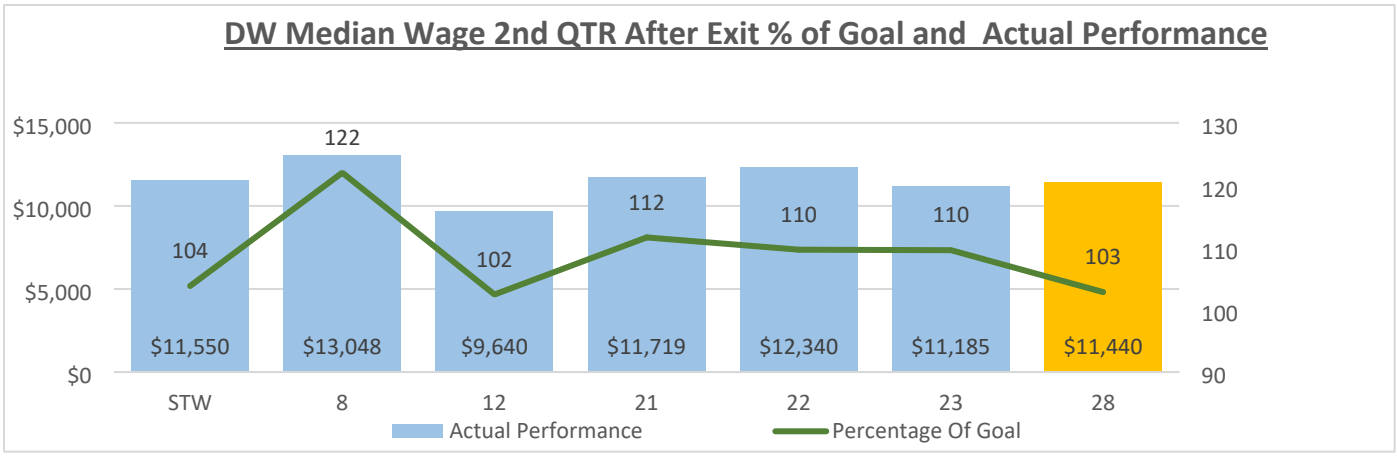
Adult Employed 4th QTR After Exit % of Goal and Actual Performance

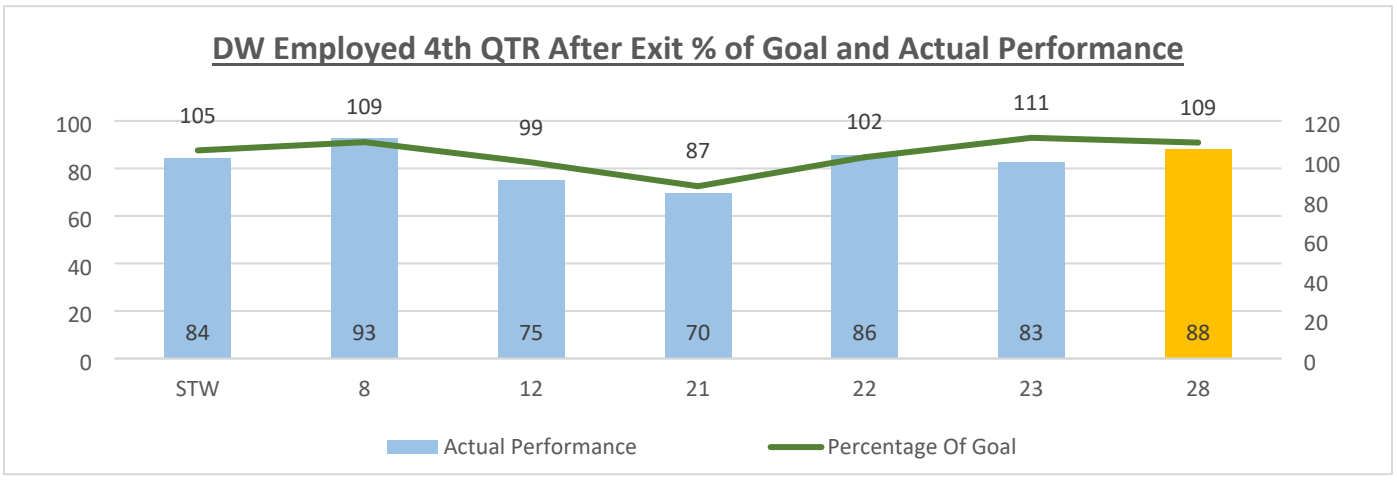


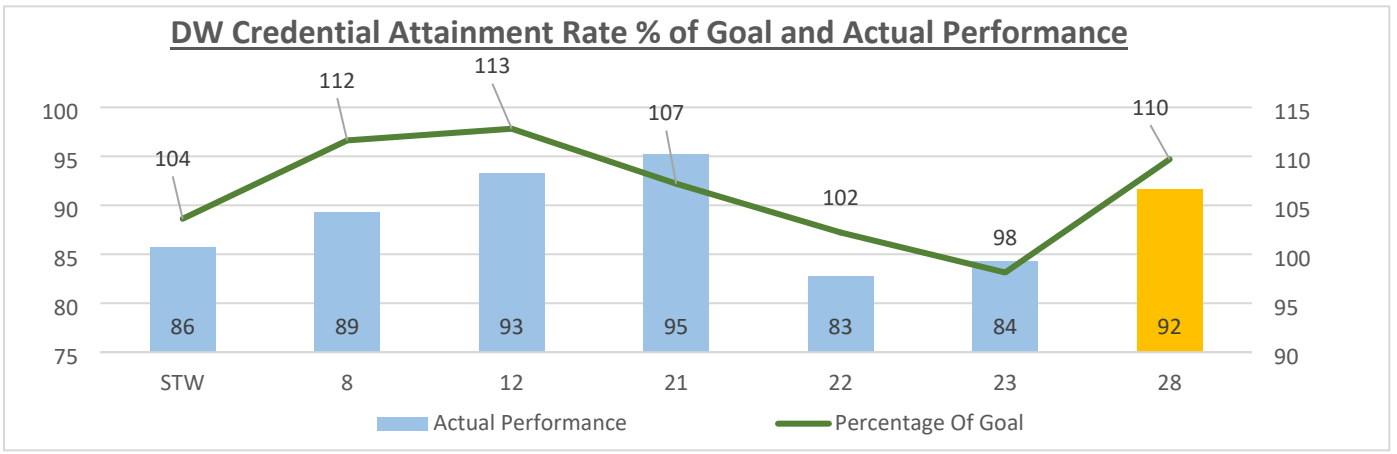

Adult Credential Attainment Rate % of Goal and Actual Performance
100
80
60
40
20
0
200
150
100
50
0
106
100
98
104
106
169
99
80
88
72
80
81
85
82
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

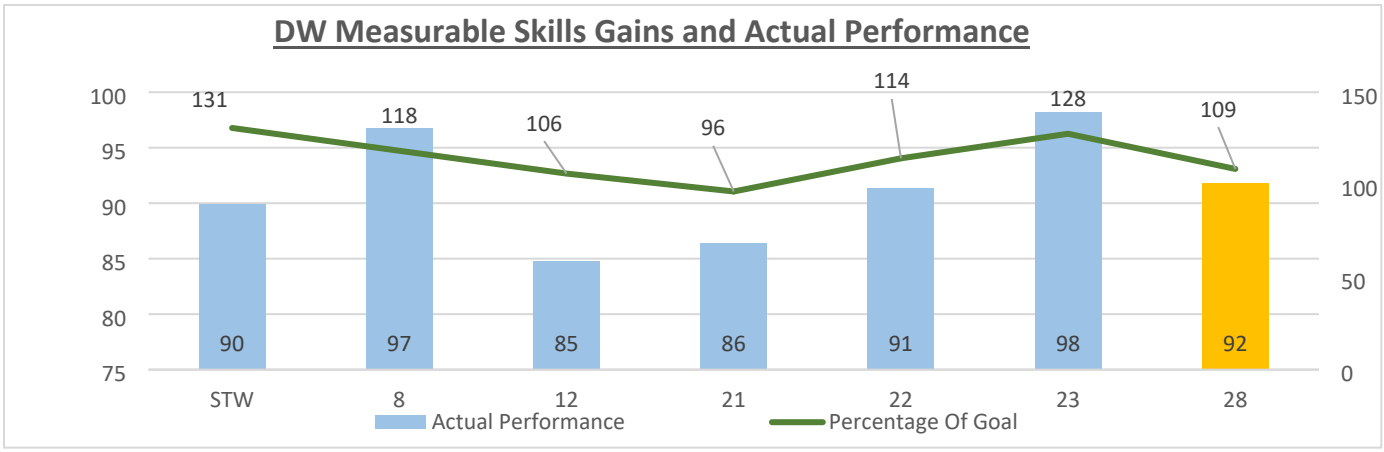

Adult Measurable Skills Gains and Actual Performance
100
95
90
85
80
75
500
400
300
200
100
0
117
135
132
167
389
148
89
93
84
95
97
97
90
112
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

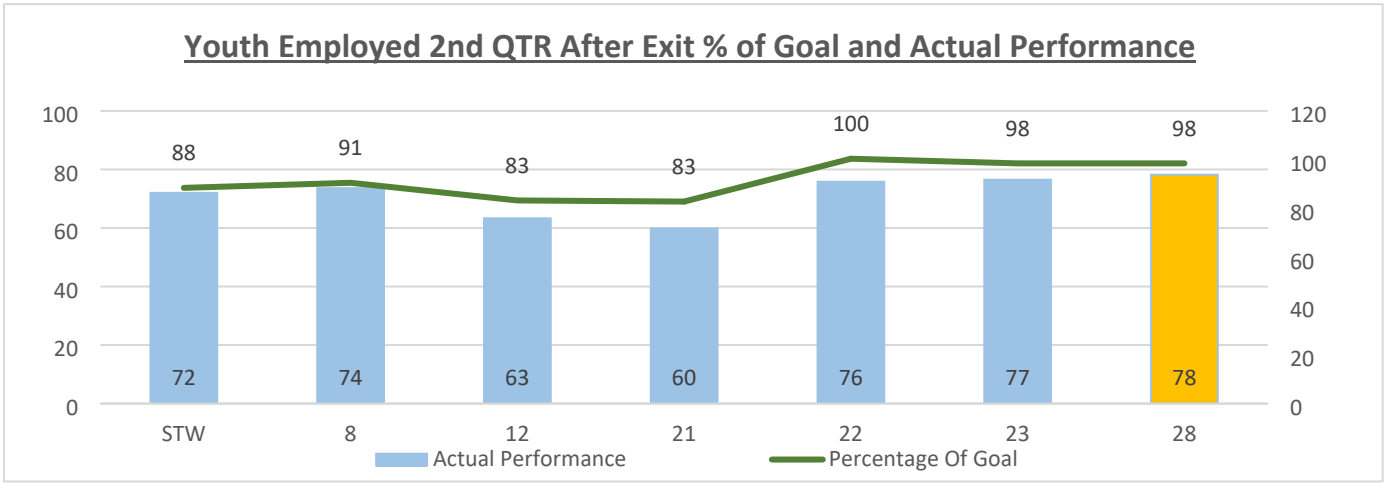

DW Employed 2nd QTR After Exit % of Goal and Actual Performance
95
90
85
80
75
70
115
110
105
100
95
90
85
99
98
99
109
103
105
84
86
83
79
93
80
87
95
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

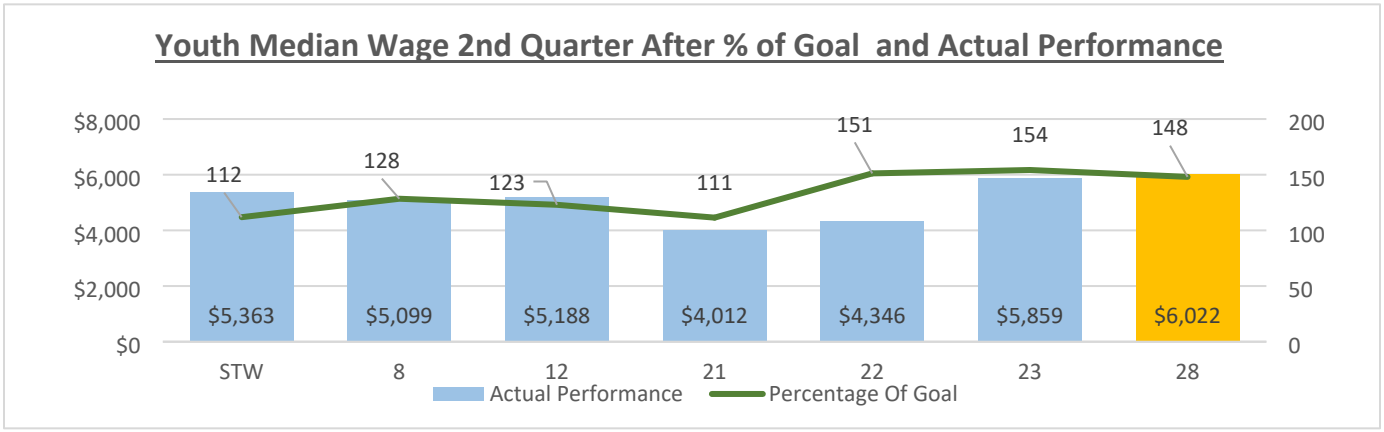

DW Median Wage 2nd QTR After Exit % of Goal and Actual Performance
$15,000
$10,000
$5,000
$0
130
120
110
100
90
104
122
102
112
110
110
103
$11,550
$13,048
$9,640
$11,719
$12,340
$11,185
$11,440
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

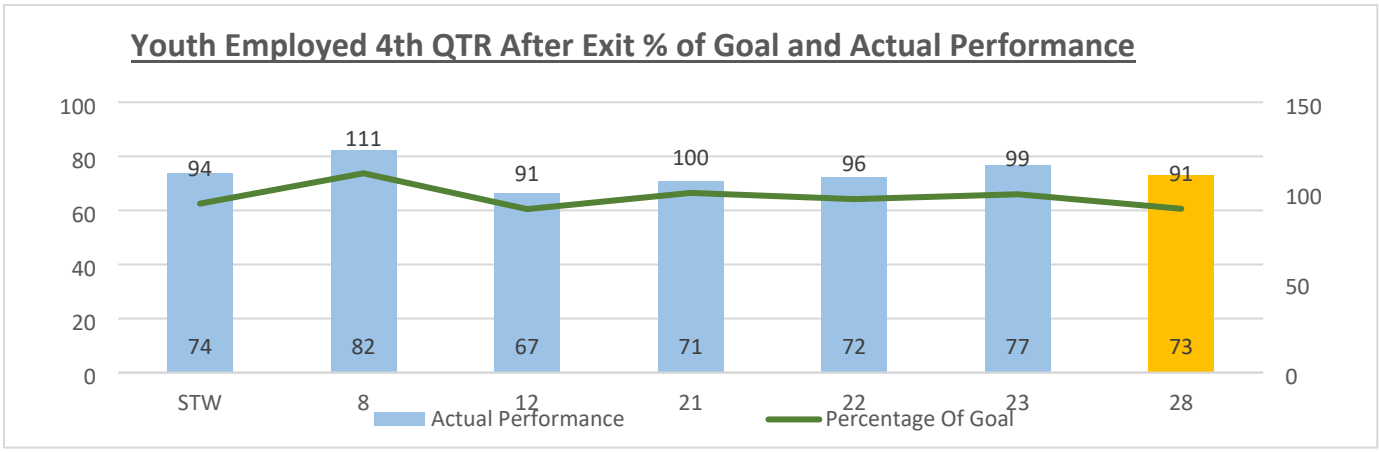

DW Employed 4th QTR After Exit % of Goal and Actual Performance
100
80
60
40
20
0
120
100
80
60
40
20
0
105
109
99
87
102
111
109
84
93
75
70
86
83
88
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

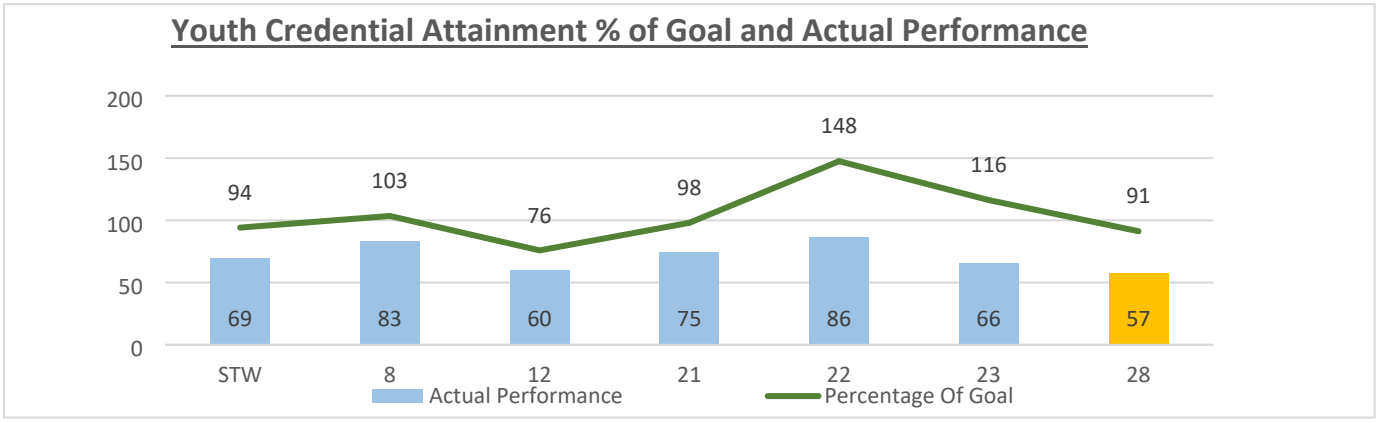

DW Credential Attainment Rate % of Goal and Actual Performance
100
95
90
85
80
75
115
110
105
100
95
90
104
112
113
107
102
98
110
86
89
93
95
83
84
92
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

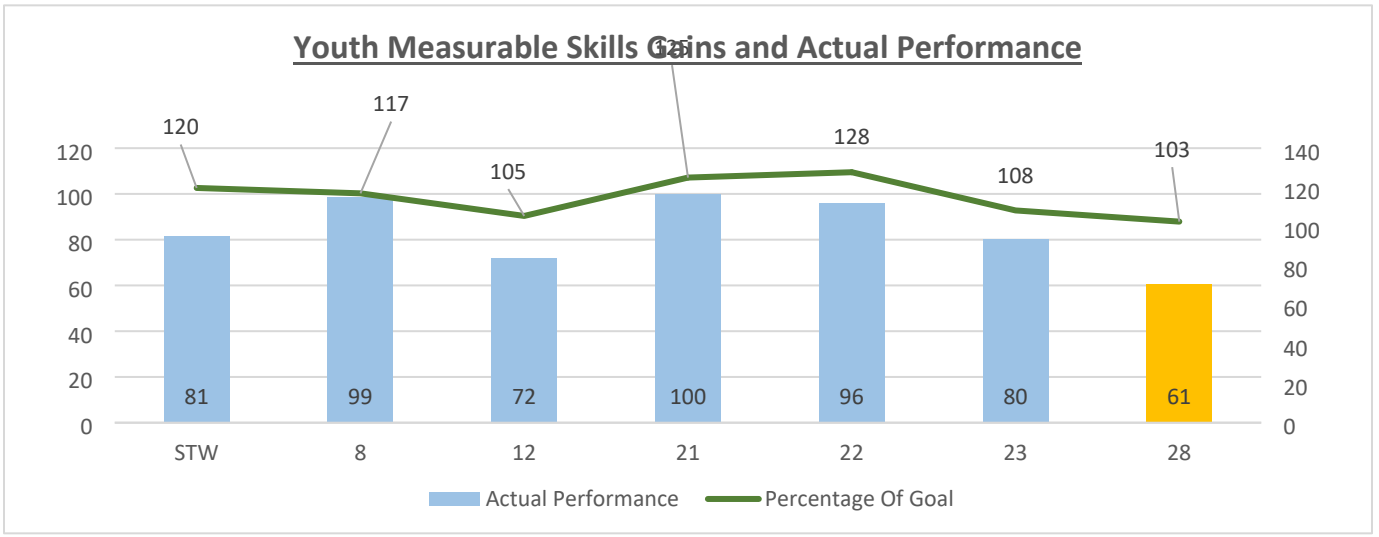

DW Measurable Skills Gains and Actual Performance
100
95
90
85
80
75
150
100
50
0
131
118
106
96
114
128
109
90
97
85
86
91
98
92
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

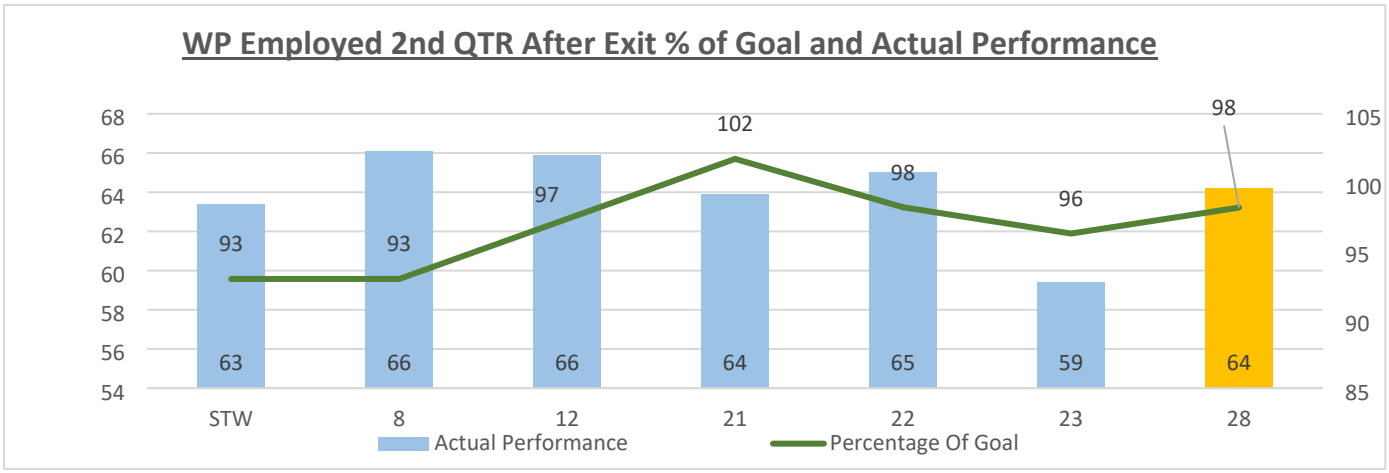

Youth Employed 2nd QTR After Exit % of Goal and Actual Performance
100
80
60
40
20
0
120
100
80
60
40
20
0
88
91
83
83
100
98
98
72
74
63
60
76
77
78
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

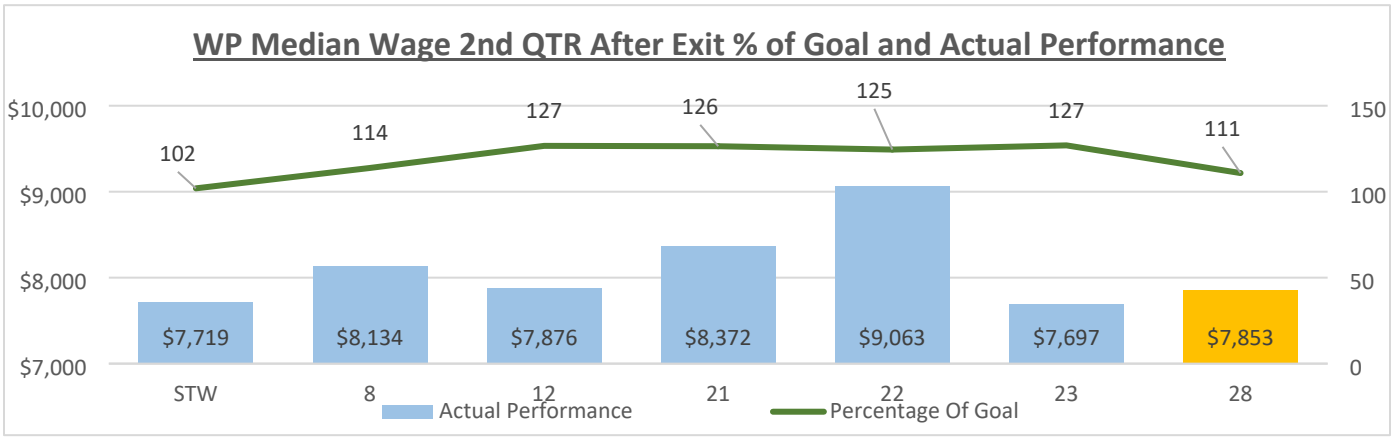

Youth Median Wage 2nd Quarter After % of Goal and Actual Performance
$8,000
$6,000
$4,000
$2,000
$0
200
150
100
50
0
112
128
123
111
151
154
148
$5,363
$5,099
$5,188
$4,012
$4,346
$5,859
$6,022
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

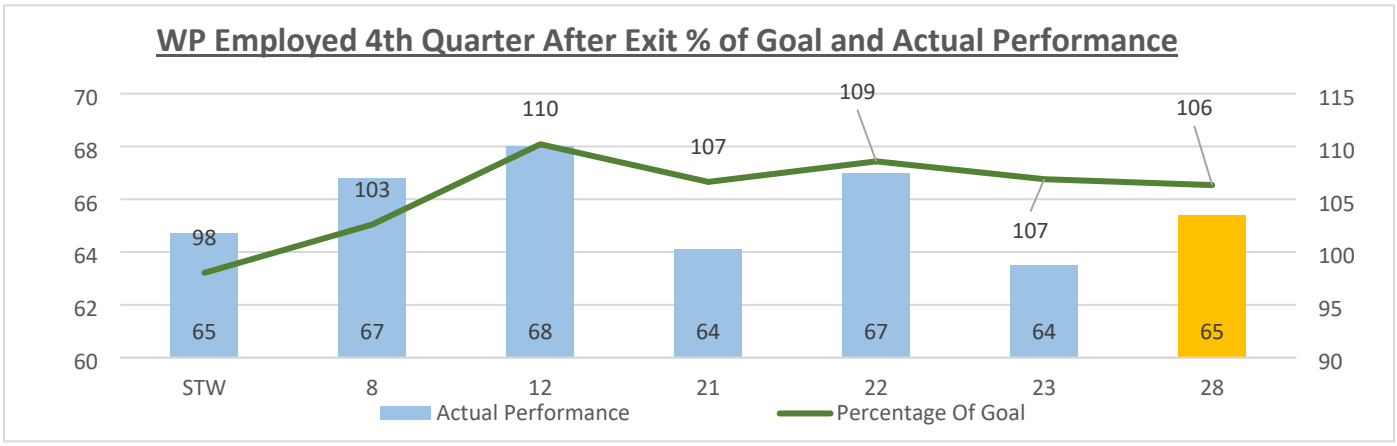

Youth Employed 4th QTR After Exit % of Goal and Actual Performance
100
80
60
40
20
0
150
100
50
0
94
111
91
100
96
99
91
74
82
67
71
72
77
73
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal


Youth Credential Attainment % of Goal and Actual Performance
200
150
100
50
0
94
103
76
98
148
116
91
69
83
60
75
86
66
57
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal


Youth Measurable Skills Gains and Actual Performance
120
100
80
60
40
20
0
140
120
100
80
60
40
20
0
120
117
105
128
108
103
81
99
72
100
96
80
61
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal







STW – Statewide

Region 28- CareerSource Tampa Bay

Region 8- CareerSource North Florida

Region 12- CareerSource Central Florida

Region 21- CareerSource Palm Beach

Region 22- CareerSource Broward

Region 23- CareerSource South Florida

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