



## **Executive Committee Meeting**

CareerSource Tampa Bay

Zoom Meeting

Mar 16, 2023 9:00 AM - 10:30 AM EDT

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#### **A. Next Executive Committee Meeting June 15, 2023**

# Pledge of Allegiance





## Executive Committee Meeting Minutes

CareerSource Tampa Bay  
Sep 15, 2022 at 9:00 AM EDT  
@ Zoom Meeting

### **Attendance**

#### **Members Present (Remote):**

Sean Butler, Gary Hartfield, Benjamin Hom, Dr. Brian Mann, Steve Morey, Audrey Ziegler

#### **Members Absent:**

Geordie Hyland, Commissioner Myers, Don Noble

### **Attendance**

#### **Members Present (Remote):**

Saleema Bennett, Rich Beynon, Sheila Doyle, John Flanagan, Leondra Foster, Chad Kunerth, Anna Munro, Michelle Schultz, Don Shepherd, Tammy Stahlgren, Doug Tobin, April Torregiante, Michelle Zieziula

#### **Guests Present (Remote):**

Maritza Morales -EDSI, Elizabeth Ventura - EDSI

#### **Board Liaison Present (Remote):**

Ken Jones

#### **Board Counsel Present (Remote):**

Mary Helen Farris

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

Chair Sean Butler called the meeting to order at 9:02 a.m.

#### II. Pledge of Allegiance (Presenters: Sean Butler)

Sean Butler led the Pledge of Allegiance.

#### III. Public Comments

There were none.

#### IV. Approval of Minutes (Presenters: Sean Butler)

##### A. June 17, 2022 Executive Committee Meeting Minutes

#### **Motion:**

To approve the June 17, 2022 Executive Committee meeting minutes.

Motion moved by Benjamin Hom and motion seconded by Dr. Brian Mann. The motion carried.

V. Chair's Report (Presenters: Sean Butler)

Mr. Butler reviewed the Chair's report. The complete report can be found in the agenda packet. He emphasized that with increased inflation and mortgage rates, it's even more important to our customers to find the best occupation and opportunities for a better standard of living. Our mission at this point is to make sure we provide skilled, upskilled, and cross-trained people through our different programs that are able to meet the needs of area employers.

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

Mary Helen Farris noted that the county and CareerSource Tampa Bay have a really good relationship, and the county is happy to assist CSTB with any legal needs.

VII. CEO Report (Presenters: John Flanagan)

Mr. Flanagan reviewed his CEO report that was included in the agenda packet. Florida DEO has engaged Ernst & Young (EY) for the realignment study. EY has completed Phase I of the study, which incorporated research and data from other states, employer stakeholders, state officials, and local area WDB Directors.

Phase II begins the week of September 12, 2022, with the EY team meeting with community partners, local elected officials, local board directors, workforce partners, and other workforce system participants and professionals.

Gary Hartfield has requested to be included in these conversations. If any other committee members would like to be connected please let John Flanagan know.

VIII. Action items

There were none.

IX. Information Items

A. PY22-23 Strategic Metrics Dashboard Update (Presenters: Chad Kunerth)

Chad Kunerth provided a high level overview of the newly updated PY 22-23 Strategic Metrics Dashboard. It was explained to the committee that there were increased exits last year because of DEO's policy change to ensure that Regional Workforce Boards are not carrying case loads that don't have active participation. This means any cases that go more than ninety days without interaction from the customer will soft exit and close. When that happened last program year, it resulted in a good number of closures. This year we're in a really good position as our current caseloads are 100% active.

Click on the following link to go to the live Dashboard. [Strategic Goals Live Dashboard Link](#)

B. PY22-23 Contract Goals (Presenters: Chad Kunerth)

Chad Kunerth reviewed the PY22-23 Contract goals. The committee suggested adding actual percentages on the contracts performance to each goal. It was explained that some goal data would not be available or met until year end.

C. PY22-23 & PY23-24 Primary Indicators of Performance Negotiated Goals (Presenters: Don Shepherd)

CareerSource Tampa Bay and the Department of Economic Opportunity have successfully negotiated Primary Indicators of Performance goals for PY22-23 and PY23-24. Performance levels for each Primary Indicator of Performance metric can be found on the chart in the agenda packet.

D. Updated CSTB Policies (Presenters: April Torregiante)

The Paid Work Experience was modified on 9/9/2022. This was in accordance with DEO Admin Policy #100. Local policy was updated to allow PWE for adults in certain instances, when appropriate.

All CSTB policies can be viewed in full on the CSTB website:

(<https://www.careersourcetampabay.com/reports-and-publications/>) located under the "Reports and Publications" section under "About Us"

X. Committee Reports

There were none.

XI. Future Business

There was none.

XII. Adjournment

Meeting adjourned at 9:44 a.m.

Minutes prepared by Tammy Stahlgren, Administrative Services Coordinator.

DRAFT





# 2023 Legislative Session **LEGISLATIVE TALKING POINTS**

UPDATED FEBRUARY 14, 2023

CAREERSOURCE TAMPA BAY (CSTB)  
REGION 15 (SERVING HILLSBOROUGH COUNTY)



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# INTRODUCTION: LETTER FROM CSTB PRESIDENT & CEO JOHN FLANAGAN

Dear Legislators,

I am John Flanagan, President & CEO of CareerSource Tampa Bay (CSTB). This report highlights some issues that may arise during the 2023 Florida Legislative Session from the perspective of CSTB - **Region 15**, which serves Hillsborough County.

As President & CEO of the local workforce board, I work closely with businesses, government, educational entities, and our customers to find workforce solutions for the more than 1.4 million Hillsborough County residents and businesses.

We have multiple workforce centers in Hillsborough County, and we are working hard to expand our reach. Our primary **Tampa Center** is on North Florida Avenue in Tampa; we have another location in east Tampa, our **Brandon Center**, and other full-service sites outside of Tampa in **Plant City** and **Ruskin**. We also have satellite locations in **Wimauma** serving primarily a Hispanic population and the **Bullard Family Center** on Sligh Avenue in Tampa. You can find a complete listing of CSTB locations and addresses at the bottom of our website at <https://careersourcetampabay.com>.

Since I came to CSTB in January 2019, we have made huge strides; we continue to regain the community's trust. That was only done through the hard work of our Board, Elected Officials, Staff, Leadership Team, and our Partners. But our work is only getting started.

We are working closely with the *Hillsborough County Library Cooperative* to find even more locations across Hillsborough County to serve the citizens of Hillsborough County. We hope to unveil this endeavor in the coming months.

In 2022, we revamped the CSTB's website to funnel our clients seeking job search assistance and business owners into areas that can help them address concerns important to them.

Another exciting project that we have been working on and plan to launch later in 2023 is a *Virtual Resource Center* available online. Since COVID-19, not only are people more comfortable working from home, but they are also looking for our services online. While we will always have a customer base who needs our centers since they need access to computers, the internet, or printers to print a resume or email an employer, we are improving our services online.

We plan to unveil a new *Virtual Resource Center* in the summer of 2023. This virtual platform will help customers get the services they need from their home computers. We will send you an update when this is ready to launch.

We also launched in 2023 a new *Career Clarity Pod*, which includes a virtual reality section and a new database to help with career exploration. (See info item on page 17 of this report for more information on this exciting project.)

This report was compiled by staff and highlights the key issues facing CSTB during the *2023 Legislative Session*, which is identified as Region 15 in the state of Florida Workforce Boards and serves constituents in Hillsborough County, Florida. Some of the issues highlighted that could have legislative concerns include:

- The Florida REACH Act Consolidation of Workforce Development Boards
- The Florida Reach Act Workforce Development Board Letter Grades
- CareerSource Tampa Bay has developed new tools for the public

We hope this report provides you with a valuable background as you are asked to make decisions during the 2023 Legislative Session. If you have any questions, please do not hesitate to contact me.



**John Flanagan**

flanaganj@careersourcetb.com

President & CEO CareerSource Tampa Bay

# ITEM #1: FLORIDA REACH ACT CONSOLIDATION OF WORKFORCE DEVELOPMENT BOARDS

## CONCERNS

Making sure consolidation, if signed by the Governor, would ensure that constituents in Hillsborough & Pinellas Counties receive excellent service from the workforce board that serves them.

## RECOMMENDATIONS

Study the feasibility of consolidating Pinellas and Hillsborough Counties into one Board, identify pros and cons, and develop a plan for consolidating the two Boards in terms of Board design and staff makeup.

## BACKGROUND

The *REACH ACT* passed in the 2022 *Legislative Session* directed *CareerSource Florida* to investigate the feasibility of consolidating some of the 24 Workforce Board across Florida. A third-party (*Ernst & Young LLP*) was commissioned to study and make recommendations. Ernst & Young interviewed the workforce boards and stakeholders, including state and local officials. The report, *Future State Options Report*, was released on February 17, 2023.

Click on this link below to read the report:

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

## HOW DOES THIS REPORT IMPACT HILLSBOROUGH COUNTY?

### EXCERPT FROM PAGE 34 OF THE REPORT:

*This consolidation action would consolidate two single-county areas, Pinellas (area 14) and Hillsborough (area 15), into one local workforce development area. It would bring the total population of this newly created local workforce development area to just over 2.4 million residents. The action would be driven by the strong labor market ties the two counties have with one another – with Pinellas County's EIM of 29.7 indicating strong commuting to Hillsborough County. The two counties are also commonly grouped together for other planning entities and activities such as economic development, transportation, and adult education. Stakeholders from both counties indicated that this consolidation, if pursued, would require a high level of change management due to relationships. However, stakeholders from both counties, namely employers and education providers, also saw this consolidation as an opportunity to strengthen regional ties within the Tampa Bay region to operate more like one labor market entity and minimize the administrative duplications that are associated with utilizing two local workforce development boards across two counties located in one MSA.*

The report recommended consolidating two single-county areas to combine Hillsborough and Pinellas County's workforce development areas. President & CEO John Flanagan has spoken with Steven Meier, the CEO of CareerSource Pinellas, and they have agreed to collaborate regarding the assessment of the proposed consolidation going forward.

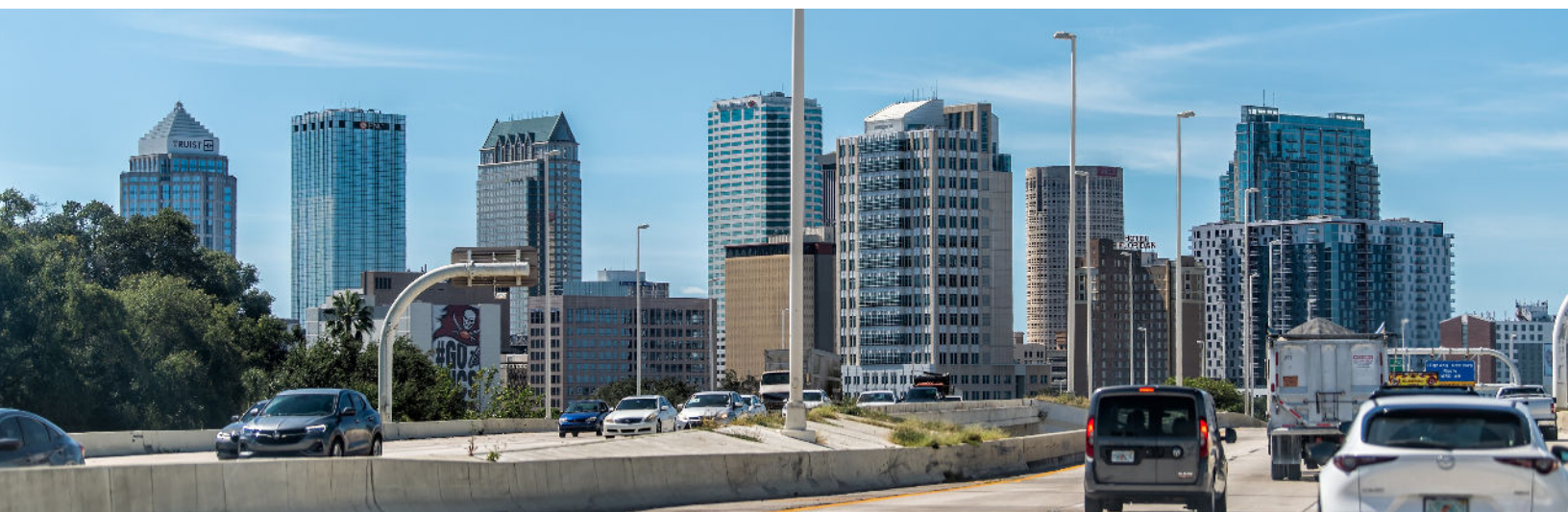
"I want to say that since I came to CareerSource Tampa Bay 4 years ago, my team has made huge strides, and we have regained the community's trust," said CSTB's President & CEO John Flanagan. "That was only done through the hard work of our Board, Elected Officials, Staff, Leadership Team, and our Partners. I am confident that whatever decision is made regarding our regions, we will come out even stronger than before, to serve the customers of Tampa Bay."

A new leadership team was put in place when CEO Flanagan arrived, and CSTB continues to make great strides as a workforce board serving the job seekers and businesses of Hillsborough County. CSTB is also working closely with Hillsborough County to resolve issues inherited from a previous CEO in 2018. Still, Hillsborough County and CSTB have a united front in moving forward in trying to resolve these issues.

It is important to note that *CareerSource Pinellas* has come out opposed to consolidating regions 14 & 15. See the link to a story from Florida Politics published on February 18, 2023, "CareerSource Florida contemplates again merging Pinellas, Hillsborough workforce boards."

<https://floridapolitics.com/archives/589238-careersource-florida-contemplates-again-merging-pinellas-hillsborough-workforce-boards/>  
**POSITION**

CSTB is working closely with Hillsborough County and reviewing the Future State Options Report proposal and recent actions from the CareerSource Florida Board. We want to ensure that any approach enhances accountability to Hillsborough and Pinellas residents, businesses, and workers.



# ITEM #2: FLORIDA REACH ACT WORKFORCE DEVELOPMENT BOARD LETTER GRADES

## CONCERNS

*CareerSource Tampa Bay* (CSTB) worked proactively to review how CareerSource Workforce Boards would be graded as part of the CARES Act Legislation passed in the 2022 Legislative Session. When looking at the data used to determine the letter grades, for larger versus smaller counties, the grading system might not fully consider the demographic differences and needs in urban versus rural counties.

## POSITION

CSTB believes the letter grades overall give the state Workforce Boards direction and allows local Boards the ability to compare progress with similar standards as other workforce Boards. It also provides continuity of services across the state and all workforce boards. CSTB supports the grading system if it is used as a general measurement with the understanding that not all regions are the same and some regions face unique circumstances.

CSTB will continue to push to improve our Letter Grade by strategically reviewing our performance for and improving meeting our customers' needs.

## ACTIONS

CSTB focused efforts through dashboard tracking, working closely with the *CSTB Management Information System* (MIS) team to ensure that we are focusing on the areas of utmost importance to the State Legislators with respect to the REACH Act.

## BACKGROUND

CSTB initially received an A- when the letter grades were first released in October 2022. In January 2023, CSTB Tampa Bay (Region 15) improved to an A letter grade.

With careful focus and strategy, the CSTB team was able to move our letter grade in quarter 1 from a tentative C- to an A- and most recently to an A in quarter 2. These results ultimately moved CSTB from a 13th in state ranking to 4th overall.

On January 17, 2023, CareerSource Florida released Program Year 2022-2023 Quarter 1 Letter Grades for all 24 Florida Workforce Regions. Specific performance is reviewed below and is also available at <https://analytics.careersourceflorida.com/LetterGrades>.



Region	Final Score	Letter Grade
01 - CareerSource Escarosa	85.38	B
02 - CareerSource Okaloosa Walton	82.17	B-
03 - CareerSource Chipola	96.38	A
04 - CareerSource Gulf Coast	84.95	B
05 - CareerSource Capital Region	84.02	B
06 - CareerSource North Florida	94.25	A
07 - CareerSource Florida Crown	84.88	B
08 - CareerSource Northeast Florida	91.66	A
09 - CareerSource North Central Florida	82.14	B-
10 - CareerSource Citrus Levy Merion	89.51	B+
11 - CareerSource Flagler Volusia	93.95	A
12 - CareerSource Central Florida	97.76	A+
13 - CareerSource Brevard	84.99	B
14 - CareerSource Pinellas	83.19	B
15 - CareerSource Tampa Bay	94.07	A
16 - CareerSource Pasco Hernando	89.62	B+
17 - CareerSource Polk	90.33	A
18 - CareerSource Suncoast	86.1	B
19 - CareerSource Heartland	90.17	A
20 - CareerSource Research Coast	89.3	B+
21 - CareerSource Palm Beach County	89.54	B+
22 - CareerSource Broward	88.52	B+
23 - CareerSource South Florida	93.83	A
24 - CareerSource Southwest Florida	91.24	A

*Above chart show letter grades for all 24 Florida Workforce Regions as of January 17, 2023*

The chart below shows the data and how the state developed grades for various areas or metrics.

## CareerSource Tampa Bay Metric Data

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate Difference	Target (%)	Target Met <sup>1</sup> (%)	Weighted Performance <sup>2</sup> (%)
1. Participants with Increased Earnings	Employment & Training Services, Self-Sufficiency	0.25	2,630	5,921	44.42	-	45.00	98.71	<b>24.68</b>
2. Reduction in Public Assistance	Employment & Training Services, Self-Sufficiency	0.25	1,679	4,319	38.87	-	35.00	100.00	<b>25.00</b>
3. Employment Training Outcomes	Employment & Training Services	0.20	15	18	83.33	-	100.00	83.33	<b>16.67</b>
4. Participants in Work Related Training	Training Services	0.10	2,415	12,203	19.79	-	25.00	79.16	<b>7.92</b>
5. Continued Repeat Business	Business Services	0.05	970	4,926	19.69	-	35.00	56.26	<b>2.81</b>
6. Year-Over-Year Business Penetration	Business Services	0.05	-	-	-	0.70	100.00	80.00	<b>4.00</b>
PY 2021-2022 Business Penetration		-	1,579	28,380	5.56	-	-	-	-
PY 2022-2023 Business Penetration		-	1,854	29,633	6.26	-	-	-	-
7. Completion-to-Funding Ratio	Employment & Training Services	0.10	9.6	7.31	100	-	100.00	100.00	<b>10.00</b>
Exiters: Local Boad (N)/Statewide (D)		-	8,626	\$89,854	9.6	-	-	-	-
Budget: Local Boad (N)/Statewide (D)		-	\$11,499,489	\$157,402,477	7.31	-	-	-	-
Extra Credit: Serving Individuals on Pubic Assistance	Employment & Training Services, Self-Sufficiency	Up to 0.05 Points	1,623	3,683	44.07	-	-	-	<b>3.00</b>
<b>TOTAL</b>									<b>94.07</b>

Region 15's strategic decision was to use our limited staffing resources to focus on areas that significantly impacted how we were being measured. At the same time, we were working to make sure we were connecting *talent to opportunities*. We have a job to do every day to make sure employers find talent and connect that talent to employers. But in addition to that, CSTB dove into caseloads and numbers and thought strategically about how we would focus our staff's efforts.

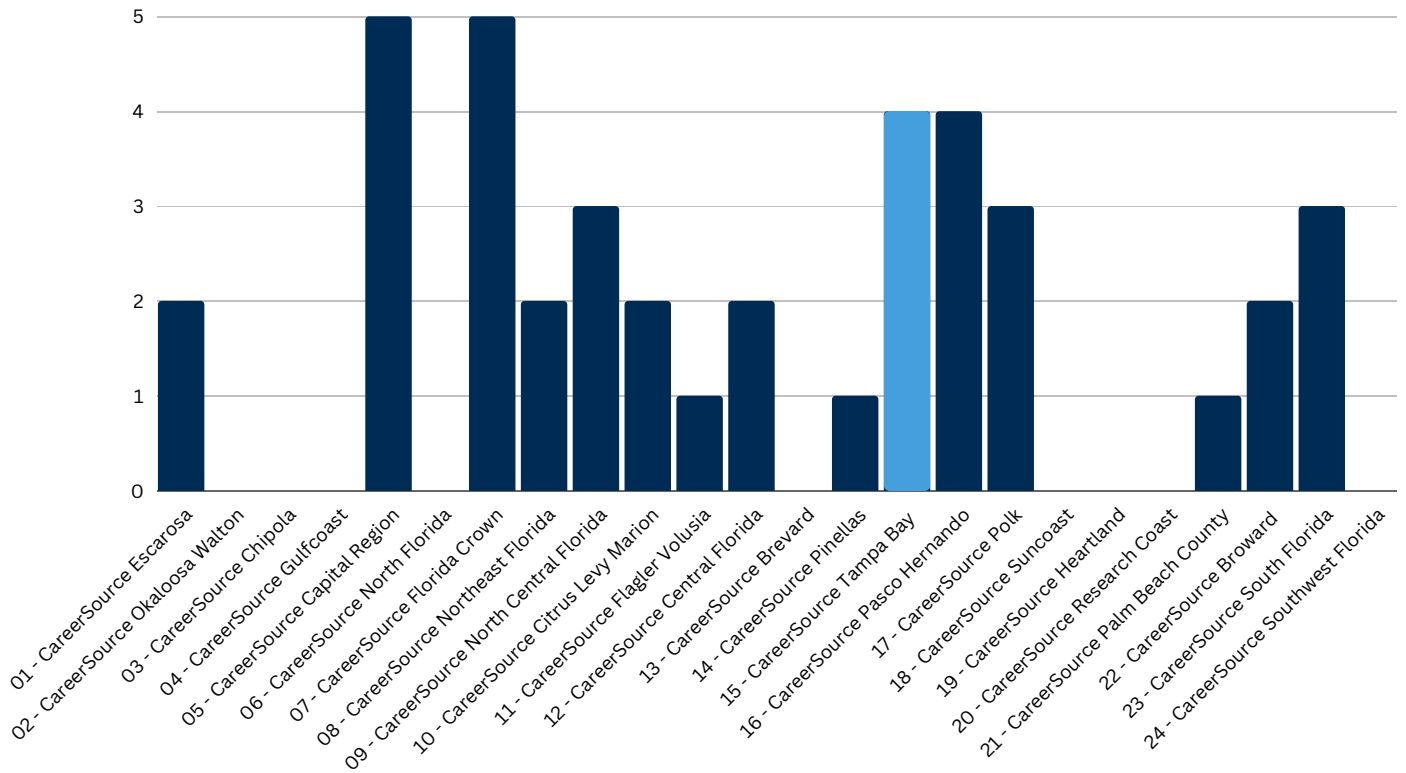
Reduction in Public Assistance Measure: CSTB did institute a strategy where we ensured that everybody who walked in the front door of one of our centers did what is called a PIRL or *Joint Participant Individual Record Layout*. (The PIRL provides a framework to help the public workforce development system meet federal reporting requirements while ensuring consistency and comparability across grantees and programs.) We directed all *Welfare Transition* and SNAP (Supplemental Nutrition Assistance Program) participants to enroll in *Employ Florida* and to be available for and complete a full WAGNER PEYSER registration which involves developing a resume and a background Wizard completion, and that they are trained on how to use *Employ Florida* and how to search for jobs.

By implementing this strategy, we saw the change of two complete letter grades, the difference in applying that strategy to our day-to-day operations.

**BONUS POINTS:** CSTB was tied for third in the state with the metric "Serving Individuals on Public Assistance" when the initial letter grades came out. (See chart below). CSTB served 44.07% of our customers across all programs are on some public assistance such as SNAP or Welfare Transition.

## Serving Individuals on Public Assistance

CSTB Rank: 3



### Only two workforce boards were above Region 15 for "Serving Individuals on Public Assistance."

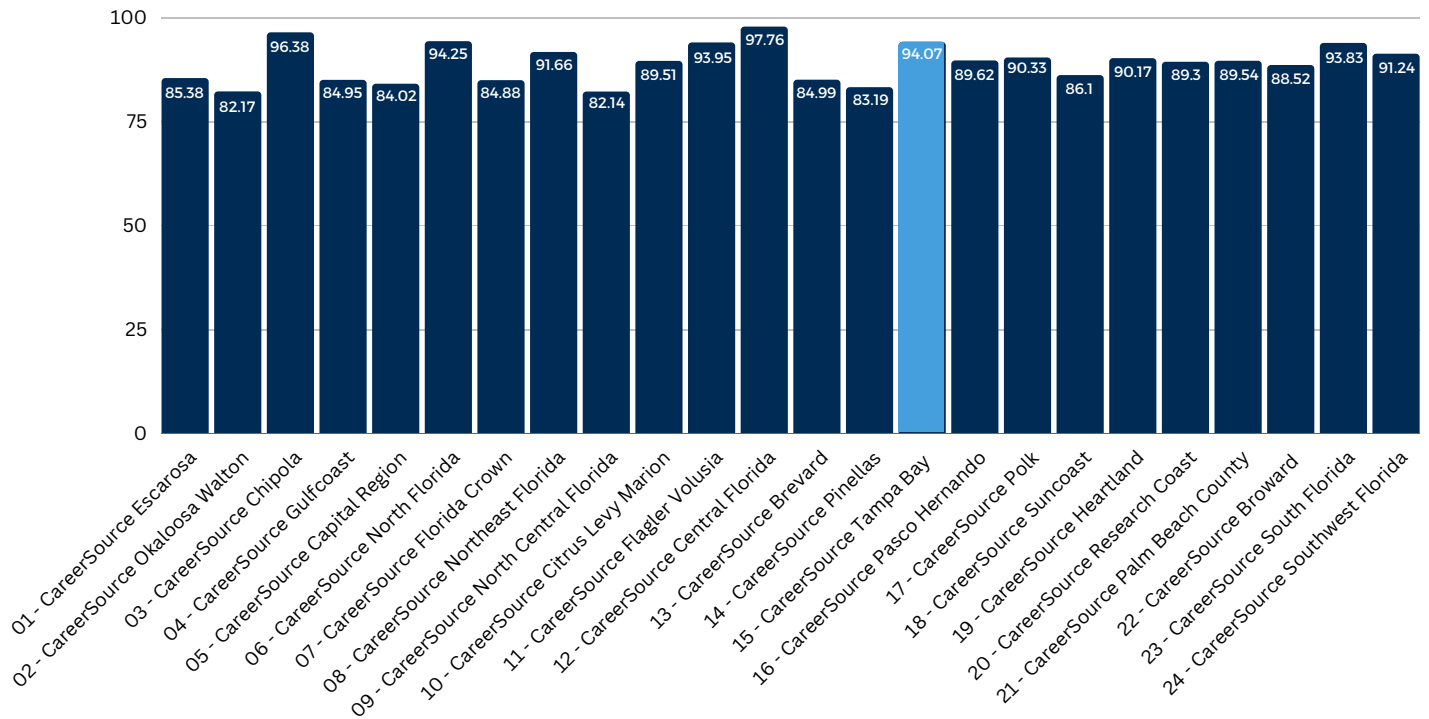
Looking at the Participants with increased earnings metric, (Are you making more money two quarters after you exit, compared to two quarters before being enrolled across multiple programs (WIOA, Adult Dislocated Worker and Wagner Peyser).

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate Difference	Target (%)	Target Met <sup>1</sup> (%)	Weighted Performance <sup>2</sup> (%)
1. Participants with Increased Earnings	Employment & Training Services, Self-Sufficiency	0.25	2,630	5,921	44.42	-	45.00	98.71	24.68

## Total Scores

## Total Score All Regions

CSTB Rank: 4



## Measure 1 - Participants with Increased Earnings

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

The chart above shows the number of individuals with a higher income after exit than prior to exit. Our target (established by DEO (Department of Economic Opportunity)) was 45%, and we were at 44.42%. 44.42% percent had higher wages two quarters after exit than two quarters before exit.

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate Difference	Target (%)	Target Met <sup>1</sup> (%)	Weighted Performance <sup>2</sup> (%)
2. Reduction in Public Assistance	Employment & Training Services, Self-Sufficiency	0.25	1,679	4,319	38.87	-	35.00	100.00	25.00

When looking at the Reduction in Public Assistance measure, we saw 38.87% of our customers had a reduction in public assistance.

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate Difference	Target (%)	Target Met <sup>1</sup> (%)	Weighted Performance <sup>2</sup> (%)
3. Employment Training Outcomes	Employment & Training Services	0.20	15	18	83.33	-	100.00	83.33	16.67

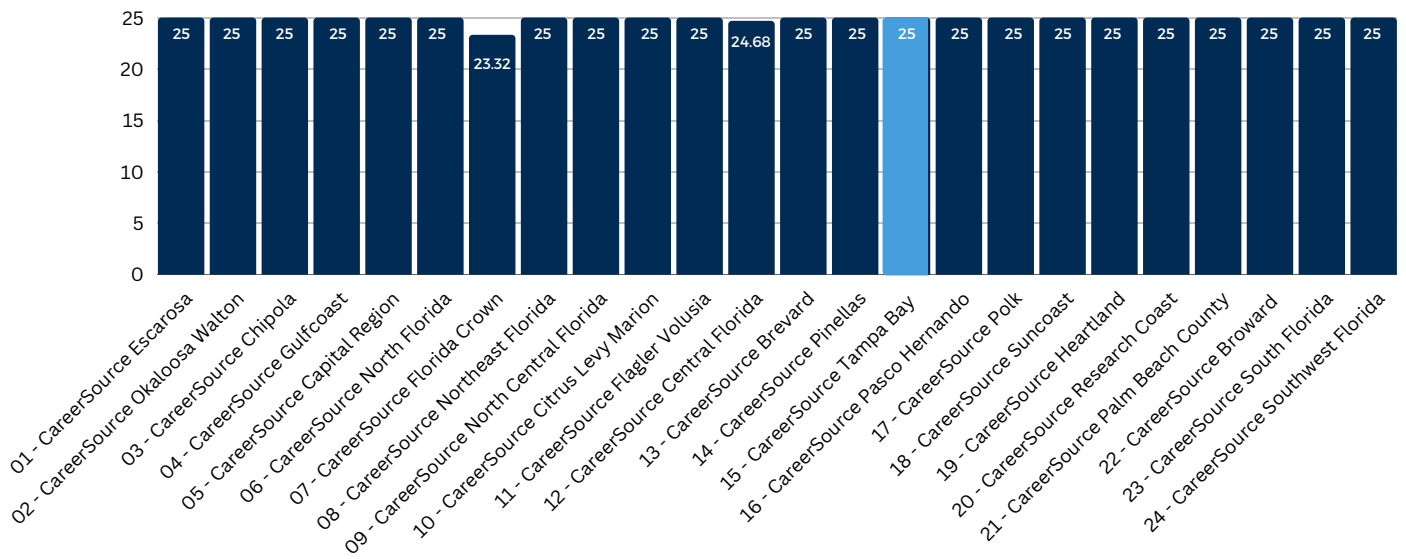
Region 15 also reached 100% of our DEO target for the "Employment and Training Outcomes" metric and was tied for first place with most other workforce boards in Florida.

## Measure 2 - Reduction in Public Assistance

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

### Reduction in Public Assistance

CSTB Rank: 1

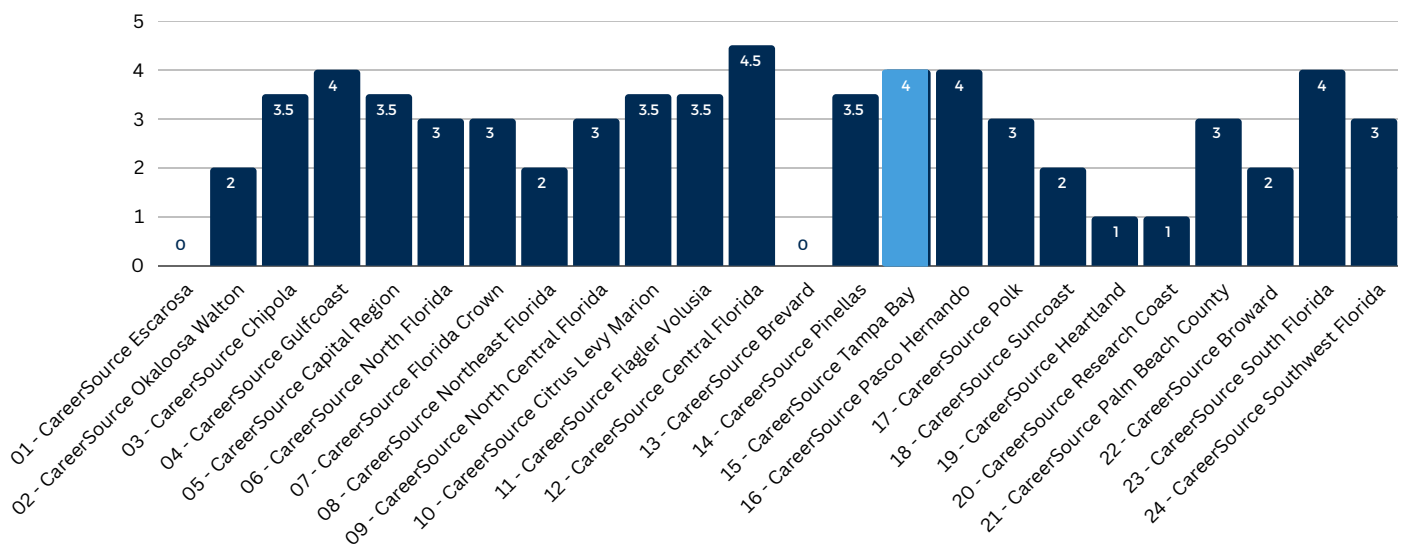


## Measure 6 - Year-Over-Year Business Penetration

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

### Year-Over-Year Business Penetration

CSTB Rank: 2

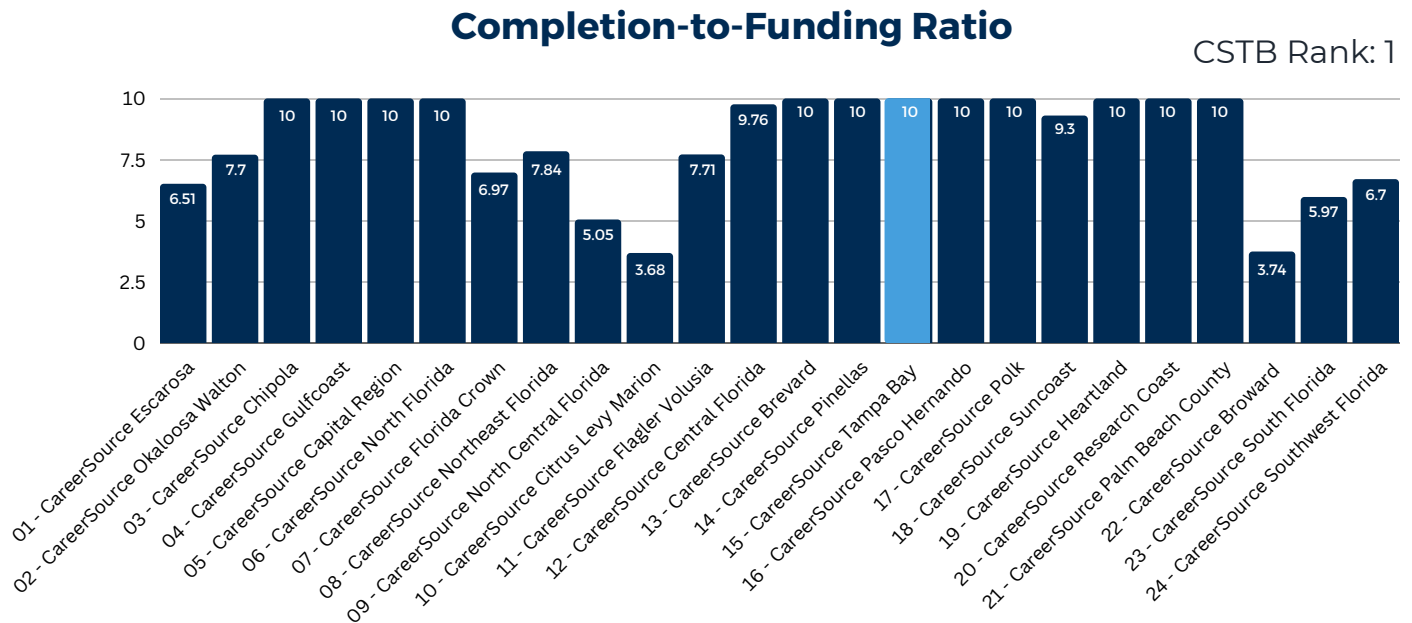




Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate Difference	Target (%)	Target Met <sup>1</sup> (%)	Weighted Performance <sup>2</sup> (%)
7. Completion-to-Funding Ratio	Employment & Training Services	0.10	9.6	7.31	100	-	100.00	100.00	10.00
Exiters: Local Boad (N)/Statewide (D)		-	8,626	\$89,854	9.6	-	-	-	-
Budget: Local Boad (N)/Statewide (D)		-	\$11,499,489	\$157,402,477	7.31	-	-	-	-

## Measure 7 - Completion-to-Funding Ratio

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



The “*Completion to Funding Ratio*,” Region 15, also recently reached 100% of our DEO target. This metric ensures that once people complete training, we assist them in finding a job and closing out their case. CSTB's total percentage of the 24 statewide workforce board's budget is 7.31%. DEO would like us to exit customers at the same percentage compared to the state. We exceeded that goal, with 9.60% reaching 100% of the statewide target. CSTB's budget is 7.31% of the total state budget, so we need to see 7.31% or above of our caseload close during the program year to meet our goal. It is important to note that this was a completely new measure created under the REACH Act.

The measure includes *Wegner Peyer* (which does not include training), Welfare Transition, SNAP, and WIOA. CSTB's major training is in WIOA; we track that figure and are at 90% for that measure.

## Active in Training

92%

Goal: 55%

## Placements

3471

50%

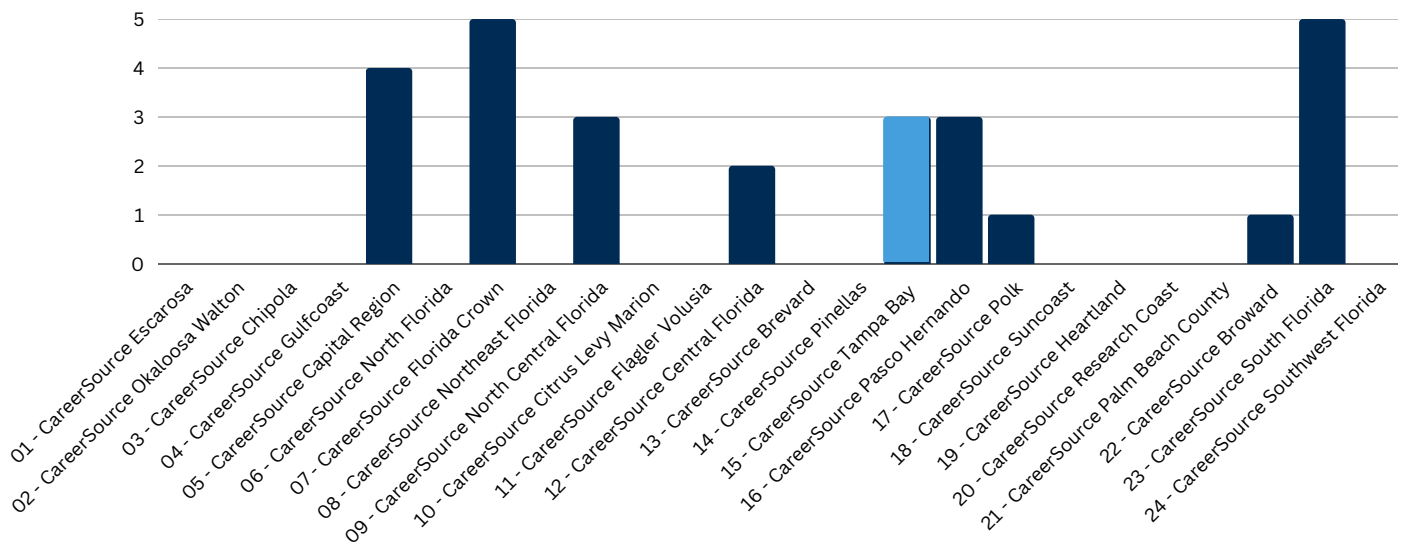
CSTB has a caseload now that 9 out of 10 are in training and 1 out of 10 exited training and are in job placement assistance.

### Extra Credit:

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate Difference	Target (%)	Target Met <sup>1</sup> (%)	Weighted Performance <sup>2</sup> (%)
Extra Credit: Serving Individuals on Public Assistance	Employment & Training Services, Self-Sufficiency	Up to 0.05 Points	1,623	3,683	44.07	-	-	-	3.00

### Serving Individuals on Public Assistance

CSTB Rank: 4



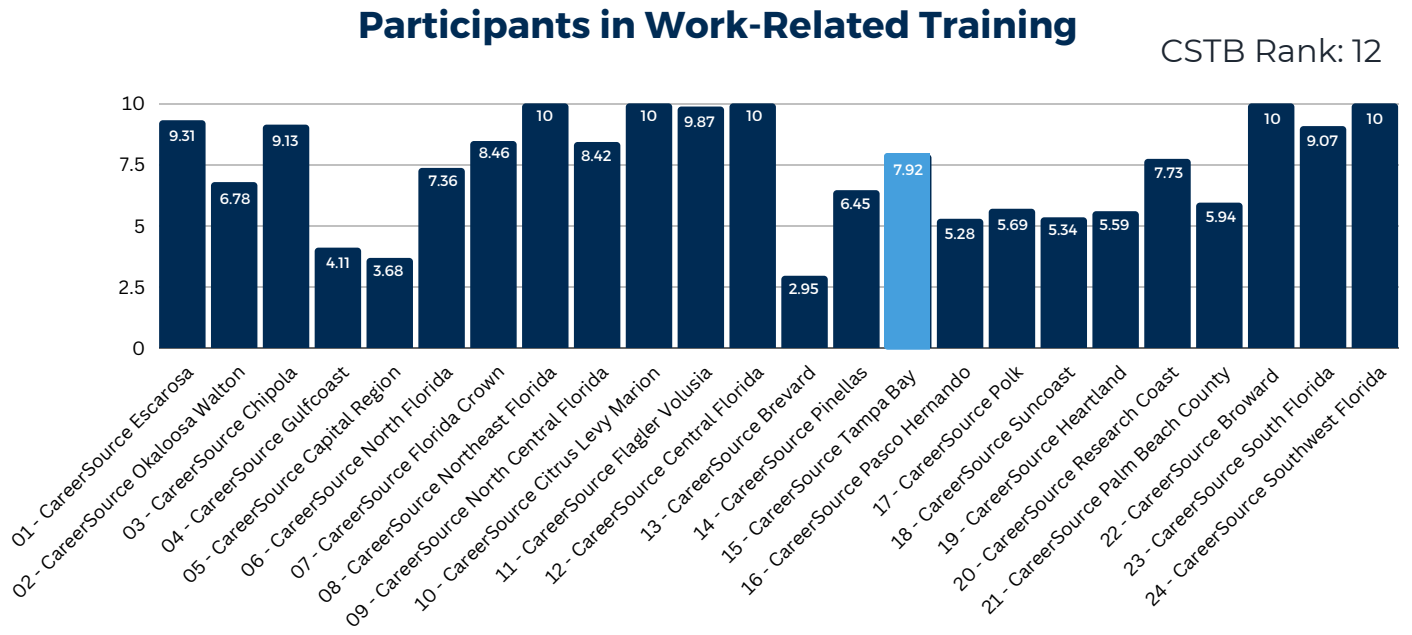
**CSTB also received 3 out of 4 points for the Extra Credit metric.**

### AREAS FOR IMPROVEMENT

We acknowledge that there are measures we can work to improve upon where Region 15 ranks in the middle of the 24 Florida Workforce Boards. Rest assured; we are working to continue to improve on measures 4 and 5 as we strive for excellence in the grading system.

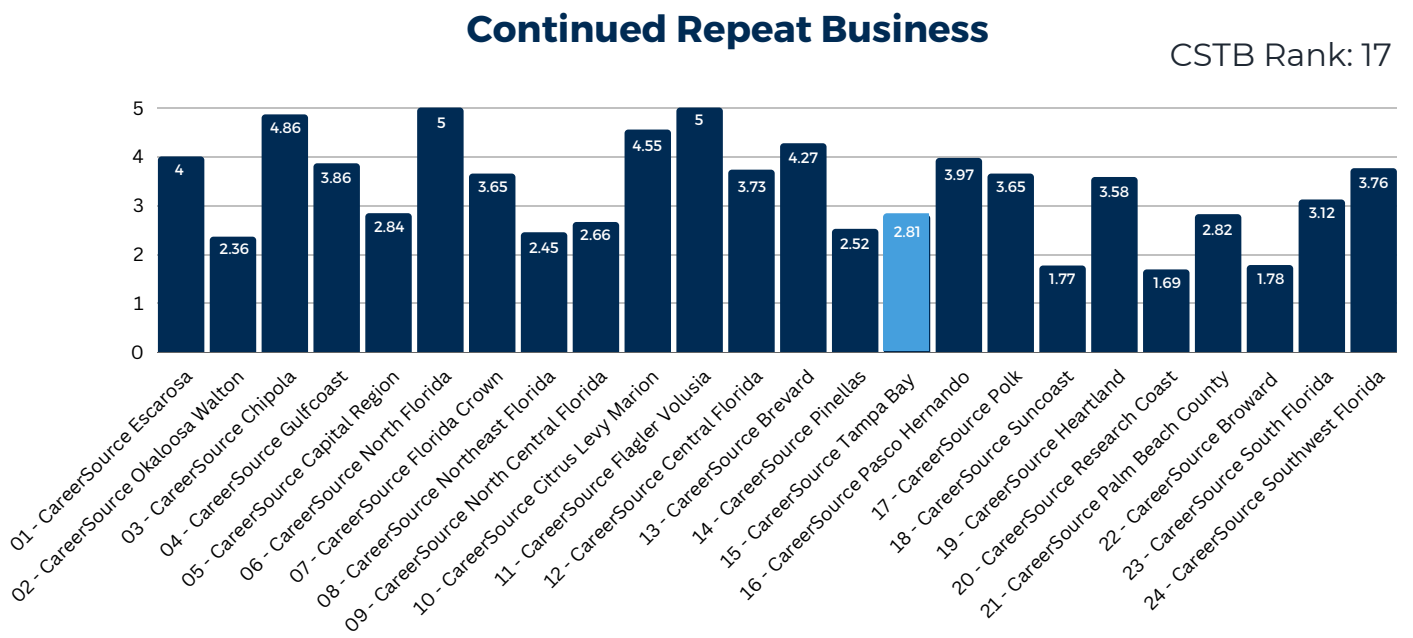
## Measure 4 - Participants in Work-Related Training

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



## Measure 5 - Continued Repeat Business

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



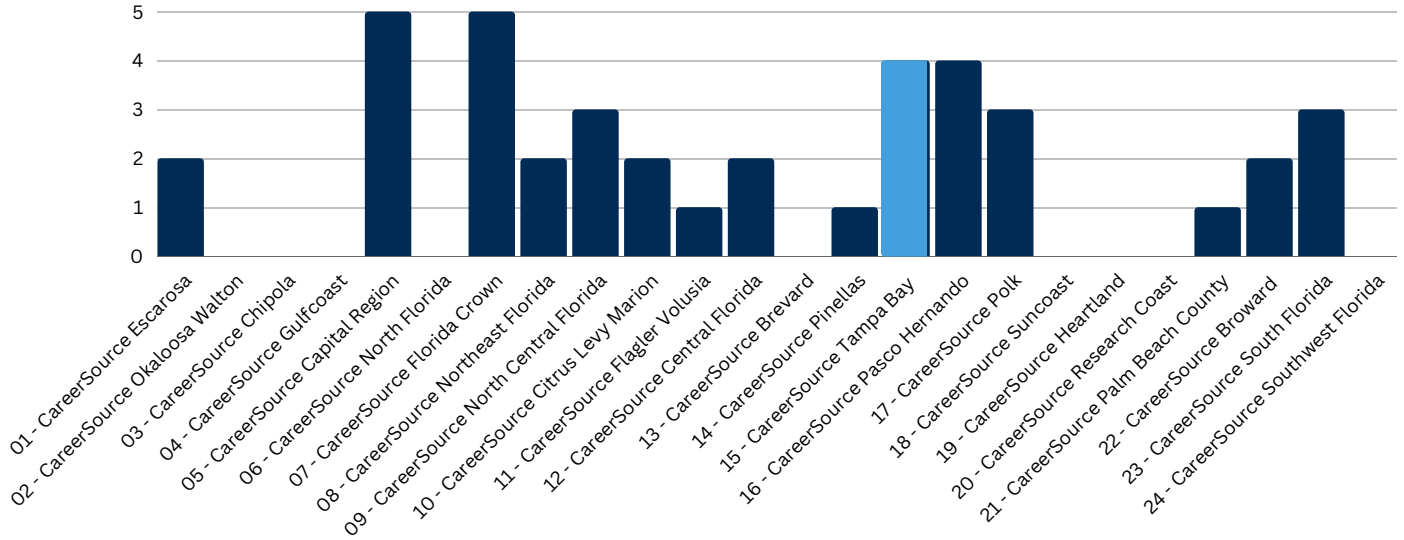
## KEY TAKEAWAYS

- Most Florida Workforce Boards, including region 15, are doing an excellent job of getting customers off of public assistance.
- Only two workforce Boards out of 24 received a better grade than Region 15, which tied for third in Florida.
- With the help of a new management team in the last four years, CSTB is now among the top in the grading systems among the 24 Florida Workforce Boards, with an A grade.
- Some other areas Region 15 has implemented to look at the quality of performance include:
  - Updating our Strategic Plan, the goals align with the REACH ACT
  - Creating a Performance Dashboard with results in real-time
  - Working with Leadership Team
  - Created Goals to ensure contractors are meeting performance according to REACH ACT
- CSTB's Senior Vice President & Chief Impact Officer meets weekly with contractors and program managers to review performance measures and track impact and outcomes
- Region 15 is trending in the right direction and is in an excellent position to be among the top performing workforce boards in the state of Florida.



## Serving Individuals on Public Assistance

CSTB Rank: 3

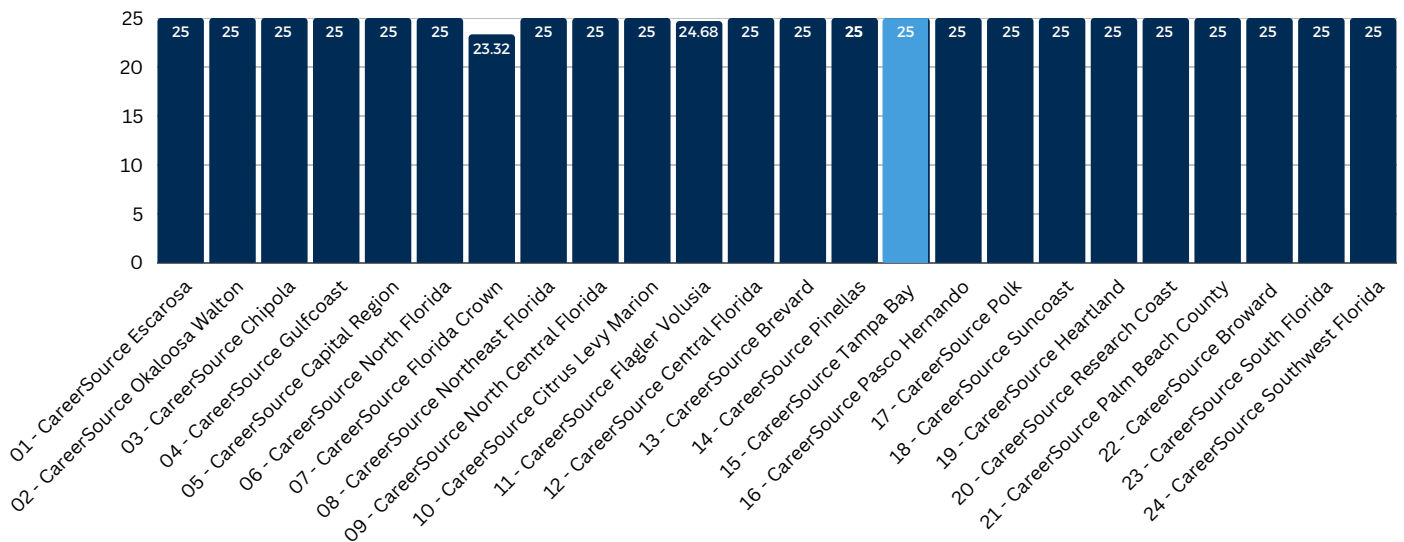


## Measure 2 - Reduction in Public Assistance

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

### Reduction in Public Assistance

CSTB Rank: 1





# INFORMATION ITEM #1: CAREERSOURCE TAMPA BAY HAS DEVELOPED NEW TOOLS FOR THE PUBLIC.

## BACKGROUND

CareerSource Tampa Bay (CSTB) wanted to develop new job search and exploration tools to help the public. The following are information items to inform you of these new tools launched or planning to launch during 2023.

### 1. Career Clarity Pod

The *Career Clarity Pod* is in a focused area of the resource room located in the Tampa Center on North Florida Avenue. The *Career Clarity Pod* allows individuals to explore different careers, identify the career path they are most interested in, help them increase their marketability, and connect them to employers.

"The *Career Clarity Pod* is especially a wonderful area for people just wanting to explore a new career," said CEO John Flanagan. "We also focus on industries we need to fill in Hillsborough County. The virtual reality tool gives people an individualized touch to exploring a potential career."

The *Career Clarity Pod* has several dedicated computers for job seekers to use one of our new tools, the *Career Pathways Portal*, which can be found at this link:  
<https://careersourcetampabay.com/job-seekers/career-pathways>

### 2. Career Pathways Portal

The *Career Pathways Portal* is a user-friendly tool to explore career options and pathways for high-demand sectors in Hillsborough County. Quickly navigate top career sectors and tracks to view information and videos about specific occupations. The current sectors you can search include:

- Business & Finance
- Healthcare/Health Sciences
- Information Technology
- Skilled Trades



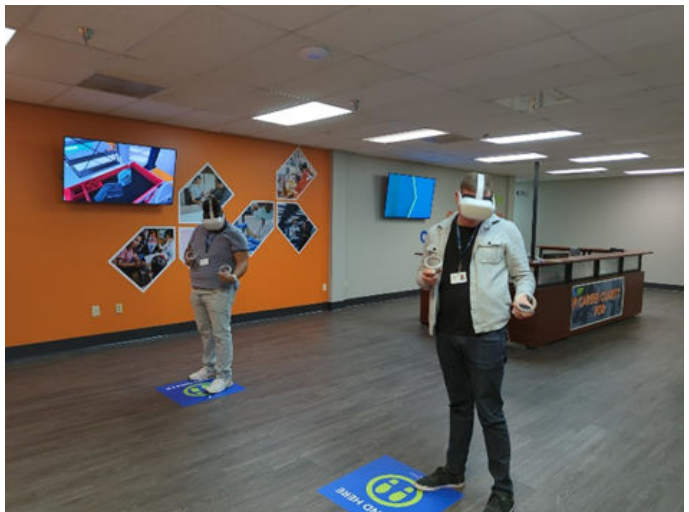
Information provided includes entry-level to expert-level salaries, local job demand, diversity makeup, top posting industries and companies in Hillsborough County, job duties, required skills, and more. Selecting an occupation of interest displays a list of approved training programs for the relevant career track, including local earn-and-learn programs. Users can even generate a Career Advancement Plan that lists their career and training selections of interest with contact information for follow-up.

1. *Career Pathways Portal* (can be found at this link:  
<https://careersourcetampabay.com/job-seekers/career-pathways> or  
[www.CSTBPathways.com](http://www.CSTBPathways.com) )

### 3. Virtual Reality Career Exploration

One exciting feature of the *Career Clarity Pod* is a virtual reality (VR) tool that will provide career seekers with hands-on simulations highlighting different career paths and allow them to understand their career options through an interactive experience. Career industries available to explore with the VR tool include:

- Healthcare & Life Science
- Manufacturing, warehousing & storage
- Skilled trades
  - diesel technology
  - aviation maintenance
  - electrical construction
  - automotive
- Public Safety
- Hospitality
- Tourism



# PRESIDENT & CEO CONCLUSION:

This Legislative report updates you on key items vital to us at *CareerSource Tampa Bay*. The REACH ACT legislation has been among the most significant changes to workforce development boards in Florida in decades. I am bringing you up to date on the part of the REACH ACT legislation that would realign several regions across the state.

The *CareerSource Florida Board* reviewed the recommendations in the *Future State Options Report* released on February 17, 2023. The *CareerSource Florida Board* voted on February 24, 2023, to consolidate Pinellas & Hillsborough County workforce boards. Remember, this is just a proposal, and Governor Ron DeSantis has made no final decision. The next step in the process is for public comments to take place before Governor DeSantis makes a final decision.

This report was completed by an independent third party who interviewed the Workforce Boards and stakeholders, including state and local representatives.

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

I wanted to bring this to you to be transparent and let you know the process. I also want to inform you about where to get more information. The link below will keep you updated on public meetings and documents on the REACH Act Implementation page. Here is what I know about the plan, which can be found on page 34 of the Future State Options Report. This report was completed by an independent third party who interviewed the Workforce Boards and stakeholders, including state and local representatives. <https://careersourceflorida.com/wp-content/uploads/2023/02/Future-State-Options-Report.pdf>

EXCERPT FROM THE REPORT: *This consolidation action would consolidate two single-county areas, Pinellas (area 14) and Hillsborough (area 15), into one local workforce development area. It would bring the total population of this newly created local workforce development area to just over 2.4 million residents. The action would be driven by the strong labor market ties the two counties have with one another – with Pinellas County's EIM of 29.7 indicating strong commuting to Hillsborough County. The two counties are also commonly grouped together for other planning entities and activities such as economic development, transportation, and adult education. Stakeholders from both counties indicated that this consolidation if pursued, would require a high level of change management due to relationships. However, stakeholders from both counties, namely employers and education providers, also saw this consolidation as an opportunity to strengthen regional ties within the Tampa Bay region to operate more like one labor market entity and minimize the administrative duplications that are associated with utilizing two local workforce development boards across two counties located in one MSA.*

If you have any questions, I will make myself available to you or your staff. Feel free to reach out to me at [flanaganj@careersourcetb.com](mailto:flanaganj@careersourcetb.com).

I am confident that whatever decision is made in Tallahassee regarding our regions, CSTB will come out even stronger than before, to serve the customers of Tampa Bay.

John Flanagan  
President & CEO CareerSource Tampa Bay







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