

Please be reminded pursuant to Section 3 of Article X of the Bylaws, no member of the Board shall cast a vote on any matter on which he or she has a conflict of interest as defined by federal or state law. Upon discovery of an actual or potential conflict of interest, the Board Member shall promptly disclose the actual or potential conflict of interest, promptly file a written statement of disqualification, shall withdraw from any further participation in the transaction involved, and shall abstain from voting on the matter. In the event of such disclosure or abstention, Article IX Section 3 shall govern the voting requirements on such matter.

Executive Committee Meeting Agenda

February 8, 2024 – 9:00 a.m.

Join the meeting via Microsoft Teams

Committee Members

Mark Barry, Mark Earl, Charles Gibbons, Joelle Neri, Lex Smith

Call to order Charles Gibbons, Chair

Public Comments

No requests from the public were received during the allotted time published in the Public Notice.

Action Items

1. Minutes from October 19, 2023, Executive Committee Meeting (Charles Gibbons)..... Page 2
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3. Invitation to Bid (Jerome Salatino)..... Page 8
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Information Items

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Chair Comments

CEO Comments

Adjournment



ACTION ITEM 1
Approval of Minutes

In accordance with Article VI, Section 2 of the approved bylaws, the Board is required to keep correct and complete minutes of the proceedings of any Board or Committee meeting.

Draft minutes of the October 19, 2023, Executive Committee Meeting are presented for review. Any modifications should be requested prior to approval.

FOR CONSIDERATION

Approval of October 19, 2023, Executive Committee Meeting Minutes, to include any modifications or changes noted by the Committee.

Executive Committee Meeting Minutes - DRAFT

October 19, 2023 – 10:00 a.m.

Committee Members**Present:** Mark Barry, Charles Gibbons, Lex Smith**Absent:** Mark Earl, Joelle Neri**Quorum Present:** Yes**Others Present:**

PHWB Staff – Brenda Gause, Theresa Miner, Jerome Salatino, Jessica Weightman, Ania Williams

The Hogan Law Firm – Jennifer Rey

Proceedings:

Meeting called to order at 10:05 a.m. by Chair, Charles Gibbons

Public Comments

No public comments were received.

Action Item 1 – Minutes from August 3, 2023, Executive Committee Meeting

Charles Gibbons asked the Committee members to review the minutes from the August 3, 2023, Executive Committee meeting for any corrections or comments. Hearing none, a motion was made to accept the minutes of the meeting.

MOTION was made by Mark Barry to approve the minutes.

MOTION was seconded by Lex Smith. MOTION carried 3-0.

Action Item 2 – Transfer of WIOA DW Funding to WIOA AD Funds

Committee members reviewed the request to transfer \$400,000 of WIOA Dislocated Workers fund to WIOA Adult fund, to help utilize the 2022 WIOA DW funding that will be expiring June 20, 2024.

MOTION was made by Lex Smith to approve the transfer of funds.

MOTION was seconded by Mark Barry. MOTION carried 3-0.

Action Item 3 – Addition to Demand Occupations List

The Committee reviewed the request to add Childcare Workers to the Demand Occupations List for the Pasco Hernando region. Jerome Salatino discussed the increased cost of childcare and the growing demand of childcare workers in our area.

MOTION was made by Lex Smith to approve the addition to the Demand Occupations List.

MOTION was seconded by Mark Barry. MOTION carried 3-0.

Action Item 4 – Umbrella MOU

Committee members reviewed the request to approve and adopt the Umbrella MOU and to enter into an agreement with the required partner agencies. The Umbrella MOU is intended to replace all the existing MOUs that are already in place.

MOTION was made by Mark Barry to approve and adopt the Umbrella MOU.

MOTION was seconded by Lex Smith. MOTION carried 3-0.

Action Item 5 – Training Provider Renewal

The Committee reviewed the request to approve Metropolitan Technical Career Institute to continue as training provider for the 2023-24 program year.

MOTION was made by Lex Smith to approve Metropolitan Technical Career Institute as training provider.

MOTION was seconded by Mark Barry. MOTION carried 3-0.

Information Item 1 – Financial Reports

Theresa Miner reviewed the Financial Reports for the period 8/01/2023 through 8/31/2023.

Information Item 2 – Internal Control Questionnaire and Assessment

Jerome Salatino reviewed the requirements and objectives of the annual self-assessment tool.

Information Item 3 – Regional Planning

Jerome Salatino shared the progress of the Florida Workforce System Transformation and reviewed the next steps in the designation of the regional planning areas.

Information Item 4 – Letter Grades

Jerome Salatino reviewed the letter grades for the 2022-2023 program year.

Discussion Item 1 – Education and Industry Consortium

Committee members discussed the membership requirements and goals of the Education and Industry Consortium.

With no further business to discuss, the meeting adjourned.

ACTION ITEM 2
Special Projects List

The Pasco Hernando Workforce Board (PHWB), under the Workforce Innovation and Opportunity Act (WIOA), has been in meetings with various community partners in need of recruitment, hiring and training assistance projects. These projects/pilot programs include training opportunities for both Youth and Adult customers that may or may not be determined eligible under WIOA or WT.

At the December 7, 2023, meeting, the Board of Directors approved the use of corporate funds, in the amount of \$250,000, for the Special Projects List. To provide more opportunities for training, the list has been modified to include apprenticeship and internship options.

FOR CONSIDERATION

Approval of the Special Projects List, along with flexibility to utilize the \$250,000 of corporate funds in any area of the special projects.

CSPH SPECIAL PROJECTS PY 23-24 AND PY 24-25 WITH CORPORATE FUNDS
Cost of Two-Year Projects \$250,000

Career Exploration Tours

- Aviation – Hernando County Airport and Zephyrhills Airport
- Airport Industrial Park
- Local Business Centers
- Healthcare Facilities in both counties
- Local Manufacturers
- Tours with apprenticeship opportunities
- Tour targeted business sectors
- AmSkills Boot Camp
- Manufacturing Day for Youth
 - 300-500 youth attend on an annual basis
 - 10-20+ employers engage in tours
- Public Safety Career Program – Fivay High School
- Career Exploration for either Corrections or Public Safety Career Program in East Pasco TBD
- Career Academies in both Pasco and Hernando with focus on sponsorships/stipends
 - Aviation Mechanics
 - Healthcare
 - Construction

Training Opportunities

- Summer Youth/Year-Round Youth Programs
 - 60-75 youth served yearly
 - Average program cost for last three years ranged from \$72k to \$109k (majority of costs paid from TANF)
 - Average \$10,000 per year was Corporate funding



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- End of Year Pilot Program with Hernando and Pasco County graduating seniors – OJT/Stipends/Scholarships
- MC3 Certifications
 - Four cohorts with 30 individuals
 - Possibility of employment with Union after completion
- Firefighter/EMT/Correction Programs Hernando and Pasco
 - **WIOA funding** for training – up to \$70,000 for qualified individuals if funding permits
 - **WIOA EWT Funding** – up to \$50,000 per year if funding permits
 - Hiring/retention incentives - (between Firefighter and Corrections)
- Scholarships
- Apprenticeships
- Internships

info@careersourcepascohernando.com
PO Box 6589 | Spring Hill, FL 34611
p: 352-593-2222 | f: 352-593-2200

ACTION ITEM 3

Invitation to Bid

Pasco-Hernando Workforce Board, Inc. (PHWB) currently leases office space at 15000 Citrus Country Drive, Dade City, Florida for our One Stop location in eastern Pasco County. The current lease ends on July 31, 2024.

The current location is 5,579 square feet and per advice from FloridaCommerce, staff must go out for bid at end of each lease period. FloridaCommerce quoted 2CFR 200.319(a) and stated "2 CFR 200.319(a) requires that all procurement transactions (which would include building space lease) must be conducted in a manner providing full and open competition." Staff are currently seeking to down-size office space from 5,579 square feet to 1,500-2,000 square feet.

To remain in compliance, staff has issued an Invitation To Bid and are contacting local realtors/property managers for bids needed to compare pricing. The lease at 15000 Citrus Country Drive has no price increases for the coming year. Staff will also take into consideration any associated moving costs.

Staff has issued a new RFP and are currently soliciting bids. All bids are expected to be in by close of business, February 29, 2024.

FOR CONSIDERATION

Approval to review and negotiate a new lease agreement once all bids have been received.

Invitation To Bid - #01-01172024

Leasing of Office Space in Eastern Pasco County

I. GENERAL INFORMATION

A. PURPOSE

CareerSource Pasco Hernando (CSPH) is requesting proposals for office space in Eastern Pasco County to serve as the agency's One Stop location.

CareerSource Pasco Hernando is a not-for-profit organization that serves Pasco and Hernando counties by administering local workforce development and welfare reform programs as part of the State of Florida and the Federal Government's initiatives.

Stevens Amendment - This lease solicitation is partially supported by the U.S. Departments of Labor, Health and Human Services, and Agriculture as part of awards totaling \$4,234,000 for 98% of the funding. The additional 2% is from other non-federal funding sources.

CSPH is currently looking for one location in Eastern Pasco County. The ideal location would be in Dade City or surrounding area that is centrally located. The current location is 15000 Citrus Country Drive, Dade City, FL 33523. All locations within Eastern Pasco County will be considered. Office space must conform to normal government office space requirements, including the Americans with Disabilities Act of 1990, as amended.

CSPH's targeted occupancy of the selected site is on or before **July 01, 2024**.

B. WHO MAY RESPOND

Respondents must be the owner of the facility or the owner's authorized representative having authority to act on behalf of the owner and able to provide a facility that meets the requirements of this Invitation To Bid (ITB).

C. TECHNICAL ASSISTANCE

Technical assistance will be provided through a written question and answer format. Potential respondents will have until 12:00 p.m. on Thursday, **February 22, 2024** to submit questions in writing, by email, to bgause@CareerSourcePascoHernando.com.

Answers will be posted on the website, www.CareerSourcePascoHernando.com, and available to all entities within three (3) business days of receiving the question. CSPH reserves the right to decline a response to any question if, in CSPH's assessment, the information cannot be shared with all potential bidders in a timely manner.

D. INSTRUCTIONS ON PROPOSAL SUBMISSION

Intent to Respond

It is preferred that potential Offerors notify by Friday, **February 16, 2024**, via email to bgause@CareerSourcePascoHernando.com, of their intent to submit an offer and identify the property address.

Closing Submission Date

One (1) electronic copy of the proposal must be submitted no later than 5:00 p.m. on Friday, **February 29, 2024**. Proposals and/or modifications received after that date will not be considered, however, CSPH has the right to extend this deadline if enough bids aren't received.

Conditions of Proposal

All costs incurred in the preparation of a proposal responding to this ITB will be the responsibility of the Offeror and will not be reimbursed.

Instructions to Prospective Contractors

Inquiries and proposals should be addressed as follows:

Name: Brenda Gause

Email: bgause@CareerSourcePascoHernando.com

Inquiries and proposals submitted via email should reference **ITB for Leasing of Eastern Pasco County Office Space** in the subject line.

It is the responsibility of the Offeror to ensure that the proposal is received by CSPH by the date and time specified above.

Right to Reject

CSPH reserves the right to reject any and all proposals received in response to this ITB. An agreement for the accepted proposal will be based upon the factors described in this ITB.

Small and/or Minority-Owned Businesses

Efforts will be made by CSPH to utilize small business and minority-owned business.

Notification of Award

It is expected that notification of award will be made before/by Monday, **April 22, 2024**.

E. GENERAL REQUIREMENTS

CSPH is seeking office space of approximately **1,500 to 2,000** square feet to serve as the agency's One Stop location(s) in Eastern Pasco County. Office space must conform to normal government office space requirements, including the Americans with Disabilities Act of 1990, as amended. See Section VII below for Accessibility Requirements.

The preferred location(s) shall have access to public transportation, if possible. Other locations within Eastern Pasco County will be considered.

CSPH requests to occupy the facility beginning on or before **July 1, 2024**, with a preferred lease agreement of five (5) years. The final agreed upon occupancy date is negotiable; however, occupancy must be possible no later than **July 1, 2024**. Therefore, Offeror must indicate ability to meet tenancy of on or before **July 01, 2024** or specify the earliest date of potential occupancy.

II. SPECIFICATIONS

A. SCOPE

The leased facility requirements include:

- Centralized clerical and operational support area to accommodate high volume multi-function machines;
- Designated access to a conference room that can accommodate meetings and trainings up to 300 SF square feet
- Designated access to a large conference room (Resource Room) that can accommodate at least 10-15 small workstations (approximately 750-1000 S.F.)
- 5-6 individual offices
- Small break room for staff to eat lunch (optional)
- One (1) on-site storage areas;
- Local Area Network (LAN) cabling for personal computers and multi-function machines, and one (1) designated LAN rooms for network servers;
- Electrical systems with adequate outlets to support a trouble-free environment for individual office workstations and high-volume, multi-function machines;
- Telephone ports with lines to support a trouble-free environment for a multi-user telephone system;
- Heating, air conditioning, and ventilation systems that provide superior air quality and movement;

- Access to parking to accommodate at least twenty-five to fifty (25-50) vehicles for CSPH staff and guests
- Maintenance, including custodial requirements (e.g., janitorial; maintenance; repairs, water and sewer services; real property taxes and levies; and the landscaping and mowing of grounds);
- Access to public transportation preferred
- ADA compliant

B. PRICE

In consideration of all the requirements contained herein, the total monthly rental price must be at or below market value. The price details must also disclose a plan, basis, and schedule for rent increases. Details for calculation of charges for common area maintenance (CAM) must also be detailed and included, if applicable.

C. LEASEHOLDER

The Lessee will enter into a lease for office space upon selection of the facility based on the review of proposals. CSPH will be the sole leaseholder. CSPH will have the right to sublease a portion of the leased space with the approval of the Lessor.

D. CONFIDENTIALITY

CSPH must comply with 2008 Florida Statutes 119.01 and may be requested and required to release information from proposals received in response to this ITB.

III. OFFEROR'S QUALIFICATIONS

Please use this format as the outline for your ITB response.

IV. PROPOSAL FORMAT

- Your proposal should be concise, specific, and complete and should demonstrate a thorough understanding of the minimum *requirements*.
- Unnecessarily elaborate brochures or other presentations beyond those sufficient to present a complete offer are not desired. Legibility, clarity, and completeness are much more important.
- Your proposal must be signed by an official authorized to bind your firm contractually and must be accompanied by a statement to the effect that your offer is firm for a period of not less than 60 calendar days after the closing date for receipt of offers.

V. FACILITY QUALIFICATIONS

The Offeror, in its proposal, shall, at a minimum address the following technical qualifications:

Parameters	Requirement
Facility Description	Describe whether this is a(n): <ul style="list-style-type: none">• owned building ready for occupancy;• owned building requiring retrofit;• facility that will be built to occupant specifications
Facility Occupancy Timeline	Provide details on the timeline for occupancy. July 1, 2024 is the target occupancy date. If July 1, 2024 is not feasible, specify the earliest time that the facility would be available for occupancy. Occupancy must be possible no later than July 7, 2024 . Certify that the building will be compliant with all agreed upon requirements by the date specified by Offeror.
Facility Occupants	Explain if rental would involve a whole or part of the proposed building. If part, identify the existing or potential occupants that may rent the remainder of the space, as well as the shared use of common areas in the facility.
Facility Location	Describe the exact location (complete) address.
Facility Square Footage	Provide a layout showing 1,500 to 2,000 square feet. Additional space should be shown separately, if applicable. Please provide the potential, or lack thereof, for the option of the future development (i.e., increase in square footage) of property should the need arise.
General Layout	Describe the square footage and layout available to accommodate a work environment for at least twenty (20), which shall include at a minimum: <ul style="list-style-type: none">• Reception area. Indicate if reception area is designated space or shared with other building tenants.• Centralized clerical and operational support area to accommodate high volume multi-function machines.• Five (5) to six (6) individual offices.• Prefer designated access to a conference room that can accommodate meetings and trainings for up to twenty (20) people. Approx. 300 S.F.

	<ul style="list-style-type: none"> • Designated access to a large conference room (Resource Room) that can accommodate at least ten - fifteen (10-15) workstations (approximately 750-1000 S.F.) • Small break room for staff to eat lunch; optional • One (1) on-site storage areas for supplies and work files. • Local Area Network (LAN) cabling for personal computers and multi-function machines, and one (1) designated LAN rooms for network servers
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VI. EVALUATION CRITERIA

A. All offers must meet the requirements as set forth in the Invitation To Bid. Requirements for amount of space required are subject to change and can be negotiable.

B. In addition, the following criteria will be numerically weighted and scored as part of the evaluation:

- Price (35 Points)

Using criteria listed below, a competitive range will be established. For those offers remaining in the competitive range after the technical evaluation, the total proposed price for the term of one (1) year and the two (2) annual option periods for the minimum amount of office space and the optional office space will be weighted and scored. The lowest total price for an otherwise acceptable technical offer will receive the maximum points for this criterion. The remaining offers will receive a percentage of the available points based upon the ratio of the total price of the lowest offered price to the total price of the respective offer being ranked. The Company may select the low evaluated offer or may continue with additional negotiations and a request for final revised offers.

- Location (30 Points)

- Location of the facility is within the specified areas

- Technical Approach (20 points)

Approach to meeting the following concepts which are to be incorporated into the facility design:

- Individual building functionality and responsiveness to the requirements including technical and performance specifications and design considerations to provide an aesthetically pleasing interior and exterior appearance. Quality of materials for finished surfaces which will result in low maintenance. The proposed facility will be assessed as to its functionality as Class A office space and effective space conducive for multi-program

research and development. Type of construction and efficiency of the arrangement proposed for office space. Approach and plans for parking with effective site ingress and egress.

- Plans for mechanical and electrical systems which are energy efficient.
- Schedule for Occupancy (15 points)
 - Are all phases of the schedule for preparing the facility for occupancy included in the offer?
 - Is the proposed schedule credible and realistic?
 - Does the contractor/developer exhibit adequate evidence of his/her ability to meet the proposed schedule?
 - Is this the best possible schedule in days from execution of the lease agreement?
 - Occupancy of office space is requested by April 17, 2017 but no later than May 1, 2017.

We reserve the right to solicit from any available sources relevant information concerning your business operations and to use this information in evaluation and selection.

VII. Accessibility and Alterations

- A. The leased Premises must meet at the time of occupancy, or will conform to, or will be brought into conformance with within 180 days of lease execution, the requirements of the 2012 Florida Accessibility Code for Building Construction ("FACBC"), 2010 ADA Standards, American With Disabilities Accessibility Implementation Act, Section 553.501 – 553.514, Florida Statutes. The Code of Federal Regulations, Department of Justice, Title 28, Part 35 and Part 36, and the Department of Transportation Title 49, Part 37 and the requirements of Florida Building codes have all been incorporated within FACBC.

- B. The Florida Building Codes includes and requires the following subparts, which are applicable to occupied or public use leases:

Chapter 1, Section 101.1 - all new and altered public building and facilities, private buildings and facilities, places of public accommodation and commercial facilities subject to this code shall comply with the code.

Chapter 1, Section 101.03 - this code established standards for accessibility to a place of public accommodation and commercial facilities by individuals with disabilities. This code shall also apply to state and local government (owned and leased) facilities pursuant to Section 553.503,

Florida Statutes. It is to be applied during the design and construction, and during any alteration to such building and facilities as required by the code.

- C. Lessee shall have the right to make any alterations in and to the Premises during the term of this Lease upon first having obtained written consent of Lessor. Lessor shall not unreasonably withhold the consent to any such alterations.

VIII. Termination of Lease

From the funds in Specific Appropriations approved by the Florida legislature annually, no federal or state funds shall be used to pay for space being leased by a Regional Workforce Board, CareerSource Florida, Inc., or the Florida Commerce if it has been determined by whichever entity is the lessee that there is no longer a need for the leased space. All leases, and performance and obligations under the leases, are subject to and contingent upon an annual appropriation by the Florida Legislature. In the event that such annual appropriation does not occur, or in the alternative, there is either a reduction in funding from the prior annual appropriation or the entity which is the lessee determines that the annual appropriation is insufficient to meet the requirements of the leases, then the lessee has the right to terminate the lease upon written notice by the lessee and the lessee shall have no further obligations under the contracts.


ACTION ITEM 4
Education and Industry Consortium Policy Amendment

Under Section 445.007, Florida Statutes, each local workforce development board is required to create an education and industry consortium for its designated workforce service delivery area. The consortium must include local representatives of educational entities and businesses who provide independent information from stakeholders in their region. The consortium shall provide quarterly reports to the local workforce development board in an effort to align educational programming with industry needs at the local level.

At the December 7, 2023, meeting, the Board of Directors approved the Education and Industry Consortium policy establishing the Consortium in our region. In consultation with our attorney, the policy has been modified to include Article II Section E regarding appointment of Chair and Vice Chair.

FOR CONSIDERATION

Approval of the Education and Industry Consortium policy amendment.

		Policy Number ADMIN-07
Region 16 Local Operating Policy		
Title:	Education and Industry Consortium	
Effective:	12/07/2023	
Revised:	TBD	

I. PURPOSE AND SCOPE

Section 445.007, Florida Statutes, requires each local workforce development board to create an education and industry consortium composed of representatives from education entities and businesses in the designated workforce service delivery area. This policy requires the Pasco-Hernando Workforce Board, Inc. ("PHWB") to appoint an education and industry consortium (the "Consortium") composed of local leaders who provide independent information from stakeholders in the service delivery area. PHWB shall consider information from the education and industry consortium in creating strategies and local plans that describe efforts to provide educational and workforce opportunities to businesses and job seekers in the service delivery area. The goal of this policy is to align educational programming with industry needs at the local level. Additionally, the educational and industry consortium as established by PHWB will be an independent advisory group. Any members of the consortium will have no direct or implied authority over PHWB, its membership, or its employees.

II. POLICY

A. Required Membership

PHWB establishes the Consortium which shall be comprised of representatives of educational entities and businesses in the designated service delivery area. The PHWB Chair shall appoint the Consortium's members. A member of PHWB's Board of Directors is not permitted to serve as a member of the Consortium. The PHWB Chair shall appoint no more than fifteen (15) members to the Consortium. The members of each respective category must meet the following requirements. When the Chair has appointed a member to the Consortium, PHWB shall issue a Welcome Letter informing the appointee of the appointment and the Welcome Letter in the manner attached hereto as Exhibit A.

Industry Representative Requirements

- Chief Executive Officers or presidents or other executive-level staff from the top and private employers in the local area.
- Industry representatives should reflect the priority industries in the local area.

Education Representative Requirements

- Superintendents, presidents, or other leadership staff from education institutions in the local area that represent both public and private education entities in: K-12 education, District Technical Colleges, State Colleges, Universities, and Other degree or credential granting institutions in the local area.

B. Term

The Consortium's members shall be appointed for two (2) year terms beginning on January 1 of the year of appointment, and any vacancy on the Consortium must be filled for the remainder of the unexpired term in the same manner as the original appointment.

C. Designee Attendance

If a member of the education and industry consortium is unable to attend a meeting, a designee from the member's executive team may attend. Such designated member shall be approved by the education and industry consortium per PHWB's policies.

D. Meetings

All meetings of the Consortium must meet on at least a quarterly basis. PHWB shall provide administrative support to the Consortium as needed and will be specifically responsible for the following:

- Maintaining a roster of Consortium Members and posting the current roster on the PHWB's website.
- Posting scheduled consortium meetings on the PHWB website.
- Posting the quarterly reports from each meeting on the PHWB website.
- All notices of the Consortium shall be posted in the same manner as notices for PHWB meeting notices.

It is not necessary for the Consortium meetings to be separately conducted from existing, similar meetings in the designated local delivery area. The Consortium meetings' discussions need only focus on the labor needs including:

- Industry representatives sharing their specific talent development needs or observations on talent in the local area.
- Education representatives sharing what specific education offerings are available in the designated local delivery area.

E. Appointment of Chair and Vice Chair

At the initial meeting of the Consortium, the Consortium's members shall appoint a Chair of the Consortium to preside and oversee the meetings of the Consortium. Additionally, the members of the Consortium shall appoint a Vice Chair of the Consortium to act in the stead of the Chair, if the Chair is unable to attend a meeting. The Chair and Vice Chair shall serve a two (2) year term commencing on January 1 of the first year of the initial meeting and shall be appointed by the Consortium's members to serve another two (2) year term commencing each January 1 thereafter. The Chair or Vice Chair shall determine whether or not a quorum of at least a majority of the Consortium's members are present in order to conduct business. Members of the Consortium can be present physically or appear by teleconference or other technological means, subject to the approval of PHWB's CEO.

F. Quarterly Reports

The Consortium for PHWB shall provide to the Board of Directors of PHWB on a quarterly basis related to the educational programs provided and the industry needs in the designated local delivery area. PHWB shall use such quarterly reports to consider and determine effective ways to grow, retain, and attract to the designated local delivery area for PHWB. The Consortium's quarterly reports shall be published on PHWB's website and the links to the Consortium's roster and reports shall be included in the PHWB's Workforce Innovation and Opportunity Act local plan. The Consortium's quarterly reports shall be comprised of the following:

- A record of the Consortium's members in attendance at the Consortium's quarterly basis;
- A summary analysis of the local labor market based on industry representative needs and education offerings;
- Information on priority industry sectors and occupations for the local area;
- Information on the status of existing talent pipelines for in-demand occupations and the need to expand or leverage existing and/or new resources.

The Consortium's roster shall be in the format attached hereto as Exhibit B and the format for the Consortium's quarterly report shall be in the form attached hereto as Exhibit C.

III. REVISION HISTORY

Date	Description
TBD	Revised and approved by CareerSource Pasco Hernando Board of Directors
12/07/2023	Issued by CareerSource Pasco Hernando.
12/07/2023	Approved by CareerSource Pasco Hernando Board of Directors.

EXHIBIT "A" – WELCOME LETTER

[DATE]

[APPOINTEE'S NAME]

[POSITION]

[ORGANIZATION]

[ADDRESS]

Dear [APPOINTEE'S NAME]

Thank you for volunteering to serve on Pasco-Hernando Workforce Board's Education and Industry Consortium (the "Consortium").

Section 445.007, Florida Statutes, requires each local workforce development board to create an education and industry consortium composed of representatives from education entities and businesses in the designated workforce service delivery area for Hernando and Pasco counties. The Consortium is required to meet quarterly and provide reports to the Pasco-Hernando Workforce Board of Directors, which include community-based information related to educational programs and industry needs. The Consortium's reports inform the local workforce development board and staff on programs, services, and partnerships in the service delivery area.

The relationship between industry and education is vital to the state and local workforce development system. I am confident your representation on this Consortium will enhance communication and help ensure that the Pasco-Hernando Workforce Board of Directors has access to independent and actionable information to enhance workforce opportunities for businesses and job seekers in our local area.

Information about the role of education and industry consortiums is available in the statewide strategic policy: <https://careersourceflorida.com/wp-content/uploads/2023/09/Education-and-Industry-Consortiums-Strategic-Policy.pdf>.

Your appointment to the Consortium is effective [INSERT DATE] and concludes on [INSERT DATE]. Thank you again for offering your time, talent, and energy to this important initiative. If you have any questions, please do not hesitate to contact [INSERT NAME] at [INSERT CONTACT INFORMATION].

Sincerely,

[INSERT NAME]

Board Chair

Pasco-Hernando Workforce Board, Inc.

cc: Jerome Salatino, CEO of Pasco-Hernando Workforce Board, Inc.
Senior staff for Consortium

EXHIBIT "B" – Consortium Roster
GENERAL INFORMATION

Section 445.007, Florida Statutes, requires each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated workforce service delivery area.

The Chair of the local workforce development board shall appoint the consortium members. A member of a local workforce development board shall not serve as a member of the consortium. Consortium members shall be appointed for two (2) year terms beginning on January 1 of the year of the appointment, and any vacancy of the consortium must be filled for the remainder of the unexpired term in the same manner as the original appointment.

The membership of the education and industry consortium must meet the following requirements:

Industry Representative Requirements :

- Chief Executive Officers or presidents or other executive-level staff from the top public and private employers in the local area.
- Industry Representatives should reflect the priority industries in the local area.

Educational Representative Requirements:

- Superintendents, presidents, or other leadership staff from education institutions in the local area that represent both public and educational entities in:
- K-12 education;
- District technical colleges;
- State colleges;
- Universities; and
- Other degree or credential granting institutions in the local area.

If a member of the education and industry consortium is unable to attend a meeting, a designee from the member's executive team may attend.

Chair of Consortium: _____

Contact Information: _____

Report Prepared by: _____

Board Contact: _____

Date: _____

CONSORTIUM ROSTER

Name	Title	Organizational Name	Industry (For Business Partners Only)	Phone Number	Email Address	Term Start Date	Term End Date	Consortium Seat Filled

Exhibit "C" – Quarterly Report

Pasco-Hernando Workforce Board, Inc.
Education and Industry Consortium Quarterly Report

A. GENERAL INFORMATION

Report Quarter: _____

Date of Meeting: _____

Report prepared by: _____

Local Workforce Board Contact: _____ Date: _____

B. ATTENDANCE

Name	Organization	Industry or Education	Contact Information

C. Summary Report

- 1.) Summary Analysis of the local labor market based on the industry representative needs and education offerings (Provide summary).
- 2.) Information on priority industry sectors and occupations for the local area (Provide summary).
- 3.) Information on the status of existing talent pipelines for in-demand occupations (Provide summary).

ACTION ITEM 5

Training Provider

The Pasco Hernando Workforce Board (PHWB) under the Workforce Innovation Opportunity Act (WIOA) must approve training providers and courses offered where WIOA funds are used. Center for Technology Training (CTT) is currently an approved Training Provider. However, when submitting codes for training provided, they entered the wrong codes.

CTT is licensed, in good standing, and the programs offered are in line with the Regional Targeted Occupation List.

FOR CONSIDERATION

Approval of the following corrected codes that are currently on the Targeted Occupations List:

- Business Applications Specialist SOC Code 43-1011
- Project Management SOC Code 13-1111

The revised spreadsheet for provider is attached.

Training Provider

Institution:
Street Address
Contact Person
Contact Email
Contact Phone Number

Center for Technology Training
1300 North Westshore Blvd #235
Peter Hogaboom
peter.hogaboom@cttschool.com
813-341-8594

	1	2	3	4	5	6	7
Program Title	PC Repair Technician (A+ prep)	Business Applications	Cisco Networking (CCNA prep)	Ethical Hacking & Forensics	Information Systems Security Professional	Linux	Microsoft Network Administration
SOC	151232	431011	151244	151212	151212	151211	151244
Is the program approved for training by the State of Florida	Yes	Yes	Yes	Yes	Yes	Yes	Yes
License #	3094	3094	3094	3094	3094	3094	3094
Expiration Date	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Cost							
Tuition	\$ 3,197.00	\$ 4,495.00	\$ 3,801.00	\$ 5,781.00	\$ 4,046.00	\$ 3,039.00	\$ 8,838.00
Expiration Date							
Book Cost							
Lab Fee							
Physical/ Medical Cost							
Uniforms							
Certification, Licensure or Testing Cost							
Other Costs							
Fees	\$ 298.00	\$ 500.00	\$ 194.00	\$ 209.00	\$ 449.00	\$ 456.00	\$ 657.00
Supplies (including tools & uniforms)							
Total	\$ 3,495.00	\$ 4,995.00	\$ 3,995.00	\$ 5,990.00	\$ 4,495.00	\$ 3,495.00	\$ 9,495.00
For January 2020 through May 2021							
Is program eligible for Pell Grant	No	No	No	No	No	No	No
Total number of persons enrolled in training program	29	3	3	0	2	0	4
Total number of WIOA funded persons enrolled in training program.	8	2	2	0	0	0	2
Total number of WIOA funded persons from CareerSource Pasco Hernando enrolled in training program.	0	0	1	0	0	0	0
Total number of persons completing this training program	20	0	0	0	1	0	0
Total number of WIOA funded persons completing this training program	5	0	0	0	0	0	0
Total number of WIOA funded persons from CareerSource Pasco Hernando completing this training	0	0	0	0	0	0	0
Total number of persons awarded a Recognized Postsecondary Credential (or other credential, if applicable)	20	0	0	0	1	0	0
Total number of WIOA funded persons awarded a Recognized Postsecondary Credential (or other credential, if applicable)	5	0	0	0	0	0	0
Total number of WIOA funded persons from CareerSource Pasco Hernando awarded a Recognized Postsecondary Credential (or other credential, if applicable)	0	0	0	0	0	0	0
Total number of persons employed after completing the training program	20	0	0	0	1	0	0
Total number of WIOA funded persons employed after completing the training program	5	0	0	0	0	0	0
Total number of WIOA funded persons from CareerSource Pasco Hernando employed after completing the training program	0	0	0	0	0	0	0
Nature of the Postsecondary Credentials (or other credentials received by completing students) i.e State Certificate, AA, Nationally Recognized Credential, etc.	220-1001, 220-1002 A+ Certification	Microsoft Office Specialist	Cisco Certified Network Administrator	Certified Ethical Hacker	Cisco Information Systems Security Professional	Linux Systems Administrator	MCSA - Microsoft Certified Solutions Associate
Can the credential be stacked with other credentials as part of a sequence to move an individual along a career pathway or up a career ladder?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Has this program been developed in partnership or collaboration with a business or industry (identifying the business or industry).	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Identify the in-demand industry sectors and occupations which best fit with the training program (Use NAICS Codes)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Describe the prerequisites of skills and knowledge required prior to the commencement of training.	High school diploma or equivalent	No Educational Requirements	PC Repair Technician (CRT02) and Network Technician (NET01), or equivalent experience is required.	PC Repair Technician (A+): #CRT02 and Network Technician (Network+): #NET01, or equivalent experience. The Security Professional course (SEC01) or Advanced Security Professional (SEC02) course are highly recommended.	PC Repair Technician (A+): #CRT02 and Network Technician (Network+): #NET01, or equivalent experience.	PC Repair Technician (CRT02) and Network Technician (NET01), or equivalent experience is required.	No Educational Requirements
Verification the training program is for an occupation on the Local Area TOL.	yes	yes	yes	yes	yes	yes	yes

Training Provider

Institution:
Street Address
Contact Person
Contact Email
Contact Phone Number

Center for Technology Training
1300 North Westshore Blvd #235
Peter Hogaboom
peter.hogaboom@cttschool.com
813-341-8594

	8	9	10	11	12	13	14	15
Program Title	Microsoft Network Expert	Microsoft Database Technologies	Network Technician (Network+ prep)	Project Management	Security Professional (Security+ prep)	Web Design Professional	Webmaster Foundations	SEO & Social Media Professional
SOC	151244	151241	151244	131111	151212	271024	271024	271024
Is the program approved for training by the State of Florida	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
License #	3094	3094	3094	3094	3094	3094	3094	3094
Expiration Date	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Cost								
Tuition	\$ 7,697.00	\$ 7,522.00	\$ 2,221.00	\$ 4,106.00	\$ 2,024.00	\$ 8,695.00	\$ 4,598.00	\$ 3,195.00
Expiration Date								
Book Cost								
Lab Fee								
Physical/ Medical Cost								
Uniforms								
Certification, Licensure or Testing Cost								
Other Costs								
Fees	\$ 798.00	\$ 973.00	\$ 274.00	\$ 889.00	\$ 471.00	\$ 300.00	\$ 397.00	\$ 300.00
Supplies (including tools & uniforms)								
Total	\$ 8,495.00	\$ 8,495.00	\$ 2,495.00	\$ 4,995.00	\$ 2,495.00	\$ 8,995.00	\$ 4,995.00	\$ 3,495.00
For January 2020 through May 2021								
Is program eligible for Pell Grant	No	No	No	No	No	No	No	No
Total number of persons enrolled in training program	3	0	30	5	16	3	4	2
Total number of WIOA funded persons enrolled in training program.	2	0	6	5	4	2	3	2
Total number of WIOA funded persons from CareerSource Pasco Hernando enrolled in training program.	0	0	0	0	0	0	0	0
Total number of persons completing this training program	0	0	10	1	2	1	1	0
Total number of WIOA funded persons completing this training program	0	0	2	1	2	1	1	0
Total number of WIOA funded persons from CareerSource Pasco Hernando completing this training	0	0	0	0	0	0	0	0
Total number of persons awarded a Recognized Postsecondary Credential (or other credential, if applicable)	0	0	10	1	2	1	1	0
Total number of WIOA funded persons awarded a Recognized Postsecondary Credential (or other credential, if applicable)	0	0	2	1	2	1	1	0
Total number of WIOA funded persons from CareerSource Pasco Hernando awarded a Recognized Postsecondary Credential (or other credential, if applicable)	0	0	0	0	0	0	0	0
Total number of persons employed after completing the training program	0	0	10	1	2	1	1	0
Total number of WIOA funded persons employed after completing the training program	0	0	2	1	2	1	1	0
Total number of WIOA funded persons from CareerSource Pasco Hernando employed after completing the training program	0	0	0	0	0	0	0	0
Nature of the Postsecondary Credentials (or other credentials received by completing students) i.e State Certificate, AA, Nationally Recognized Credential, etc.	Microsoft Network Expert	MCSE - Microsoft Certified Systems Expert	N10-007 Network+	PMP - Project Management Professional	SYO-501 Security+	User Interface Design	IDO-610 Web Foundations Associate	Web Developer
Can the credential be stacked with other credentials as part of a sequence to move an individual along a career pathway or up a career ladder?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Has this program been developed in partnership or collaboration with a business or industry (identifying the business or industry).	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Identify the in-demand industry sectors and occupations which best fit with the training program (Use NAICS Codes)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Describe the prerequisites of skills and knowledge required prior to the commencement of training.	No Educational Requirements	PC Repair Technician (CRT02) and Network Technician (NET01), or equivalent experience is required.	High School Diploma or Equivalent	One or more years of project management experience is helpful but not required.	PC Repair Technician (CRT02) and Network Technician (NET01), or equivalent experience is required.	No Educational Requirements	No Educational Requirements	No Educational Requirements
Verification the training program is for an occupation on the Local Area TOL.	yes	yes	yes	yes	yes	yes	yes	yes

INFORMATION ITEM 1
Financial Reports

The following item is presented as information for the Committee.

No action is required.

Pasco Hernando WFB 16
Statement of Financial Position - Unposted Transactions Included In Report
As of 12/31/2023
(In Whole Numbers)

	<u>Beginning Year Balance</u>	<u>Current Year Balance</u>	<u>YTD Change</u>
Assets			
Current Assets			
Cash - Operating	140,248.00	305,500.00	165,252.00
Global Cash Card	60,000.00	0.00	(60,000.00)
Cash - Corporate Unrestricted	58,267.00	24,614.00	(33,653.00)
Cash - Money Market	52,865.00	52,868.00	3.00
Cash - Payroll	1,065.00	1,662.00	597.00
Truist Banking Solutions	756,685.00	982,559.00	225,874.00
Prepaid Expenses	69,452.00	0.00	(69,452.00)
Deposits	72,137.00	63,442.00	(8,695.00)
Accounts Receivable	0.00	5,526.00	5,526.00
Grants Receivable	1,353,197.00	388,165.00	(965,032.00)
Employee Benefit Receivables	896.00	(307.00)	(1,203.00)
Right to Use Asset	<u>990,291.00</u>	<u>990,291.00</u>	0.00
Total Current Assets	3,555,102.00	2,814,320.00	(740,783.00)
Long-term Assets			
Fixed Assets - Computer Equipment	286,407.00	286,407.00	0.00
Fixed Assets - Furniture & Fixtures	7,742.00	7,742.00	0.00
Fixed Assets - Office Equipment	110,214.00	110,214.00	0.00
Fixed Assets - Vehicles	317,082.00	317,082.00	0.00
Fixed Assets - Software	62,900.00	62,900.00	0.00
Accumulated Depreciation	<u>(753,431.00)</u>	<u>(753,431.00)</u>	<u>0.00</u>
Total Long-term Assets	30,915.00	30,915.00	0.00
Total Assets	<u>3,586,017.00</u>	<u>2,845,235.00</u>	<u>(740,782.00)</u>
Liabilities			
Short-term Liabilities			
Sales Tax Payable	0.00	0.00	0.00
Accounts Payable - Vendors	364,745.00	173,846.00	(190,899.00)
Accrued Expenses	100,904.00	0.00	(100,904.00)
Contracts Payable	238,200.00	10,929.00	(227,271.00)
Benefits Payable	64.00	2,741.00	2,677.00
401K Traditional	0.00	1.00	1.00
Payroll Taxes Payable	0.00	0.00	0.00
Workers Comp Liability	3,793.00	4,238.00	445.00
ST Lease Liability	293,885.00	293,885.00	0.00
Accrued Wages	68,860.00	0.00	(68,860.00)
Accrued Leave	55,817.00	(82,084.00)	(137,901.00)
Non -Current Accrued Compensated Balances	316,298.00	316,298.00	0.00
LT Lease Liability	696,406.00	696,406.00	0.00
Accrued Payroll Taxes	28,435.00	12,827.00	(15,608.00)
Accrued Pension	17,431.00	15,029.00	(2,402.00)
Deferred Grant Revenue	<u>147,032.00</u>	<u>0.00</u>	<u>(147,032.00)</u>
Total Short-term Liabilities	<u>2,331,869.00</u>	<u>1,463,598.00</u>	<u>(868,271.00)</u>
Total Liabilities	<u>2,331,869.00</u>	<u>1,463,598.00</u>	<u>(868,271.00)</u>
Net Assets			
	<u>1,254,148.00</u>	<u>1,381,637.00</u>	127,489.00
Total Net Assets	<u>1,254,148.00</u>	<u>1,381,637.00</u>	127,489.00
Total Liabilities and Net Assets	<u>3,586,017.00</u>	<u>2,845,235.00</u>	<u>(740,782.00)</u>

Pasco Hernando WFB 16
Statement of Revenues and Expenditures - Unposted Transactions included In Report
From 7/1/2023 Through 12/31/2023
(In Whole Numbers)

	<u>Original</u>	<u>Current Year Actual</u>
Operating Revenue		
Grant Revenue	11,106,244.00	4,081,971.00
Pasco County BCC	700,000.00	168,000.00
Ticket to Work	100,000.00	4,437.00
Tobacco Free America	50,000.00	713.00
Interest Income	0.00	6,615.00
Other Income	<u>0.00</u>	<u>0.00</u>
Total Operating Revenue	<u>11,956,244.00</u>	<u>4,261,736.00</u>
 Total Revenue	 <u>11,956,244.00</u>	 <u>4,261,736.00</u>
 Expenditures		
Personnel Expenses	5,186,291.00	2,085,282.00
Allocation Costs	0.00	0.00
Insurance	111,025.00	17,470.00
One Stop Operator	25,000.00	9,484.00
Program Expenses	4,314,000.00	1,474,393.00
Professional Fees	352,712.00	142,824.00
Supplies	268,820.00	96,467.00
Telephone	99,941.00	41,283.00
Postage & Shipping	8,600.00	2,068.00
Occupancy	588,323.00	231,475.00
Maintenance & Repairs	72,950.00	50,847.00
Equipment Rental	39,270.00	22,338.00
Travel & Training	56,530.00	25,731.00
Dues & Subscriptions	1,100.00	5,517.00
Outreach	0.00	47,005.00
Equipment < \$5,000	12,500.00	9,552.00
Capital Expenditures	<u>0.00</u>	<u>0.00</u>
Total Expenditures	<u>11,137,061.00</u>	<u>4,261,736.00</u>
 Net Revenue Over	 <u>819,183.00</u>	 <u>0.00</u>

Pasco Hernando WFB 16
Statement of Activities -
Unposted Transactions Included
From 7/1/2023 Through 11/30/2023
(In Whole Numbers)

	Apprenticeship	Corporate	PCBCC	Indirect Pool	NCPEP	Other Pooled Costs	RESEA	SNAP	TAA	VETS	Wagner Peyser
Revenue											
Grant Revenue.	28,025.00	0.00		0.00	600,000.00	0.00	181,558.00	73,747.00	570.00	84,041.00	386,962.00
Other Revenue	0.00	5,150.00	174,615.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Revenue	28,025.00	5,150.00	174,615.00	0.00	600,000.00	0.00	181,558.00	73,747.00	570.00	84,041.00	386,962.00
(Deferred Rev/(Grant Receivable	(5,141.00)	52,497.00	80,605.00		271,175.00		43,238.00	8,214.00	(543.00)	25,632.00	56,670.00
Revenues Month end:	22,884	57,647	255,220	0	871,175	0	224,796	81,961	27	109,673	443,632
Expenditures											
Personnel	11,556.00	3,829.00	130,631.00	426,567.00	9,126.00	838,117.00	88,286.00	34,462.00	0.00	2,216.00	301.00
Program Expenses	0.00	8,036.00	16,008.00	0.00	847,101.00	0.00	0.00	0.00	0.00	0.00	0.00
Professional Services	102.00	1,828.00	523.00	28,670.00	6,049.00	94,014.00	449.00	98.00	0.00	271.00	472.00
One Stop Operator	0.00	0.00	0.00	0.00	0.00	9,484.00	0.00	0.00	0.00	0.00	0.00
Insurance	0.00	0.00	0.00	318.00	0.00	17,152.00	0.00	0.00	0.00	0.00	0.00
Travel	14.00	253.00	1,348.00	5,322.00	17.00	5,215.00	342.00	55.00	0.00	9,463.00	0.00
Leases	0.00	0.00	0.00	3,734.00	0.00	208,589.00	0.00	0.00	0.00	0.00	0.00
Utilities & other Facility Costs	0.00	0.00	0.00	952.00	0.00	37,460.00	0.00	0.00	0.00	0.00	0.00
Software License renewals	4.00	375.00	2,417.00	6,961.00	31.00	56,824.00	(511.00)	62.00	27.00	0.00	0.00
Communications	0.00	2,763.00	0.00	2,057.00	0.00	32,363.00	0.00	0.00	0.00	2,462.00	0.00
Repairs and Maintenance	0.00	0.00	0.00	1,010.00	0.00	49,370.00	0.00	0.00	0.00	0.00	0.00
Office Expenses	0.00	505.00	0.00	572.00	0.00	12,585.00	0.00	0.00	0.00	0.00	0.00
Outreach	0.00	37,005.00	0.00	0.00	0.00	10,000.00	0.00	0.00	0.00	0.00	0.00
Equipment	0.00	0.00	0.00	287.00	0.00	9,265.00	0.00	0.00	0.00	0.00	0.00
Indirect Costs	4,178.00	1,384.00	47,232.00	(476,448.00)	3,300.00	0.00	32,698.00	14,133.00	0.00	62,968.00	38,501.00
Program Costs Pool	5,048.00	1,671.00	57,061.00	0.00	3,986.00	(559,189.00)	41,626.00	14,377.00	0.00	29,074.00	95,561.00
Business Services Pool	0.00	0.00	0.00	0.00	0.00	(311,664.00)	46,398.00	14,478.00	0.00	0.00	0.00
One Stop Cost Pool	1,982.00	(1.00)	0.00	0.00	1,565.00	(509,586.00)	15,509.00	4,297.00	0.00	3,219.00	308,796.00
Total Expenditures	22,884.00	57,647.00	255,220.00	0.00	871,175.00	0.00	224,796.00	81,961.00	27.00	109,673.00	443,632.00

Pasco Hernando WFB 16
Statement of Activities -
Unposted Transactions Included
From 7/1/2023 Through 11/30/2023
(In Whole Numbers)

	Apprenticeship	WIOA AD	WIOA DW	WIOA NEG	WIOA Other	WIOA Youth	Welfare Transition
Revenue							
Grant Revenue.	28,025.00	470,291.00	314,270.00	14,709.00	47,000.00	274,981.00	1,217,652.00
Other Revenue	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Revenue	<u>28,025.00</u>	<u>470,291.00</u>	<u>314,270.00</u>	<u>14,709.00</u>	<u>47,000.00</u>	<u>274,981.00</u>	<u>1,217,652.00</u>
(Deferred Rev/(Grant Receivable	(5,141.00)	(7,850.00)	164,039.00	2,610.00	498.00	99,472.00	(402,953.00)
Revenues Month end:	22,884	462,441	478,309	17,319	47,498	374,453	814,699
Expenditures							
Personnel	11,556.00	173,862.00	77,682.00	8,208.00	24,025.00	29,178.00	227,237.00
Program Expenses	0.00	185,237.00	66,462.00	2,231.00	0.00	288,284.00	61,035.00
Professional Services	102.00	625.00	250.00	26.00	67.00	3,186.00	6,194.00
One Stop Operator	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Travel	14.00	1,317.00	1,053.00	14.00	54.00	629.00	634.00
Leases	0.00	0.00	0.00	0.00	0.00	2,819.00	0.00
Utilities & other Facility Costs	0.00	0.00	0.00	0.00	0.00	260.00	0.00
Software License renewals	4.00	3,469.00	18.00	288.00	51.00	90.00	20,285.00
Communications	0.00	1,024.00	0.00	0.00	0.00	614.00	0.00
Repairs and Maintenance	0.00	0.00	0.00	0.00	0.00	467.00	0.00
Office Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Outreach	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Indirect Costs	4,178.00	52,867.00	80,893.00	2,968.00	8,687.00	15,515.00	111,124.00
Program Costs Pool	5,048.00	20,247.00	141,348.00	3,585.00	10,494.00	18,744.00	116,365.00
Business Services Pool	0.00	15,843.00	110,602.00	0.00	0.00	14,667.00	109,675.00
One Stop Cost Pool	<u>1,982.00</u>	<u>7,949.00</u>	<u>0.00</u>	<u>0.00</u>	<u>4,120.00</u>	<u>0.00</u>	<u>162,149.00</u>
Total Expenditures	<u>22,884.00</u>	<u>462,441.00</u>	<u>478,309.00</u>	<u>17,319.00</u>	<u>47,498.00</u>	<u>374,453.00</u>	<u>814,699.00</u>

CASH BY FUNDING SOURCE

Fund Code	Fund Title	Debit Balance	Credit Balance
003	WIOA - Adult 41524	83,137.85	
004	WIOA Adult 42801		58,658.71
022	Rapid Response 42830		304.50
062	WIOA DW 41548		153,221.95
072	WIOA Youth 41378		73,446.16
073	WIOA Youth		21,002.69
083	WP NFA 41603	22,150.00	
084	NAVIGATOR NFA 41683	5,147.74	
085	Wagner Peyser #42882		75,327.30
093	WTP 42773,43242	408,752.22	
103	SNAP NFA 43164		8,197.07
110	NEG - OPIOID NFA 39432		2,601.99
152	LVER NFA 42214	0.63	
153	LVER		15,069.62
162	DVOP NFA 42345	0.88	
163	DVOP		10,563.34
170	WP - HOPE NFA # 043034		592.70
323	TAA - NFA 3 42005	543.71	
700	Corporate/Unrestricted	873,400.31	
711	NCPEP 42757, 42758	12,224.36	
802	RESEA NFA 41945		43,172.49
845	Back to Work	94,638.42	
850	Accrued Leave	261,986.22	
900	Board Governance/Admin Indirect Cost Pool	18,081.35	
901	Program Cost Pool		39,425.27
902	Business Services Cost Pool		30,134.27
903	One Stop Cost Pool	<u>118,857.28</u>	
Report Total		<u>1,900,946.16</u>	<u>533,743.25</u>
Report Difference		<u>1,367,202.91</u>	

CASH BY GL CODE

GL Code	GL Title	Debit Balance	Credit Balance
1000	Cash - Operating	305,499.56	
1005	Cash - Corporate Unrestricted	24,614.35	
1010	Cash - Money Market	52,867.74	
1015	Cash - Payroll	1,662.08	
1020	Truist Banking Solutions	<u>982,559.18</u>	
Report Total		<u>1,367,202.91</u>	<u>0.00</u>

INFORMATION ITEM 2
Funding Information

The following item is presented as information for the Committee.

No action is required.

INFORMATION ITEM 3
Letter Grades

The following item is presented as information for the Committee.

No action is required.

Local Workforce Development Board Letter Grades

PY 2023-2024 Baseline Letter Grades

The baseline letter grades for program year 2023-2024 represent performance by local workforce development boards, from July 1, 2023, through September 30, 2023. Visit the Letter Grades website to learn more about the metrics and methodology for letter grades.

Local Workforce Development Board	Annual Score	Letter Grade	Funding Amount	Local-to-State Funding Ratio	Number of Placements	Local-to-State Placement Ratio	Placement-to-Funding Ratio	Efficiency Ratio
01 - CareerSource Escarosa	86.97	B	\$3,151,196	2.28%	611	1.52%	\$5,157.44	66.58%
02 - CareerSource Okaloosa Walton	89.06	B+	\$1,474,448	1.07%	383	0.95%	\$3,849.73	89.19%
03 - CareerSource Chipola	95.88	A	\$758,568	0.55%	272	0.68%	\$2,788.85	123.12%
04 - CareerSource Gulf Coast	87.58	B+	\$1,470,280	1.06%	845	2.10%	\$1,739.98	197.34%
05 - CareerSource Capital Region	85.97	B	\$3,528,429	2.55%	1,372	3.41%	\$2,571.74	133.51%
06 - CareerSource North Florida	85.37	B	\$1,027,097	0.74%	469	1.16%	\$2,189.97	156.79%
07 - CareerSource Florida Crown	82.40	B-	\$907,870	0.66%	179	0.44%	\$5,071.90	67.70%
08 - CareerSource Northeast Florida	97.29	A+	\$10,453,726	7.56%	2,077	5.16%	\$5,033.09	68.22%
09 - CareerSource North Central Florida	77.66	C+	\$2,454,979	1.77%	307	0.76%	\$7,996.67	42.94%
10 - CareerSource Citrus Levy Marion	88.40	B+	\$3,883,581	2.81%	433	1.07%	\$8,969.01	38.28%
11 - CareerSource Flagler Volusia	94.93	A	\$3,869,721	2.80%	852	2.12%	\$4,541.93	75.60%
12 - CareerSource Central Florida	95.74	A	\$19,146,795	13.84%	6,277	15.58%	\$3,050.31	112.57%
13 - CareerSource Brevard	86.60	B	\$3,501,609	2.53%	3,061	7.60%	\$1,143.94	300.16%
14 - CareerSource Pinellas	90.50	A-	\$5,368,381	3.88%	1,714	4.26%	\$3,132.08	109.63%
15 - CareerSource Tampa Bay	92.68	A-	\$9,987,525	7.22%	4,130	10.25%	\$2,418.29	141.99%
16 - CareerSource Pasco Hernando	87.52	B+	\$4,363,198	3.15%	1,671	4.15%	\$2,611.13	131.50%
17 - CareerSource Polk	87.42	B+	\$5,709,513	4.13%	1,943	4.82%	\$2,938.50	116.85%
18 - CareerSource Suncoast	86.89	B	\$3,577,685	2.59%	975	2.42%	\$3,669.42	93.57%
19 - CareerSource Heartland	94.72	A	\$1,621,438	1.17%	956	2.37%	\$1,696.06	202.45%
20 - CareerSource Research Coast	87.83	B+	\$4,197,058	3.03%	1,052	2.61%	\$3,989.60	86.07%
21 - CareerSource Palm Beach County	89.66	B+	\$9,041,872	6.54%	4,133	10.26%	\$2,187.73	156.95%
22 - CareerSource Broward	98.07	A+	\$11,644,649	8.42%	1,439	3.57%	\$8,092.18	42.43%
23 - CareerSource South Florida	98.27	A+	\$19,272,986	13.93%	3,620	8.99%	\$5,324.03	64.49%
24 - CareerSource Southwest Florida	95.25	A	\$7,901,983	5.71%	1,511	3.75%	\$5,229.64	65.66%
Total:			\$138,314,587	100.00%	40,282	100.00%		

Letter Grades Scale:

A+: ≥ 97	
A : 93 to < 97	C+: 77 to < 80
A-: 90 to < 93	C : 73 to < 77
B+: 87 to < 90	C-: 70 to < 73
B : 83 to < 87	D : 60 to < 70
B-: 80 to < 83	F : < 60

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate (%)	Target (%)	Target Met 1 (%)	Weighted Performance 2 (%)
1. Participants with Increased Earnings	Employment and Training Services, Self-Sufficiency	0.25	1,671	3,833	43.60	-	50.00	87.20	21.80
2. Reduction in Public Assistance	Employment and Training Services, Self-Sufficiency	0.25	1,620	3,292	49.21	-	50.00	98.42	24.61
3. Employment and Training Outcomes	Employment and Training Services	0.20	16	18	88.89	-	100.00	88.89	17.78
4. Participants in Work-Related Training	Training Services	0.10	808	6,900	11.71	-	25.00	46.84	4.68
5. Continued Repeat Business	Business Services	0.05	1,219	3,744	32.56	-	35.00	93.03	4.65
6. Year-Over-Year Business Penetration	Business Services	0.05	-	-	-	1.32	100.00	80.00	4.00
PY 2021-2022 Business Penetration		-	1,745	16,517	10.56	-	-	-	-
PY 2022-2023 Business Penetration		-	1,987	16,731	11.88	-	-	-	-
7. Completion-to-Funding Ratio	Employment and Training Services	0.10	5.02	3.15	100.00	-	100.00	100.00	10.00
Exiters: Local Board (N) / Statewide (D)		-	4,157	82,880	5.02	-	-	-	-
Budget: Local Board (N) / Statewide (D)		-	\$4,363,198	\$138,314,587	3.15	-	-	-	-
Extra Credit: Serving Individuals on Public Assistance	Employment and Training Services, Self-Sufficiency	Up to 0.05 points	3,037	6,974	43.55	-	-	-	0.00
								FINAL SCORE	87.52

INFORMATION ITEM 4
LMI Report

The following item is presented as information for the Committee.

No action is required.



Economic Overview

Pasco Hernando County



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Demographic Profile

The population in the Pasco Hernando County was 743,726 per American Community Survey data for 2017-2021.

The region has a civilian labor force of 329,210 with a participation rate of 53.8%. Of individuals 25 to 64 in the Pasco Hernando County, 26.1% have a bachelor's degree or higher which compares with 35.1% in the nation.

The median household income in the Pasco Hernando County is \$56,820 and the median house value is \$187,631.

Summary¹

	Percent			Value		
	Pasco Hernando County	Florida	USA	Pasco Hernando County	Florida	USA
Demographics						
Population (ACS)	—	—	—	743,726	21,339,762	329,725,481
Male	48.8%	49.2%	49.5%	362,681	10,489,548	163,206,615
Female	51.2%	50.8%	50.5%	381,045	10,850,214	166,518,866
Median Age ²	—	—	—	45.2	42.3	38.4
Under 18 Years	20.0%	20.0%	22.5%	148,828	4,261,313	74,234,075
18 to 24 Years	6.9%	8.1%	9.2%	51,183	1,729,159	30,339,089
25 to 34 Years	11.0%	12.9%	13.8%	81,628	2,742,442	45,360,942
35 to 44 Years	11.9%	12.3%	12.9%	88,801	2,626,930	42,441,883
45 to 54 Years	13.0%	12.8%	12.6%	96,370	2,735,230	41,631,458
55 to 64 Years	13.9%	13.6%	13.0%	103,339	2,897,723	42,829,413
65 to 74 Years	13.0%	11.4%	9.6%	96,495	2,442,673	31,590,619
75 Years and Over	10.4%	8.9%	6.5%	77,082	1,904,292	21,298,002
Race: White	81.8%	67.7%	68.2%	608,499	14,449,017	224,789,109
Race: Black or African American	5.7%	15.7%	12.6%	42,268	3,358,469	41,393,012
Race: American Indian and Alaska Native	0.3%	0.3%	0.8%	2,303	54,466	2,722,661
Race: Asian	2.3%	2.8%	5.7%	17,389	596,862	18,782,924
Race: Native Hawaiian and Other Pacific Islander	0.1%	0.1%	0.2%	381	13,065	615,557
Race: Some Other Race	2.7%	4.1%	5.6%	20,124	866,158	18,382,796
Race: Two or More Races	7.1%	9.4%	7.0%	52,762	2,001,725	23,039,422
Hispanic or Latino (of any race)	16.2%	26.2%	18.4%	120,719	5,593,090	60,806,969
Population Growth						
Population (Pop Estimates) ⁴	—	—	—	815,690	22,244,823	333,287,557
Population Annual Average Growth ⁴	2.4%	1.4%	0.6%	17,316	294,281	1,940,990
People per Square Mile	—	—	—	668.8	414.6	94.3
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over)	53.8%	59.3%	63.4%	329,210	10,377,036	166,672,597
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	78.9%	81.9%	82.5%	210,174	6,595,951	106,173,534
Armed Forces Labor Force	0.1%	0.4%	0.5%	740	71,254	1,196,529
Veterans, Age 18-64	7.1%	5.2%	4.4%	29,790	656,616	8,848,937
Veterans Labor Force Participation Rate and Size, Age 18-64	70.5%	74.8%	77.0%	21,005	490,950	6,809,906
Median Household Income ²	—	—	—	\$56,820	\$61,777	\$69,021
Per Capita Income	—	—	—	\$31,019	\$35,216	\$37,638
Mean Commute Time (minutes)	—	—	—	31.2	27.9	26.8
Commute via Public Transportation	0.4%	1.4%	4.2%	1,362	135,556	6,472,373
Educational Attainment, Age 25-64						
No High School Diploma	9.2%	10.1%	10.3%	34,104	1,114,460	17,756,046
High School Graduate	31.4%	27.2%	25.3%	116,058	2,989,635	43,535,564
Some College, No Degree	22.4%	19.5%	20.1%	82,901	2,146,001	34,637,141
Associate's Degree	11.0%	11.0%	9.3%	40,645	1,215,267	15,944,395

Summary¹

	Percent			Value		
	Pasco Hernando County	Florida	USA	Pasco Hernando County	Florida	USA
Bachelor's Degree	17.5%	21.0%	22.0%	64,797	2,306,170	37,890,674
Postgraduate Degree	8.5%	11.2%	13.1%	31,633	1,230,792	22,499,876
Housing						
Total Housing Units	—	—	—	342,116	9,764,897	139,647,020
Median House Value (of owner-occupied units) ²	—	—	—	\$187,631	\$248,700	\$244,900
Homeowner Vacancy	1.8%	1.8%	1.2%	4,196	101,636	1,021,651
Rental Vacancy	6.0%	7.9%	5.7%	4,687	238,143	2,674,125
Renter-Occupied Housing Units (% of Occupied Units)	24.9%	33.5%	35.4%	73,504	2,736,789	43,858,831
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	5.0%	6.0%	8.3%	14,783	489,117	10,349,174
Social						
Poverty Level (of all people)	12.4%	13.1%	12.6%	91,156	2,744,612	40,661,636
Households Receiving Food Stamps/SNAP	12.9%	13.2%	11.4%	38,081	1,079,253	14,105,231
Enrolled in Grade 12 (% of total population)	1.1%	1.2%	1.3%	8,244	265,636	4,425,322
Disconnected Youth ³	3.4%	2.8%	2.5%	1,101	27,485	432,389
Children in Single Parent Families (% of all children)	34.5%	38.5%	34.0%	48,597	1,550,526	23,909,672
Uninsured	11.8%	12.6%	8.8%	86,957	2,657,226	28,489,142
With a Disability, Age 18-64	13.8%	10.0%	10.3%	57,476	1,252,996	20,537,729
With a Disability, Age 18-64, Labor Force Participation Rate and Size	36.3%	42.0%	44.2%	20,887	526,565	9,068,973
Foreign Born	9.8%	21.0%	13.6%	72,563	4,478,419	44,844,808
Speak English Less Than Very Well (population 5 yrs and over)	4.5%	11.8%	8.2%	31,972	2,388,642	25,535,259

Source: [JobsEQ®](#)

1. American Community Survey 2017-2021, unless noted otherwise

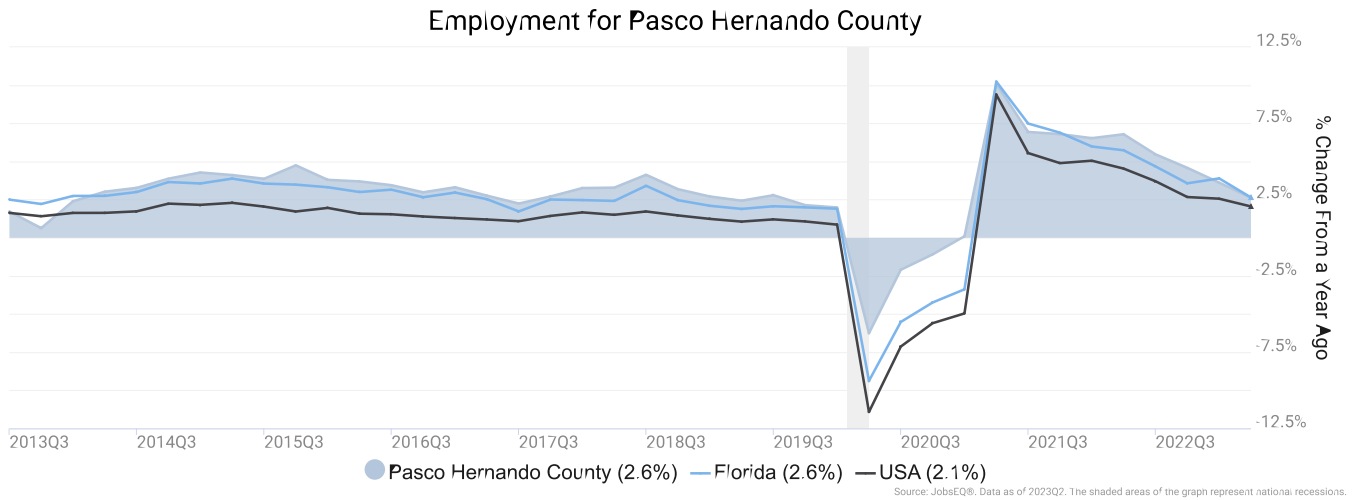
2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2022, annual average growth rate since 2012. Post-2019 data for Connecticut counties are imputed by Chmura.

Employment Trends

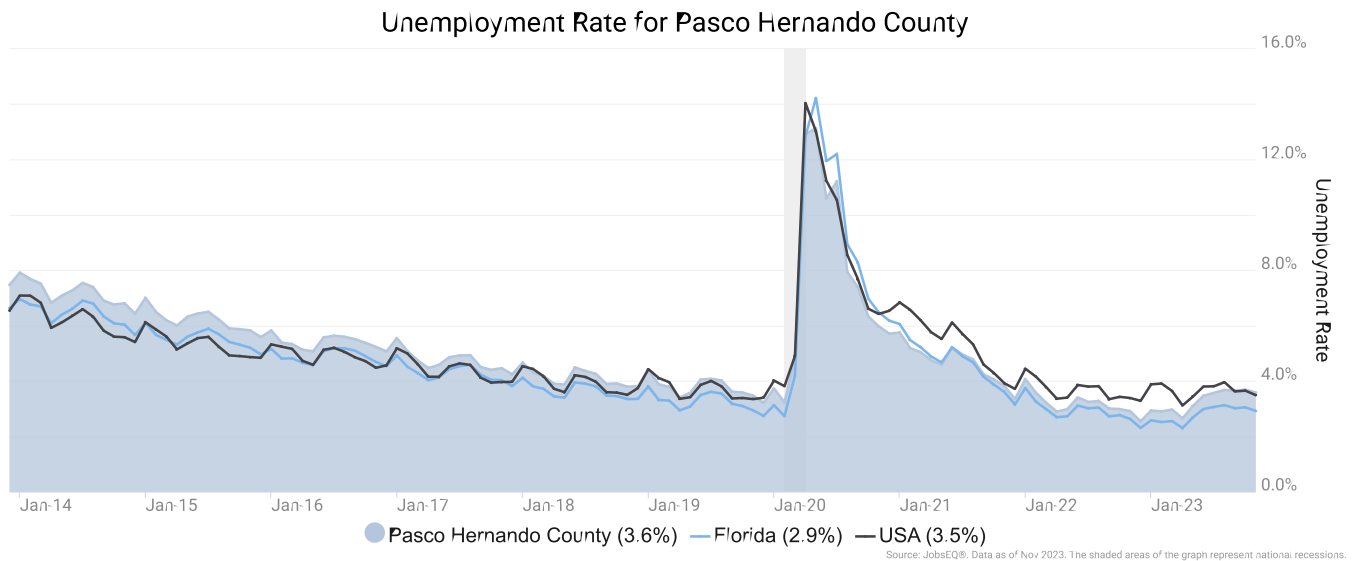
As of 2023Q2, total employment for the Pasco Hernando County was 210,318 (based on a four-quarter moving average). Over the year ending 2023Q2, employment increased 2.6% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2023Q1 with preliminary estimates updated to 2023Q2.

Unemployment Rate

The unemployment rate for the Pasco Hernando County was 3.6% as of November 2023. The regional unemployment rate was higher than the national rate of 3.5%. One year earlier, in November 2022, the unemployment rate in the Pasco Hernando County was 2.9%.

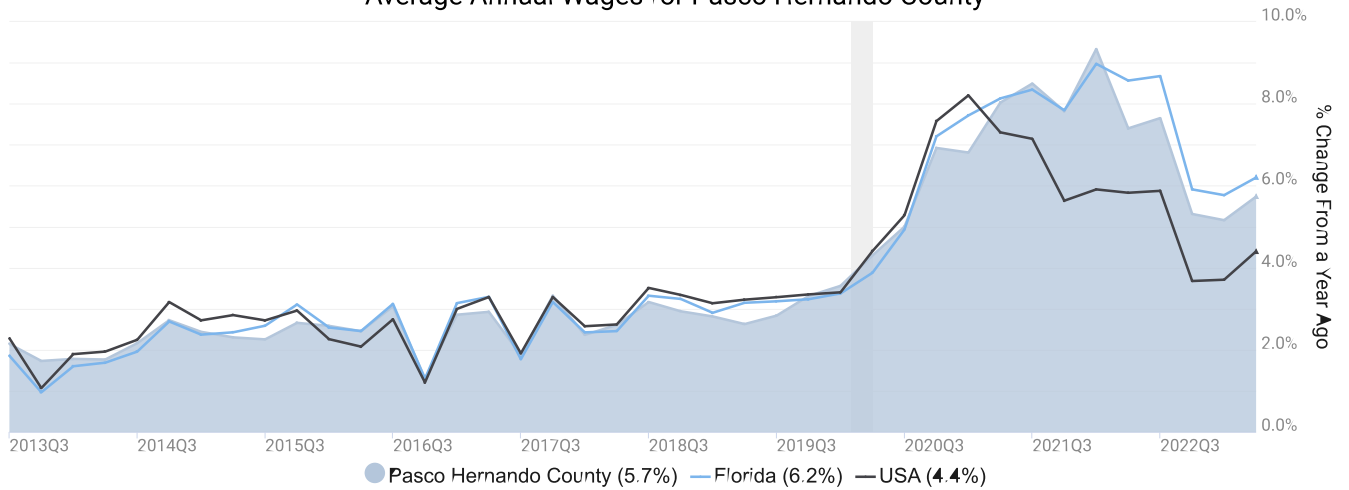


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through November 2023.

Wage Trends

The average worker in the Pasco Hernando County earned annual wages of \$49,350 as of 2023Q2. Average annual wages per worker increased 5.7% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$70,318 in the nation as of 2023Q2.

Average Annual Wages for Pasco Hernando County



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2023Q1 with preliminary estimates updated to 2023Q2.

Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 6.0% lower in Pasco Hernando County than the U.S. average.

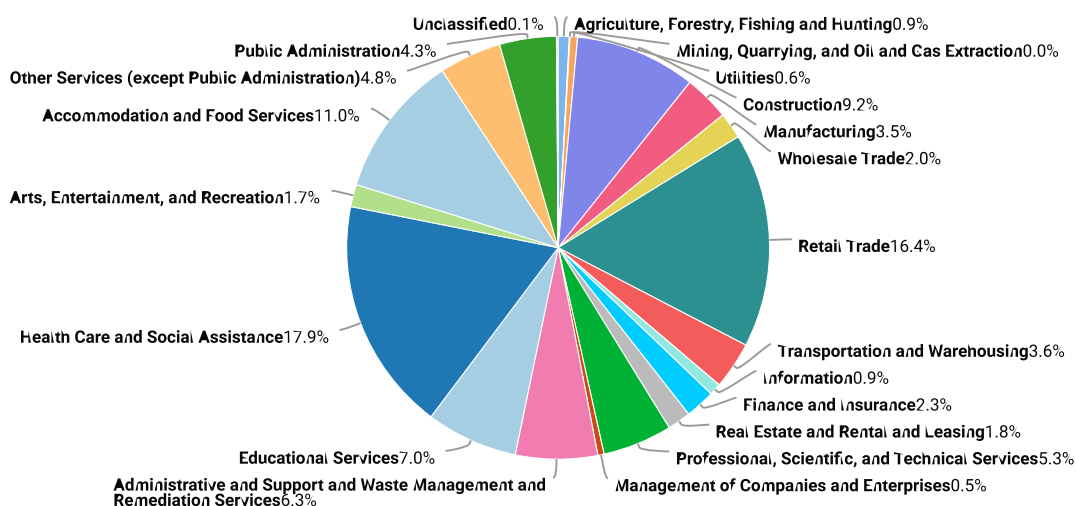
Cost of Living Information			
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Pasco Hernando County	\$49,350	94.0	\$52,483
Florida	\$64,262	103.7	\$61,969
USA	\$70,318	100.0	\$70,318

Source: [JobsEQ®](#)
Data as of 2023Q2
Cost of Living per [COLI](#), data as of 2023Q3, imputed by Chmura where necessary.

Industry Snapshot

The largest sector in the Pasco Hernando County is Health Care and Social Assistance, employing 37,564 workers. The next-largest sectors in the region are Retail Trade (34,502 workers) and Accommodation and Food Services (23,035). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Retail Trade (LQ = 1.65), Construction (1.54), and Accommodation and Food Services (1.27).

Total Workers for Pasco Hernando County by Industry



Source: JobsEQ®, Data as of 2023Q2

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2023Q1 with preliminary estimates updated to 2023Q2.

Sectors in the Pasco Hernando County with the highest average wages per worker are Management of Companies and Enterprises (\$131,933), Information (\$93,911), and Utilities (\$84,105). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Health Care and Social Assistance (+5,792 jobs), Construction (+3,921), and Retail Trade (+3,597).

Over the next 1 year, employment in the Pasco Hernando County is projected to expand by 3,893 jobs. The fastest growing sector in the region is expected to be Management of Companies and Enterprises with a +2.5% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+875 jobs), Retail Trade (+469), and Accommodation and Food Services (+411).

Pasco Hernando County, 2023Q2¹

NAICS	Industry	Current			5-Year History		1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	37,564	\$62,411	1.24	5,792	3.4%	4,759	1,788	2,097	875	2.3%
44	Retail Trade	34,502	\$37,847	1.65	3,597	2.2%	5,369	2,101	2,799	469	1.4%
72	Accommodation and Food Services	23,035	\$23,249	1.27	3,517	3.4%	4,467	1,835	2,221	411	1.8%
23	Construction	19,406	\$50,582	1.54	3,921	4.6%	2,253	688	1,221	344	1.8%
61	Educational Services	14,722	\$51,420	0.88	-1,574	-2.0%	1,666	691	765	211	1.4%
56	Administrative and Support and Waste Management and Remediation Services	13,205	\$45,150	0.98	2,006	3.3%	1,854	652	952	250	1.9%
54	Professional, Scientific, and Technical Services	11,176	\$66,051	0.72	2,847	6.1%	1,267	375	641	250	2.2%
81	Other Services (except Public Administration)	9,998	\$34,018	1.12	1,054	2.3%	1,413	508	707	198	2.0%
92	Public Administration	9,142	\$59,682	0.95	705	1.6%	1,070	376	536	158	1.7%
48	Transportation and Warehousing	7,610	\$48,728	0.73	2,669	9.0%	1,079	369	546	165	2.2%
31	Manufacturing	7,376	\$61,965	0.43	1,147	3.4%	930	299	509	122	1.7%
52	Finance and Insurance	4,805	\$75,784	0.57	1,049	5.0%	547	171	282	94	2.0%
42	Wholesale Trade	4,217	\$78,283	0.53	744	4.0%	535	173	297	65	1.5%
53	Real Estate and Rental and Leasing	3,723	\$47,909	1.00	667	4.0%	462	173	214	74	2.0%
71	Arts, Entertainment, and Recreation	3,569	\$27,857	0.88	831	5.4%	620	227	312	81	2.3%
51	Information	1,903	\$93,911	0.45	552	7.1%	227	68	121	38	2.0%
11	Agriculture, Forestry, Fishing and Hunting	1,807	\$33,341	0.67	-8	-0.1%	257	102	128	27	1.5%
22	Utilities	1,207	\$84,105	1.13	136	2.4%	136	42	74	20	1.6%
55	Management of Companies and Enterprises	1,006	\$131,933	0.31	84	1.8%	121	35	60	25	2.5%
99	Unclassified	258	\$51,360	0.54	132	15.4%	36	13	18	5	1.9%
21	Mining, Quarrying, and Oil and Gas Extraction	90	\$62,818	0.12	-16	-3.2%	11	3	6	2	1.7%
Total - All Industries		210,318	\$49,350	1.00	29,853	3.1%	28,291	10,186	14,212	3,893	1.9%

Source: [JobsEQ®](https://www.chmuraecon.com/jobseq)

Data as of 2023Q2

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2023Q1 with preliminary estimates updated to 2023Q2. Forecast employment growth uses national projections adapted for regional growth patterns.

Occupation Snapshot

The largest major occupation group in the Pasco Hernando County is Office and Administrative Support Occupations, employing 25,252 workers. The next-largest occupation groups in the region are Sales and Related Occupations (23,595 workers) and Food Preparation and Serving Related Occupations (22,447). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Construction and Extraction Occupations (LQ = 1.39), Healthcare Practitioners and Technical Occupations (1.35), and Food Preparation and Serving Related Occupations (1.32).

Occupation groups in the Pasco Hernando County with the highest average wages per worker are Management Occupations (\$112,600), Legal Occupations (\$104,500), and Healthcare Practitioners and Technical Occupations (\$93,400). The unemployment rate in the region varied among the major groups from 1.1% among Legal Occupations to 4.8% among Farming, Fishing, and Forestry Occupations.

Over the next 1 year, the fastest growing occupation group in the Pasco Hernando County is expected to be Healthcare Support Occupations with a +2.7% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Food Preparation and Serving Related Occupations (+400 jobs) and Transportation and Material Moving Occupations (+392). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (4,432 jobs) and Sales and Related Occupations (3,467).

Pasco Hernando County, 2023Q2¹

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
43-0000	Office and Administrative Support	25,252	\$40,600	0.99	1,012	2.6%	404	3,129	2.7%	3,467	1,450	1,754	263	1.0%
41-0000	Sales and Related	23,595	\$41,600	1.26	1,147	3.6%	1,002	2,503	2.3%	3,766	1,552	1,915	299	1.3%
35-0000	Food Preparation and Serving Related	22,447	\$30,200	1.32	1,440	4.7%	1,011	3,072	3.0%	4,833	2,035	2,397	400	1.8%
53-0000	Transportation and Material Moving	17,821	\$36,500	0.96	1,181	4.5%	344	4,394	5.8%	3,138	1,060	1,686	392	2.2%
29-0000	Healthcare Practitioners and Technical	16,557	\$93,400	1.35	268	1.3%	1,043	3,205	4.4%	1,442	536	513	392	2.4%
47-0000	Construction and Extraction	13,258	\$44,600	1.39	765	4.2%	76	2,161	3.6%	1,637	488	898	251	1.9%
11-0000	Management	13,005	\$112,600	0.82	216	1.3%	392	3,084	5.6%	1,458	415	768	275	2.1%
25-0000	Educational Instruction and Library	10,377	\$53,600	0.93	236	1.9%	518	-827	-1.5%	1,160	488	505	167	1.6%
31-0000	Healthcare Support	9,650	\$34,300	1.04	374	2.8%	466	1,344	3.0%	1,761	643	861	257	2.7%
13-0000	Business and Financial Operations	9,589	\$73,300	0.71	228	1.6%	171	2,397	5.9%	1,118	313	602	203	2.1%
37-0000	Building and Grounds Cleaning and Maintenance	8,881	\$32,100	1.29	520	4.3%	196	647	1.5%	1,424	547	713	165	1.9%
49-0000	Installation, Maintenance, and Repair	8,786	\$46,800	1.07	255	1.9%	303	1,251	3.1%	1,093	342	579	172	2.0%
39-0000	Personal Care and Service	6,160	\$33,300	1.19	277	3.2%	209	1,036	3.8%	1,256	459	658	139	2.3%
51-0000	Production	6,004	\$40,300	0.51	358	3.5%	118	790	2.9%	819	283	452	84	1.4%
33-0000	Protective Service	4,239	\$53,400	0.95	180	2.8%	94	459	2.3%	567	226	270	72	1.7%
21-0000	Community and Social Service	3,415	\$47,900	0.91	57	1.4%	216	164	1.0%	444	148	212	84	2.5%

Pasco Hernando County, 2023Q2¹

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
27-0000	Arts, Design, Entertainment, Sports, and Media	3,336	\$58,800	0.85	129	3.1%	98	553	3.7%	443	158	218	67	2.0%
15-0000	Computer and Mathematical	3,278	\$88,200	0.48	76	1.4%	63	854	6.2%	344	81	175	89	2.7%
17-0000	Architecture and Engineering	1,679	\$81,400	0.49	29	1.1%	63	276	3.7%	175	53	86	35	2.1%
23-0000	Legal	1,300	\$104,500	0.75	21	1.1%	16	47	0.7%	123	44	51	29	2.2%
19-0000	Life, Physical, and Social Science	969	\$71,900	0.53	20	1.5%	32	164	3.8%	118	25	71	22	2.3%
45-0000	Farming, Fishing, and Forestry	720	\$31,400	0.57	45	4.8%	2	19	0.5%	131	39	81	11	1.5%
Total - All Occupations		210,318	\$51,900	1.00	8,833	3.0%	6,840	30,723	3.2%	30,740	11,384	15,466	3,890	1.8%

Source: [JobsEQ®](#)

Data as of 2023Q2 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

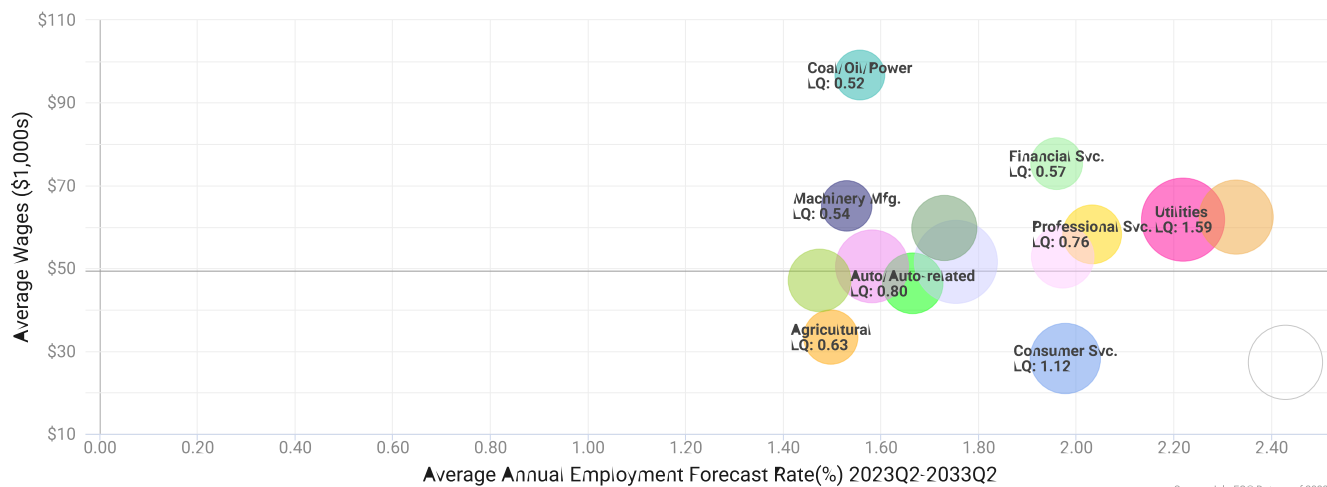
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2023Q1, imputed where necessary with preliminary estimates updated to 2023Q2. Wages by occupation are as of 2023 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the Pasco Hernando County with the highest relative concentration is Construction with a location quotient of 1.59. This cluster employs 20,450 workers in the region with an average wage of \$51,596. Employment in the Construction cluster is projected to expand in the region about 1.8% per year over the next ten years.

Industry Clusters for Pasco Hernando County as of 2023Q2

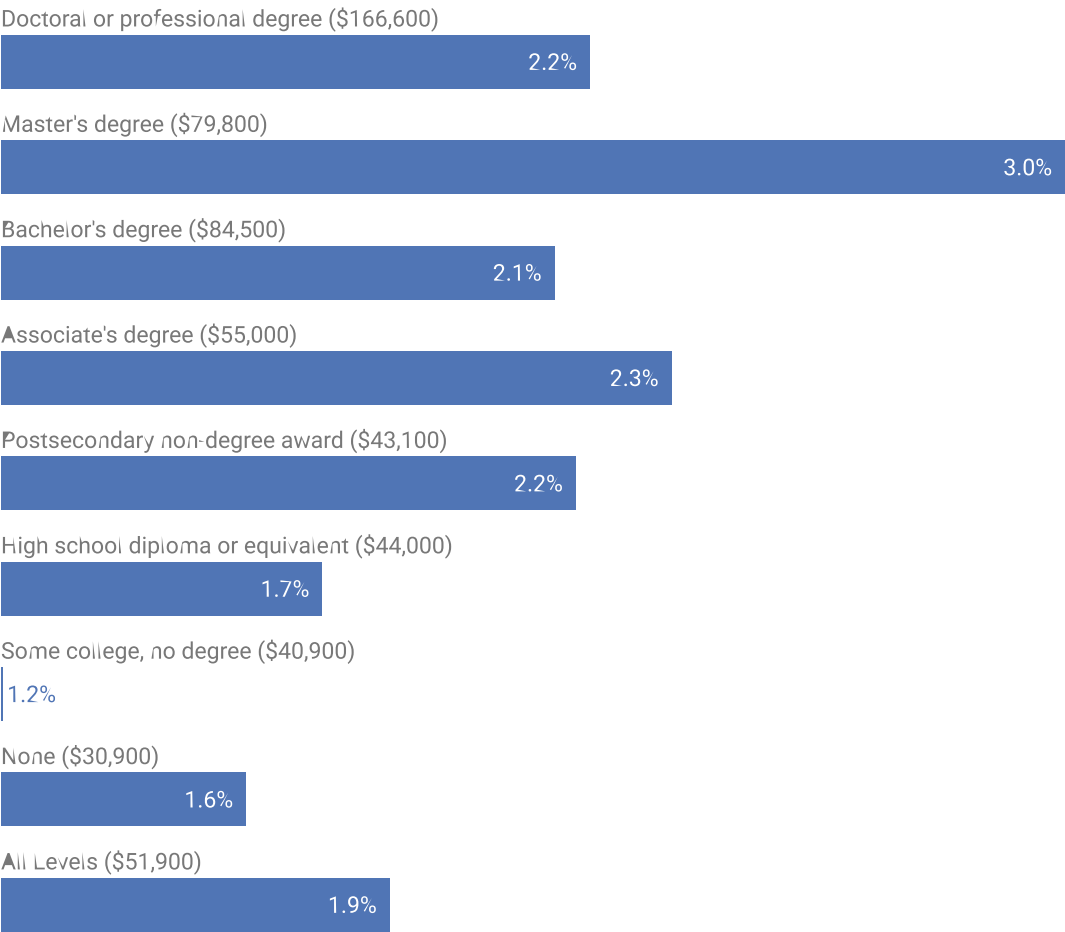


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2023Q1 with preliminary estimates updated to 2023Q2. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in the Pasco Hernando County is projected to grow 1.9% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 2.2% per year, those requiring a bachelor’s degree are forecast to grow 2.1% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 2.3% per year.

Annual Average Projected Job Growth by Education Levels

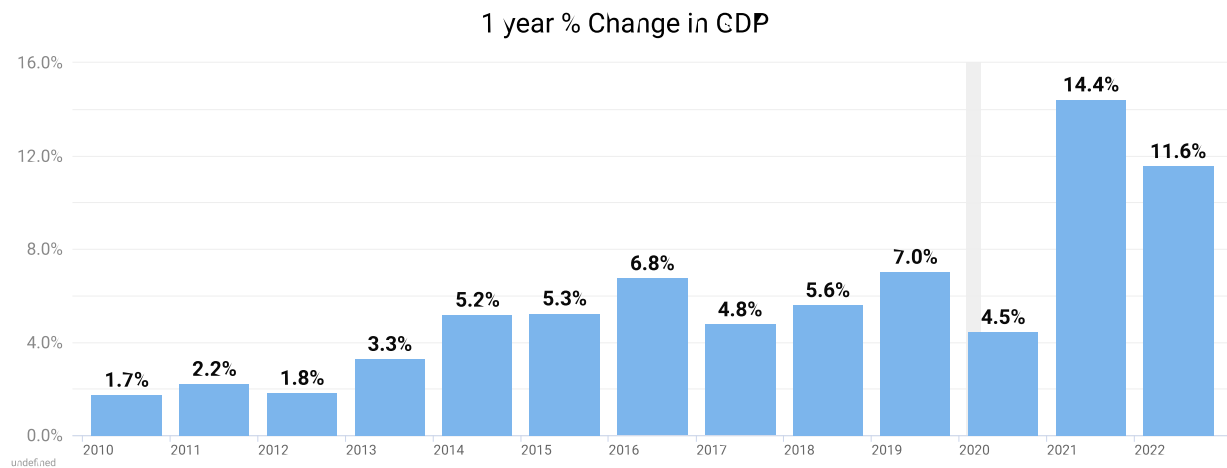


Source: JobsEQ®
Data as of 2023Q2

Employment by occupation data are estimates are as of 2023Q2. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2022, nominal GDP in the Pasco Hernando County expanded 11.6%. This follows growth of 14.4% in 2021. As of 2022, total GDP in the Pasco Hernando County was \$20,663,105,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2022.

Of the sectors in the Pasco Hernando County, Health Care and Social Assistance contributed the largest portion of GDP in 2022, \$3,028,919,000. The next-largest contributions came from Real Estate and Rental and Leasing (\$2,726,474,000); Retail Trade (\$2,628,162,000); and Construction (\$1,640,013,000).

GDP (in \$ millions)

Health Care and Social Assistance (62)

\$3,029

Real Estate and Rental and Leasing (53)

\$2,726

Retail Trade (44)

\$2,628

Construction (23)

\$1,640

Educational Services (61)

\$1,136

Manufacturing (31)

\$1,086

Professional, Scientific, and Technical Services (54)

\$991

Public Administration (92)

\$947

Accommodation and Food Services (72)

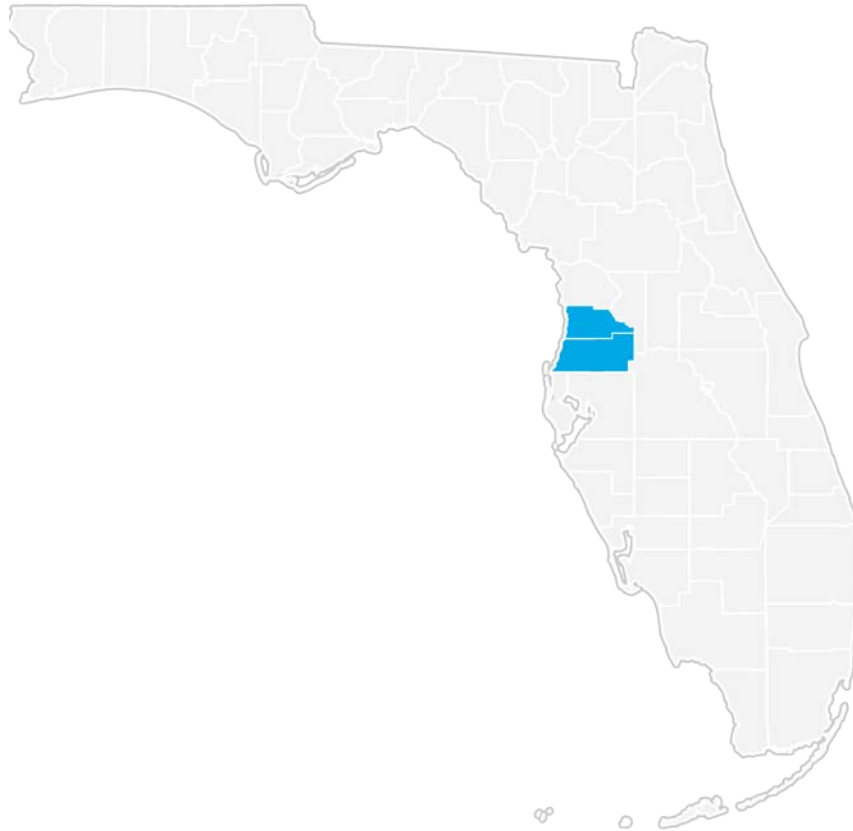
\$899

Wholesale Trade (42)

\$883

Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2022.

Pasco Hernando County Regional Map



Region Definition

Pasco Hernando County is defined as the following counties:

Hernando County, Florida

Pasco County, Florida

FAQ

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

About This Report

This report and all data herein were produced by JobsEQ®, a product of Chmura Economics & Analytics. The information contained herein was obtained from sources we believe to be reliable. However, we cannot guarantee its accuracy and completeness.

INFORMATION ITEM 5
LWDA Designation and LWDB Composition

The following item is presented as information for the Committee.

No action is required.

INFORMATION ITEM 6
Grantee-Subgrantee Agreement

The following item is presented as information for the Committee.

No action is required.