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# Pasco Hernando Workforce Development Consortium

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*All meetings of the Consortium are subject to the Florida Sunshine Law and Public Records Law.*

## **Meeting Agenda**

March 20, 2026 – 1:00 p.m.  
CareerSource Pasco Hernando  
16228 Spring Hill Drive, Brooksville, FL 34604  
Or Join via Microsoft Teams

Call to order ..... Commissioner John Allocco  
Invocation ..... Commissioner John Allocco  
Pledge of Allegiance ..... Commissioner John Allocco

### **Public Comments**

No requests from the public were received during the allotted time period published in the Public Notice on the CareerSource Pasco Hernando website.

### **Action Items**

1. Minutes from October 17, 2025, Consortium Meeting (Commissioner J. Allocco)..... Page 2
2. Board Candidate (Jerome Salatino) ..... Page 6
3. Subsequent Local Workforce Developmental Area Designation and Board Certification (Jerome Salatino)..... Page 19
4. Extension to Remain a Direct Service Provider (Jerome Salatino) ..... Page 24

### **Information Items**

1. Individual Training Account (ITA) Waiver submission (Jerome Salatino)..... Page 33
2. Letter Grades Report Q1 (Jerome Salatino) ..... Page 43
3. Program Year 2024-2025 Annual Report (Jerome Salatino)..... Page 46

Adjournment

**ACTION ITEM 1**  
**Approval of Minutes**

In accordance with Article III, Section D of the Amended and Restated Interlocal Agreement between Pasco and Hernando County, all meetings of CSPH, its committees and between members shall comply with the Sec. 24, Article I of the Florida Constitution, Florida Government in the Sunshine Act and the Public Records Act, and Chapter 112, Florida Statutes. CareerSource Pasco Hernando is required to keep correct and complete minutes of the proceedings of any Consortium meeting.

Draft minutes of the October 17, 2025, Consortium Meeting are presented for review. Any modifications should be requested prior to approval.

**FOR CONSIDERATION**

Approval of October 17, 2024, Pasco Hernando Workforce Development Consortium meeting minutes, to include any modifications or changes noted by the Consortium.

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# Pasco Hernando Workforce Development Consortium

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## **Consortium Meeting Minutes** October 17, 2025 – 10:00 a.m.

**Meeting Location:** Hampton Inn  
11780 State Road 54,  
Odessa, FL 33556  
**OR *Virtually via Microsoft Teams***

**Consortium Members Attending:** Commissioner John Allocco, Andrew Taylor, David Lambert, Nicole Hughes

**Consortium Members Absent:** Commissioner Kathryn Starkey

**Staff Attending:** Nicole Beverley, Brenda Gause, Jose Infante, Theresa Miner, Kenneth Russ, Jerome Salatino, Jessica Weightman, Ania Williams

**Others Attending:** The Hogan Law Firm – Jarrod Prater, Pasco-Hernando Workforce Board of Director Members – Turner Arbour, Keven Barber, Cindy Bray, Charles Gibbons, Lindsey Hack, Timothy Hellmers, John Howell, Hope Kennedy, Nils Lenz, Paul Micklow, Tom Mudano, Stefanie Pontlitz, Lori Romano, Gary Steele

**Quorum Present?** Yes

**Call to Order:** The meeting was called to order at 10:00 a.m. by Commissioner Allocco.

**Invocation:** Commissioner Allocco

**Pledge of Allegiance:** Commissioner Allocco

### **Public Comments**

Commissioner acknowledged members of the Pasco-Hernando Workforce Development Board members attending the meeting in a joint forum. Everyone introduced themselves.

### **Consent Agenda**

There were no items on the Consent Agenda.

### **Action Item 1 – Minutes from August 26, 2025, Consortium Meeting**

The Consortium members reviewed the minutes from the August 26, 2025, Pasco Hernando Workforce Development Consortium meeting. All Consortium members were in agreement that the minutes correctly reflected the actions from that meeting.

MOTION was made by David Lambert to approve August 26, 2025, Consortium meeting minutes.

MOTION was seconded by Nicole Hughes. Motion carried 4-0.

INFO@CAREERSOURCEPASCOHERNANDO.COM  
PO BOX 6589, SPRING HILL, FL 34611  
P 352-593-2222 F 352-593-2200

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### **Action Item 2 – Umbrella MOU Addendum - Division of Vocational Rehabilitation**

The Consortium reviewed the request to approve the modified addendum from the Division of Vocational Rehabilitation (VR) for review. Legal counsel evaluated the document to determine whether the revisions affected the validity of the existing Umbrella Memorandum of Understanding (MOU). The Board Attorney confirmed that the new addendum does not void or alter the Umbrella MOU; rather, it replaces the prior addendum with updated provisions. The revised addendum includes expanded service commitments from VR, such as listing job opportunities through PHWB and providing digital outreach to increase student awareness of available programs. It also updates the proportionate share amount to \$1,452.08 per non-co-located partner, reflecting a recalculated shared cost based on staffing and budget formulas. The addendum reaffirms compliance with WIOA Subtitle B, Section 121, clarifies VR’s financial and service responsibilities, and strengthens coordination of services for individuals with disabilities within the One-Stop delivery system while maintaining the integrity of the overall MOU framework.

MOTION was made by David Lambert to approve the Umbrella MOU Addendum-Division of Vocational Rehabilitation.

MOTION was seconded by Nicole Hughes. Motion carried 4-0.

### **Information Item 1 – Veterans’ Services 1<sup>st</sup> Place Award**

Consortium members expressed gratitude for the veterans’ team’s dedication and outreach. Staff emphasized that while case management numbers reflect only veterans formally enrolled in programs, the team assists far more veterans across the community. They serve as a key resource, working closely with numerous agencies to help veterans navigate the VA system, obtain benefits, and connect with employment and training opportunities. The program supports veterans of all ages—from recently separated service members in their 20s to Vietnam-era veterans. Outreach efforts include visits to local colleges such as PHSC and participation in community events using the Mobile Career Center RV. The Board recognized the team for their dedication and commended them for the well-deserved state recognition they recently received. Members encouraged the continued expansion of outreach to younger veterans transitioning into civilian life.

### **Information Item 2 – Letter Grades**

Jerome Salatino reviewed the Letter Grade report for the time period of July 1 2024, through June 30, 2025. Jerome Salatino provided an overview of the region’s performance metrics and reported that the Pasco-Hernando region improved its overall rating from a “B” to a “B+.” This achievement reflects targeted strategic adjustments and community engagement efforts. Consortium members praised staff for their strong fiscal management, operational efficiency, and continued efforts to expand opportunities for job seekers. Members noted that these efforts

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have far-reaching impacts—transforming not only individual lives but also the economic outlook of entire families. Providing training and employment pathways was recognized as critical in breaking cycles of dependency and fostering generational change. The discussion reinforced CSPH’s role as a community leader in building self-sufficiency through meaningful work opportunities and skill development.

**Discussion Item 1 – Government Shutdown – Operation and Fiscal Considerations**

Jerome Salatino provided an update regarding the potential impact of the federal government shutdown on local programs. Current projections indicate that TANF (Temporary Assistance for Needy Families) and SNAP (Supplemental Nutrition Assistance Program) funding will likely remain available through the end of November 2025, while other programs are expected to sustain through the end of the calendar year.

Leadership continues to monitor updates from Washington and Tallahassee closely. Should the shutdown persist, approximately 15–20 staff positions may be affected. Jerome emphasized that efforts are underway to minimize disruption by identifying possible staff reassignments to other programs and maintaining existing lease obligations to ensure service continuity.

Consortium members expressed optimism that an agreement will be reached before the holidays, recognizing the hardship such disruptions could create for staff and clients. The PHWD Consortium encouraged proactive communication and requested to be informed should contingency plans be implemented.

**Consortium Chair Transition**

It was announced that during the March 2026 Consortium Meeting, the chairmanship will rotate from Pasco County to Hernando County as part of the regular leadership cycle. The transition was acknowledged positively, and members expressed appreciation for ongoing collaboration across both counties.

With no further business to discuss, the meeting adjourned.

**ACTION ITEM 2  
Board Candidate**

With three vacant seats on the Board, and to maintain compliance with CareerSource Florida Policy Number 91, the following nomination has been received to fill a vacancy under the Education sector:

Candidate: Prashanth Pilly, Ph. D.

Dr. Pilly represents Pasco-Hernando State College as the Vice President Academic Affairs/Chief Academic Officer and has been nominated by the Pasco-Hernando State College President, Eric Hall, Ed.D.. Information on Dr. Pilly is included and presented for review.

To ensure a turnover balance on the board, and to establish consistent terms of office, staff recommend adding Dr. Pilly to Class 2 of staggered terms. The proposed term end date for Dr. Pilly is April 11, 2030.

Dr. Pilly's nomination as a board candidate was presented to PHWB's Nominating Committee on February 19, 2025, and PHWB's Board of Directors on March 19, 2026.

**FOR CONSIDERATION**

Approval of the appointment of Prashanth Pilly, Ph. D. to the Pasco-Hernando Workforce Board of Directors.

**APPLICATION FOR MEMBERSHIP  
PASCO HERNANDO WORKFORCE BOARD**

Please provide full and complete information. Send the completed form and attachments to Nicole Beverley at [nbeverley@careersourcepascohernando.com](mailto:nbeverley@careersourcepascohernando.com).

Include a biography that includes pertinent employment and educational information, as well as information about other boards on which you serve.

Last Name: <b>Pilly</b>		First Name: <b>Prashanth</b>		M.I.:	
Street Address: <b>10282 Gentle Rain Dr</b>					
City: <b>Land O'Lakes</b>			State: <b>FL</b>		Zip: <b>34638</b>
County of Residence: <b>Pasco</b>			Home Phone:		
Personal Email: <b>pprashanth7@aol.com</b>			Cell Phone: <b>(772) 332-1937</b>		
Employer or Organization that will be represented: <b>Pasco-Hernando State College</b>					
Job Title or Position: <b>Vice President Academic Affairs</b>			Est. Annual Revenue:		
Street Address: <b>10230 Ridge Rd.</b>					
City: <b>New Port Richey</b>			State: <b>FL</b>		Zip: <b>34654</b>
County of Business: <b>Pasco</b>			Work Phone: <b>(727) 816-3490</b>		
Work Email: <b>pillyp@phsc.edu</b>			Other Phone:		
Assistant Name: <b>Patricia Drake</b>			Assistant Title: <b>Exec. Admin</b>		
Assistant Email: <b>drakep@phsc.edu</b>			Assistant Phone: <b>(727) 816-3491</b>		
Preferred Method of Contact: <input type="checkbox"/> Home Phone <input type="checkbox"/> Cell Phone <input type="checkbox"/> Personal Email <input checked="" type="checkbox"/> Work Phone <input checked="" type="checkbox"/> Work Email <input type="checkbox"/> Other: _____					
<b>Please choose the industry sector that best fits your business/organization:</b>					
<input type="checkbox"/> Accounting/Finance <input type="checkbox"/> Agriculture <input type="checkbox"/> Arts and Culture <input type="checkbox"/> Bio Tech <input type="checkbox"/> Communications <input type="checkbox"/> Construction <input checked="" type="checkbox"/> Education		<input type="checkbox"/> Government <input type="checkbox"/> Healthcare <input type="checkbox"/> Hospitality/Tourism <input type="checkbox"/> Insurance <input type="checkbox"/> Manufacturing <input type="checkbox"/> Social Services		<input type="checkbox"/> Real Estate <input type="checkbox"/> Retail <input type="checkbox"/> Utilities <input type="checkbox"/> Union <input type="checkbox"/> Wholesale <input type="checkbox"/> Other: _____	



### DEMOGRAPHIC DETAILS

The following information is requested to assist CareerSource Pasco Hernando in complying with Board diversity and representation requirements as mandated by the Workforce Innovation and Opportunity Act, Florida Statute 445.007(1), and CareerSource Florida's Administrative Policy 091.

<p><b>Gender:</b></p> <p><input checked="" type="checkbox"/> Male</p> <p><input type="checkbox"/> Female</p>	<p><b>Race/Ethnicity:</b></p> <p><input type="checkbox"/> White (not Hispanic)</p> <p><input type="checkbox"/> Black/African American (not Hispanic)</p> <p><input type="checkbox"/> White and Hispanic</p> <p><input type="checkbox"/> Black and Hispanic</p> <p><input checked="" type="checkbox"/> Other</p>	<p><b>Other:</b></p> <p><input type="checkbox"/> Disabled Individual</p> <p><input type="checkbox"/> Older Individual</p> <p><input type="checkbox"/> Veteran</p>
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*Collaborative and confident leader committed to contributing to organizational performance and development.*

**Academic Leader** with several years of experience in higher education, including administration and faculty roles. Provide leadership, oversight, and direction to office staff, faculty, and adjunct faculty. Accustomed to working with diverse populations and building sustainable relationships with strategic partners, elected officials, and the community. Proven track record of improving enrollment and managing grants of more than \$10 mil. Demonstrate a high degree of enthusiasm, ingenuity, and dedication to exceeding goals.

## Core Competencies

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- Analytical & Reasoning Skills
- Problem-Solving
- Effective Communicator
- Dependable
- Initiative
- Good Judgment
- Organizational Skills
- Certified in Quality Matters
- Interpersonal Skills
- Change Management
- Creativity
- Reliable

## Accomplishments

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- Effective at increasing overall enrollment for the areas supervised.
- Proven ability to turn around failing grants and academic areas within the institution.
- Established working relationships with the League of City Mayors and IRSC.
- Developed a working relationship with 8 International Universities in the IBSEN Network.

## Awards

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- Recipient of the 2021 National Institution of Staff and Organizational Development (NISOD) Excellence Award.
- Recipient of the 2021 Leadership Saint Lucie County Class of 38 award.

## Professional Experience

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**Pasco-Hernando State College, New Port Richey, FL** **2025 to Present**  
**Vice President of Academic Affairs, CAO**

Manage personnel, including staff, faculty, adjunct faculty, and part-time staff. Manage Academic Affairs office's Fund 1 general budget. Implement policies and procedures to improve and enhance core objectives. Administer performance evaluations, budgets, and grants for Academic Affairs. Meet with critical stakeholders to create programming based on local needs.

- Provide leadership and oversight for the area of Academic Affairs including recruitment, selection, supervision, and management.
- Administration of the overall quality of academic programs.
- Oversee all academic policies and procedures adhering to state, federal and accrediting body policies.
- Implement curricula and instructional methods based on community needs assessment
- Aligning academic pathways to create a seamless transition for students in the 2 plus 2 pathways.
- Confer with Deans regarding course offerings, recruitment, retention, and completion strategies

**Indian River State College, Fort Pierce, FL**  
**Associate Vice-Provost of Academic Affairs**

**2023 to Present**

Manage personnel, including staff, faculty, adjunct faculty, and part-time staff. Manage Provost's office's Fund 1 general budget. Implement policies and procedures to improve and enhance core objectives. Administer performance evaluations, budgets, and grants for Academic Affairs. Meet with critical stakeholders to create programming based on local needs.

- Provide strategic counsel to the Provost regarding Academic Affairs.
- Ensure program quality leading to student success and support.
- Establishing and executing Academic Affairs priorities in line with the Mission and Vision of IRSC.
- Functions as the primary point of contact for all Career Technical Education within Academic Affairs.
- Administration and budgetary support for areas such as Liberal Arts, School of Science, School of Education, Adult Education, Learning Resources, Institute for Academic Excellence, Curriculum Support, Articulation and Partnerships, Workforce Education and Development, Health Science, School of Nursing, Public Service Education, School of Business, Advance Technology, the Northwest Center and IRSC Online.
- Supports the Provost in establishing and communicating educational performance standards.
- Lead administrator for all grants under the purview of Academic Affairs.
- Confer with Deans regarding course offerings, recruitment, retention, and completion strategies.
- Review materials to be included in college catalog and Faculty Handbooks.

**Indian River State College, Fort Pierce, FL**  
**Dean of Business Division**

**2018 to 2023**

Manage 100+ personnel, including full-time faculty, staff, adjunct faculty, and part-time staff. Manage the Florida Small Business Development Center (SBDC) at the college and oversee and manage over \$10 million in grant budgets for Perkins V, Adult Education, ESOL, IET, GEER, Cybersecurity, iConnect, EARN, CCAMPIS, SBDC, Open Door. Manage over \$5 million in Fund 1 general budget. Implement policies and procedures to improve and enhance core objectives. Hire and train faculty to prepare for teaching courses to a diverse population of students from varying demographics. Administer faculty performance evaluations, budgets, and grants for the Division. Meet with critical stakeholders to create programming based on local needs.

- Completed audits for a Perkins V grant, and Adults Education grant successfully.
- Secured \$480K loan assistance through the Cares Act, expanding the local community economy.
- Met community and industry needs by providing workforce-based education short-term certificates.
- Added value to student education by establishing the Bloomberg Finance Lab to issue BMC certifications, while working on establishing the Entrepreneurship Lab for Innovation at IRSC.
- Under my supervision, received award for being top online Business Administration and Information Systems Baccalaureate degrees in the nation.
- Collaborated meaningfully with all departments and stakeholders in the Institution to develop the Logistics Certificate to meet workforce needs.

**Indian River State College, Fort Pierce, FL**  
**Director of Business Technology Division**

**January 2018 to July 2018**

Led curriculum, scheduling, and oversaw faculty and staff. Supervised 50+ faculty and staff, including full-time, adjunct, and other staff. Developed, administered, and adhered to established budget. Complied with state financial and performance program reporting requirements.

- Increased division enrollment.
- Assisted the Dean in strategic goals and program development.

**Indian River State College, Fort Pierce, FL**  
**Department Chair – School of Business**

**August 2017 to January 2018**

Supervised and constructed schedules for 20 adjunct and full-time faculty members. Resolved student issues and complaints regarding course grades or adjunct faculty.

- Initiated and created curriculum for associate and baccalaureate courses in the School of Business.
- Met objectives by collaborating with the curriculum development team.
- Developed and implemented a new course in Softskills based on the recommendation of industry partners.
- Reviewed and updated Program Learning Outcomes (PLO's) and Course Learning Outcomes (CLO's)

**Czech University of Life Sciences, Prague, Czech Republic**  
**Visiting Professor**

**March 2015 to Present**

Conducting annual lectures in Marketing Logistics for graduate students seeking a Master of Business Administration. Addressed a diverse graduate student population by developing a curriculum in Logistics incorporating American and European Marketing Strategies into the curriculum.

- Developed international cooperation with 8 International Universities and IRSC to develop Study abroad programs, International Internships, and Dual degrees.

**Indian River State College, Fort Pierce, FL**  
**Assistant Professor – School of Business**

**January 2015 to January 2018**

Created curriculum and taught marketing and management courses at the associate and baccalaureate degree levels. Developed course curriculum following Quality Matters (Q.M.) standards for online, blended, and traditional classrooms. Co-Advisor to the DECA student club – Awarded First Year Advisor of the Year.

- Appointed Chair for the School of Business Advisory Board.
- Served as Co-Chair of a Student Completion Workgroup.
- Member of the Mission Statement Workgroup.

### **Additional Experience**

**Adjunct Faculty, Indian River State College, Fort Pierce, FL**  
**Self-Employed, B.L. International LLC, Port St. Lucie, FL**  
**Teacher/Curriculum Developer, Florida Conference of SDA, Orlando, FL**  
**Business/Educational Consultant, Self-Employed, India**  
**Marketing/Sales Executive, Century Lamination Co. Ltd, India**  
**Marketing Manager, Safir Enterprises Pte Ltd, India/Australia**

### **Education**

**Ph.D. in Business Administration, 2012 - 2016 | Northcentral University, Prescott Valley, AZ**  
**Master in Management, 2005 - 2007 | University of Phoenix, Phoenix, AZ**  
**Bachelor of Science (BS) in Science, 1992 - 1995 | Berhampur University, Berhampur, India**

### **Professional Affiliations**

**American Marketing Association, Member**  
**Association of Florida Colleges, Member**  
**Sigma Beta Delta – IRSC Chapter, Member**  
**Golden Key International Honors Society, Member**  
**Delta Mu Delta Honors Society – Lambda Eta Chapter of NCU, Member**  
**Families of the Treasure Coast, Board Member**

**WEHR 100.7 FM, Board Member**  
**Florida Department of Education (FLDOE) - Council on Workforce Education (CWE), Co-Chair**  
**International Business Student Exchange Network (IBSEN), Contributing Member**  
**Early Learning Coalition of Saint Lucie County – Executive Board Member**  
**Youth Council of the Career Source Treasure Coast – Board Member**  
**Career Source Research Coast – Board Member**  
**Florida Chamber of Commerce, Future of Work – Board Member**



**Dr. Prashanth Pilly**

Dr. Prashanth Pilly serves as the Vice President of Academic Affairs and Chief Academic Officer at Pasco-Hernando State College, where he provides leadership and oversight for all academic programs, policies, and faculty. An accomplished academic leader with extensive experience in higher education administration and instruction, he has a proven record of advancing student success, strengthening enrollment, and securing and managing grants exceeding \$10 million.

Throughout his career, Dr. Pilly has been recognized for his ability to build meaningful partnerships with community organizations, elected officials, and international institutions. He has led initiatives that align academic pathways with workforce needs, developed innovative programs to support regional economic growth, and received national recognition for excellence in teaching and leadership. His expertise in academic quality, program development, and strategic collaboration uniquely position him to contribute to the mission of the Pasco-Hernando Workforce Board.



September 17, 2025

Mr. Jerome Salatino  
Pasco-Hernando Workforce Board Inc.  
PO Box 6589  
Spring Hill, FL 34611

Dear Mr. Salatino:

It is my privilege to nominate Dr. Prashanth Pilly to serve as a representative of Pasco-Hernando State College (PHSC) on the Pasco-Hernando Workforce Board. Dr. Pilly brings a wealth of experience, deep commitment to education and workforce alignment, and a clear motivation to advance the mission of the Board in serving the economic and employment needs of our region.

As Vice President of Academic Affairs/Chief Academic Officer, Dr. Pilly has consistently demonstrated leadership in building innovative pathways for students to transition from education to high-demand careers. His efforts have focused not only on equipping students with academic knowledge but also ensuring they acquire the technical and professional skills required by today's employers. His ability to forge strong partnerships with industry leaders, healthcare organizations, and community stakeholders exemplifies his dedication to bridging the gap between education and workforce readiness.

Dr. Pilly's motivation for serving on the Workforce Board stems from his passion for aligning educational programs with regional workforce priorities. He understands the critical role that collaboration plays in developing sustainable talent pipelines and is committed to supporting initiatives that enhance economic growth, strengthen employer partnerships, and expand opportunities for individuals in our community.

I am confident that Dr. Pilly's expertise, enthusiasm, and forward-thinking approach will make him an outstanding contributor to the Pasco-Hernando Workforce Board. His service will reflect PHSC's ongoing commitment to supporting workforce development across our region.

Thank you for considering this nomination. Please feel free to contact me directly should you require additional information.

Sincerely,

Eric S. Hall, Ed.D.  
President

ESH/ab.

**Excellence • Integrity • Success • Welcoming • Community**

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**Brooksville • Dade City • New Port Richey • Spring Hill • Wesley Chapel**

*An equal access/equal opportunity institution.*

## PASCO COUNTY BOARD OF COUNTY COMMISSIONERS

West Pasco Government Center  
 8731 Citizens Drive, Suite 340  
 New Port Richey, FL 34654

Phone: (727) 847-8115  
 Fax: (727) 815-7010

**APPLICATION FOR ADVISORY BOARD/COMMITTEE/COMMISSION**

**Advisory Board/Committee/Commission you are applying for:**

Career Source Pasco

Are you willing to be considered for an alternate Board/Committee/Commission Yes  No

Are you a registered voter? (Need only answer if a requirement for the entity for which you are applying) Yes  No

Name

Address

City

State

Zip

I reside in Commission District # (can be found on back of your Voter Registration Card)

Are you a Year Round Resident? Yes  No

Do you reside in the unincorporated area? Yes  No

If no, please indicate city:

Home Phone

Work Phone

Cell Phone

Email

Employer

Address

Occupation (if retired, please indicate)

**Please list any governmental Advisory Boards/Committees/Commissions on which you currently serve**

Pasco EDC

The Board of County Commissioners strives to ensure equal access for minorities and women to serve on advisory boards/committees/commissions. Completing this information will help the County Commissioners Office compile information needed to comply with Florida State Statutes 760.80.

African American  Asian American  American Woman   
 Hispanic American  Native American  Other

*For Office Use Only*

Received: \_\_\_\_\_ Entered: \_\_\_\_\_  
 Meets Qualifications: Yes  No  Forwarded to Department: \_\_\_\_\_  
 Acknowledgement Sent: \_\_\_\_\_ BOCC Mtg Date: \_\_\_\_\_ Action: \_\_\_\_\_  
 Letter Sent: \_\_\_\_\_

# APPLICATION FOR ADVISORY BOARD/COMMITTEE/COMMISSION

Complete the following. *Please describe those facets of your background/experience which you feel may be useful for membership on this Board/Committee/Commission.*

## Academic - Degrees, Diplomas

Masters in Management and a Ph.D in Business Administration

## Professional - Certification

NA

## Knowledge - Training, interest or experience

Over 30 years of industry and higher education experience

## Community Involvement - List organizations/positions

WEHR 100.7 FM, Board Member  
Florida Department of Education (FLDOE) - Council on Workforce Education (CWE), Co-Chair  
International Business Student Exchange Network (IBSEN), Contributing Member  
Early Learning Coalition of Saint Lucie County – Executive Board Member

## Organizations - Memberships

## IMPORTANT INFORMATION

1. Eligibility for membership on certain advisory boards/committees/commissions requires a valid voter registration card.
2. Membership on certain advisory boards/committees/commissions requires financial disclosure or the submission of other information.
3. Florida State Statute 119.07 designates this application as a public document to be made available for anyone requesting to view it.
4. Pasco County Code of Ordinances Article V regulates Boards, Committees, Authorities, Councils, and Commissioners of the Board of County Commissioners.

The Board of County Commissioners of Pasco County, Florida does not discriminate upon the basis of any individual's disability status. This non discrimination policy involves every aspect of the Board's functions including one's access to, participation, employment, or treatment in its programs or activities. If you are a person with a disability who needs any accommodation in order to participate in this proceeding, you are entitled, at no cost to you, to the provision of certain assistant. Within two working days of your receipt of this notice, please contact Human Resources, West Pasco Government Center, 7536 State Street, New Port Richey, FL 34654; (727) 847-8030 and via 1-800-955-8771 if you are hearing impaired.

**By typing my name and submitting this application, I acknowledge this constitutes my signature under the Florida Electronic Signature Act.**

**Electronic Signature**      **Type Name**       **Date**

PLEASE NOTE: Application will remain active for one (1) year. Resumes may be included; however, the application MUST still be completed. **Read Important Information** section, then sign the application.

Revised 5/9/2018

**Email Form**

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# Prashanth Pilly

pillyp@phsc.edu

Submission Date Jan 12, 2026 12:34 PM

Full Name: Prashanth Pilly

Business/ Organization Name: Pasco-Hernando State College

Years in Operation: 53

Title/Role in Business: Vice President of Academic Affairs/CAO

Is your business primarily virtual (operating online or remotely)?:

No – Primarily in-person/on-site

Business Address: 10230 Ridge Road  
New Port Richey, FL, 34654

Phone Number: (727) 816-3490

E-mail: [pillyp@phsc.edu](mailto:pillyp@phsc.edu)

Business Website: <https://phsc.edu/>

Number of Employees (local and total): 700

Briefly describe your business and the services/products you provide: PHSC is the Public Higher Education Institution under the Florida College System

Why are you interested in becoming involved with the Pasco-Hernando Workforce Board: PHSC offers many workforce programs and is an Eligible Training Provider

Are there specific areas of the workforce system you're passionate about (e.g., youth development, training programs, business services, policy)?: Policy and training programs

Are you currently serving on any other boards, councils, or advisory groups? If so, please list them:

Pasco EDC Economic Policy Council

Is there anything else you'd like us to know about you or your business:

NA

### **ACTION ITEM 3**

#### **Local Workforce Development Area Subsequent Designation**

Under the Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128), the Governor is required to designate local workforce development areas in consultation with the State Workforce Board (SWB), local chief elected officials (CEOs), and Local Workforce Development Boards (LWDBs).

Local workforce development areas that receive an initial designation are eligible for subsequent designation if, during the two most recent program years, the area has demonstrated successful performance, sustained fiscal integrity, and—if part of a planning region—compliance with regional planning requirements as outlined in WIOA Section 106(c)(1).

#### **Performed Successfully**

For purposes of subsequent designation, “performed successfully” means the local workforce development area met or exceeded the adjusted levels of performance for the primary indicators of performance for the last two consecutive years for which data are available and did not fail the same performance measure for two consecutive program years.

#### **Sustained Fiscal Integrity**

“Sustained fiscal integrity” means that, for all program years, the U.S. Secretary of Labor has not issued a formal determination that the grant recipient or administrative entity misspent funds due to willful disregard of requirements, gross negligence, or failure to comply with accepted standards of administration during the two-year period preceding the determination.

Having met the requirements outlined above, the application for subsequent designation is presented for review and approval by the Board Chair and the Hernando and Pasco Hernando Workforce Development Consortium (Chief Local Elected Official). Upon full execution, the application will be submitted to the State via email.

### **CONSIDERATION**

Staff recommends approval of the application for subsequent local workforce development area designation for the specified designation period. Upon approval, the request will be submitted to Florida Commerce for final approval.

## Request for Subsequent Local Workforce Development Area Designation

**Name of Local Workforce Development Area: CareerSource Pasco Hernando**

**Name of Contact Person: Brenda Gause**

**Phone Number: 352 593-2226**

**Title: Chief Operations Officer**

**Email Address:  
bgause@careersourcepascohernando.com**

**Date of Request: March 23, 2026**

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

### **Performed Successfully**

The term “Performed Successfully” means the local workforce development area met or exceeded the identified levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

### **Sustained Fiscal Integrity**

The term “Sustained Fiscal Integrity” means that the Secretary of Labor has not made a formal determination, during either of the last two consecutive years preceding the determination regarding such integrity, that either the grant recipient or the administrative entity of the local workforce development area has mis-expended funds provided.

## LOCAL AREA LEVELS OF PERFORMANCE

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

<b>Name of Local Workforce Development Area:</b>				
<b>Measures</b>	<b>Negotiated</b>	<b>Actual</b>	<b>Negotiated</b>	<b>Actual</b>
	PY: <u>23-24</u>	PY: <u>23-24</u>	PY: <u>24-25</u>	PY: <u>24-25</u>
<b>Adult</b>				
Employed 2 <sup>nd</sup> Quarter After Exit	92.50	93.70	87.20	92.20
Median Wages 2 <sup>nd</sup> Quarter After Exit	\$9,600	\$13,000	\$10,582	\$11,440
Employed 4 <sup>th</sup> Quarter After Exit	89.00	92.20	84.10	91.6
Credential Attainment Rate	85.40	96.20	84.8	92.2
Measurable Skill Gains	63.20	77.40	69.3	73.8
<b>Dislocated Worker</b>				
Employed 2 <sup>nd</sup> Quarter After Exit	86.00	88.50	85.3	76.1
Median Wages 2 <sup>nd</sup> Quarter After Exit	\$9,099	\$10,080	\$8,404	\$11,361
Employed 4 <sup>th</sup> Quarter After Exit	83.10	92.40	79.70	78.2
Credential Attainment Rate	92.90	94.40	90.2	91.7
Measurable Skill Gains	56.00	77.10	77	71.1
<b>Youth</b>				
Employed 2 <sup>nd</sup> Quarter After Exit	76.9	80.60	79	71.8
Median Wages 2 <sup>nd</sup> Quarter After Exit	\$5,314	\$5,351	\$3,012	\$4,094
Employed 4 <sup>th</sup> Quarter After Exit	88.1	82.90	75.3	79.7
Credential Attainment Rate	90.8	92.60	94.4	84.1
Measurable Skill Gains	73.9	70.50	85.7	94.4
<b>Wagner-Peyser</b>				
Employed 2 <sup>nd</sup> Quarter After Exit	58.50	66.20	60.9	64.5
Median Wages 2 <sup>nd</sup> Quarter After Exit	\$5,889	\$7,622	\$6,992	\$6,992
Employed 4 <sup>th</sup> Quarter After Exit	58.50	65.0	56.5	56.5

## CERTIFICATION AND APPROVAL OF REQUEST

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Development Board Chairperson	
<b>Name: Charles Gibbons</b>	
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name: John Allocco, PHWD Consortium Chair</b>	<b>County: Pasco and Hernando</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

The completed request and certification page(s) must be submitted to: [LWDBGovernance@commerce.fl.gov](mailto:LWDBGovernance@commerce.fl.gov).

**LWDB Composition List Tool**  
Program Year (PY) - To be Completed by the LWDB

Date Completed:		2/24/2026		LWDB: 16- CareerSource Pasco Hernando			
Name of Board Member	Position on Board	Term of Appointment	Appointment Date	Name of Member's Business, Company, or Employer and Title or Position	REPRESENTATION CATAGORY	REPRESENTATION Primary	REPRESENTATION Secondary (Optional)
<p>Complete the Board of Directors template below. Include current board members at the time this document is completed including vacant seats, if applicable. In the Representation columns, you must choose an option from the drop-down menu. If a board member has more than one affiliation, select the additional representation category from Column H. Reminder that at least 20% of members must be representatives from workforce and over 50% are required to be from businesses in the local area. Please note: <i>Providing a reference to website will not satisfy this request</i> .</p>							
Charles Gibbons	Board Chair	07/01/2021-06/30/2029	7/1/2021	Keiser University Campus President	BUSINESS	REQUIRED: Business	
Joelle Neri	Vice Chair	07/01/2021-06/30/2029	7/1/2021	The Angelus, Inc. CEO	BUSINESS	REQUIRED: Small Business	
Mark Earl	Treasurer/ Secretary	07/01/2021-06/30/2029	7/1/2021	Wal-Mart Digital Operations Lead	BUSINESS	REQUIRED: Business	
Turner Arbour	Member	07/01/2021-06/30/2029	7/1/2021	Pasco Economic Development Council Senior Economic Development Manager	ECONOMIC DEVEOPMENT	REQUIRED: A representative from an economic and community development entity	
Keven Barber	Member	07/01/2021-06/30/2029	7/1/2021	Iron Workers Local 397 President/Business Agent	WORKFORCE	REQUIRED: Joint labor-management, or union affiliated, registered apprenticeship program	
Cindy Bray	Member	04/03/2025-06/30/2029	4/3/2025	Hope Services, Inc. Founder & CEO	WORKFORCE	OPTIONAL: A representative of a community-based organization with expertise in addressing the employment, training or education needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities	
Dana Cutlip	Member	07/01/2021-06/30/2029	7/1/2021	Cutlip Financial Insurance Services Owner, Insurance Agent	BUSINESS	REQUIRED: Small Business	
Cami Leech Florio	Member	10/07/2024-06/30/2030	10/7/2024	Main Spring Pilates and Wellness, Inc. President	BUSINESS	REQUIRED: Business	
Robert Fuerst	Member	10/07/2024-05/23/2030	10/7/2024	IAFF Local 4420 VP	WORKFORCE	REQUIRED: Labor Organization	
Beth Galic	Member	09/05/2023-06/30/2031	9/5/2023	Bay Area Manufacturers Association Executive Director	BUSINESS	REQUIRED: Business	
Lindsey Hack	Member	05/09/2023-05/08/2031	5/9/2023	Spherion Staffing & Recruiting Sr. Business Development & Local Partner	BUSINESS	REQUIRED: Business	
Timothy Hellmers	Member	08/26/2025-06/30/2031	8/26/2025	Department of Veteran's Affair- James A. Haley VA Health System Specialist	WORKFORCE	OPTIONAL: A representative of a community-based organization with expertise in addressing the employment, training or education needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities	
John Howell	Member	07/01/2021-06/30/2029	7/1/2021	Division of Vocational Rehabilitation Area Director	ECONOMIC DEVEOPMENT	REQUIRED: A representative from Vocational Rehabilitation or Blind Services	
Hope Kennedy	Member	07/01/2021-06/30/2029	7/1/2021	North Tampa Bay Chamber President/CEO	BUSINESS	REQUIRED: Business	
Nils Lenz	Member	07/01/2021-06/30/2029	7/1/2021	B&N Lenz Enterprises Owner/ Enrolled Agent	BUSINESS	REQUIRED: Business	
Paul Micklow	Member	05/23/2023-05/22/2031	5/23/2023	Amerikay Locksmith Owner	BUSINESS	REQUIRED: Business	
Lee Middleton	Member	06/07/2022-06/06/2030	6/7/2022	Plumbers, Pipefitters, & HVAC Technicians LU 123 Training Director	WORKFORCE	REQUIRED: Labor Organization	
Tom Mudano	Member	08/08/2023-06/30/2031	8/8/2023	AmSkills, Inc. President and CEO	EDUCATION & TRAINING PROVIDER	REQUIRED: Representative from an institution of higher education providing workforce investment activities (PRIVATE)	
Stefanie Pontlitz	Member	08/26/2025-04/11/2030	8/26/2025	Pontlitz Asset Advisors Chief Operating Officer	BUSINESS	REQUIRED: Business	
Lori Romano	Member	02/07/2023-02/06/2031	2/7/2023	Pasco County Schools Chief Operations Officer	EDUCATION & TRAINING PROVIDER	REQUIRED: Eligible training provider administering adult education and literacy activities (PUBLIC)	
Gary Steele	Member	03/11/2024-06/30/2030	3/11/2024	Withlacoochee River Electric Cooperative, inc. Manager of Member Relations	BUSINESS	REQUIRED: Business	
Vacant	Member				EDUCATION & TRAINING PROVIDER	REQUIRED: Representative from an institution of higher education providing workforce investment activities (PUBLIC)	

## **ACTION ITEM 4**

### **Extension to Remain a Direct Services Provider**

In 2008, after the passage of Senate Bill 428, regional workforce boards were authorized to apply to serve as providers of direct services. CareerSource Pasco Hernando (CSPH) elected to apply, and its request was approved by the Board of Directors, Chief Elected Officials, the Florida Department of Economic Opportunity (now FloridaCommerce), CareerSource Florida, and the Governor.

CSPH first applied to be a Direct Services Provider in 2009, and the request was granted. Subsequent extensions have been requested and approved at the required intervals. By eliminating the external provider model, CSPH reduced administrative costs, improved service coordination, and enhanced customer service delivery.

Any Local Workforce Development Board wishing to operate as a direct provider of workforce services (other than training services) must formally request approval to do so and continue to indicate this designation in its local service delivery plan. This request is required every three years, unless otherwise instructed by the State. The formal process is initiated by submitting a request stating whether the region seeks to extend its designation as a direct provider of workforce services (other than training services).

CSPH is required to submit an extension request every three years to maintain its designation as a Direct Services Provider. CSPH seeks to continue operating under the same service delivery model that has demonstrated strong performance, fiscal integrity, and improved customer outcomes.

Key outcomes supporting continuation include:

- CSPH consistently maintains one of the lowest costs per placement in the State of Florida.
- CSPH has performed successfully and sustained fiscal integrity for the previous two program years.
- Operating Resource Rooms, Business Services, and Employment Support functions in-house for more than 15 years has improved service integration and responsiveness.
- CSPH continues to perform in the top quartile on Wagner-Peyser measures, including entered employment.
- Veteran entered employment outcomes remain among the top-performing regions.
- Reemployment Services and Eligibility Assessment (RESEA) outcomes continue to rank among the highest in the state.
- In-house management of OJT, IWT, and work-based learning programs has expanded opportunities for job seekers and employers while improving performance outcomes.

Maintaining direct service delivery ensures:

- Cost efficiency and reduced administrative overhead
- Improved coordination across programs and partners
- Enhanced customer experience and service continuity
- Strong internal controls and performance accountability

**CONSIDERATION**

Staff recommends approval to extend CareerSource Pasco Hernando's designation as a Direct Services Provider for the period July 1, 2026, through June 30, 2029. Upon approval, the request will be submitted to Florida Commerce for final approval.



## **Request to Extend Designation as a Direct Provider of Workforce Services**

In 2008, with the passage of Senate Bill 428, which modified Chapter 445 of the Florida Statutes, regional workforce boards were authorized to request designation as direct providers of workforce services (other than training services). CareerSource Pasco Hernando (CSPH) requested and received authorization to be designated as a direct provider of workforce services in 2009. Subsequent three-year extensions were requested and approved in accordance with state requirements.

Currently, CSPH requests an extension for the period of July 1, 2026, through June 30, 2029. Upon approval, the following modifications will be incorporated into the Local Workforce Plan.

- 1. A review of how the provision of direct services during the prior period fit the business model that the Local Workforce Development Board (LWDB) proposed in its original request, and any proposed changes in the business model or the particular workforce services the LWDB intends to provide during the extension period.**

During the prior designation period, CareerSource Pasco Hernando served as the direct provider of workforce services for the Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker programs; Wagner-Peyser Employment Services; Reemployment Services and Eligibility Assessment (RESEA); Temporary Assistance for Needy Families (TANF); Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T); and employer services.

Effective July 1, 2025, CareerSource Pasco Hernando transitioned the Workforce Innovation and Opportunity Act Youth program to direct service delivery. Youth expenditures are not included in the historical cost comparison outlined in Section 7, as the transition occurred after the review period.

Services are delivered by staff located in CareerSource Pasco Hernando One-Stop centers throughout the Local Workforce Development Area (LWDA). This model allows for improved integration of services, streamlined customer flow, and coordinated service delivery to job seekers and employers.

CSPH's leadership structure includes the Chief Executive Officer, Chief Financial Officer, Chief Operations Officer, Director of Program Planning and Development, Business Services leadership, Center leadership, and program managers. Leadership meetings and cross-functional coordination provide oversight and guidance to ensure consistent service delivery and alignment with strategic priorities.

- 2. The effective date for when the extension would begin.**

The effective date for this extension will be July 1, 2026.

- 3. The period of time, not to exceed three years, for when the extension will be in effect.**

The extension is requested for the period of July 1, 2026, through June 30, 2029.

**4. A review of the LWDB’s stated reasons in its previous request why the LWDB has decided to directly provide the workforce services, and an explanation of how it is in the best interest of the LWDB’s customers that the LWDB continue to provide these services.**

In the previous request, CSPH noted that direct provision of workforce services reduces costs, improves service coordination, and ensures consistent staff training and performance standards. Continuing the direct service model allows CSPH to further enhance service delivery and improve outcomes for customers.

Direct delivery ensures:

- Improved coordination across programs
- Faster service delivery and reduced handoffs
- Expanded work-based learning opportunities
- Enhanced employer engagement
- Greater accountability and performance oversight

Maintaining direct service delivery is in the best interest of CSPH customers, partners, and the business community.

**5. A review of the effectiveness of the firewall established by the LWDB to clearly separate existing roles as oversight body for the region’s workforce delivery system and its role as the operational services directly provided by the LWDB, and an explanation of changes to be made to the firewall.**

The CareerSource Pasco Hernando (CSPH) Board of Directors establishes strategic priorities, policies, and performance expectations for the local workforce system. The Board and its committees provide oversight through regular review of performance reports, fiscal monitoring, and program outcomes to ensure the workforce system operates in compliance with federal and state requirements and aligns with regional workforce priorities.

To maintain a clear and effective firewall between oversight and operations, CSPH has implemented structural and procedural safeguards. Board members do not participate in daily service delivery activities, and staff responsible for policy development, monitoring, and oversight functions are not involved in the provision of direct services. This separation ensures that policy decisions, monitoring activities, and corrective actions remain objective and free from operational influence.

CSPH conducts routine internal monitoring to ensure compliance with Workforce Innovation and Opportunity Act (WIOA) requirements, Florida Commerce policies, and applicable federal and state regulations. Internal quality assurance processes include regular case file reviews, verification of eligibility determinations, documentation audits, and monitoring of performance indicators. Standardized quality assurance checklists are used to confirm that required documentation, case notes, and service activities meet established standards. Findings are reviewed by leadership, and corrective actions are implemented promptly to address deficiencies and strengthen service delivery.

In addition to internal monitoring, CSPH engages independent third-party monitoring and external oversight to ensure transparency and accountability. Programs are subject to periodic reviews by Florida Commerce, external auditors, and contracted monitoring entities, which evaluate fiscal integrity, program compliance, and performance outcomes. CSPH leadership reviews monitoring results, develops corrective action plans when necessary, and tracks resolutions to ensure continuous improvement and sustained compliance.

Center leadership and program managers provide direct supervision of staff and are responsible for daily operations and performance outcomes. Leadership meets regularly to review performance data, address



system improvements, and ensure service quality. This includes reviewing REACH Act performance indicators, cost efficiency metrics, and program outcomes to maintain alignment with state accountability measures.

This multilayered oversight structure, combining Board governance, internal quality assurance, and third-party monitoring, has proven effective in maintaining a clear separation between oversight and operational activities while promoting transparency, accountability, and continuous improvement across the CSPH workforce system.

**6. An identification of the grant program(s) that fund the workforce service delivery model.**

- Workforce Innovation and Opportunity Act (WIOA) Adult
- Workforce Innovation and Opportunity Act (WIOA) Dislocated Workers
- Temporary Assistance for Needy Families (TANF)
- Supplemental Nutrition Assistance Program (SNAP)

The Wagner-Peyser and Veterans program staff are a vital part of the team and are employed by Florida Commerce. Functional supervision of Florida Commerce staff is provided jointly by the Workforce Manager and the Florida Commerce Jobs and Benefits HR Administrator.

**7. An analysis of the costs of the services that documents the actual reduction in costs with the LWDB providing the services rather than contracting that service to another provider, and an estimate of such costs and savings for the upcoming period.**

CareerSource Pasco Hernando (CSPH) has analyzed the cost of direct workforce service delivery compared to a model in which these services are contracted to an external provider.

Contracted services are direct costs, meaning the direct administration of the funds are considered direct costs, and contracted service providers would be reimbursed under an approved Indirect Cost Rate (ICR). CSPH’s federally approved ICR has ranged between 12 percent and 14.72 percent in recent years. For the purposes of this analysis, a 12 percent average ICR was applied to estimated contracted expenditures to reflect the typical indirect cost burden that would be charged under a contracted model.

The analysis reflects historical expenditures for Adult and related workforce programs operated in-house by CSPH. WIOA Youth services were contracted during the historical review period; therefore, historical expenditure and savings data exclude Youth services from 2022–2023 through 2024–2025.

For the historical three-year period, total direct expenditures for included programs were \$23,466,914. Application of a 12 percent estimated indirect cost to projected contracted amounts results in estimated indirect costs of \$2,816,030. The in-house delivery model resulted in estimated cost savings of \$1,474,729 over this period, representing an approximate 17.00 percent reduction in costs compared to an externally contracted model.

		2024-	Local		Estimated		%
2022-2023	2023-2024	2025	Admin	TOTAL	Contracted Indirect	Savings	Savings



	Total Expenditures					0.12			
WIOA Services	2,740,491	2,289,983	2,878,380	455,038	7,908,854	949,062	<b>494,024</b>	21.57%	
TANF	2,012,345	1,935,219	1,857,552	467,048	5,805,116	696,614	<b>229,566</b>	11.86%	
SNAP	167,659	164,859	87,303	38,408	419,821	50,379	<b>11,971</b>	7.26%	
Other (WP, RESEA, NEG, NCPEP)	3,192,109	2,706,014	3,435,001	380,806	9,333,124	1,119,975	<b>739,169</b>	27.32%	
WIOA Youth	Contracted Out	Contracted Out							
<b>TOTALS</b>	<b>8,112,604</b>	<b>7,096,074</b>	<b>8,258,236</b>	<b>1,341,300</b>	<b>23,466,914</b>	<b>2,816,030</b>	<b>1,474,729</b>	<b>17.00%</b>	

Estimated level expenditures for the next three-year period (Program Years 2025–2026 through 2027–2028), exclusive of Youth, total \$25,007,799. Applying a 12 percent estimated indirect cost to these projected contracted expenditures results in estimated indirect costs of \$3,000,936. The projected cost savings over the next three-year period for continued in-house delivery are \$1,590,019, representing approximately 15.73 percent savings compared to a contracted service cost model.

Potential Savings	2025-2026	2026-2027	2027-2028	Local Admin	TOTAL	Estimated Contracted Indirect	Savings	% Savings
WIOA Services	2,878,380	2,878,380	2,878,380	496,825.42	8,635,140	1,036,217	<b>539,391</b>	18.74%
TANF	1,857,552	1,857,552	1,857,552	448,345.55	5,572,656	668,719	<b>220,373</b>	11.86%
SNAP	165,000	165,000	165,000	45,285.89	495,000	59,400	<b>14,114</b>	8.55%
Other (WP, RESEA, NEG, NCPEP)	3,435,001	3,435,001	3,435,001	420,460.19	10,305,003	1,236,600	<b>816,140</b>	23.76%
<b>TOTAL</b>	<b>8,335,933</b>	<b>8,335,933</b>	<b>8,335,933</b>	<b>1,410,917</b>	<b>25,007,799</b>	<b>3,000,936</b>	<b>1,590,019</b>	<b>15.73%</b>

**8. A review of any other realized improvement to service delivery and performance outcomes, and description of anticipated improvements.**

As outlined above, providing direct services has enabled CareerSource Pasco Hernando (CSPH) to achieve measurable improvements in business services coordination, continuity of operations, professionalism, customer service delivery, communication, and overall system performance. A unified,



region-wide approach to business engagement, outreach, and community partnerships has strengthened coordination of services to employers and reduced duplication of outreach efforts. By delivering services directly rather than through multiple contracted providers, CSPH ensures that employers receive consistent messaging and streamlined access to workforce solutions, improving employer satisfaction and increasing regional business penetration.

The centralized structure of CSPH's Business Services team has enhanced relationships with employers and improved job referral processes, resulting in expanded work-based learning opportunities and stronger alignment with regional workforce needs. Close collaboration between Business Services staff and career center teams has increased the availability of On-the-Job Training (OJT), Incumbent Worker Training (IWT), work experience (WEX), and apprenticeship pathways. Direct service delivery enables CSPH to respond more rapidly to employer needs, align training investments with in-demand occupations, and support long-term employment outcomes for participants.

As the direct provider of services, CSPH has significantly improved the frequency, consistency, and quality of staff training. The transition to program-led training coordination has ensured that staff receive timely, role-specific instruction while maintaining consistent service standards across centers. This coordinated approach allows information to be distributed quickly and uniformly, resulting in greater continuity of services for both employers and job seekers. Staff benefit from ongoing professional development, including Workforce Professional Tier I certifications and continuing education opportunities, which strengthen service quality and compliance with state and federal requirements.

Direct service delivery also supports cross-program training that benefits multiple service areas, including case management practices, customer engagement, assessments, goal setting, and effective communication. Hands-on training in Employ Florida and related systems equips staff — including Florida Commerce partners — with the tools necessary to provide efficient, high-quality assistance to customers. This integrated training approach ensures that customers receive consistent guidance regardless of program entry point.

CSPH's investment in technology and integrated systems has further enhanced communication and operational efficiency. The use of SharePoint, Microsoft 365, and cloud-based document management systems enables staff to access policies, procedures, forms, reports, and schedules in real time, improving coordination across centers and reducing delays in service delivery. Electronic document management, e-signature capability, and digital case files have reduced paper usage, improved record accessibility, and strengthened compliance with documentation requirements. These systems also support remote service delivery and workload distribution across centers, ensuring timely case management and continuity of services.

Direct communication channels enabled by centralized systems allow CSPH leadership to disseminate information quickly during emergencies or operational changes, ensuring staff remain informed and services continue without disruption. This level of coordination would be significantly more complex under a subcontracted service model.

CSPH has expanded customer access through online tools and virtual service options. Online inquiry forms, digital intake processes, and appointment scheduling platforms allow job seekers, employers, schools, and community partners to connect directly with CSPH staff for eligibility screening, job search assistance, and training guidance. These tools improve accessibility and customer convenience while enabling staff to manage follow-up services more effectively.



Direct service delivery also strengthens CSPH's quality assurance and performance monitoring processes. CSPH conducts regular case reviews and utilizes Florida Commerce monitoring tools to identify trends, ensure compliance, and implement corrective actions when necessary. Standardized quality assurance checklists and internal monitoring procedures help ensure that required documentation, eligibility determinations, and case notes meet state and federal standards. This proactive approach supports continuous improvement and reinforces CSPH's sustained fiscal integrity and strong performance outcomes.

CSPH's direct service model contributes significantly to efficiency and return on investment under the State of Florida's REACH Act accountability framework. For Program Year 2024–2025, CSPH achieved an efficiency ratio of 159.07 percent, demonstrating that the region generated placements at a rate substantially exceeding its proportional share of statewide funding. During this period, CSPH managed 3.56 percent of statewide funding while producing 5.67 percent of statewide placements, reflecting a strong return on investment and effective stewardship of public funds. CSPH's cost-per-placement of \$2,434.63 further illustrates its cost efficiency relative to peer regions.

For Program Year 2025–2026 (Q1 baseline), CSPH maintained strong efficiency with an efficiency ratio of 134.61 percent, continuing to produce placements above its funding share while maintaining a competitive cost-per-placement of \$2,613.41. These metrics demonstrate CSPH's ability to sustain high performance despite funding fluctuations and evolving workforce demands, reinforcing alignment with REACH Act performance measures and letter-grade outcomes.

CSPH continues to exceed the Individual Training Account (ITA) expenditure requirement of 50 percent for WIOA Adult and Dislocated Worker programs, demonstrating a strong commitment to training investments that support long-term employment and wage gains. Direct service delivery enables CSPH to align training expenditures with regional demand occupations and employer needs, further strengthening return on investment and workforce system effectiveness.

Through these coordinated improvements in business services, staff training, technology integration, customer access, quality assurance, and cost efficiency, CSPH has strengthened service delivery and enhanced performance across programs. Maintaining its designation as a Direct Services Provider ensures continued operational efficiency, improved customer outcomes, strong return on investment, and sustained alignment with state performance expectations and REACH Act accountability standards.

**9. Documentation that the public was provided a meaningful opportunity for review and comment on the proposed extension for a period not less than 10 days. Any submitted comments must be included.**

A Notice for Public Comment, along with a draft of this request, will be made available for public review for a period of not less than ten (10) days on the CSPH website.

The draft will be distributed to:

- Pasco Hernando Workforce Development Consortium
- CSPH Board Members
- Community partners and stakeholders

Submitted comments will be reviewed and included with the final extension request.



**10. Documentation that the Chief Elected Official has agreed to the planned extension.**

Signature page follows.

Questions may be directed to Brenda Gause at (352) 593-2226 or [bgause@careersourcepascohernando.com](mailto:bgause@careersourcepascohernando.com).

**INFORMATION ITEM 1**  
**Individual Training Account (ITA) Waiver Submission**

The following item is presented as information for the Consortium.

CareerSource Pasco Hernando has submitted an Individual Training Account (ITA) Waiver request to FloridaCommerce seeking approval to reduce the required ITA expenditure threshold for WIOA Adult and Dislocated Worker funds. This request is part of the standard waiver process available to Local Workforce Development Boards and is exercised by the majority of regions across the state to allow flexibility in meeting local workforce needs.

The waiver supports CSPH's strategic approach to balancing training investments with expanded work-based learning opportunities, including On-the-Job Training, Incumbent Worker Training, apprenticeships, and other employer-driven models that lead to employment and wage gains. Approval of the waiver will allow CSPH to continue aligning resources with regional labor market demand while maintaining compliance with state and federal requirements.

The waiver request was reviewed by the Executive Committee, which is authorized to act on behalf of the full Board, and shared with the Chief Local Elected Official. The item is presented to the Consortium for awareness as part of CSPH's ongoing compliance and performance strategy.

No action is required.



## PY 2025/2026 Individual Training Account (ITA) Waiver Request

In compliance with Section 445.003(3)(a)(1), Florida Statutes, CareerSource Pasco Hernando (CSPH, LWDB 16) respectfully submits this request to utilize the Standard Waiver Option under CareerSource Florida Workforce Policy P74 for Program Year 2025-2026. We seek approval to reduce this requirement to 35%, allowing CSPH to balance ITA investments with work-based learning, supportive services, and employer-driven strategies.

This request reflects a measured, strategic adjustment that preserves strong investment in allowable training while ensuring CSPH can continue to deliver high-performing, employer-responsive workforce services within current operational capacity.

To support the CSPH ITA Waiver request the following information is provided:

### A. Documentation describing the local budget for ITAs itemized by sub-cost categories.

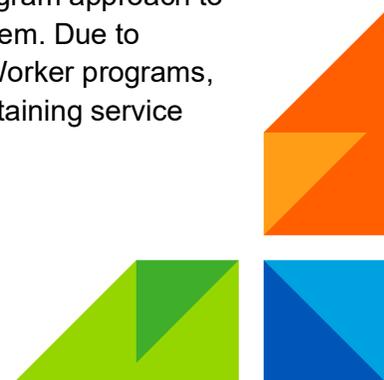
PY 2025-2026 WIOA Adult/Dislocated Workers ITA Training Budget	
Sub-Cost Category	Budgeted Amount
Occupational Skills Training	Training: \$875,000 Training Support Services: \$180,000
Other WIOA Specified Training	Special Scholarships & Training: \$100,000
Other Work-Based Learning Opportunities	OJT: \$180,000 Employed Worker: \$250,000 Paid Internships/ WEX: \$95,405
Training Case Management	Direct Case Management: \$276,047
Training Program Management	Direct & allocated Program Management: \$121,830
<b>Total ITA</b>	<b>\$2,078,282</b>

These allocations demonstrate CareerSource Pasco Hernando's continued commitment to training aligned with regional workforce needs while operating within realistic fiscal and staffing capacity.

### B. Local strategies and staff employed to increase access to training for customers and to enroll customers in training.

CareerSource Pasco Hernando (CSPH) employs a coordinated and multiprogram approach to increase access to training and support enrollment across the workforce system. Due to ongoing staffing capacity constraints within the WIOA Adult and Dislocated Worker programs, CSPH prioritizes strategies that maximize existing staff resources while maintaining service quality compliance and accountability.

**Local strategies include:**



- Cross-program referrals across WIOA, Wagner Peyser, RESEA, SNAP, Veterans, Reentry, and Special Project programs are used to support accelerated enrollment and service access. These referrals follow a structured service flow within career centers that enable staff to efficiently assess individual stability and guide customers through the appropriate service pathways.
- Employer-driven training models include On-the-Job Training, Incumbent Worker Training, and Registered Apprenticeships.
- Group orientation and virtual intake options to reduce administrative burden.
- Co-located staff at MOU partner sites, including AmSkills, Inc. and local library system.
- Quarterly partner coordination meetings to strengthen referral pipelines.
- Clear guidance to training providers regarding referral and enrollment process.
- Online intake tools and a publicly available training matrix to support informed customer decision-making.
- Concerted focus on enhancing access and equity in training opportunities to individuals who are most in need, utilizing income-based eligibility criteria, ensuring that training resources are directed toward underserved populations.

**Additional Local Strategies:**

- **Educational Partnerships:** CSPH works closely with Pasco County School Board, Pasco-Hernando State College, AmSkills, Inc., and Simpson Technical College to provide stackable credentials and bridge programs, including the recent launch of onsite GED classes at Simpson Tech.
- **Reentry Program:** CSPH partners with Pasco and Hernando Counties on Reentry initiatives, providing returning citizens with training, employability skills, and placement services. Participants often benefit from short-term OJTs and targeted ITAs, along with supportive services such as transportation and housing assistance.
- **RESEA and Rapid Response Orientations:** During orientations and informational sessions, the RESEA and Rapid Response programs provide structured announcements regarding the availability of training services, including guidance on how to access and apply for these opportunities. These efforts ensure that job seekers are well-informed about the training resources available to them, resulting in increased enrollment in workforce development programs. By equipping individuals with clear information, the programs empower job seekers to make informed decisions about their career pathways and take proactive steps toward achieving their employment goals. Furthermore, these orientations foster a supportive environment that encourages and motivates participants to pursue training opportunities, ultimately enhancing their skills, strengthening their employability, and contributing to overall workforce readiness.
- **Employer Engagement:** CSPH’s Business Services Team serves as single point of contact for employers, coordinating OJT and IWT contracts. Recent partnerships with BayCare and Global JetCare have expanded patient care and aviation technician training through employer-driven learning models. CareerSource Pasco Hernando partners with Pasco County Fire Rescue and Pasco County Detention to

provide On-the-Job Training opportunities that connect recent graduates with hands-on experience, leverage federal funds to offset employer training costs, create a pipeline of skilled workers for critical public service roles, and generate long-term community benefits through sustainable employment and reinvestment of resources.

- **Job Orders for OJT:** CareerSource Pasco Hernando manages job orders for On-the-Job Training (OJT) programs to ensure that job seekers have access to structured, practical training opportunities that align with employer workforce needs and support long-term employment outcomes.
- **Registered Apprenticeship Navigator:** CareerSource Pasco Hernando has executed a contract with long-standing partner Pasco County Schools to establish a dedicated Registered Apprenticeship Navigator, and implementation is currently underway. This position serves as a central resource to connect state and community referrals to Registered Apprenticeship programs, providing customers with structured pathways that integrate hands-on experience with formal training. Through this partnership and the expansion of apprenticeship navigation services, CSPH is enhancing career opportunities for job seekers while strengthening the region's skilled workforce pipeline.

These strategies expand access to training while ensuring that staff time is allocated effectively across eligibility determination, case management, employer engagement, compliance, and performance reporting.

### **Expected Outcomes:**

As a result of these strategies, CSPH anticipates the following outcomes during PY 2025-2026:

- Continued enrollment of customers into training pathways aligned with employer demand, particularly in healthcare, manufacturing, logistics, and skilled trades.
- Increased utilization of work-based learning models that produce faster employment outcomes and higher retention rates, specifically increasing the number of businesses participating in On-the-Job Training and apprenticeship programs.
- Support Incumbent Worker Training initiatives that help businesses retain talent and improve productivity.
- Sustained or improved performance outcomes across employment, wage, credential attainment, and measurable skill gain indicators by a combined 5%.
- Improved return on investment through training models that balance staff capacity with customer readiness and employer needs.
- Reduce duplication of services and improved referral processes, resulting in faster service delivery, increase of dual enrollments and better outcomes for job seekers.
- Enhance data sharing among partners, improving case management and follow-up.
- Strengthened partnerships with local education institutions and community organizations, leading to more integrated services.

Reducing the ITA expenditure requirement to 35% supports these expected outcomes by allowing CSPH to maintain service quality, manage staff workload responsibly, and invest in

training strategies that have demonstrated effectiveness.

### C. Local and Regional Strategies to Limit the Ongoing Need for a Waiver

CSPH has implemented several long-term strategies designed to reduce reliance on ITA waivers while continuing to expand training opportunities:

- **Increase Operational and Organizational Efficiency:** Continue to improve operational efficiency by streamlining internal processes and reducing administrative burden to maximize staff productivity. This includes expanding the use of automation where appropriate and reevaluating existing procedures to improve effectiveness and efficiency. Staffing resources will be optimized to ensure alignment with service demand, funding availability, and operational priorities, while maintaining service quality and compliance.
- **Digital Transformation and Service Delivery:** Embrace digital transformation by leveraging technology to reduce reliance on physical infrastructure. This includes expanding access to online intake, virtual appointments, remote training options, and digital documentation for individuals who are unable to visit a career center in person or who are digitally literate. Planned technology enhancements will focus on improving customer access, streamlining service delivery, and strengthening employer engagement.
- **Funding Impact and service Sustainability:** Employer services are currently funded primarily through WIOA formula funds, as there is no dedicated funding stream for business services. Any reduction in these funds would directly impact the scope, quality, and responsiveness of services provided to local employers. Similarly, reductions in WIOA funding would require CSPH to assess the impact on job seeker services, which could result in staff reductions and decreased service availability and quality across programs.
- **Program Innovation and Workforce Pathways:** Explore the establishment of special project programs that utilize braided funding strategies to maximize available resources and pilot flexible, nontraditional training models aligned with local workforce needs. The organization will continue to expand work-based learning opportunities, including On-the-Job Training, Incumbent Worker Training, Registered Apprenticeships, and paid work experience, as core pathways to employment and advancement. Targeted workforce reentry initiatives will integrate training, supportive services, and employment to support justice-involved individuals and other populations facing barriers to employment.

### D. The lack of demand for each authorized training service.

Local labor market conditions within the CareerSource Pasco Hernando region indicate ongoing labor market slack, constrained advancement opportunities in key sectors, and wage levels that reflect modest regional demand relative to statewide benchmarks. These conditions support the need for flexibility in the authorized Individual Training Account expenditure requirement.

Although overall employment in the region has grown over recent years, the distribution of job growth across occupational sectors has not consistently translated into broad, high-wage opportunities for job seekers requiring training. Regional industry data indicate that the largest employment sectors in Pasco County include Health Care and Social Assistance, Retail Trade, and Construction, with significant employment also in office support and service occupations.

Similarly, Hernando County's economy includes substantial employment in retail trade, healthcare services, other services, and distribution and manufacturing related to industrial parks and logistics activities.

These patterns reflect a labor market with demand concentrated in sectors that may not always require long-term occupational skills training funded through ITAs, particularly at levels that would satisfy the current 50 percent expenditure requirement.

Despite ongoing workforce efforts and targeted training investments, the combination of elevated unemployment rates, labor force growth, concentrated employment in moderate-wage sectors, and wage patterns that do not mirror higher-skill occupational labor market constraints sustained demand for training services that exceed the historic 50 percent expenditure requirement. These labor market realities, coupled with regional economic trends, indicate that many job seekers either do not pursue long-term authorized training pathways or find them inaccessible relative to available employer needs in the near term.

Requiring expenditure of Individual Training Account funds beyond demonstrated demand levels would risk allocating resources to training that may not directly correlate with immediate labor market openings, reduce flexibility for supportive services vital to employment retention, and diminish the efficiency of workforce fund utilization given current regional economic conditions.

Additionally, recent natural disaster impacts affecting Pasco and Hernando counties have disrupted workforce pipelines and increased the need for flexible short-term training, supportive services, and rapid reemployment mechanisms rather than extended Individual Training Account commitments.

#### **E. The financial impact on the provision of client services.**

Maintaining the Individual Training Account expenditure requirement at fifty percent would have a direct and adverse impact on the provision of workforce services within the CareerSource Pasco Hernando region. Given current funding levels, staffing capacity, and demonstrated customer demand, enforcing the full expenditure requirement would necessitate the reallocation of limited financial and staff resources away from essential service delivery functions and proven training strategies.

Individual Training Accounts represent one of the most administratively intensive training mechanisms within the workforce system. Increased reliance on Individual Training Accounts beyond demonstrated demand would require significant additional staff time dedicated to eligibility determination, individual employment planning, coordination with training providers,



documentation, monitoring, and ongoing case management. CareerSource Pasco Hernando currently operates within constrained staffing levels across all programs, however, specifically WIOA Adult and Dislocated Worker programs. Redirecting staff resources solely to meet a fixed expenditure threshold would reduce the organization's capacity to provide timely and effective services to jobseekers and employers.

A strict fifty percent Individual Training Account requirement would also materially reduce funding available for supportive services, which are essential to participant success. Many individuals served by CareerSource Pasco Hernando face substantial barriers to employment, including low-income status, dislocation, housing instability, transportation limitations, childcare needs, and impacts from recent natural disasters. Supportive services play a critical role in enabling these individuals to participate in training and maintain employment. Reducing investment in supportive services to satisfy an elevated Individual Training Account threshold would likely result in increased attrition, lower completion rates, and diminished employment outcomes.

In addition, enforcing a higher Individual Training Account requirement would constrain the organization's ability to invest in employer driven training models. Employers in Pasco and Hernando counties consistently demonstrate a preference for work-based learning strategies such as On-the-Job Training, Incumbent Worker Training, and Registered Apprenticeships. These approaches allow employers to directly shape training to meet specific workforce needs and have consistently produced faster employment placements, stronger retention, and improved wage outcomes. Maintaining funding flexibility for these strategies is essential to sustaining employer engagement and aligning training investments with actual labor market demand.

Approval of a reduced Individual Training Account expenditure requirement of thirty-five percent will allow CareerSource Pasco Hernando to maintain a balanced and fiscally responsible service delivery model. This flexibility will ensure continued access to Individual Training Accounts in high demand occupations while preserving the capacity to fund supportive services and employer driven training strategies that have demonstrated effectiveness. Reducing the expenditure requirement supports efficient use of public funds, improves return on investment, and enables the organization to continue meeting negotiated performance expectations without compromising service quality or fiscal integrity.

In summary, reducing the Individual Training Account expenditure requirement to thirty-five percent is necessary to mitigate adverse financial impacts on client services, preserve access to multiple training pathways, and ensure CareerSource Pasco Hernando can continue delivering high quality workforce services aligned with regional workforce needs and employer demand.

#### **F. Documentation showing approval from the LWDB and CLEO**



CSPH presented the ITA Waiver Request for approval at the January 15, 2026, Executive Committee meeting of the Pasco-Hernando Workforce Board of Directors, which is authorized to act on behalf of the full Board; the request was reviewed with the CLEO on February 11, 2026, and will be presented as an information item at the March 26, 2026, Pasco-Hernando Workforce Development Consortium meeting.



**Signature Page**

Request for ITA Waiver

LWDB: 16

LWDB Name: CareerSource Pasco Hernando

Contact: Jerome Salatino

Contact Number: 352-593-2225

The Local Workforce Development Board seeks to reduce the ITA requirement from 50% to 35%. This waiver is to be effective for the period of July 1, 2025, through June 30, 2026.

The signatures below certify agreement to the request for the extension submitted by the Local Workforce Development Board and the assurance that the Local Workforce Development Board will operate in accordance with this extension, its Workforce Services Plan, and applicable federal and state laws and regulations. Additionally, CSPH agrees to accept any conditional changes to a granted waiver should CareerSource Florida determine that conditions warrant such a change.

**Chief Elected Official**

**Local Workforce Development Board  
Chair**

*John Allocco*

*Charles Gibbons*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

John Allocco

Charles Gibbons

\_\_\_\_\_  
Name (printed or typed)

\_\_\_\_\_  
Name (printed or typed)

Consortium Chair

Board Chair

\_\_\_\_\_  
Title

\_\_\_\_\_  
Title

02 / 12 / 2026

02 / 11 / 2026

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Signature Date

# CERTIFICATE *of* SIGNATURE

REF. NUMBER  
DNGRY-FZZDG-Q59WT-UGPMH

DOCUMENT COMPLETED BY ALL PARTIES ON  
12 FEB 2026 21:54:41  
UTC

## SIGNER

EMAIL  
CGIBBONS@KEISERUNIVERSITY.EDU

## TIMESTAMP

SENT  
11 FEB 2026 16:27:04  
VIEWED  
11 FEB 2026 16:49:33  
SIGNED  
11 FEB 2026 16:55:45

## SIGNATURE

*Charles Gibbons*

IP ADDRESS  
32.132.188.130

LOCATION  
JACKSONVILLE, UNITED STATES

## RECIPIENT VERIFICATION

EMAIL VERIFIED  
11 FEB 2026 16:49:33

EMAIL  
JALLOCCO@CO.HERNANDO.FL.US

SHARED VIA  
LINK

SENT  
11 FEB 2026 16:27:04  
VIEWED  
12 FEB 2026 21:37:13  
SIGNED  
12 FEB 2026 21:54:41

*John Allocco*

IP ADDRESS  
174.230.40.0



**INFORMATION ITEM 2**  
**Letter Grades Report Q1**

The following item is presented as information for the Consortium.

No action is required.

# Local Workforce Development Board Letter Grades

## PY 2025-2026 Baseline Letter Grades

Letter grades are assigned to local workforce development boards annually by Oct. 15, following the close of the program year. Below are the letter grades by local workforce development board for program year 2025-2026. 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	Cost-Per-Placement	Efficiency Ratio
01 - CareerSource Escarosa	73.34	C	\$3,345,390	2.57%	913	2.47%	\$3,664.17	96.01%
02 - CareerSource Okaloosa Walton	85.20	B	\$1,718,795	1.32%	468	1.26%	\$3,672.64	95.79%
03 - CareerSource Chipola	82.86	B-	\$858,553	0.66%	249	0.67%	\$3,448.00	102.03%
04 - CareerSource Gulf Coast	74.83	C	\$1,374,816	1.06%	909	2.45%	\$1,512.45	232.59%
05 - CareerSource Capital Region	79.68	C+	\$3,797,558	2.91%	1,180	3.19%	\$3,218.27	109.31%
06 - CareerSource North Florida	78.28	C+	\$1,052,930	0.81%	708	1.91%	\$1,487.19	236.55%
08 - CareerSource Northeast Florida	88.86	B+	\$11,014,130	8.45%	2,030	5.48%	\$5,425.68	64.84%
10 - CareerSource Citrus Levy Marion	84.00	B	\$3,757,569	2.88%	516	1.39%	\$7,282.11	48.31%
12 - CareerSource Central Florida	85.49	B	\$16,795,318	12.89%	4,271	11.53%	\$3,932.41	89.46%
16 - CareerSource Pasco Hernando	82.11	B-	\$5,493,393	4.22%	2,102	5.68%	\$2,613.41	134.61%
17 - CareerSource Polk	78.38	C+	\$5,331,083	4.09%	1,663	4.49%	\$3,205.70	109.74%
18 - CareerSource Suncoast	91.22	A-	\$3,965,345	3.04%	584	1.58%	\$6,789.97	51.81%
19 - CareerSource Heartland	85.27	B	\$1,624,468	1.25%	1,061	2.87%	\$1,531.07	229.77%
20 - CareerSource Research Coast	86.30	B	\$4,068,369	3.12%	1,348	3.64%	\$3,018.08	116.56%
21 - CareerSource Palm Beach County	80.46	B-	\$8,241,614	6.33%	1,953	5.27%	\$4,219.98	83.36%
22 - CareerSource Broward	92.91	A-	\$10,427,263	8.00%	1,367	3.69%	\$7,627.84	46.12%
23 - CareerSource South Florida	97.34	A+	\$16,020,803	12.30%	6,383	17.24%	\$2,509.92	140.16%
24 - CareerSource Southwest Florida	93.15	A	\$7,783,539	5.97%	1,021	2.76%	\$7,623.45	46.15%
26 - CareerSource North Central Florida	84.77	B	\$3,381,478	2.60%	434	1.17%	\$7,791.42	45.15%
27 - CareerSource Brevard Flager Volusia	84.34	B	\$6,895,965	5.29%	2,868	7.74%	\$2,404.45	146.31%
28 - CareerSource Tampa Bay	87.43	B+	\$13,328,992	10.23%	5,005	13.51%	\$2,663.14	132.10%
<b>Total:</b>			<b>\$130,277,371</b>	<b>100.00%</b>	<b>37,033</b>	<b>100.00%</b>		

### 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

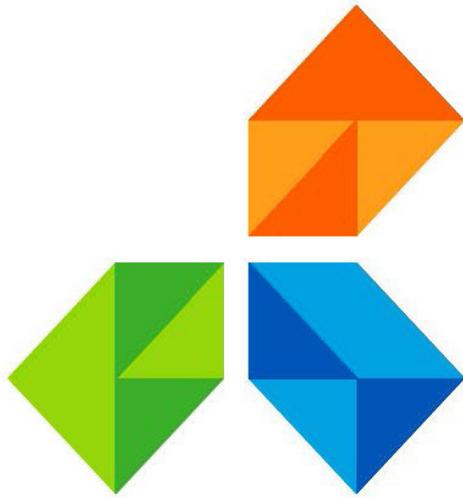
Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	YOY Rate (%)	Target (%)	Target Met 1 (%)	Weighted Performance 2 (%)
1. Participants with Increased Earnings	Employment and Training Services, Self-Sufficiency	0.25	2,102	5,852	35.92	-	50.00	71.84	17.9600
2. Reduction in Public Assistance	Employment and Training Services, Self-Sufficiency	0.25	1,548	3,188	48.56	-	50.00	97.12	24.2800
3. Employment and Training Outcomes	Employment and Training Services	0.20	16	18	88.89	-	100.00	88.89	17.7780
4. Participants in Work-Related Training	Training Services	0.10	1,031	6,768	15.23	-	25.00	60.92	6.0920
5. Continued Repeat Business	Business Services	0.05	1,355	3,850	35.19	-	35.00	100.00	5.0000
6. Year-Over-Year Business Penetration	Business Services	0.05	-	-	-	1.27	100.00	80.00	4.0000
PY 2022-2023 Business Penetration		-	1,803	16,983	10.62	-	-	-	-
PY 2023-2024 Business Penetration		-	2,043	17,182	11.89	-	-	-	-
7. Completion-to-Funding Ratio	Employment and Training Services	0.05	5.34	4.22	100.00	-	100.00	100.00	5.0000
Exiters: Local Board (N) / Statewide (D)		-	3,924	73,421	5.34	-	-	-	-
Budget: Local Board (N) / Statewide (D)		-	\$5,493,393	\$130,277,371	4.22	-	-	-	-
Serving Individuals on Public Assistance	Employment and Training Services, Self-Sufficiency	0.05	3292.00	6,908	47.65	-	-	-	2
								<b>FINAL SCORE</b>	<b>82.11</b>

**INFORMATION ITEM 3**  
**Program Year 2024-2025 Annual Report**

The following item is presented as information for the Consortium.

The Program Year 2024–2025 Annual Report includes a budget summary page in which all financial figures are rounded for presentation purposes. Rounded figures are intended to provide a clear, high-level overview and may not reflect exact totals due to standard rounding.

No action is required.



CareerSource  
PASCO | HERNANDO

2024 - 2025

# ANNUAL REPORT

# INTRODUCTION

The organization has led initiatives to assist small businesses by providing customized training programs. These programs help upskill existing employees and prepare new hires, fostering stronger workforce capabilities and encouraging economic growth throughout Pasco and Hernando counties.

The organization has led initiatives to assist small businesses by providing customized training programs. These programs help upskill existing employees and prepare new hires, fostering stronger workforce capabilities and encouraging economic growth throughout Pasco and Hernando counties.

## Executive Summary

CareerSource Pasco Hernando has played a pivotal role in advancing Florida’s economic recovery by focusing on work force development and business support. Over the past year, Florida has experienced notable progress, including sustained job growth, an expanding labor force, and a declining unemployment rate. These positive trends reflect the effectiveness of targeted strategies implemented at the local level.

## Driving Workforce Development

The organization’s efforts have centered on equipping jobseekers and businesses with the tools needed to thrive in a competitive market. By aligning programs with regional economic needs, CareerSource Pasco Hernando ensures that talent development remains a cornerstone of economic resilience.

## Strategic Initiatives for Success

Locally driven goals have guided these improvements, emphasizing collaboration between employers and workforce programs. CareerSource Pasco Hernando has been instrumental in creating pathways for both jobseekers and businesses, fostering a stronger, more adaptable labor market.

## Supporting Small Business Growth

Recognizing the critical role of small businesses in regional prosperity, CareerSource Pasco Hernando has launched initiatives to provide customized training solutions. These programs help upskill current employees and prepare new hires, strengthening workforce capabilities and driving economic growth across Pasco and Hernando counties.

*-Jerome Salatino, CEO/President  
CareerSource Pasco Hernando*

# 2024 - 2025 BOARD OF DIRECTORS

**CHARLES GIBBONS, BOARD CHAIR**  
*Keiser University*

**ROBERT FUERST**  
*IAFF Local 4420*

**TOM MUDANO**  
*AmSkills Inc.*

**JOELLE NERI, VICE CHAIR**  
*The Angelus, Inc.*

**TIMOTHY HELLMERS**  
*Department of Veteran's Affairs -  
James A Haley VA*

**STEPHANIE PONTLITZ**  
*Pontlitz Asset Advisors*

**MARK EARL, TREASURER/  
SECRETARY**  
*Wal-Mart*

**JOHN HOWELL**  
*Division of Vocational Rehabilitation*

**GARY STEELE**  
*Withlacoochee River Electric  
Cooperative, Inc.*

**TURNER ARBOUR**  
*Pasco Economic Development  
Council*

**HOPE KENNEDY**  
*North Tampa Bay Chamber*

**LINDSEY HACK**  
*Spherion Staffing & Recruiting*

**KEVEN BARBER**  
*Iron Workers Local 397*

**NILS LENZ**  
*B&N Lenz Enterprises*

**PAUL MICKLOW**  
*Amerikey Locksmith*

**CINDY BRAY**  
*Hope Services, Inc.*

**LEE MIDDLETON**  
*Plumbers, Pipefitters, & HVAC*

**LORI ROMANO**  
*Pasco County School District*

**DANA CUTLIP**  
*Cutlip Financial Insurance Services*

**BETH GALIC**  
*Bay Area Manufacturers Association*

**AARON DEBARRY, Non-Board  
Member**  
*Rhodes Academy*

## 2024 - 2025 CONSORTIUM MEMBERS

**KATHRYN STARKEY, CHAIR**  
*County Commissioner, District 3  
Pasco County*

**JOHN ALLOCCO, VICE CHAIR**  
*County Commissioner, District 3  
Hernando County*

**DAVID LAMBERT**  
*Exec. V. President & General Manager  
Withlacoochee River Electric  
Cooperative, Inc.*

**ANDREW TAYLOR**  
*Regional Affairs Manager  
TECO Energy*

**NICOLE HUGHES**  
*Chief Information Officer  
Delamere Industries, Inc.*

Pursuant to Florida's 2021 REACH Act and 445.004(7)(c), Florida Statutes, the CareerSource Florida Annual Report must contain information on the number of mandatory partners located within one-stop centers managed by the state's 21 local workforce development boards. This information can be found at the following link: [www.careersourcepascohernando.com](http://www.careersourcepascohernando.com).

**MANDATORY PARTNERS**

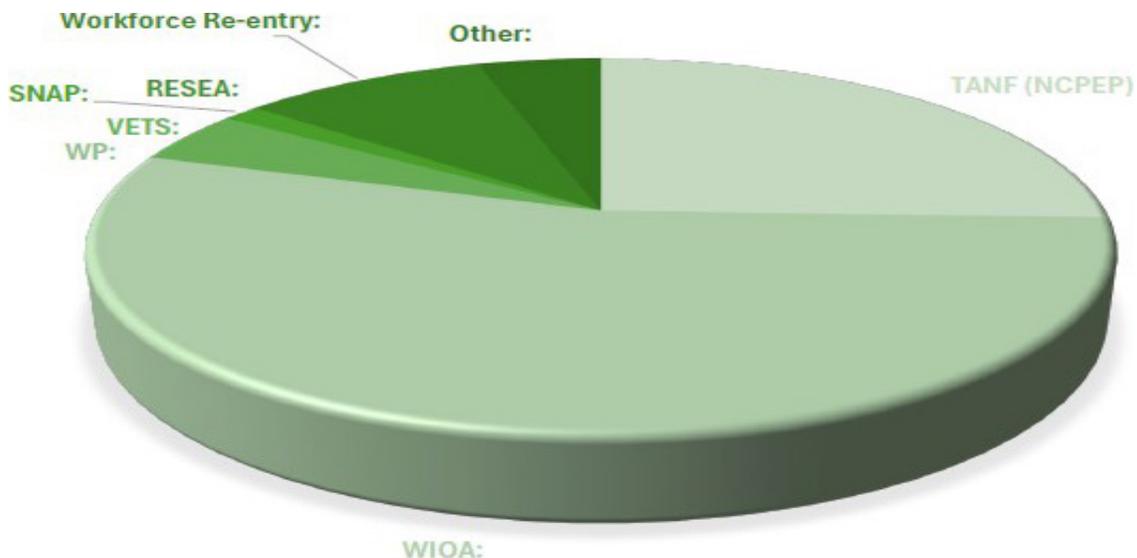
# FEDERAL FUNDING, STATEWIDE INVESTMENT, LOCAL IMPACT

Florida’s workforce system is funded primarily through federal dollars. However, CareerSource Pasco Hernando also receives funding for special projects, including the Pasco County funded Workforce Re-entry program. All Federal funding, as well as local funding, is used to support employment and training services for business and job seekers.

## FISCAL YEAR 2024 - 2025

### BUDGETED FUNDING *(ALL NUMBERS ARE ROUNDED)*

▶ Workforce Innovation and Opportunity Act:	\$4.44M
▶ Temporary Assistance For Needy Families:	\$2.06M
▶ NCPEP (Funded by TANF):	\$1.91M
▶ Wagner-Peyser Act:	\$859K
▶ Veterans Program:	\$337K
▶ Supplemental Nutrition Assistance Program:	\$106K
▶ Re-employment Assistance Program:	\$532K
▶ Workforce Re-entry Program:	\$700K
▶ Other:	\$350K
<b>TOTAL:</b>	<b>\$11.65M</b>



# RESULTS & KEY METRICS



**1,737**

**BUSINESSES SERVED**

Total services provided: **41,274**



**182**

**YOUTH EARNED A CREDENTIAL**

**119** Youth have completed internship opportunity



**113**

**YOUTH FOUND EMPLOYMENT OR ENROLLED IN SECONDARY EDUCATION**



**\$26,885,118.33**

**TOTAL RETURN ON INVESTMENT**

For every dollar spent \$4.50 returned to the local economy

*\*See page 6 for more details*



**1,648**

**JOB SEEKERS FOUND EMPLOYMENT WITH THE HELP OF CAREERSOURCE PASCO HERNANDO**

**181** military veterans assisted, now employed



**175** (JULY 2024 - JUNE 2025)

**CAREERSOURCE PASCO HERNANDO HELPED 228 HOMELESS INDIVIDUALS FIND JOBS (OCTOBER 2018 - JUNE 2025)**



**1,985**

**NEW JOB POSTINGS**

Unemployment rate in Pasco (July 2025): **4.7%**

Unemployment rate Hernando (July 2025): **5.1%**



**638**

**PROFESSIONAL PLACEMENT NETWORK**

Members attended meetings

# REAL PEOPLE, REAL RESULTS

## WELFARE TRANSITION PROGRAM SUCCESS

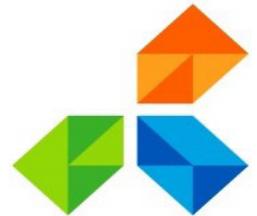


*“The employees at CareerSource Pasco Hernando truly want to help get your life back on track and will fight to help you achieve your goals. Each company representative is highly knowledgeable regarding the resources available and are eager to assist with getting you engaged in programs that offer the necessary assistance during such trying transitions.”*

*-Lindsay Price*

## WORKFORCE RE-ENTRY PROGRAM SUCCESS

*Kevin’s story is proof that with determination, guidance, and the right opportunity, anything is possible. What began as a challenging search has turned into a promising future. Kevin expressed his gratitude, and informed the CareerSource Pasco Hernando team that they were “very thorough, followed through.”*



*-Kevin Rivers*

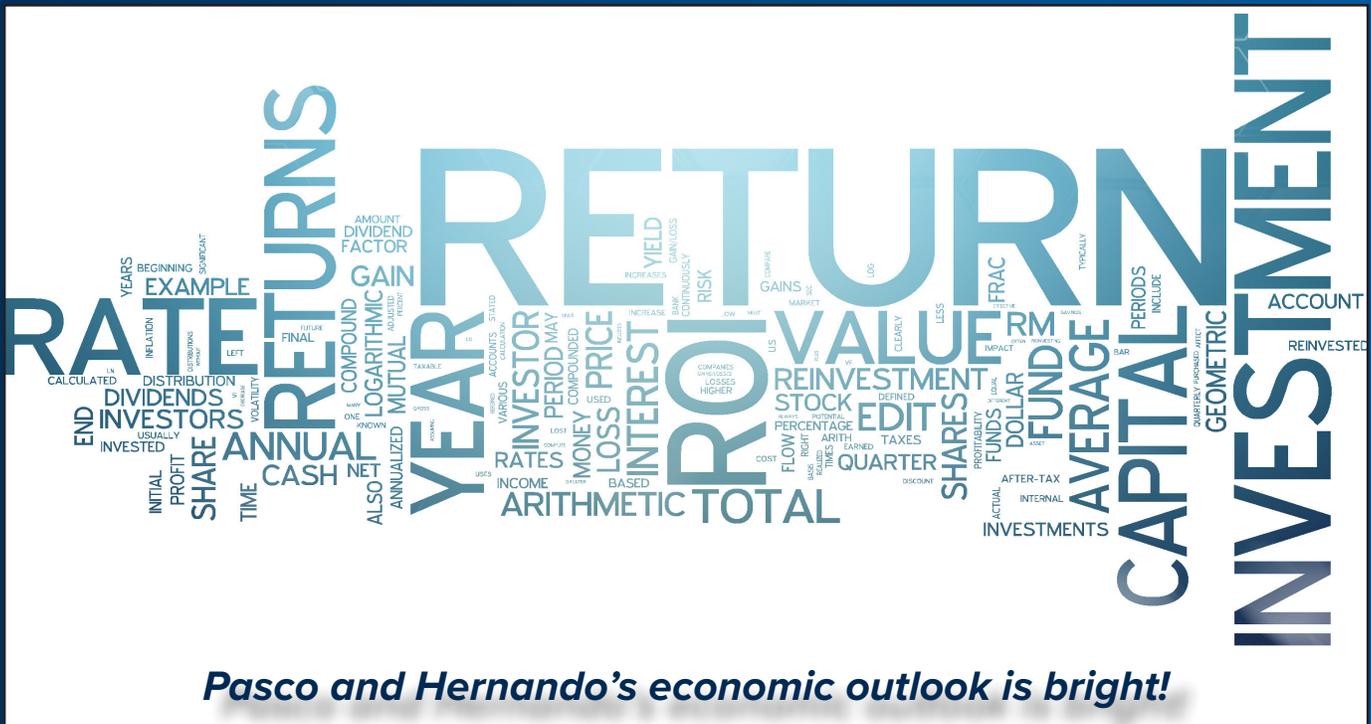


# INVESTING IN THE FUTURE

**CAREERSOURCE PASCO HERNANDO HELPS RETURN NEARLY \$27 MILLION BACK INTO THE LOCAL COMMUNITY THROUGH WORKFORCE PROGRAMS.**

**FOR EVERY DOLLAR SPENT \$4.50 WAS RETURNED TO THE LOCAL ECONOMY**

Each fiscal year, CareerSource Pasco Hernando (CSPH) plays a crucial role in driving local economic growth by investing \$5.73 million in labor exchange and training initiatives across the region.



As Pasco and Hernando Counties continue to expand, CSPH remains dedicated to maximizing the impact of every workforce dollar. Through targeted partnerships, data-driven decision-making, and investments in emerging industries, CSPH will continue to ensure that workforce programs deliver measurable returns for both residents and employers.

**Future efforts will focus on:**

- Expanding access to training in high-demand and emerging sectors,
- Strengthening employer partnerships to improve job placement outcomes, and
- Enhancing ROI measurement and performance tracking to further drive accountability and impact.

CareerSource Pasco Hernando remains committed to advancing regional prosperity— turning investments into opportunities and opportunities into lasting success.

# BUSINESS SERVICES AND OUTCOMES



A vital component of Pasco and Hernando County’s economic growth is ensuring businesses have resources to hire and train new and existing employees. CareerSource Pasco Hernando focus on training programs which are customizable and business-driven to help employers of all sizes, and across many industries grow and compete in today’s market. The services provided by CareerSource Pasco Hernando supports businesses needing to train new and existing employees. The Training programs help employers, especially small businesses, stay competitive in an ever evolving business environment.

**BUSINESS SERVED**  
**1,737**

**NEW JOB POSTINGS**  
**1,985**

## FOCUSED TARGETED INDUSTRIES

Healthcare, Manufacturing, Construction, Finance, IT, Retail Trade, Transportation & Warehousing

# GROW YOUR SMALL BUSINESS!



# JOB SEEKER SERVICES AND OUTCOMES



**JOB SEEKERS FOUND EMPLOYMENT WITH THE HELP OF CAREERSOURCE PASCO HERNANDO:**

**1,648**

181 military veterans assisted, now employed  
46 homeless individuals assisted, now employed  
(July 2024 - June 2025)



**VIRTUAL SERVICES PROVIDED**

(July 2024 - June 2025)

**11,092**

**NEW JOBS**

(July 2024 - June 2025)

**1,985**

## HIRING OUR HEROES: VETERANS SERVICES

**CAREERSOURCE PASCO HERNANDO IS DEDICATED TO THE DELIVERY OF SERVICES TO VETERANS.**



*Over the past 2024-2025 fiscal year, CareerSource Pasco Hernando has helped over 208 veterans find employment!*

Our Services Include:



One-on-one Job Search Assistance



Resume Assistance



Use of computer, telephone, copier & fax machines to assist with your employment needs



Job Development Contacts Nationwide or Local



Information on Vocational Rehabilitation Programs



Ability to file on-line Unemployment Claims and Benefits Information



*“Bringing together our veterans and local businesses creates more than jobs—it builds bridges of opportunity and gratitude. By connecting those who served with employers who value their skills, we honor their commitment and empower them to thrive in the next chapter of their journey.”*

*– Jerome Salatino, CareerSource Pasco Hernando President and CEO.*

# BRIDGING THE TALENT GAP WITH DATA-DRIVEN INSIGHTS

The economy is booming, yet the talent gap persists in many of our targeted industries, particularly in science, technology, engineering and math (STEM) occupations. CareerSource Pasco Hernando and our strategic partners are working hard to address this challenge. As workforce developers, we know talent is key in continuing economic growth.

The CareerSource Florida Board of Directors funded a statewide Skills Gap and Job Vacancy Survey of nearly 54,000 Florida employers conducted by the Florida Department of Economic Opportunity. The research was commissioned to better understand the current state of skills gaps in Florida and drive data-informed decisions regarding future workforce development strategies and investment.

When gaps were noted by employers, foundational skills gaps such as communication, reliability and time management were reported twice as often as technical skills gaps, including information technology, research and math skills.

The results of this research are helping us improve the way we serve businesses and jobseekers in multiple ways, including:

- Referring job seekers who better meet employers' needs
  - Placing applicants who are job-ready
- Assisting job seekers with higher earnings at placement
  - Increasing job retention rates
- Increasing employer efficiency and competitiveness
  - Fostering less turnover for businesses
  - Speeding up the hiring cycle for businesses

The Skills Gap and Job Vacancy Survey helped drive data-informed decisions about future workforce development strategies and investment.

Read the full report at [careersourceflorida.com](http://careersourceflorida.com).



# APPRENTICESHIP DAY

On April 28, 2025, CareerSource Pasco Hernando partnered with Pasco Hernando State College to host an Apprenticeship Day Event. 30 students from Central High school attended a presentation at Gowers Corner, where they also completed a hands-on project and learned about the available Apprenticeship Programs at Pasco Hernando State College. Students were served lunch and were given a chance to learn from both employers and local educators. Students were treated to lunch onsite while learning what types of careers are available in the Manufacturing industry, and what type of education and training is required to obtain employment in these industries.

## ...MAKING A DIFFERENCE...



## EXPERIENCE THAT MATTERS!

# .....YOUTH SUMMER TRADES PROGRAM.....

CareerSource Pasco Hernando partnered with local schools throughout Pasco and Hernando Counties in the Summer Trades program. 40 students participated in a program which will gain them tangible skills for future success!



- *Career Exploration in the Fields:  
Construction & Healthcare*

- *Students earned their Heart Health CPR & OSHA Certifications*

- *Employer Participants:  
The Iron Workers Union & Baycare*

Students in the Medical program reported to Baycare Hospital from 8-12 Monday through Thursday. They received hands-on training in a hospital environment while being paid \$14 per hour.

All students earned their Heart Health CPR certification as well as soft skills training and job placement assistance.

Students in the Construction program were bussed from Kirkland Ranch to the Iron Workers Union Mon-Thursday from 8-12. Students received their OSHA certification, as well as hands on experience with basic tool safety, intro to welding skills and much more. These students were paid \$14 and hour as well as \$400 in additional stipends. Students also received job placement assistance and soft skills training.



# WORKFORCE RE-ENTRY PROGRAM

The first-of-its-kind program launched in October 2018 and assisted 50 Pasco County residents, improving their skills through on-the-job-training and employer-driven education. To date (2024|2025), there has been a total of 617 individuals who have successfully obtained employment, including 221 participants who were homeless, 88 individuals with disabilities and 169 veterans.

**Total Funding: \$5.6M**

*The Workforce Re-entry program will serve:*

- *The under-served / under-employed*
  - *Veterans*
  - *Youth, 18 - 24 years old*
  - *Individuals with disabilities*
- *Ex-offenders in an effort to reduce recidivism*
  - *Individuals with substance abuse issues*
- *Pasco County Homeless shelters, including halfway houses*
- *Pasco County employers and education system, as well as Pasco County Government*

**Total Hired: 617**

**Total On-the-Job-Trainees: 101**

**Total Homeless Individuals now Employed: 221**

**Total Individuals with Disabilities: 88**

**Total Veterans: 169**

**Highest Wage Earned in 2024-2025: \$70.00**

**Average Wage Earned 2024-2025: \$20.14**

*(2018 to fiscal year 2025)*

**“We are excited about our continued community partnership with Pasco County and look forward to growing a positive relationship through workforce innovation.”**

**-Jerome Salatino, CEO/President of CareerSource Pasco Hernando.**

*In Partnership with*



# VISIT US AT WWW.CAREERSOURCEPASCOHERNANDO.COM TODAY!



From career exploration programs to financial aid for job training, the CareerSource Pasco Hernando offers a variety of customized solutions to help job seekers and businesses achieve their goals.

Visit us today!

[www.careersourcepascohernando.com](http://www.careersourcepascohernando.com)

## ▶ OUR MISSION

Pasco Hernando Workforce Board enhances economic development efforts of our region by providing a well-trained, high quality workforce which supports the success of local business and improves the quality of life.

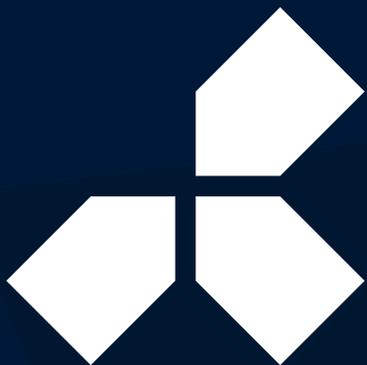
## ▶ OUR VALUES

Integrity, Customer Service, Accountability, Respect

## ▶ OUR PROMISE

CareerSource Pasco Hernando promises a dedicated team of professionals who possess an understanding of your needs. Uniquely positioned, we offer assets, expertise and effective partnerships to deliver seamless and efficient services, demonstrate our value to all customers through results and drive economic priorities through talent development.





# CareerSource PASCO | HERNANDO

A proud partner of the American  Job Center network

[careersourcepascohernando.com](http://careersourcepascohernando.com) | (727) 484-3400

CareerSource Pasco Hernando is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Disponible in Español.