

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

## **Executive Committee Meeting Agenda**

May 12, 2022 – 9:00 a.m.

Join the meeting via Microsoft Teams

### **Committee Members**

Mark Barry, Mark Earl, Charles Gibbons, David Lambert, Lex Smith

Call to order ..... David Lambert, Chair

### **Public Comments**

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

### **Action Items**

1. Meeting Minutes (David Lambert)..... Page 2
2. Preliminary Budget Approval (Theresa Miner)..... Page 5
3. Work-Based Training Program with Metropolitan Ministries (Dave Hamilton) ..... Page 7

### **Discussion Items**

1. REACH Act (Jerome Salatino) ..... Page 8

### **Chair Comments**

### **CEO Comments**

Adjournment



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

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

Draft minutes of the April 14, 2022, Executive Committee Meeting are presented for review. Any modifications should be requested prior to approval.

**FOR CONSIDERATION**

Approval of April 14, 2022, Executive Committee Meeting Minutes, to include any modifications or changes noted by the Committee.

**Executive Committee Meeting Minutes - DRAFT**

April 14, 2022 – 9:00 a.m.

**Committee Members**

**Present:** Mark Barry, Mark Earl, Chuck Gibbons, David Lambert, Lex Smith

**Quorum Present:** Yes

**Others Present:**

PHWB Staff – Brenda Gause, Heather Harter, Theresa Miner, Kenneth Russ, Jerome Salatino

**Proceedings:**

Meeting called to order at 9:00 a.m. by David Lambert.

**Public Comments**

No public comments were received.

**Action Item 1 – Approval of January 13, 2022, Executive Committee Meeting Minutes**

David Lambert asked the Committee members to review the minutes from the January 13, 2022, Executive Committee meeting for any corrections or comments. Hearing none, a motion was made to accept the minutes of the meeting.

MOTION was made by Mark Earl and seconded by Lex Smith to approve the minutes. MOTION carried 5-0.

**Action Item 2 – Training Provider Approval**

Committee members reviewed the information for the training provider and the training programs that were submitted by Ultimate Medical Academy.

MOTION was made by Mark Barry and seconded by Chuck Gibbons to approve the training programs for the remainder of the 2021-2022 program year. MOTION carried 5-0.

**Action Item 3 – Negotiations for WIOA Youth Services Provider**

The Committee reviewed the request to begin negotiations with Eckerd Connects to become the WIOA Youth Service Provider. Mark Earl asked for a motion to approve negotiations and for the contract to be brought back before the Board in June for approval. Mark Barry requested comparison data for previous contract years.

MOTION was made by Mark Earl and seconded by Mark Barry to begin negotiations with Eckerd Connects. MOTION carried 5-0.

**Action Item 4 – Board Candidate – Tate Foster**

Committee members reviewed the candidate for Board membership for presentation to the Hernando County Board of County Commissioners for appointment to the Pasco-Hernando Workforce Board. Mr. Tate Foster has been nominated to fill the vacancy under the labor sector representing labor organizations.

MOTION was made by Mark Barry and seconded by Lex Smith to recommend the approval of Tate Foster for appointment to the Board. MOTION carried 5-0.

**Action Item 5 – Board Candidate – Lee Middleton**

Committee members reviewed the candidate for Board membership for presentation to the Pasco County Board of County Commissioners for appointment to the Pasco-Hernando Workforce Board. Mr. Lee Middleton has been nominated to fill the vacancy under the labor sector representing labor organizations.

MOTION was made by Lex Smith and seconded by Mark Earl to recommend the approval of Lee Middleton for appointment to the Board. MOTION carried 5-0.

**Action Item 6 – Resolution**

Committee members reviewed the resolution approving the transfer request to authorize the transfer of \$651,000 from WIOA Dislocated Worker Program Funds to WIOA Adult Worker Program Funds upon DEO approval.

MOTION was made by Lex Smith and seconded by Mark Barry to adopt and approve the resolution. MOTION carried 5-0.

**Information Item 1 – One Stop Operator Report**

Jerome Salatino provided the Committee members with the One Stop Operating Report for program year 2021-2022.

**Board Chair Comments****CEO Comments**

With no further business to discuss, the meeting adjourned.

**ACTION ITEM 2**  
**Preliminary Budget Approval**  
**07/01/2022 – 09/30/2022**

Each year Pasco-Hernando Workforce Board, Inc., is required to submit an annual budget to the Board of County Commissioners, both Pasco and Hernando counties. Once approved, the budget will be submitted to CareerSource Florida and the Department of Economic Opportunity. The Grantee/Subgrantee agreement requires this information to be submitted by October 1, with actual information. Since funding, nor actual expenses through 6/30 are available at this time, we submit a draft operating budget to allow us to continue to operate beginning July 1, until the final budget is presented to all committees for approval.

The draft/preliminary budget is based on projected income and expenses for the new program year.

**FOR CONSIDERATION**

The Pasco Hernando Workforce Development, Inc., staff recommend you approve this draft/preliminary budget for operating purposes until the final budget can be completed.

Program Year 7/1/2022 - 6/30/2023															
New funding amounts have not been received	TOTAL	WIOA - AD	WIOA - DW	WIOA - Youth	Rapid Respense	NEG - Opioid	TAA/TAT	SNAP	WTP	RESEA	VETS	WP	NCPEP	Back to Work	Corporate
<b>Funding:</b>															
Anticipated Revenue Including Carryover	12,648,676	1,917,132	1,898,122	1,586,116	138,877	301,332	52,008	286,575	2,269,748	641,796	272,479	768,491	1,666,000	700,000	150,000
<b>TOTAL FUNDING</b>	12,648,676	1,917,132	1,898,122	1,586,116	138,877	301,332	52,008	286,575	2,269,748	641,796	272,479	768,491	1,666,000	700,000	150,000
<b>Budgeted Expenditures:</b>	-														
Payroll & Benefits - Business Services	669,133	90,790	74,506	51,068	25,246	13,865		26,227	188,017	63,130				136,284	
Payroll & Benefits - Program Services	1,504,590	163,810	179,980	217,076		18,691	4,531	47,321	340,094	113,902	86,396	76,906	5,291	245,891	4,701
One Stop Operator	21,000	2,286	2,512	1,832		261	63	660	4,735	1,590	1,912	1,565	86	3,432	66
One Stop Allocated Costs	738,960	39,031	42,884	31,281		4,453	1,080	10,736	80,829	27,139	32,639	407,713	1,466	58,589	1,120
Capital Purchases	0														
Program Operations - Allocated	12,850	1,399	1,538	785		160	39	404	2,897	973	1,367	1,095	53	2,100	40
Business Services Allocated	31,000	4,206	3,291	2,366	1,330	642		1,215	8,711	2,925				6,314	
<b>Board &amp; One-Stop Pooled Operating Costs</b>	<b>2,977,533</b>	<b>301,522</b>	<b>304,711</b>	<b>304,408</b>	<b>26,576</b>	<b>38,072</b>	<b>5,713</b>	<b>86,563</b>	<b>625,283</b>	<b>209,659</b>	<b>122,314</b>	<b>487,279</b>	<b>6,896</b>	<b>452,610</b>	<b>5,927</b>
<b>DIRECT CUSTOMER TRAINING</b>															
Eckerd Youth Alternatives Program	975,000			975,000											
Eckerd WTP pilot project continued	500,000								500,000						
Goodwill - Pilot project continued	200,000		200,000												
ITAs	765,000	175,000	500,000			30,000	35,000		25,000						
ARC	15,000	15,000													
Customized Training/IWT	180,000	100,000				80,000									
OJT	150,000	50,000	50,000											50,000	
Gulf Coast Jewish	1,637,000												1,637,000		
Internships or other projects in line with mission	100,000														100,000
Direct Participant Costs- Support Svcs)	273,000					8,000			250,000					15,000	
Summer Program	0														
<b>Total Direct Customer Training Costs</b>	<b>4,795,000</b>	<b>340,000</b>	<b>750,000</b>	<b>975,000</b>	<b>0</b>	<b>118,000</b>	<b>35,000</b>	<b>0</b>	<b>775,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,637,000</b>	<b>65,000</b>	<b>100,000</b>
<b>Board Direct Costs</b>															
Direct Payroll & Benefits	2,032,156	268,287	209,909	150,906	84,860	40,970		77,502	555,592	186,549	31,070		13,487	402,719	10,305
Direct Operating Costs - Total operating cost minus rent from WP	273,993	7,623	4,731	35,141		3,006		1,912	22,948	4,010	7,527	172,500	3,872	10,515	208
	0														
<b>Total Board Direct Costs</b>	<b>2,306,149</b>	<b>275,910</b>	<b>214,640</b>	<b>186,047</b>	<b>84,860</b>	<b>43,976</b>	<b>0</b>	<b>79,414</b>	<b>578,540</b>	<b>190,559</b>	<b>38,597</b>	<b>172,500</b>	<b>17,359</b>	<b>413,234</b>	<b>10,513</b>
Indirect Costs	1,160,342	126,330	111,360	101,243	27,441	14,414	3,495	36,494	261,616	87,842	105,642	86,463	4,745	189,632	3,625
<b>Total Indirect Costs</b>	<b>1,160,342</b>	<b>126,330</b>	<b>111,360</b>	<b>101,243</b>	<b>27,441</b>	<b>14,414</b>	<b>3,495</b>	<b>36,494</b>	<b>261,616</b>	<b>87,842</b>	<b>105,642</b>	<b>86,463</b>	<b>4,745</b>	<b>189,632</b>	<b>3,625</b>
<b>Total Planned Expenditures</b>	<b>11,239,024</b>	<b>1,043,762</b>	<b>1,380,711</b>	<b>1,566,698</b>	<b>138,877</b>	<b>214,462</b>	<b>44,208</b>	<b>202,471</b>	<b>2,240,439</b>	<b>488,060</b>	<b>266,553</b>	<b>746,242</b>	<b>1,666,000</b>	<b>1,120,476</b>	<b>120,065</b>
Unobligated Funding	1,409,652	873,370	517,411	19,418	0	86,870	7,800	84,104	29,309	153,736	5,926	22,249	0	(420,476)	29,935

NOTES:

This is a preliminary budget with speculations on funding we anticipate receiving.

Unobligated funding is to carryover into 2023-2024 program year

Back to Work program does not take into consideration carryover dollars, so we will use those to cover any shortfall.

**ACTION ITEM 3**  
**Work-Based Training Program with Metropolitan Ministries**

Metropolitan Ministries operates a culinary arts program in both Pinellas and Hillsborough Counties and approached CSPH about serving WIOA/TANF eligible customers in Pasco County. According to Metropolitan's proposal they will seek WIOA eligible Pasco County residents to train, as well as have CSPH present the opportunity to its customers. Training would be conducted at the Innisbrook Resort and Innisbrook would act as the employer. CSPH would reimburse wages for the period of training. After training, participants will be on Innisbrook's pay roll but if available, they can also utilize externships in Pasco County leading to local permanent employment. Costs would be payment during training and externship. Maximum of 29 hour per week for 15 weeks (12 weeks training + 3 weeks externship) x \$15/hour = \$6,525.

This is a new approach to training – work based but with the opportunity to move to other local employment as a trained chef/head cook. It differs from OJT as the training employer is not necessarily the final employer. This occupation (Chef/Head Cook) is on CSPH Demand Occupation List.

**FOR CONSIDERATION**

Staff recommends working with Metropolitan Ministries and exploring the feasibility of Work-Based Training as a tool for both occupational training and placement into unsubsidized employment. Would recommend limiting to 5 initial participants in training and evaluate their success.

**DISCUSSION ITEM 1**  
**REACH Act**

This item is presented as discussion for the Committee. No action is required.





## Reimagining Education and Career Help (REACH) Act At-a-Glance

Florida's 2021 Reimagining Education and Career Help Act, known as the REACH Act, is a comprehensive blueprint for enhancing access, alignment and accountability across the state's workforce development system.

This workforce development system, which spans the state's education, workforce and social safety net systems, is defined in the REACH Act as the "entities and activities that contribute to the state's talent pipeline system through education, training, and support services that prepare individuals for employment or career advancement, and the entities that are responsible for oversight or conducting those activities such as CareerSource Florida, Inc., local workforce development boards, one-stop career centers, the Department of Economic Opportunity, the Department of Education, and the Department of Children and Families."

The REACH Act positions Florida to help those with barriers to education and employment become self-sufficient, giving them better access to good jobs and career pathways that offer economic opportunity. In doing so, it takes a system-wide approach to achieving the following actions:

- Establishes the Office of Reimagining Education and Career Help (REACH) in the Executive Office of the Governor to facilitate coordination and alignment of entities responsible for the state's workforce development system.
- Requires the REACH Office to create a "no-wrong-door entry" strategy to help Floridians access services from any workforce partner.
- Directs the Department of Economic Opportunity, in consultation with the CareerSource Florida Board of Directors and others, to implement a "consumer-first workforce system" that improves coordination among one-stop career center partners through an integrated system that includes common registration and intake, benefits screening, and case management.
- Requires the CareerSource Florida Board to appoint a Credentials Review Committee to identify degree and nondegree credentials of value for approval by the state workforce development board and inclusion on a Master Credentials List to be provided to the State Board of Education.
- Adds Workforce Innovation and Opportunity (WIOA) Act partners representing the Department of Education's Division of Vocational Rehabilitation and Division of Blind Services, as well as the Department of Children and Families, to the CareerSource Florida Board. (*Note: The Division of Blind Services already is represented on the state workforce development board.*)
- Creates a workforce opportunity portal to provide Floridians with access to federal, state and local workforce services and a global view of workforce-related program data including education and training options, real-time labor market information, career planning and career services tools, and other support linked to in-demand jobs.



- Requires the Department of Economic Opportunity and the Department of Children and Families to evaluate the impact of workforce services on participants receiving benefits and welfare transition programs.
- Seeks to provide Florida additional flexibility in overseeing the state's workforce investment and to streamline the administration of Florida's workforce development system while also increasing accountability by charging the Department of Economic Opportunity with preparing a federal waiver. The waiver would allow CareerSource Florida to fulfill the roles and responsibilities of local workforce development boards or reduce the number of local workforce development boards.
- Requires the assignment of a letter grade for local workforce development boards based on criteria including performance accountability measures, return on investment and improvement of the long-term self-sufficiency of participants.
- Creates staggered eight-year term limits for some members of local workforce development boards and establishes some additional performance and accountability requirements for board compliance.
- Authorizes the Department of Economic Opportunity to prepare a federal waiver to be submitted by the Governor to create greater flexibility and strategic investment in Florida's WIOA implementation.
- Charges the Labor Market Estimating Conference as the entity responsible for determining Florida's real-time supply and demand in the labor market.
- Provides guidelines for consistency of data collection across the workforce and education systems.
- Directs the Department of Education, working with other entities, to develop a workforce development metrics dashboard that shows the impact of workforce-related programs on credential attainment, training completion, degree attainment and participants' wages.
- Requires the Department of Economic Opportunity, with input from the state workforce development board and others, to establish WIOA eligible training provider criteria focused on participant outcomes.
- Establishes the Open Door Grant Program to create a demand-driven supply of credentialed workers for high-demand occupations and expand the affordability of workforce training, certification and credentialing programs.
- Creates the Money-Back Guarantee Program, which will establish a tuition refund for students who do not find a job within six months after completing select programs designed to prepare them for in-demand occupations.

For more details about the far-reaching blueprint that seeks to address the evolving needs of Florida's economy, go to [Online Sunshine – Section 14.36, Florida Statutes](#).

## Talking Points

- Remote working and commuter patterns:

*60% of employers surveyed in the bay area are going to continue to have more work from home opportunities. Pasco and Hernando are smaller business areas and gig economy focused.*

- North Carolina is currently ranked #2, as one of the top workforce states according to Site Selection Magazine with a total of 23 workforce regions.

*\*\*Virginia is currently ranked #1 as the top workforce state, according to Site Selection Magazine, with a total of 14 workforce regions. Virginia's population in 2022 is estimated to be **8.66 million**.*

*They focus workforce development efforts by maintaining local control.*

- North Carolina's population is just over 10.5 million, while Florida is estimated to be the third most populous state with 22 million.

*This should stress the need for more workforce boards rather than a reduction in regions.*

## CareerSource Tampa Bay

- **Hillsborough County**, Florida's estimated **population is 1,532,115** with a growth rate of 1.33% in the past year according to the most recent United States census data. Hillsborough County, Florida is the 5th largest county in Florida.
  - Operates at **11% admin**

## CareerSource Pinellas

- **Pinellas County**, Florida's estimated **population is 980,810** with a growth rate of 0.20% in the past year according to the most recent United States census data. Pinellas County, Florida is the 7th largest county in Florida.
  - Operates at **12% admin**  
*4x the administrative costs than CareerSource Pasco Hernando*

### CareerSource Pasco Hernando

- **Pasco County**, Florida's estimated **population is 598,518** with a growth rate of 2.55% in the past year according to the most recent United States census data. Pasco County, Florida is the 12th largest county in Florida.
- **Hernando County**, Florida's estimated **population is 203,934** with a growth rate of 1.66% in the past year according to the most recent United States census data. Hernando County, Florida is the 28th largest county in Florida.
- **Total Population for Region 16: 802,452**
  - Operates at **6% admin.**
- The highest percent at nearly 80% of CSPH's training funds go directly to customers

#### 1. What makes region 16 different from Hillsborough and Pinellas regions?

*Size and population play a critical role.* Region 16 is a mid-size region compared to the two larger regions mentioned above.

CareerSource Pasco Hernando is in essence a bedroom community to our two larger neighbors, Pinellas and Hillsborough. Estimates range over 60% of Pasco and Hernando's workforce population commutes outside of the area. ***Region 16 is a rapidly growing area, and is still more rural than the other surrounding areas.*** Although smaller, *we have always been held to higher standards, as we have always been a top performing region.* CareerSource Pasco Hernando has **consistently run a top performing program, and therefore, our standards have been set higher and our performance improvement numbers reflect this fact.** We are also proud of the fact ***we run at one of the lowest administrative rates for the entire state. This shows that we perform better and do it in a more cost-effective manner.***

**Consistency: CareerSource Pasco Hernando has had 10 years of clean audits and strong leadership.** This local board of directors has shown they were able to provide proper oversight and accountability. They have taken action in years past to remove the executive at the first sign of neglect or impropriety. In conjunction with their chief elected officials, and other members of Government and the community, this board took action. *Unfortunately, the other two areas mentioned went through a drawn-out process both internally and publicly in recent times and has still not been completely resolved.*

## 2. Why is it important to maintain local control?

Each 24 local workforce boards have regional differences, such as rural, urban and suburban areas. Each creating a unique makeup of the local economy. **Local control allows** each board to appropriately serve the needs of its areas by **creating tailored responses to each industry** and job seeker. **Local control allows the regions to customize to changing local needs with more fluidity and agility.** It allows us to ensure that we are getting as close and deep into each area of the community, and truly listening to the needs of the community as a whole. *For midsize and smaller regions local control is of the greatest importance to ensure that smaller regions are being heard, and are **not swallowed up and potentially neglected by the larger communities.***

### In Conclusion:

CareerSource Pasco Hernando has the Best Service Delivery Model, and along with their Best Management Practices should be imitated throughout the entire state. They have consistently performed as a top performing region, and standards have been set higher with performance improvement numbers reflecting this fact. The region runs at the one of the lowest administrative rates throughout the entire state. They perform better and do it in a more cost-effective manner.

Although there is a presumed cost savings with economy to scale, however, the output of production may result in higher costs with reduced level of services and a decrease in performance. Ultimately, negating the need for consolidation for cost saving purposes. A real example could be drawn from Hillsborough and Pinellas' model based on a larger region where already inflated admin costs rose higher.





CareerSource  
PASCO | HERNANDO



## How We Help

CareerSource Pasco Hernando is a business-led policy and investment board for local workforce development. We design and invest in strategies to address critical workforce needs throughout Pasco and Hernando Counties.

We enhance economic development efforts in our region by providing a well-trained, high-quality workforce, which supports the success of local businesses and improves quality of life.

## Our Mission

CareerSource Pasco Hernando's 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.

## Total ROI for Pasco and Hernando Counties

July 2020 – June 2021

The four Programs, WIOA (adult), WIOA (Dislocated worker), Wagner-Peyser, and Welfare Transition have provided the unemployed labor force the necessary training, temporary assistance and employment services needed to gain successful employment and economic stability.

Each program has established a rate of return for every program \$1.00 spent, and has impacted the community through local economic growth.

### Expenditure

**\$4,936,827.89**



*The Total of all  
Expenditures  
and Operation  
Costs*

### For every \$1.00 spent

**\$6.43**

*For Every **\$1.00** Spent  
there was **\$6.43** put Back  
into the Community  
(Economy).*

### Return on Investment

**\$31,762,341.80**



*An ROI Directly  
put Back into  
the Local  
Economy.*

### Pasco Unemployment Rate



**March 2022:  
3.2%**

### Hernando Unemployment Rate



**March 2022:  
3.8%**

### Florida Unemployment Rate



**March 2022:  
2.7%**



**Total ROI for Pasco and  
Hernando Counties**

**Expended: \$4,936,827.89  
Returned: \$31,762,341.80**



# Population Statistics

**12<sup>th</sup> largest county in Florida.**

## Population

**Pasco: 598,518**

**Hernando: 203,934**

**Total: 802,452**



**7<sup>th</sup> largest county in Florida.**

## Population

**Pinellas: 980,810**



**Unemployment  
Rate**

**2.8%**  
*March 2022*

**5<sup>th</sup> largest county in Florida.**

## Population

**Hillsborough: 1,532,115**

**Unemployment  
Rate**

**2.9%**  
*March 2022*



## Unemployment Rates

**Pasco**

**Hernando**



**3.2%**  
*March 2022*

**3.8%**  
*March 2022*

## Number of Employees

**Florida**

**United  
States**



**2.7%**  
*March 2022*

**3.8%**  
*March 2022*

## Median Household Income

**Pasco**  
\$52,828

**Hernando**  
\$48,812



**Pinellas**  
\$54,090

**Hillsborough**  
\$58,884

**Source: World Population Review (updated 2022)**

# WIOA Adult & Dislocated Worker State ITA Expenditures

July 2020 – June 2021

## Budget

**Pasco | Hernando: \$2,469,796**

**Pinellas: \$2,899,770**

**Hillsborough: \$5,771,795**

## Expenditures

Regions	SFY 20-21 Program Expenditures	OCCUPATIONAL SKILLS TRAINING	TRAINING CASE MANAGEMENT	SUPPORTIVE SERVICES	% State ITA Exp
Pasco   Hernando	\$1,769,426	\$231,233	\$456,046	\$9,154	74.96%
Pinellas	\$2,178,288	\$2,584	\$265,377	\$1,250	72.42%
Hillsborough	\$4,405,352	\$285,308	\$396,609	\$3,650	55.85%



## 2021-2022 WIOA Adult & Dislocated Worker Entered Employment Rate

LWDB	Entered Employment	Total Closures	Performance
2	9	9	100.00%
4	32	32	100.00%
19	35	35	100.00%
22	275	281	97.90%
8	183	191	95.80%
11	150	157	95.50%
13	82	86	95.30%
3	27	29	93.10%
7	17	20	85.00%
20	48	58	82.80%
10	49	61	80.30%
23	150	194	77.30%
16	82	108	75.90%
17	204	280	72.90%
12	511	712	71.80%
21	238	334	71.30%
24	94	140	67.10%
9	17	27	63.00%
14	100	161	62.10%
18	67	110	60.90%
5	25	42	59.50%
1	39	92	42.40%
15	212	534	39.70%
6	15	43	34.90%
Report Updated April 21, 2022			

CareerSource Pasco  
Hernando performs  
at nearly 76%  
employment with a  
higher wage rate.

Pinellas ranks: 19<sup>th</sup>  
Hillsborough ranks: 23<sup>rd</sup>

## 2021-2022 WIOA Adult Entered Employment Wage Rate

LWDB	Avg. Placement Wage	Performance
14	\$31.38	205.20%
10	\$28.13	196.90%
15	\$26.62	172.90%
18	\$25.85	167.90%
13	\$24.77	164.30%
22	\$24.63	157.90%
23	\$24.29	155.60%
8	\$23.75	155.70%
21	\$23.50	145.80%
16	\$22.82	152.80%
2	\$22.31	148.20%
24	\$21.37	135.40%
4	\$21.00	143.80%
20	\$19.06	124.10%
12	\$18.84	123.60%
1	\$18.70	126.90%
17	\$18.47	125.70%
11	\$17.77	121.70%
19	\$17.50	119.70%
9	\$15.64	105.50%
3	\$15.21	109.10%
5	\$0.00	0.00%
6	\$0.00	0.00%
7	\$0.00	0.00%
Report Updated April 21, 2022		

CareerSource Pasco  
Hernando averages  
\$22.82 per hour.  
Ranking 10<sup>th</sup> highest  
wage rate in the  
state.

Pinellas ranks: 1<sup>st</sup>  
Hillsborough ranks: 3<sup>rd</sup>



## 2021-2022 WIOA Adult Entered Employment Wage Rate

LWDB	Avg. Placement Wage	Performance
4	\$25.35	173.60%
20	\$25.30	164.70%
7	\$25.01	175.80%
22	\$23.58	151.20%
18	\$23.17	150.50%
8	\$22.68	148.70%
1	\$22.49	152.60%
19	\$22.47	153.70%
16	\$22.34	149.60%
10	\$21.75	152.20%
14	\$19.97	130.60%
6	\$19.95	143.70%
23	\$19.35	124.00%
24	\$19.13	121.20%
2	\$18.85	125.20%
21	\$18.75	116.30%
12	\$18.71	122.80%
13	\$18.46	122.40%
17	\$18.45	125.60%
11	\$17.93	122.80%
5	\$17.92	122.60%
15	\$17.24	111.90%
3	\$16.86	120.90%
9	\$15.49	104.50%

**CareerSource Pasco  
Hernando averages  
\$22.34 per hour.  
Ranking 9<sup>th</sup> highest  
wage rate in the  
state.**

**Pinellas ranks: 11<sup>th</sup>  
Hillsborough ranks: 22<sup>nd</sup>**

Report Updated April 21, 2022

## 2021-2022 Wagner-Peyser Entered Employment Rate

**CareerSource  
Pasco Hernando  
is 5<sup>th</sup> in the state  
for most job  
placements.**

LWDB	Entered Employment	Performance
23	17,198	68.60%
12	2,585	35.90%
21	2,422	33.00%
13	1,265	27.80%
16	1,244	42.60%
22	1,235	54.50%
14	1,052	28.00%
15	942	22.30%
17	591	16.90%
5	556	30.30%
24	539	37.20%
19	466	32.70%
8	436	16.90%
20	426	22.30%
18	359	21.60%
9	340	39.00%
4	278	24.90%
10	276	43.60%
11	245	20.30%
3	207	47.80%
1	192	31.70%
2	172	37.60%
6	103	23.10%
7	84	25.40%

Report Updated April 21, 2022

Pinellas ranks: 7<sup>th</sup>  
Hillsborough ranks: 8<sup>th</sup>



## 2021-2022 Wagner-Peyser Job Placement Wage Rate

**CareerSource  
Pasco Hernando  
is the 3<sup>rd</sup> highest  
wage rate in the  
state.**

LWDB	Avg. Placement Wage	Performance
11	\$20.56	140.80%
20	\$18.68	121.60%
16	\$16.40	109.80%
22	\$16.18	103.70%
14	\$16.02	104.80%
6	\$16.00	115.30%
8	\$15.89	104.20%
12	\$15.89	104.30%
10	\$15.75	110.20%
4	\$15.56	106.60%
13	\$15.44	102.40%
2	\$15.23	101.20%
17	\$15.14	103.10%
5	\$14.82	101.40%
1	\$14.69	99.70%
23	\$14.33	91.80%
21	\$14.06	87.20%
15	\$14.05	91.20%
3	\$12.73	91.30%
9	\$12.66	85.40%
7	\$12.61	88.60%
19	\$12.48	85.40%
24	\$11.06	70.10%
18	\$10.04	65.20%

**Pinellas ranks: 5<sup>th</sup>  
Hillsborough ranks: 18<sup>th</sup>**

Report Updated April 21, 2022

# Veteran's Program

July 2020 – June 2021

## *Veteran's Entering Employment*

	Pasco   Hernando	Pinellas	Hillsborough
Region	285	116	107
State of Florida	1,941	1,941	1,941
Percent of Florida	14.7%	6.0%	5.5%
Performance Based on Population %	421.9%	171.7%	158.4%
Performance Based on Budget %	458.8%	125.8%	75.6%
Performance Ranking	1 <sup>st</sup>	6 <sup>th</sup>	7 <sup>th</sup>



# CareerSource Pasco Hernando Training & Special Programs

Program Year 2018-2022

CareerSource Pasco Hernando partnership with Pasco County to form the Workforce Re-entry **funded by Pennies for Pasco**. The program has provided participants the opportunity to earn and gain the necessary, transferrable skills to become employed, self-sufficient and nourish our local workforce. Eligible Workforce Re-entry program participants will be non-WIOA eligible individuals, which allows the program to reach a demographic not currently being served, and create greater economic prosperity for Pasco County.

## WORKFORCE RE-ENTRY

Total Program Inquiries

**2,511**



**710** Were not eligible for the program

Total Actively Assisted and Enrolled

**1,467**

**86** Were Customers with Disabilities



Total Program Investment

**nearly \$1.6 MM**

Average wage earned:

**\$16.39**  
per hour

Highest wage rate earned:

**\$32.22**  
per hour

On-the-Job-Trainings

**81**



**2** OJT contracts pending

Direct Hires

**175**



**40** Individuals were Veterans

Total Employed

**256**



**114** Individuals were homeless

Year to date: October 2018 – April 2022

**Total Program Return on Investment: nearly \$6.7MM**



# Questions

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