

2022 - 2023 ANNUAL REPORT



INTRODUCTION

CareerSource Pasco Hernando is a key partner in Florida's economic recovery, talent development and business growth. This work has been sharply in focus over the past year as Florida continues to see job growth, increases in labor force, and a decline in the unemployment rate due to locally targeted goals for business and jobseekers to succeed in today's competitive market. CareerSource Pasco Hernando led the way by supporting small businesses with customized training to up-skill their existing employees and new hires, which in turn encouraged economic growth throughout Pasco and Hernando counties.

Over this past year, CareerSource Pasco Hernando has made significant progress in expanding sector strategies throughout its region, growing apprenticeship and work experience opportunities, and enhancing collaboration with local partners under the federal Workforce Innovation and Opportunity Act and developing programs unique only to Pasco and Hernando Counties. This has helped guide Pasco and Hernando county's unemployment rates to maintain a steady rate from 3.1% (Pasco) and 3.6% (Hernando) at the start of the fiscal year in July 2022 to 3.3% (Pasco) and 3.9% (Hernando) by the end of June 2023.

CareerSource Pasco Hernando has one of the Best Service Delivery Models throughout Florida's workforce system, and along with their Best Management Practices they have consistently operated as a top performing region, and standards have been set higher with performance improvement numbers reflecting this fact. The region runs at one of the lowest administrative rates throughout the entire state, all while performing better and doing it in a more cost-effective manner.

The 2020 Pandemic catapulted Pasco and Hernando counties, and drastically changed the workforce culture throughout region 16. Employers adapted to the changing market by supporting employee's needs and economic environment through hybrid and remote working conditions. Fast forward 3 years, and businesses have grown accustomed to this new work culture which has led to reduced overhead and a more adaptable workforce where jobseekers feel valued and have a better quality of life through work, life, balance.

CareerSource Pasco Hernando assisted 1,846 jobseekers secure employment, including 208 military veterans between July 2022 and June 2023. Business services, which included recruiting, hiring, and training assistance were provided to more than 14,478 employers in Pasco and Hernando Counties over the course of the fiscal year.

The REACH Act, was signed into law on June 24, 2021. The new law hopes to create a consumer-first workforce system that provides access to workforce needs, including supply and demand-aligned job training to promote upward mobility and encourage alignment of Florida's workforce education systems with high-demand and high-wage workforce needs. After evaluations took place by Ernst and Young who were contracted by CareerSource Florida to develop and recommend realignment to the 24 workforce region, it was determined that the State would benefit from reducing its number of regions from 24 to 21 workforce regions throughout the State of Florida.

However, our local business, education and government leaders are inspired by the opportunities ahead. Working closely with our partners, we will continue to implement future-focused, impactful strategies to anticipate, meet and exceed the needs of Pasco and Hernando County's growing businesses and talented workforce.

Yet there is always more to do with continued growth in technology, construction trades, medical and many other fields. Pasco and Hernando counties are faced with a mismatch of skills required for many open positions, and while many areas of our local community are benefiting from the strong economy, rural areas especially struggle to keep top talent and attract new employers.

MOVING FORWARD

By continuing to invest in our businesses and career seekers through Apprenticeship and work experience opportunities, On-the-Job and Customized Training, in collaboration with local partners, we are strengthening our current and future workforce. With continued emphasis on collaborative work with key partners to achieve our shared goals, we are energized by the opportunities ahead to continue moving Pasco and Hernando Counties forward – capitalizing on the measurable success highlighted in this year's report.

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

2022 - 2023 BOARD OF DIRECTORS

CHARLES GIBBONS, BOARD CHAIR
Keiser University

JOELLE NERI, VICE CHAIR
The Angelus, Inc.

**MARK BARRY, TREASURER/
SECRETARY**
The ARC Nature Coast

TURNER ARBOUR
*Pasco Economic Development
Council*

KEVEN BARBER
Iron Workers Local 397

TIMOTHY BEARD
Pasco Hernando State College

DANA CUTLIP
Cutlip Financial Insurance Services

MARK EARL
Wal-Mart

TATE FOSTER
Teamsters Local Union No. 79

JOHN HOWELL
Division of Vocational Rehabilitation

HOPE KENNEDY
North Tampa Bay Chamber

NILS LENZ
B&N Lenz Enterprises

LEE MIDDLETON
Plumbers, Pipefitters, & HVAC

LEX SMITH
Truist Wealth

KATHRYN STARKEY
AmSkills Inc.

SOPHIA WATSON
Wilton Simpson Technical College

BILL WOODARD
Alumi Guard

LINDSEY HACK
Spherion Staffing & Recruiting

PAUL MICKLOW
Amerikey Locksmith

LORI ROMANO
Pasco County School District

STEPHANIE ADAMS
Accuform Manufacturing



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:

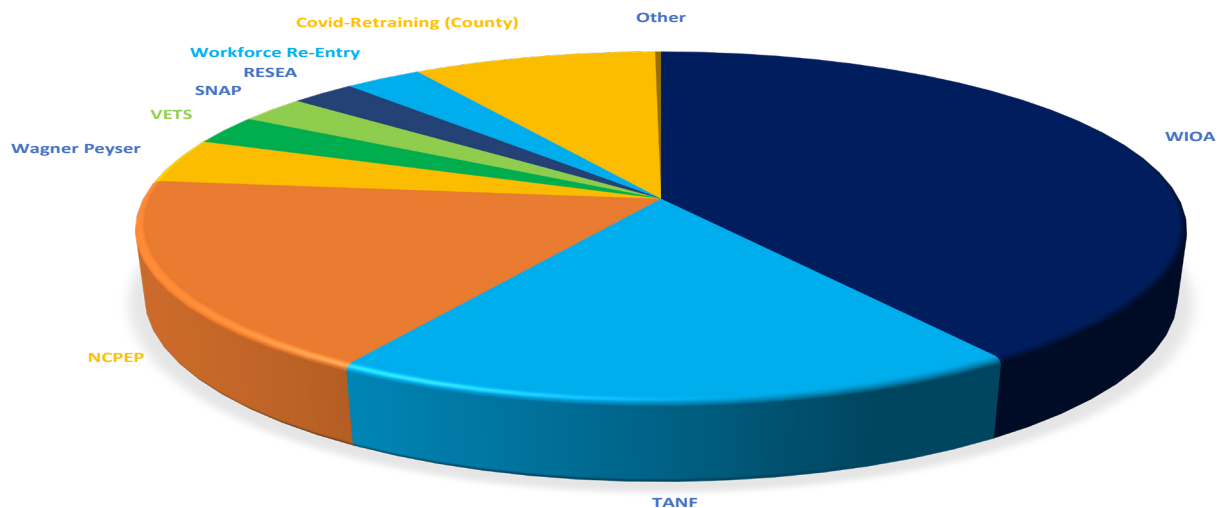
MANDATORY PARTNERS

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 2022 - 2023 BUDGETED FUNDING

| | |
|--|-----------------|
| ▶ Workforce Innovation and Opportunity Act: | \$4.96M |
| ▶ Temporary Assistance For Needy Families: | \$2.26M |
| ▶ NCPEP (Funded by TANF): | \$2.17M |
| ▶ Wagner-Peyser Act: | \$878K |
| ▶ Veterans Program: | \$274K |
| ▶ Supplemental Nutrition Assistance Program: | \$263K |
| ▶ Re-employment Assistance Program: | \$545K |
| ▶ Workforce Re-entry Program: | \$700K |
| ▶ Other: | \$692K |
| TOTAL: | \$12.74M |



RESULTS & KEY METRICS



14,478

BUSINESSES SERVED

Total services provided: **31,967**



182

YOUTH EARNED A CREDENTIAL

119 Youth have completed internship opportunity



78

YOUTH FOUND EMPLOYMENT OR ENROLLED IN SECONDARY EDUCATION



\$26,880,193

TOTAL RETURN ON INVESTMENT

For every dollar spent \$5.06 returned to the local economy

**See page 6 for more details*



1,846

JOB SEEKERS FOUND EMPLOYMENT WITH THE HELP OF CAREERSOURCE PASCO HERNANDO

208 military veterans assisted, now employed



46

(JULY 2022 - JUNE 2023)

CAREERSOURCE PASCO HERNANDO HELPED 163 HOMELESS INDIVIDUALS FIND JOBS (OCTOBER 2018- JUNE 2023)



4,232

NEW JOB POSTINGS

Unemployment rate in Pasco (June 2023): **3.3%**

Unemployment rate Hernando (June 2023): **3.9%**



442

PROFESSIONAL PLACEMENT NETWORK

Members attended meetings

REAL PEOPLE, REAL RESULTS

WIOA PROGRAM SUCCESS



"Throughout this entire process, even after I was hired, Mayra maintained contact with encouragement and to check up on my job experience. This sort of attentiveness and support is why she is an excellent member of your team. I could not have made the move to a new career without her help."

-Mike Pinsky

WORKFORCE RE-ENTRY PROGRAM SUCCESS

"Everyone was very helpful, informative, and was willing to help me get in the right direction."

-Alistair Cave



YOUTH SUMMER TRADES PROGRAM SUCCESS



"Thank you so much for everything, Paul and Bianca are the nicest and everyone was so welcoming and patient with me. This has been a golden opportunity."

-Armando Gobitas

BUSINESS SERVICES SUCCESS

"The OJT program helps individuals who have some barriers that may make it difficult for them to find a job/career. This program is great not only for an employee, but for us, the employer. It encourages the employer to hire through this program, and encourages the employee to stay through the probation period by giving them incentives such as bonuses and a new career! We are so grateful for the OJT program for finding such a great individual and placing him in our path, and also for providing these types of opportunities for individuals who are trying to find a career, but have some barriers making it a little difficult in landing high-quality employment."

-AmeriKey

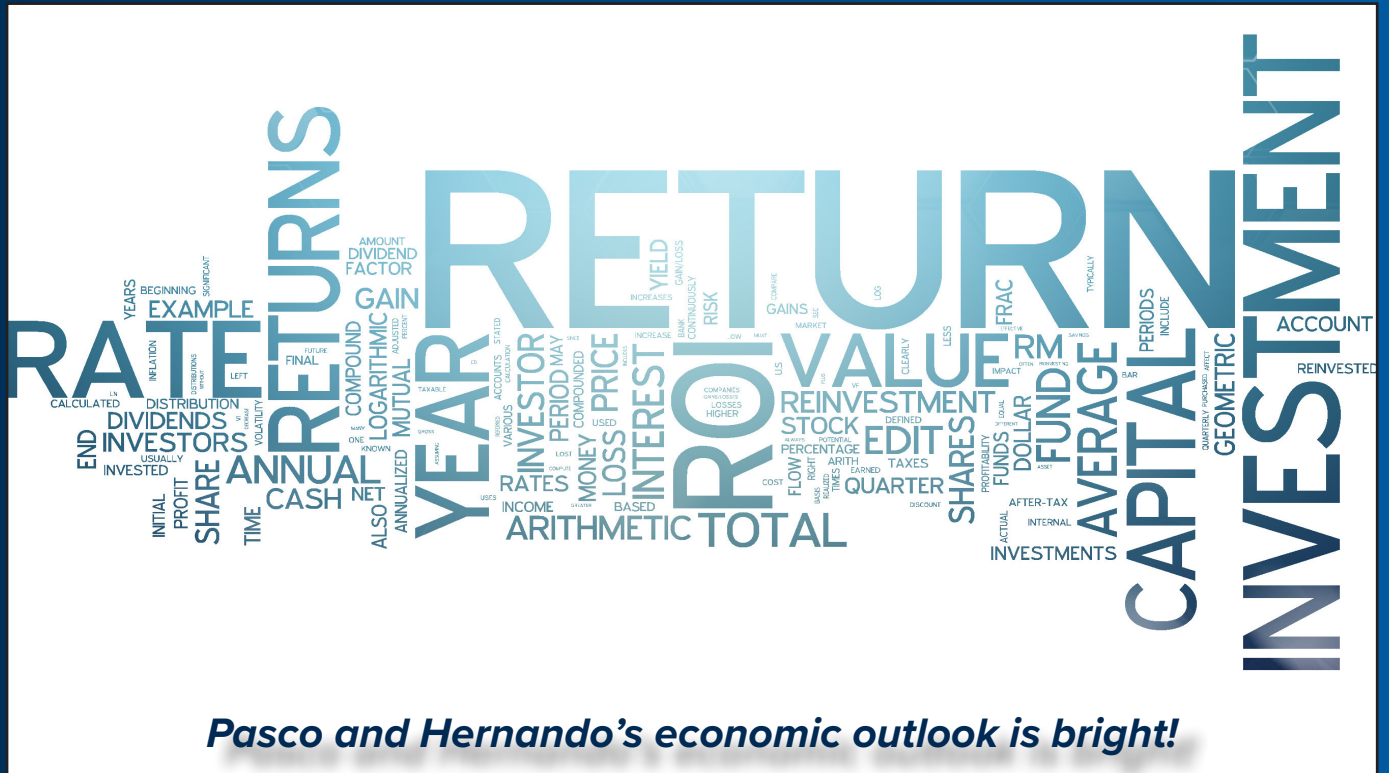


INVESTING IN THE FUTURE

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 encourages local economic growth by expending several million dollars of federal revenue, as it provides labor exchange and training programs to the region.



The region's unemployment rate was 3.1% (Pasco) and 3.6% (Hernando) in June 2022, since then unemployment has minimally increased to 3.3% (Pasco) and 3.9% (Hernando) by June 2023. CareerSource Pasco Hernando's team has worked diligently alongside local partners to encourage re-employment and assistance to individuals to ensure every business and jobseeker will gain self-sufficiency and economic prosperity.

During the 2022 | 2023 program year, CareerSource Pasco Hernando expended over \$4.50 million on 4 programs, which include WIOA Adult funding, WIOA Dislocated Worker funding, Wagner-Peyser and the Welfare Transition program, in order to assist the local labor market. The investment returned nearly \$27 million to the two county's region, measured by payroll gains.

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
14,478

NEW JOB POSTINGS
4,232

FOCUSED TARGETED INDUSTRIES

Healthcare, Manufacturing,
Construction, Finance,
Healthcare, 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:

1,846

208 military veterans assisted, now employed
46 homeless individuals assisted, now employed
(July 2022 - June 2023)



VIRTUAL SERVICES PROVIDED

(July 2022 - June 2023)

27,505

NEW JOBS

(July 2022 - June 2023)

4,232

HIRING OUR HEROES: VETERANS SERVICES

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

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



*Over the past 2022-2023 fiscal
year, CareerSource Pasco Hernando
has helped over 208 veterans find
employment!*



"Bringing together our veterans and businesses has provided an opportunity to help serve those who have served us. The Veteran's Job Fair event created an opportunity for veterans to meet face to face with employers, and we hope to continue providing great opportunities for our heroes."

– 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.



PHOENIX RISING: CHANGING THE FUTURE ONE LIFE AT A TIME

CareerSource Pasco Hernando in partnership with Eckerd Connects and Habitat for Humanity sponsors Phoenix Rising, an alternative education and construction trade program which seeks to revitalize economically challenged areas in Pasco and Hernando counties. This program constructs a positive difference in the lives of young adults between the ages of 18-24.

Through Phoenix Rising, income-eligible participants receive hands-on and classroom training designed to develop workforce skills that lead to employment. A key feature of the program involves construction of Habitat for Humanity homes for deserving families in Pasco and Hernando County. Additionally, participants may earn their high school diploma, as well as industry-recognized certifications while receiving weekly participation payments.



- 62 Youth enrollments
- 10 Pre-Military enrollments
- 18 Entered employments
- Average wage rate: \$13.18/hr



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

CareerSource Pasco Hernando partnered with local schools throughout Pasco and Hernando Counties in the Summer Trades program. 62 students participated in a program which will gain them tangible skills for future success!



- *Career Exploration in the Fields:*
Pipefitters, Electricians, Iron Workers,
Tower Technician, Fiber Optics, and Manufacturing

- 62 Students became OSHA Certified

- *Employer Participants:*
Morrow Steel, The Iron Workers Union, The Pipefitters Union,
The Electrical Union, The Learning Alliance and Amskills.

Summer Trades 2023 was a four-week work experience program, designed to give our high school students an opportunity to learn about various careers in the trades, while gaining valuable hands on skills and earning money while doing so. Each student received an OSHA Certification and completed the FL Ready to Work Certification. They visited and interacted with six different employers throughout the duration of the program. These students had the opportunity to engage in hands-on and computer-based learning, while forming relationships with the employers with the potential to lead them into additional training and employment opportunities.



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 (2022|2023), there has been a total of 390 individuals who have successfully obtained employment, including 163 participants who were homeless, 81 individuals with disabilities and 100 veterans.

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: 390

Total On-the-Job-Trainees: 88

Total Homeless Individuals now Employed: 163

Total Individuals with Disabilities: 81

Total Veterans: 100

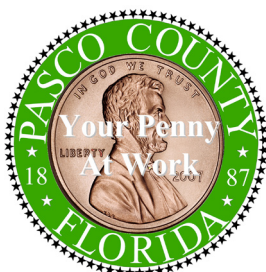
Highest Wage Earned in 2022-2023: \$67.30

Average Wage Earned: \$17.59

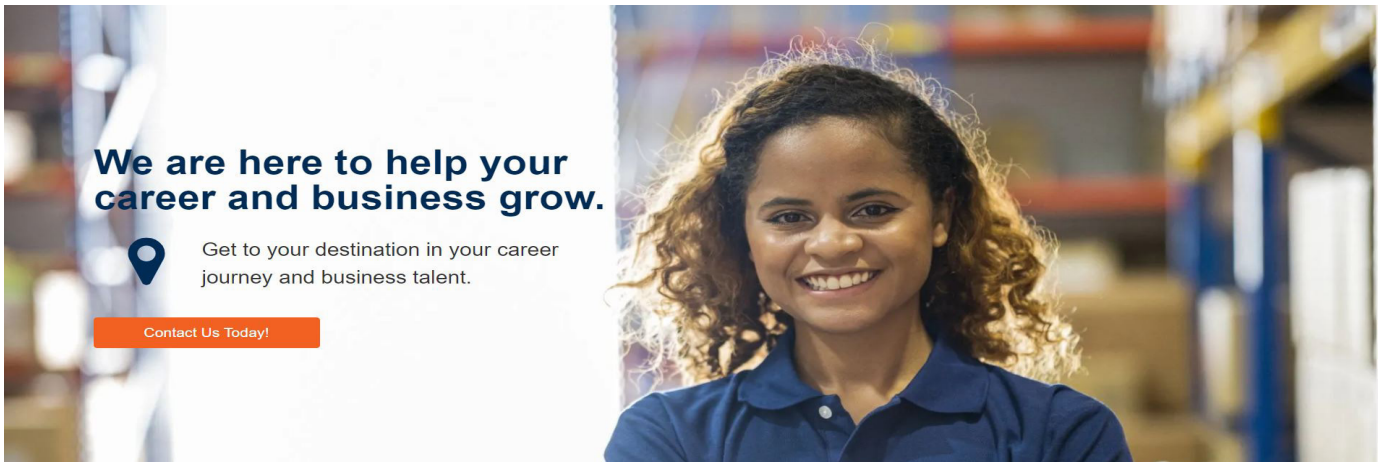
(2018 to fiscal year 2023)

“The Workforce Re-entry program has assisted Pasco County’s hardest to serve population, and by continuing our partnership we will be able to provide more opportunities for employment to those in need,” expressed Jerome Salatino, CEO/President of CareerSource Pasco Hernando. “We are excited about our continued community partnership with Pasco County and look forward to growing a positive relationship through workforce innovation.”

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

▶ OUR MISSION

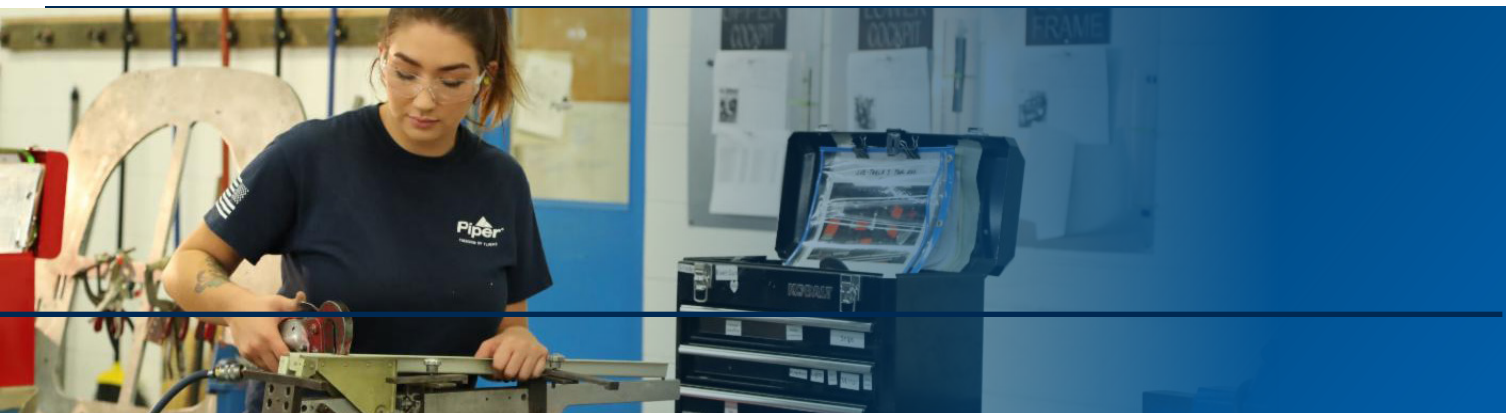
Pasco Hernando Workforce Board enhances economic development efforts of our region by providing a well-trained, high quality workforce which supports the success of local business and improves the quality of life.

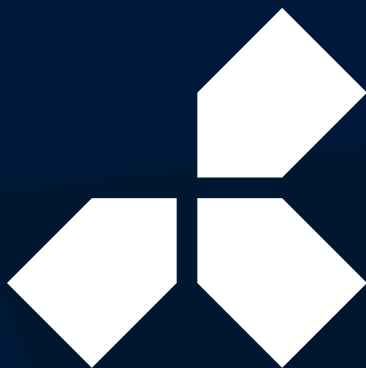
▶ OUR VALUES

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  JobCenter network

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.