

2021 - 2022

# 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 improve dramatically from 5% (Pasco) and 5.7% (Hernando) at the start of the fiscal year in July 2021 to 3.1% (Pasco) and 3.7% (Hernando) by the end of June 2022.

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 nearly 2 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 2,797 jobseekers secure employment, including 191 military veterans between July 2021 and June 2022. Business services, which included recruiting, hiring, and training assistance were provided to more than 9,776 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. CareerSource Florida has contracted Ernst and Young (EY) to develop and recommend alignment evaluations throughout the State of Florida, as part of this process requires a reduction in workforce boards reducing the state of Florida's 24 Local Workforce Development Regions.

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*



# 2021 - 2022 BOARD OF DIRECTORS

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*Alumi Guard*



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 24 local workforce development boards. This information can be found at the following link:

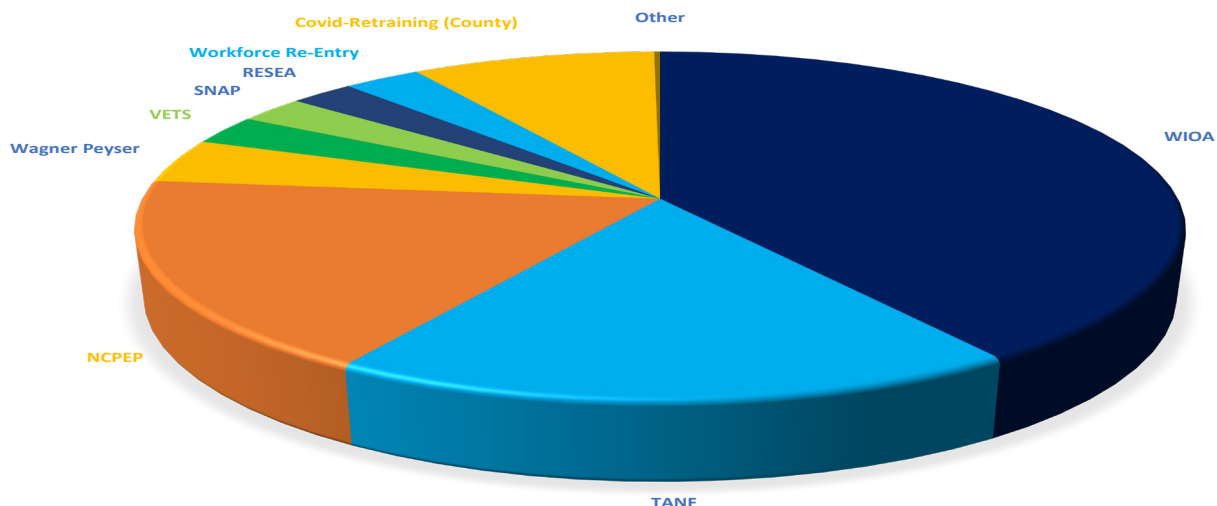
**MANDATORY PARTNERS**

# 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 2021 - 2022 BUDGETED FUNDING

▶ Workforce Innovation and Opportunity Act:	\$6.01M
▶ Temporary Assistance For Needy Families:	\$2.29M
▶ NCPEP (Funded by TANF):	\$1.67M
▶ Wagner-Peyser Act:	\$833K
▶ Veterans Program:	\$260K
▶ Supplemental Nutrition Assistance Program:	\$336K
▶ Re-employment Assistance Program:	\$520K
▶ Workforce Re-entry Program:	\$598K
▶ Covid Re-Training (Pasco County):	\$767K
▶ Other:	\$168K
<b>TOTAL:</b>	<b>\$13.49M</b>



# RESULTS & KEY METRICS



## 9,776

**BUSINESSES SERVED**

Total services provided: **31,967**



## 194

**YOUTH EARNED A CREDENTIAL**

**119** Youth have completed internship opportunity



## 170

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



## \$25,894,176

**TOTAL RETURN ON INVESTMENT**

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

*\*See page 6 for more details*



## 2,797

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

**191** military veterans assisted, now employed



## 42

*(JULY 2021 - JUNE 2022)*

**CAREERSOURCE PASCO HERNANDO HELPED 42 HOMELESS INDIVIDUALS FIND JOBS**



## 5,334

**NEW JOB POSTINGS**

Unemployment rate in Pasco (June 2022): **3.1%**

Unemployment rate Hernando (June 2022): **3.7%**



## 439

**PROFESSIONAL PLACEMENT NETWORK**

Members attended meetings

# REAL PEOPLE, REAL RESULTS

## WIOA PROGRAM SUCCESS



*"I made a gigantic jump to take my life into a completely different path. That's when trucking school came into the picture and assistance from the WIOA Program! My life is now on the highway in the direction of my dreams, thanks to Kathleen and the WIOA Program...and as they say; "On the road again!"*

*-Adrian Rosario*

## WORKFORCE RE-ENTRY PROGRAM SUCCESS

*"Without the efforts, support and professionalism of the CareerSource Pasco Hernando team the employment opportunity would never have existed."*

*-Joseph Melendez*



## YOUTH SUMMER TRADES PROGRAM SUCCESS



*"The Summer Trades Program equipped me with the experience needed to get a head start in my field. It offered me the opportunity to gain more knowledge for my future career path. It was an amazing opportunity."*

*-Reese Laushot*

## BUSINESS SERVICES SUCCESS

*"As a new business having access to employment candidates that have already been vetted through the program has been a great resource. We have saved so much time in the interviewing process. We were able to hire within our community of Hernando and Pasco Counties. There is a lot of time, effort and cost associated with training a new employee. CareerSource Pasco Hernando was able to connect our company with qualified candidates and share the cost associated with their training. We are thankful to CareerSource Pasco Hernando. They provide vital services for our citizens and local businesses. We look forward to working with them on future new hires and continued training programs they offer."*

*-Angela Kassay, PQ Pharmacy*

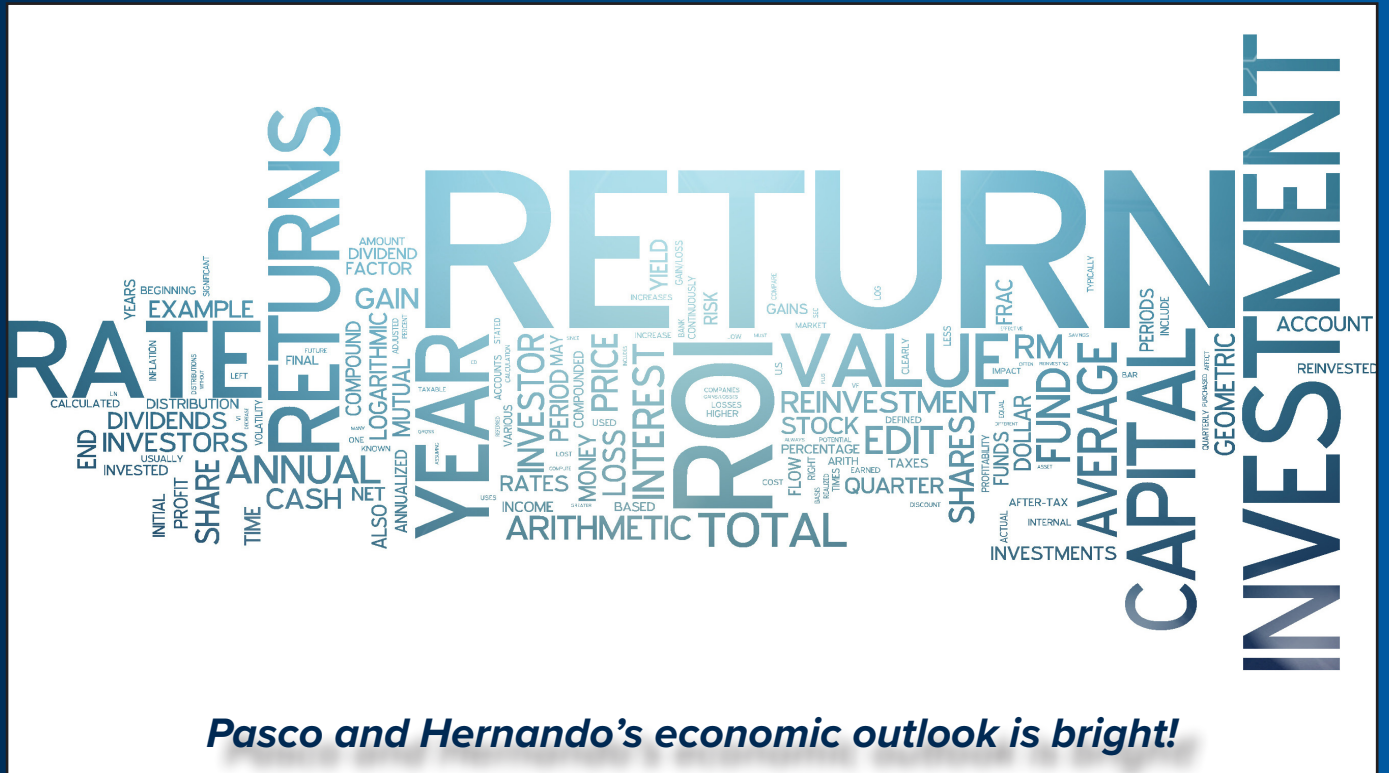


# INVESTING IN THE FUTURE

**CAREERSOURCE PASCO HERNANDO HELPS RETURN NEARLY \$26 MILLION BACK INTO THE LOCAL COMMUNITY THROUGH WORKFORCE PROGRAMS.**

**FOR EVERY DOLLAR SPENT \$5.06 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 5% (Pasco) and 5.7% (Hernando) in June 2021, since then unemployment has decreased to 3.1% (Pasco) and 3.7% (Hernando) by June 2022. 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 2021 | 2022 program year, CareerSource Pasco Hernando expended over \$5.1 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 \$26 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**  
**9,776**

**NEW JOB POSTINGS**  
**5,334**

## 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:

**2,797**

191 military veterans assisted, now employed  
42 homeless individuals assisted, now employed  
(July 2021 - June 2022)



## VIRTUAL SERVICES PROVIDED

(July 2021 - June 2022)

**92,260**

## NEW JOBS

(July 2021 - June 2022)

**5,334**

# 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



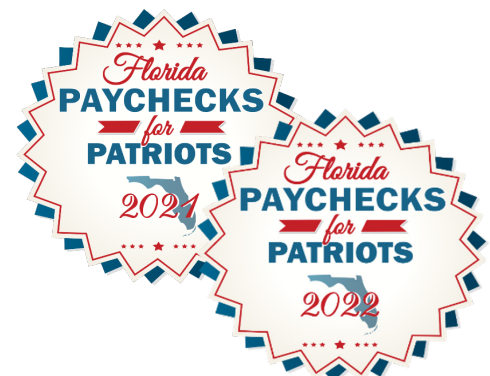
Information on Vocational  
Rehabilitation Programs



Ability to file on-line Unemployment  
Claims and Benefits Information



*Over the past 2021-2022 fiscal year,  
CareerSource Pasco Hernando  
has helped over 190 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](https://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.

## CLASS OF 2022!



- 89 Youth enrollments
- 16 Pre-Military enrollments
- 77 Entered employments
- Average wage rate: \$12.77/hr

*"I am so thankful to the CareerSource Pasco Hernando Youth program for everything they have done for me. When I was down, they offered me a hand-up, I took what they offered to me and my life has now been changed. Thank you to everyone who has helped me in my journey!" - Luis Morales*



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

CareerSource Pasco Hernando partnered with local schools throughout Pasco and Hernando Counties in the Summer Trades program. 72 students participated in a program which will gain them tangible skills for future success!



- 69 Completed
- 67 OSHA Certificates issued
- 2 CPR/First Aid Certificates issued
- 3 Students set to enter PHSC's Construction Apprenticeship
  - 2 students hired by the Electrical Union
  - 1 student employed at Amax (intro welding)
- 5-8 seeking employment with CareerSource Pasco Hernando assistance

In June 2022, CareerSource Pasco Hernando hosted a four week, Summer Trades

Program, with a focus on the Construction and Information Technologies trades. The goal was to spend four weeks giving students on the job work experience, while earning a wage, in addition to equipping students with an industry certification. CareerSource Pasco Hernando partnered with agencies such as the Pasco and Hernando County School Districts, Pasco Hernando State College, Wilton Simpson Technical College and BayCare to prepare students for the workforce by educating them with soft skills, career coaching and hands on experience with employers from our community.





# 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 (2021 | 2022), there has been a total of 313 individuals who have successfully obtained employment, including 133 participants who were homeless, and 74 individuals with disabilities.

*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: 313

Total On-the-Job-Trainees: 83

Total Homeless Individuals now Employed: 133

Total Individuals with Disabilities: 74

Total youth, 18 - 24 yrs old: 45

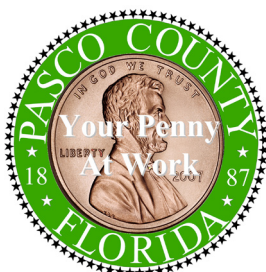
Highest Wage Earned in 2021-2022: \$32.22

Average Wage Earned: \$16.15

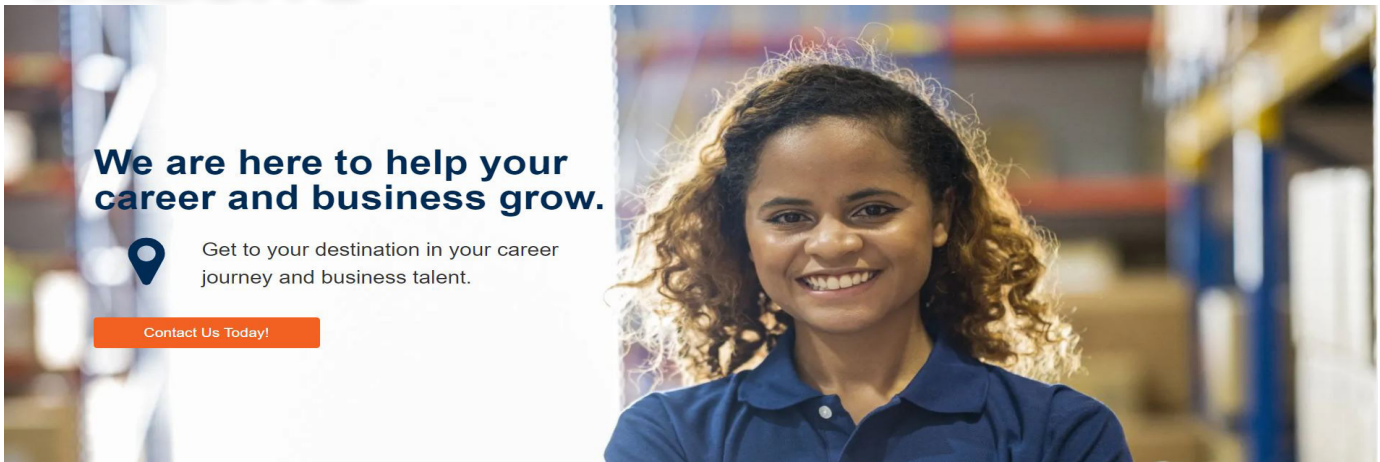
*(2018 to fiscal year 2022)*

“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



# CAREERSOURCE PASCO HERNANDO LAUNCHES NEW WEBSITE



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

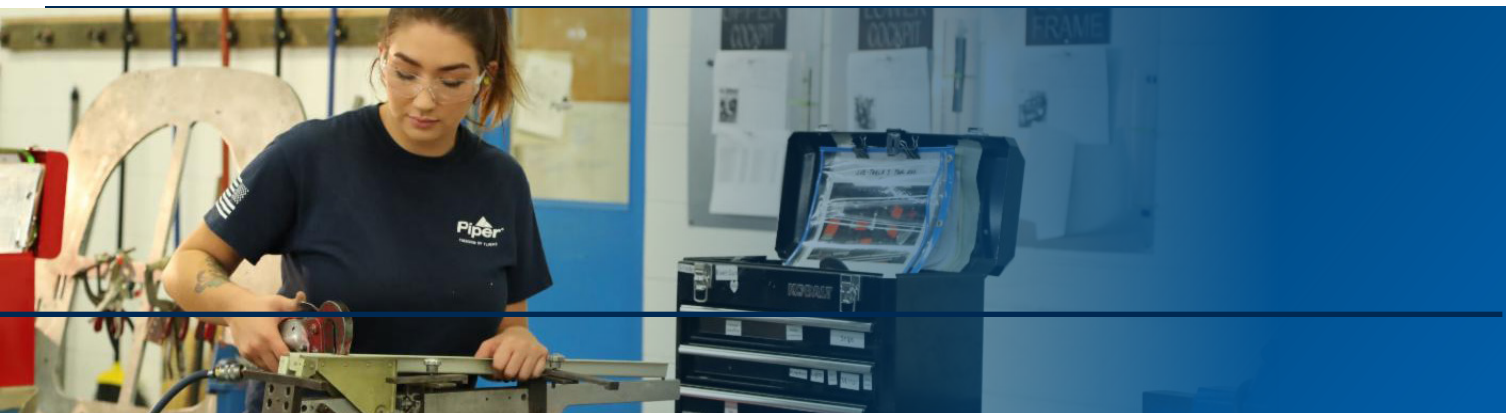
Pasco Hernando Workforce Board enhances economic development efforts of our region by providing a well-trained, high quality workforce which supports the success of local business and improves the quality of life.

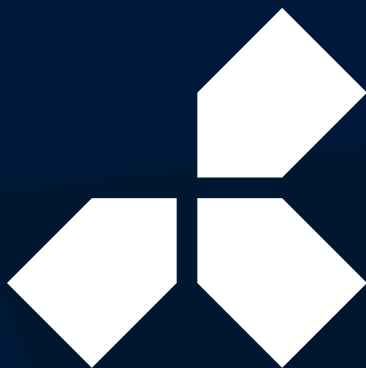
## ▶ OUR VALUES

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

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[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.