

CareerSource
PASCO | HERNANDO

2024 - 2025

ANNUAL REPORT



INTRODUCTION

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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*

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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.

MANDATORY PARTNERS

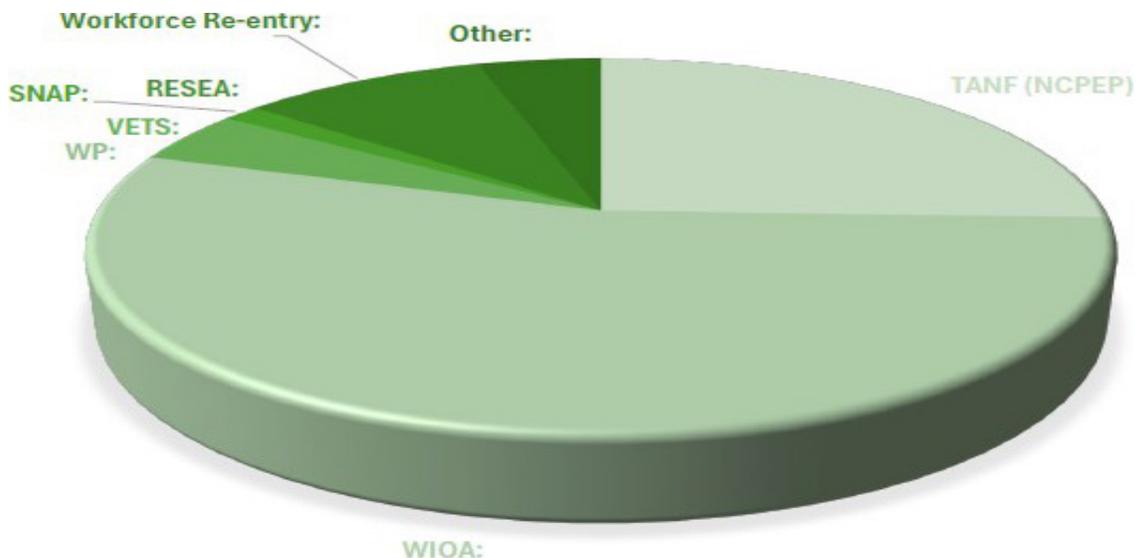
FEDERAL FUNDING, STATEWIDE INVESTMENT, LOCAL IMPACT

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
TOTAL:	\$11.65M



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

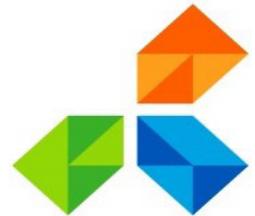


"The employees at CareerSource Pasco Hernando truly want to help get your life back on track and will fight to help you achieve your goals. Each company representative is highly knowledgeable regarding the resources available and are eager to assist with getting you engaged in programs that offer the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

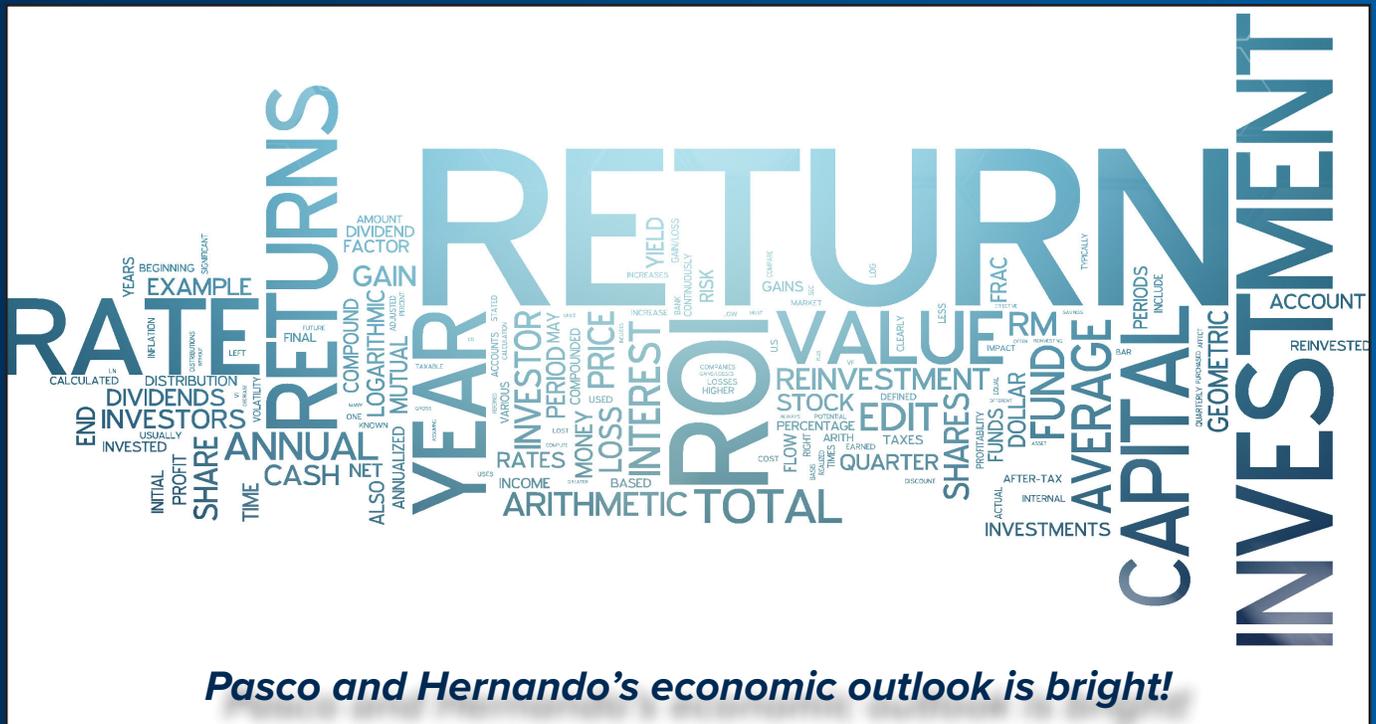


INVESTING IN THE FUTURE

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.

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



“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.



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

▶ 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.

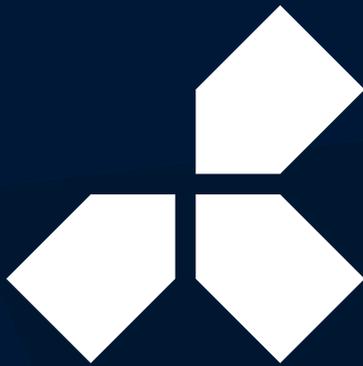
▶ OUR VALUES

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

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