



CareerSource
PASCO | HERNANDO

ANNUAL REPORT



2023-2024

www.careersourcepascohernando.com

TABLE OF CONTENTS

03 Introduction

04 Board of Directors

05 Local Impact

06 Our Impact

08 Business Services

09 Youth Programs
Summer Trades 2024

10 Workforce Re-Entry

11 Veteran Services

12 Success Stories

INTRODUCTION

Letter from the CEO

As we near the conclusion of another remarkable fiscal year, we are thrilled to present the annual report for CareerSource Pasco Hernando, showcasing our achievements and strategic initiatives. The successes we celebrate are a testament to the collective efforts of our Board, Elected Officials, Staff, Leadership Team, and Partners. Together, we have ensured that CareerSource Pasco Hernando continues to empower businesses and job seekers to excel in today's competitive workforce landscape across Pasco and Hernando counties.

Our commitment to supporting small businesses and providing tailored training to enhance the skills of both existing employees and new recruits has been unwavering. Through deepened collaboration with local stakeholders under the federal Workforce Innovation and Opportunity Act (WIOA), we have achieved significant milestones and maintained recognition for our exemplary service delivery model. CareerSource Pasco Hernando continues to set benchmarks for performance excellence within Florida's workforce ecosystem, operating efficiently with one of the lowest administrative rates statewide. Our region has consistently delivered high-impact, cost-effective services, underscoring our dedication to service excellence.

This year, CareerSource Pasco Hernando facilitated job placements for 2,179 individuals, including 503 eligible military veterans, and provided essential services to over 1,483 employers. These accomplishments highlight our pivotal role in fostering employment opportunities and supporting local businesses.

Looking ahead, CareerSource Pasco Hernando remains resolutely focused on addressing the unique skills mismatches in Pasco and Hernando counties, strengthening workforce readiness in key industries such as technology, construction trades, and healthcare. Through continued investment in apprenticeships, customized training, and strategic partnerships, we are poised to propel Pasco and Hernando counties toward sustained growth and prosperity, embracing the opportunities of a dynamic and evolving economy.

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



BOARD OF DIRECTORS

2023-2024

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*

Kevin Barber

Iron Workers Local 397

Dana Cutlip

Cutlip Financial Insurance Services

Mark Earl

Wal-Mart

Tate Foster

Teamsters Local Union No. 79

Beth Galic

*Bay Area Manufacturers
Association*

Lindsey Hack

Spherion Staffing & Recruiting

John Howell

*Division of Vocational
Rehabilitation*

Hope Kennedy

North Tampa Bay Chamber

Nils Lenz

B&N Lenz Enterprises

Paul Micklow

Amerikey Locksmith

Lee Middleton

*Plumbers, Pipefitters, &
HVAC Technicians LU 123*

Tom Mudano

AmSkills, Inc.

Lori Romano

Pasco County Schools

Stefanie Pontlitz

*Lighthouse for the Visually
Impaired and Blind*

Lex Smith

Truist Wealth

Gary Steele

*Withlacoochee River
Electric Cooperative, Inc.*

Sophia Watson

*Hernando County
School District*

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.

LOCAL IMPACT

CSPH'S 2023 | 2024 ANNUAL BUDGET

Florida's workforce system primarily relies on federal funding, but CareerSource Pasco Hernando (CSPH) also secures funding for special initiatives, such as the Pasco County Workforce Re-entry Program, which is supported by Penny for Pasco. Both federal and local funds are strategically allocated to provide employment and training services for businesses and job seekers.

CSPH reinvests nearly \$30 million into the local economy through workforce programs, yielding an impressive return of \$5.10 for every dollar invested.

Despite a slight increase in unemployment rates—rising from 3.3% to 3.5% in Pasco County and remaining at 3.9% in Hernando County from June 2023 to June 2024—CSPH remains committed to expanding re-employment opportunities. Through strong collaboration with local partners, the dedicated CSPH team continues to empower individuals, fostering greater self-sufficiency and economic prosperity for businesses and job seekers alike.

CSPH'S 2023 | 2024 ROI

Each fiscal year, CSPH plays a crucial role in driving local economic growth by investing \$11.96 million in labor exchange and training initiatives across the region.

During the 2023-2024 program year, CSPH allocated over \$8.64 million across four key workforce programs—WIOA Adult, WIOA Dislocated Worker, Wagner-Peyser, and the Welfare Transition Program—all designed to strengthen the local labor market. This strategic investment generated significant economic benefits, contributing nearly \$30 million in payroll gains for Pasco and Hernando counties.

FISCAL YEAR 2023 - 2024 BUDGETED FUNDING

▶ Workforce Innovation and Opportunity Act:	\$4,977,179.00
▶ Temporary Assistance For Needy Families:	\$2,034,768.00
▶ NCPEP (Funded by TANF):	\$1,916,000.00
▶ Wagner-Peyser Act:	\$1,629,755.00
▶ Veterans Program:	\$314,708.00
▶ Supplemental Nutrition Assistance Program:	\$188,376.00
▶ Workforce Re-entry Program:	\$700,000.00
▶ Other:	\$195,458.00

Total: \$11,956,244.00



OUR IMPACT



Letter Grade

As of June 30, 2024

The Letter Grade Efficiency Ratio is a performance metric within Florida's letter grade system, established under the REACH Act. This standardized, statewide assessment allows local workforce boards to evaluate their effectiveness by identifying strengths and areas for improvement to enhance workforce outcomes. CSPH received a Letter Grade of B in comparison to 21 other regions. Furthermore, CSPH maintains a strong Efficiency Ratio of 133.44%, reflecting its high level of performance and resource utilization. The CSPH Local-to-State Funding Ratio stands at 4.47%.

410 Trained

Total number of individuals that received Education and Training Services.



357

Combined total certificates received.

\$5.10

returned for every dollar spent



\$16.64

Overall Average Wage by individuals who have gained employment through direct assistance from CSPH



18 out 18 goals

CSPH met or exceeded 18 of 18 state measures in Quarters 2 and 3. CSPH was on of four regions to met or exceed all performance goals.



Customer Survey

83% of customers rated their overall experience with CareerSource Pasco Hernando a perfect 5 out of 5.

Additionally, 87% of respondents indicated that they are most satisfied with our helpful and knowledgeable staff.

1,483 Businesses Served



1,223 Continued Repeat Business

107 New Employers

3,182 total services provided to new employers.

1,744 PY23-24 Business Penetration



90 Youth Enrollments



with 20 Pre-Military Enrollments

50

of the 150 Youth enrollments entered employment with an average wage of \$14.24/ HR

68

Young Adults enrolled and 63 completed Summer Trades 2024 Funded through TANF.

Post the completion of Summer Trades 2024, four students have already enrolled in our In-School Youth program to continue building their employability skills through CareerSource's Youth Program. One student has applied to BayCare, and another has started a welding class and will be hired by the Iron Workers Union. These students will receive ongoing support in their job searches and future training courses.

Over 500 +



Military Veterans and Eligible Spouses Assisted

503

Eligible Veterans Served with Significant Barriers to Employment

15

Total Veterans were hired through the Workforce Re-entry program with an average wage of \$15.98/ HR

Thank you for your service!



2,179

Job Seekers found employment with the assistance of CSPH

4,072

NEW JOB POSTINGS



2,982

Virtual Services Provided



21,601

Unique visits at CSPH Career Centers



804

Members attended Professional Placement Network Meetings



444

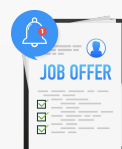
Individuals registered to attend a workshop.



63 Individuals

with disclosed disabilities gained employment

61 Homeless Individuals



were assisted by CSPH in finding employment.

7

BUSINESS SERVICES

Ensuring the economic advancement of Pasco and Hernando County relies on equipping businesses with the necessary resources for hiring and training employees. CareerSource Pasco Hernando is dedicated to this mission, offering customizable and business-centric training programs tailored to meet the diverse needs of employers across various industries and scales. These services play a pivotal role in supporting businesses seeking to enhance the skills of both new hires and current staff, empowering them to thrive in today's dynamic market. Through these training initiatives, particularly beneficial for small businesses, employers are equipped to maintain competitiveness amidst the ever-changing business landscape.

► Focused Targeted Industries:

Healthcare, Manufacturing, Construction, Finance, Healthcare, Information Technology, Retail Trade, Transportation & Warehousing

► **1,483** Employers Served

► **39,104** Total Services Provided to Employers

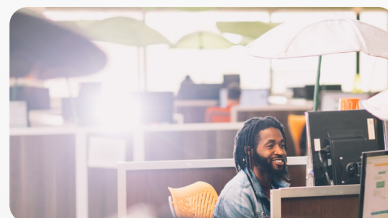
► **107** New Employers Served

► **3,182** Total Services Provided to New Employers

► **10.35%** Business Penetration

► **31.34%** Returning Employers

► **100** Provided Job Fair Services



YOUTH PROGRAMS

Changing the future one life at a time

CareerSource Pasco Hernando offers a comprehensive youth program for eligible 18-24-year-olds, providing diverse opportunities to explore career options and develop essential workplace skills. Through workshops, skills assessments, internships, job shadowing, industry tours, and short-term occupational training, participants gain valuable experience that enhances their long-term job prospects. The program also includes Service Learning Projects, where youth actively contribute to their community while learning the importance of community service. Additionally, career exploration, resume development, interviewing skills, and labor market information are provided to give CareerSource Pasco Hernando youth a competitive edge in entering the workforce.



- ▶ **90 Youth Enrollments**
- ▶ **20 Pre-Military Enrollments**
- ▶ **50 Entered Employments**
- ▶ **Average Wage Rate: \$14.24/HR**



SUMMER TRADES 2024

Summer Trades 2024 featured four individual programs held at three high schools in Pasco and Hernando counties. The four-week programs focused on Construction, Medical, Law Enforcement, and Information Technology, with a total of 68 enrollments.

During the first week, students participated in the Florida Ready to Work online soft skills training, while weeks two and three featured guest speakers who provided demonstrations in each area of study. CareerSource Pasco Hernando collaborated with various local businesses and organizations. Students gained hands-on experience in medical skills, fingerprints, defensive tactics, computer coding, website design, basic tool usage, and tool safety, among other skills.

- ▶ **Career Exploration Fields:**
Construction, Medical, Law Enforcement, and Information Technology

- ▶ **Employer Participants:**
Pasco and Hernando County School Districts, Amerikey, AmSkills, Inc., BayCare, Wilton Simpson Technical College, The Iron Workers Union, Pasco Sheriff's Office, Pasco County Courthouse, and Pasco Fire Rescue



BACK IN THE GAME

Workforce Re-Entry

Breaking Barriers: Empowering Pasco County's Workforce with Tailored Support. Thanks to funding from the Pasco County Penny for Pasco funding, since October 2018, CSPH spearheads the transformative Workforce Re-entry program. Designed to uplift Pasco County residents encountering various hurdles to employment, our initiative in partnership with Penny for Pasco is a beacon of hope. Whether it's the underserved, veterans, youths aged 18-24 years of age, individuals with disabilities, ex-offenders, those battling substance use, or facing homelessness – we're here to make a difference. We don't just offer career services; we provide a lifeline. Through personalized support, including On-the-Job Training (OJT) and a range of supportive services, we're continuing to pave the way for successful re-entry into the workforce.

	PY 23-24	Total Program
▶ Total Actively Assisted/ Enrolled:	239	1,506
▶ Total Hired:	77	490
▶ Direct Hires:	73	398
▶ Total Retained 30/60/90 Days:	72	440
▶ Total Veterans:	24	133
▶ Highest Wage Earned:	\$40.86/ Per Hour	
▶ Average Wage Earned:	\$17.42/ Per Hour	

PY 23-24 Data range: October 2023 - June 2024

Total Program Data range: October 2018 - June 2024

In Partnership with



"We've witnessed firsthand the transformative impact of our workforce re-entry program on Pasco County's most resilient individuals. By strengthening our partnership, we're poised to extend even more pathways to employment for those who need it most," exclaimed Jerome Salatino, the dynamic CEO/President of CareerSource Pasco Hernando. *"Our collaboration with Pasco County fills us with enthusiasm, fueling our shared vision of community empowerment through groundbreaking workforce initiatives. Together, we're fostering a future brimming with positivity and opportunity."*

VETERAN SERVICES

Hiring Our Heroes

Throughout Program Year 2023-2024, Pasco and Hernando counties veteran population has continued to benefit from the dedicated efforts of our veteran staff members. These representatives are exclusively focused on serving veterans, eligible individuals, and transitioning service members, possessing comprehensive knowledge of available job-placement and training services. The Veterans Team is comprised of two distinct roles funded by DOL's Jobs for Veterans Grant: Local Veterans Employment Representatives (LVER) and Disabled Veterans Outreach Program (DVOP) representatives. LVERs concentrate on outreach, fostering relationships with local employers, and advocating for veterans within their communities. Meanwhile, DVOP specialists deliver intensive services tailored to the employment needs of disabled veterans and other eligible individuals, prioritizing support for those facing economic or educational disadvantages.

Employers find veterans to be highly desirable candidates for employment due to their possession of key skills and traits such as discipline, teamwork, problem-solving abilities, adeptness at working under pressure, and loyalty. Despite these attributes, transitioning from military to civilian life can present veterans with various challenges in securing employment. CareerSource Pasco Hernando (CSPH) is dedicated to alleviating these obstacles by facilitating a smoother transition process. By effectively matching veterans with suitable employers and ensuring employers connect with qualified veterans, CSPH works towards eliminating barriers and fostering successful employment outcomes for both parties.

"Uniting our veterans and businesses has allowed us to extend a helping hand to those who have selflessly served our nation. CareerSource Pasco Hernando's dedication to deliver services to veterans creates invaluable opportunities for our heroes moving forward."

-Jerome Salatino, CareerSource Pasco Hernando President and CEO



▶ **Eligible Veterans Served with Significant Barriers to Employment** **503**

▶ **Veterans Job Placement** **233**

▶ **Veterans Provided Individual Career Services** **500**

▶ **Veterans Employer Outreach Conducted** **368**

WHERE REAL PEOPLE...

FORGE TANGIBLE TRIUMPHS



JOSEPH FRANKLIN



YOUTH PROGRAM SERVICES



Joseph's story is a shining example of the transformative power of the Summer Trades program. Starting as a Summer Trades student, Joseph's dedication and potential quickly became evident. After his first year in the program, CareerSource Pasco Hernando (CSPH) staff collaborated with our youth provider, Eckerd Connects, to enroll him as one of our inaugural WIOA In-School Youth students.

Demonstrating remarkable commitment, Joseph returned to Summer Trades for a second year, further honing his skills and exploring new opportunities. Recognizing his passion for welding, CSPH and Eckerd Connects facilitated his enrollment in a specialized welding program, funded by our WIOA Youth program.

Joseph's hard work paid off, and we have successfully arranged for him to be hired by the Iron Workers Union. His journey from a Summer Trades participant to a promising young professional is a testament to his determination and the supportive environment provided by our program.

Joseph is a fantastic young man and his achievements highlight the impact of our collaborative efforts and the bright future that lies ahead for all our young adult customers.

"I want to say thank you so much for choosing to grant me this opportunity with the funding and my schooling for my future. I will utilize these tools to get through school and my job for the foreseeable future in welding. I am currently in the summer welding trade school with Pasco County, this will help me be able to complete my schooling and become certified without having to worry about the expensive tools I am required to have. I am just so thankful and more than excited about my future in welding because of all the help and assistance from all of you that has helped make this happen.

Thank you so very much."

Joseph Franklin

Howard Vacco, a recently separated Coast Guard retiree with a pending service-connected disability, faced challenges in his job search. Ten credits shy of his bachelor's degree, Howard aimed for a \$70,000 salary in project management, operations, or human resources.

The Disabled Veterans Outreach Program (DVOP) stepped in to help, along with the Workforce Re-entry Program, Business Services Program, Professional Placement Network, and one of our Local Veterans Employment Representatives (LVERs). Together, they provided mentoring, guidance, resume support, job referrals, job fair advice, networking opportunities, and strategic employment planning.

After nearly five months of dedicated support, Howard landed a civilian position with the US Coast Guard, earning \$130,000 per year. His success story highlights the impact of perseverance and the right support network.



Initially seeking to meet Florida Unemployment requirements, Louis turned to CSPH for a new opportunity. He praised the quick and helpful experience, particularly noting the outstanding assistance from our RESEA team. "Tonya was so helpful. She helped me navigate the system and advised me of my next steps," Louis shared.

With CSPH's support, Louis secured a prestigious Director of Finance position, with an annual salary of \$190,000. This achievement underscores both Louis's dedication and CSPH's effective services. His positive experience stands as an inspiring reminder of CSPH's impact on individuals' lives and careers.

"In 2019, The Pasco EDC and Commissioners connected us with Whitney from CareerSource Pasco Hernando (CSPH) to explore opportunities for on-the-job training (OJT) and skill enhancement programs for both new and existing employees. Whitney visited our facility to discuss the wide range of services available, including programs designed to connect businesses with local talent and improve job readiness through OJT. Our successful partnership with CareerSource Pasco Hernando has allowed us to identify and train new employees through the OJT program, which has significantly contributed to the growth of our workforce. This initiative has not only helped us retain valuable team members but has also ensured that they are equipped with the necessary skills to meet the evolving demands of our industry. The collaboration with CareerSource Pasco Hernando has been pivotal to our business success. By utilizing their OJT program, we have effectively addressed our talent needs while making a positive impact on the local economy. This partnership highlights the importance of investing in workforce development and demonstrates the tangible benefits it brings to both businesses and the broader community. We maintain a great relationship with Whitney and Carlos who have continued to reach out to us for potential opportunities."



-Jacob Polukoff, Vice President of Operations and Logistics

GLOBALJE+CARE



**GLOBAL JETCARE, INC.
TEAM**

Global Jetcare operates an air ambulance service, transporting medically fragile patients to their requested destinations for medical procedures, treatment, or to spend their final days at home as desired by their families. With the flexibility to schedule up to six flights anywhere in the world daily based on demand, the company remains on constant standby, ready to respond swiftly when needed.

Every day, Global Jetcare orchestrates crucial medical transport for patients of diverse nationalities and with various injuries or medical conditions. These life-saving journeys commence and conclude with Global Jetcare aircraft departing from Tampa Bay Regional Airport Hernando.

For approximately 15 years, Global Jetcare has partnered with CareerSource Pasco Hernando, actively engaging in job fairs and advertising positions such as pilots, medical personnel, and aircraft mechanics. CareerSource Pasco Hernando has provided financial assistance for staff training programs, fostering professional growth, and ensuring readiness to address the wide-ranging needs of transporting fragile patients and their families.

Beyond their medical mission, Global Jetcare is deeply involved in supporting local activities in Hernando County. Some of the business establishments and activities are: The Arc Nature Coast, Pace, Hospice, Boy Scouts, Explorer Troop, Backpack and Fire Prevention for Schools.

Recently, CEO Bart Gray, alongside fellow pilots, achieved a historic milestone with the "Century Mission" around-the-world record attempt! The Century Mission, timed it to coincide with the 100th anniversary of the inaugural around-the-world flight in 1924, aimed to circumnavigate the globe in the shortest possible time.

This westbound journey presents added challenges, flying against prevailing headwinds, unlike previous record-setting eastbound flights. Setting a new benchmark without an existing record for this route poses a significant challenge to other aircraft in the same category.

Departing from Wichita on April 4, 2024, the Century Mission made 11 stops in California, Hawaii, the Marshall Islands, Palau, Singapore, Dubai, Egypt, Italy, Portugal, and Canada before returning to Wichita on April 6, 2024. Remarkably, the entire journey spanned just two days, a stark contrast to the 175 days and 74 stops required for the World Flight in 1924.

Global Jetcare's commitment extends beyond aviation achievements, with Vice President Christina Gray actively supporting CareerSource Pasco Hernando by serving on the Consortium Committee. This dedication underscores their holistic engagement in both local community endeavors and global aviation milestones! Thanks, Global Jetcare for being our partner in the Pasco Hernando Region!



CareerSource
PASCO | HERNANDO

*Visit us
today!*

careersourcepascohernando.com | **(727) 484-3400**

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.

Brooksville

16228 Spring Hill Dr.
Brooksville, FL 34604
(352) 200-3020
Monday - Friday 8:00AM - 5:00PM

New Port Richey

4440 Grand Blvd.
New Port Richey, FL 34652
(727) 484-3400
Monday - Friday 8:00AM - 5:00PM

Dade City

13906 Fifth Street,
Dade City, FL 33525
(813) 377-1300
Monday - Friday 8:00AM - 5:00PM

Virtual Hours

Monday - Friday: 5:00PM - 7:00PM
Saturday: 8:00AM - 5:00PM

A proud partner of the  **americanjobcenter** network

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711