CareerSource Hillsborough Pinellas
Workforce Solutions Committee

Date: March 13, 2025
Time: 10:00 AM
Location:
Hybrid: CSHP 9215 North Florida Avenue, Tampa, FL

Zoom Information
Zoom Link
Call in Number: 1 305 224 1968
Meeting ID: 894 7196 1668
Passcode: 257709

AGENDA

I. Call to order, Welcome and Roll Call

II. Public Comments

Members of the public may raise their virtual hand during the Public Comment portion of the meeting. Members of the public who do so will be acknowledged by the Chair and provided up to three minutes to make public comment.

III. Action/DiscussionItems

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V. Adjournment

A. Next Workforce Performance Meeting - TBD

Action Item

Approval of CSHP Policies

Information

Policies and procedures provide guidance to the organization's employees and programs to ensure they are operating in compliance with local, state, and federal law and regulation guidelines. Policies are created to offer high-level guidance and clarification, while procedures outline the day-to-day operational duties of a program, service, or activity.

As independent local workforce development boards, CareerSource Hillsborough Pinellas develops its own local policies in accordance with local, state, and federal guidance, as approved by the CSHP Boards of Directors.

The following programmatic policies were developed in accordance with these guidelines and an analysis of the needs and resources of the local area.

Policy No.	Title	Description
P-01-V2	Supportive Services	This policy provides guidance regarding supportive services, need-related payments, and incentives that may be provided under the requirements of the Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, Youth and Temporary Assistance to Needy Families (TANF)/Welfare Transition (WTP), and special grant programs.
P-02-V3	Targeted Occupations List (TOL) and Regional Targeted Occupations List (RTOL)	This policy establishes guidelines for the development of CareerSource Hillsborough Pinellas's (CSHP) annual Targeted Occupations List (TOL) and Regional Targeted Occupations List (RTOL).
P-03-V2	Limited English Proficient Services	This policy provides guidance to the CareerSource Hillsborough Pinellas's (CSHP) staff, partners, and contractors regarding the obligation to provide language assistance to Limited English Proficient (LEP) persons.

Action

CareerSource Hillsborough Pinellas staff recommend approval of the above policies.

Policy No.:	**P-01-V2**
Policy Title:	**Supportive Services**

Issue Date:	TBD
Revision Date(s):	Upon approval by the CSHP Board of Directors
Program Area:	WIOA; WIOA Youth; TANF/WTP; Special Grants
Subject:	Supportive Services
Purpose:	This policy provides guidance regarding supportive services, need-related payments, and incentives that may be provided under the requirements of Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, Youth and Temporary Assistance to Needy Families (TANF)/Welfare Transition (WTP), and special grant programs.
Distribution:	CSHP Staff
Contact:	Vice President of Program Services, or their designee

Purpose

This policy provides guidance regarding supportive services, need-related payments, and incentives that may be provided under the requirements of Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, Youth and Temporary Assistance to Needy Families (TANF)/Welfare Transition (WTP), and special grant programs.

Background

The Workforce Innovation and Opportunity Act (WIOA) and Temporary Assistance to Needy Families (TANF) legislation and guidance provide for the provision of supportive services to participants enrolled in WIOA and TANF funded programs. WIOA provides local areas with the authority to make policy and administrative decisions and the flexibility to tailor their provision of services to meet the needs of the local community.

Supportive services are defined under WIOA as services such as transportation, childcare, dependent care, housing, and needs-related payments that are necessary to enable an individual to participate in activities authorized under this Act.

Supportive services are for eligible individuals with barriers to employment. Section 133(b) defines funds allocated to the local area for dislocated workers under section (b)(2)(B), may be used to provide supportive services to adults and dislocated workers, respectively,

1. Who are participating in programs with activities authorized in paragraph (2) or (3) of subsection (c); and
2. Who are unable to obtain such supportive services through other programs providing such services.

Section 134(2)(d)(A) of WIOA requires that adults and dislocated workers must be program clients to receive supportive services. Support services are provided based on need and eligibility.

Section 129(vii) defines youth supportive services necessary to enable individuals to participate in the program and to assist individuals, for a period not to exceed 12 months after the completion of training, in obtaining or retaining employment, or applying for and transitioning to postsecondary education or training; and follow-up services for not less than 12 months after the completion of participation, as appropriate.

Chapter 414, Florida Statutes (F.S.), sets forth provisions for receipt of Temporary Cash Assistance (TCA) and requires all individuals who do not meet TCA exemptions to participate in work or alternative plan activities. Chapter 445, F.S., consolidates the state workforce policy direction, oversight, and welfare support functions under one board, CareerSource Florida, Inc., (CSF) and designates the Florida Department of Commerce (FloridaCommerce) as the administrative, fiscal, and implementing agency for TCA work activities and supportive services, the WT program.

The Department of Health and Human Services has provided final approval of the TANF State Plan which authorizes support services assistance. These benefits are designed to deal with a specific crisis or episode of need and other services such as childcare and transportation, transitional services, job retention, job advancement, and other employment-related services.

WIOA Youth Incentive Payments

WIOA encourages the use of incentive payments whenever appropriate to support successful participation in work experiences, education, or training. 20 CFR § 681.640 states that incentive payments to WIOA youth participants are permitted for recognition and achievement directly tied to training activities and work experiences. The local program must have written policies and procedures in place governing the award of incentives and must ensure that such incentive payments are tied to the goals of the specific program; outlined in writing before the commencement of the program that may provide incentive payments; align with the local program's organizational policies; and are in accordance with the requirements contained in 2 CFR part 200.

Needs-Related Payments

WIOA Sections 134(d)(3) authorizes needs-related payments for adults, dislocated workers, and out-of-school youth. Needs-related payments are a supportive service that provides financial assistance to participants to enable their participation in training. Unlike other supportive services, Local Workforce Development Boards (LWDBs) may only provide needs-related payments to eligible WIOA participants who are enrolled in training or accepted in a training program that will begin within 30 calendar days.

Policy

Based on individual assessment and availability of funds, supportive services may be provided to eligible program participants to enable an individual to participate in workforce-funded programs and activities and to secure and retain employment.

Supportive services and referrals are provided based on need as determined by staff working with the participant and may include but are not limited to:

- Linkages to community services.
- Assistance with transportation.
- Assistance with childcare and dependent care.

- Assistance with housing.
- Needs-related payments.
- Assistance with educational testing.
- Reasonable accommodation for individuals with disabilities.
- Legal aid services.
- Referrals to medical services.
- Assistance with interview clothing, uniforms or other work attire and work-related tools, including such items as eyeglasses and protective eye gear.
- Assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes.
- Payments and fees for employment and training-related applications, tests, and certifications.

CSHP/service provider program staff must ensure that the participant is in need and eligible for all requested supportive services and that the supportive service is necessary for ongoing participation in the program.

Requirements for WIOA Adults and Dislocated Workers: Supportive services for Adults and Dislocated Workers can only be provided when necessary to enable individuals to participate in career services or training services. Follow-up services, though types of career services, are not qualifying services for the purposes of receiving supportive services. Adults and Dislocated Workers who are only receiving follow-up services cannot receive supportive services.

Requirements for WIOA Youth: Supportive services for youth must be offered as one of the required program elements for youth participants. Unlike Adults and Dislocated Workers, Youth are eligible to receive supportive services when participating in follow-up services.

Requirements for TANF/WTP Participants: FloridaCommerce and the Florida Department of Health and Human Services provide guidance in policy and the TANF State Plan and TANF Work Verification approving provision of support services assistance. WTP support services are designed to meet definition of need, employment, and participation-related barriers by provision of supported services and other assistance such as childcare and transportation, transitional services, job retention, job advancement, and other employment-related services delineated in the CSHP Supportive Services Procedure.

Notice of Availability: Staff must ensure participants are provided accurate information about the availability of supportive services in the local area, as well as referral to services available from partners or other sources.

Allowable Supportive Services

Services may include, but are not limited to, financial assistance with or referral in accordance with the current Supportive Services Procedure.

Limits to the Amount or Duration of Supportive Services: Supportive services have a maximum of $700 per program year, per participant. which is inclusive of all supportive service types. The Chief Executive Officer may waive the $700 cap, up to a maximum of $1,500, if circumstances warrant. If an excess of $1,500 is needed, a request must be approved by CSHP Board Chair's Authorization to increase the limit above established cap of $700 per participant. Supportive services are based on funding availability each program year (July 1 – June 30) and career seekers are not automatically entitled to these funds. It is the responsibility of staff to

ensure that the career seeker understands the supportive services policy and that a tracking mechanism is in place that ensures the cap is not exceeded.

CSHP and/or the service provider will establish internal controls that result in equitable treatment of participants, documentation requirements and assurance of coordination with other community resources. As part of the determination of need, documentation must be included in the case file showing the participant's denial of assistance from other community resources to ensure coordination.

WIOA Youth Incentive Payments

Incentive payments are allowable for youth participants only and, unlike supportive services, are permitted for recognition of achievements directly tied to training activities and work experiences. Opportunities for WIOA Youth to earn incentives are provided in writing and reviewed with the customer to ensure a thorough understanding of program requirements. Supporting documentation of the activities completed or milestones achieved is documented in the participant's file as verification of achievement.

TANF Program Incentive Payments

TANF participants may receive TANF funded incentives as program milestones and defined benchmarks are achieved and documented. Within the Support Services Procedure, detailed information is available of milestones and benchmarks such as the attainment of a High School Diploma or GED, completion of CSHP workshops, etc.

Needs-Related Payments (WIOA Only)

Needs-related payments may be provided when it is determined that ongoing resources and income from all other sources are insufficient to support participants in WIOA-funded training. Participants will be required to complete a financial analysis/budget worksheet reflecting their current financial situation and meet eligibility requirements as outlined in the Needs-Related Payments Procedure.

Payment Levels

1) **WIOA Adults and Out-of-School Youth (OSY)**
   a) Payment levels will be established by CSHP in local operating procedures.
   b) For statewide projects, the payment level will be determined by the state workforce development board.

2) **Dislocated Workers**
   a) The payment level of needs-related payments must not exceed the greater of:
      i) The applicable weekly level of Reemployment Assistance (RA) benefits for participants who were eligible for RA benefits; or
      ii) The poverty level for an equivalent period, for participants who did not qualify for unemployment compensation because of the qualifying layoff. The weekly payment level must be adjusted to reflect changes in total family income.

Special Grants Supportive Services

Special grants that provide for the provision of supportive services to participants will develop specific program procedures, allowability and limitations in accordance with the grant agreement and funder specifications.

Determination of Need

Providing accurate information about available supportive services in the local area is a crucial element of the service delivery system for career seekers. Supportive services should be used to address the career seeker's barriers identified through the initial or objective assessment process. The plan for addressing these barriers, to include the provision of supportive services, must be documented in the career seeker's Individual Employment Plan (IEP) or Individual Service Strategy (ISS), as appropriate. The Act states that supportive services may be provided if not available from any other source; therefore, the case file and appropriate management information system case notes must document the need of the career seeker and the fact that the services are not available from another source.

Payment Methods For Supportive Services

A variety of payment methods may be used for the provision of supportive services, depending upon the type of supportive service provided. For each supportive service provided, CSHP must opt to use a payment method that allows for the highest level of oversight, accountability, and internal controls to ensure the supportive service provided is used for the intended purpose. Payment methods may include reloadable or pre-paid debit or gift cards; direct deposit; reimbursement; or direct vendor payments.

Supportive services will be issued in accordance with CSHP local operating procedures that outline the specific categories of supportive services allowable, description, and maximum payment rate.

Details regarding specific payment methods are outlined in the Supportive Services Procedure.

Cancellation of Support Services

This policy and some or all its categories of support services may be cancelled or changed, in whole or in part, by CSHP at any time without notice, effective immediately, or at any time CSHP determines necessary. Exceptions may be made to this policy by CSHP if it is in the best interest of CSHP or its participants and compliance with state and federal requirements.

Monitoring

Programmatic monitoring will be conducted throughout the program year under the direction of the CSHP Vice President of MIS and Data Services. This will include a formal review of supportive service issuance, activities, and case noting for all programmatic funding to comply with federal, state, and local policies and procedures.

Financial monitoring will be conducted under the direction of the CSHP Vice President of Fiscal and Administrative Compliance.

Policy Exceptions

Any exceptions to the above stated policy or any part thereof must be documented and approved by the CSHP CEO or their designee for consideration.

CSHP may receive federal, state, and local grant awards that may not be subject to the requirements outlined above. Those awards will be governed by the rules and guidelines set forth as defined in the grant documents. Desk guides, procedures, or other internal documents will be established to outline the processes specific to the awards.

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References

- 20 CFR Subpart G: Supportive Services 681.570; 681.640
- CareerSource Florida Administrative Policy 109: Supportive Services and Needs-Related Payments
- Florida Department of Children and Families, Temporary Assistance for Needy Families: State Plan Renewal, October 1, 2020 – September 30, 2023
- Training and Employment Guidance Letter (TEGL) 19-16: Guidance on Services provided through the Adult and Dislocated Worker Programs under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner-Peyser Act Employment Service (ES), as amended by title III of WIOA, and for Implementation of the WIOA Final Rules
- TEGL 21-16: Third Workforce Innovation and Opportunity Act (WIOA) Title I Youth Formula Program Guidance
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- Workforce Innovation and Opportunity Act, Public Law (WIOA) Sections 3(59); 106(c)(1)(F); 133(b)(2)(B);133(b)(3);134(c)(3);134(d)(3); 134(d)(4); 134(c)(1)(A)(ii);134(c)(1)(A)(iii)

History

Date	Action	Description
5/30/2024	Issuance	Initial Release approved by the CSHP Board of Directors for Hillsborough County only, until the board can approve a policy that covers Hillsborough and Pinellas Counties. This policy replaces the following: • 020-C01000-Supportive Services (Issued 2/18/2021) • 020-C0102-Needs-Related Payments (Issued 2/18/2021) • 020-C0103-WIOA Youth Incentive Payments (Issued 2/18/2021)
TBD	Revision 1	Approval by the CSHP Board of Directors

Attachments

- Procedure Documents
  - Supportive Services Procedure (TBD)
  - Needs-Related Payments Procedure (TBD)
  - Other Procedures (TBD)

Other Resources

- N/A

DRAFT

Policy No.:	**P-02-V2**
Policy Title:	**Targeted Occupations List (TOL) and Regional Targeted Occupations List (RTOL)**

Issue Date:	1/22/2020
Revision Date(s):	Upon approval by the CSHP Board of Directors
Program Area:	WIOA; WTP
Subject:	Targeted Occupations List
Purpose:	This policy establishes guidelines for the development of CareerSource Hillsborough Pinellas's (CSHP) annual Targeted Occupations List (TOL) and Regional Targeted Occupations List (RTOL).
Distribution:	CSHP Staff
Contact:	Vice President of Program Services, Vice President of MIS and Data Services, or their designee

Purpose

This policy establishes guidelines for the development of CareerSource Hillsborough Pinellas' (CSHP) annual Targeted Occupations List (TOL) and Regional Targeted Occupations List (RTOL).

Background

On November 7, 2013, the CareerSource Florida (CSF) Board of Directors approved a local TOL process and transferred the identification and selection of occupations relevant to local areas. This process was adopted to promote greater strategic business and industry involvement in resource allocation, target training funds for workers needing improved employment and earning opportunities, and to better and more expeditiously serve employers in industry sectors lacking skilled workers. The Florida Department of Commerce (FloridaCommerce), Bureau of Workforce Statistics and Economic Research annually publishes Florida's statewide demand occupations list and local area demand occupations lists of high growth/high wage occupations. Each local workforce development board is responsible to analyze their lists, along with other resources, and develop their annual RTOL.

Policy

The TOL is required to develop strategies to target high-growth and emerging occupations that are critical to our local economy. With occupations identified and listed for Hillsborough and Pinellas County, CSHP can direct training resources for occupations in demand to assist job seekers, as well as local workers seeking better employment and higher-earning opportunities.

As outlined in CSF Administrative Policy 82, CSHP is required to develop its own local TOL, in consultation with local business and industry representatives, using the Bureau of Workforce Statistics and Economic Research generated Demand Occupations Lists, as well as including additional occupations to their lists that are based on local demand and that provide career entry and pathways for Welfare Transition, Apprenticeship, and other targeted populations. The Statewide Demand Occupations list identifies the labor market needs of Florida's business

community and encourages job training based on those needs, with emphasis on jobs that are both in high demand and high skill/high wage and is used as a baseline for establishing the local TOL, which is referred to as the RTOL.

To develop its own RTOL, CSHP may utilize the following, but not limited to:

- Use the statewide and regional Demand Occupations Lists published by FloridaCommerce, Bureau of Workforce Statistics and Economic Research as a starting point,
- Solicit the input of business and industry representatives in their area regarding the need to add occupations to or remove occupations from these lists,
- Use additional labor market resources available to assist with developing local RTOL,
- Add additional occupations to their lists beyond what is on FloridaCommerce Bureau of Workforce Statistics and Economic Research list, as needed, based on local demand.
- Consult with CSHP Board members to gauge their input on demand occupational areas and identify new and emerging occupations for inclusion.

CSHP develops and uses their RTOL to identify occupations for which eligible adults and dislocated workers may receive training assistance under the Workforce Innovation and Opportunity Act (WIOA). WIOA funded training includes occupational skills training through individual training accounts (ITAs), and Work Based Learning training such as On-the-Job (OJT) training and Paid Work Experience (PWE). This process and revised Local Area Targeted Occupations Lists do not require approval by CSF.

Additional Requirements:

1. Local policies must provide priority for training that is linked to job openings for businesses in Florida's targeted and infrastructure industries and local economic development priorities.
2. All training is limited to two years in duration and must lead to the attainment of an industry-recognized certificate or certification, an associate degree or a bachelor's degree. The two-year duration is not required to be consecutive.
3. LWDBs must make available to the public information regarding the process implemented in producing the TOL. LWDBs shall publish their updated TOLs on their websites and submit to FloridaCommerce a link to their updated TOLs by June 30th of each year.
4. LWDBs must update their TOL when occupations are added or deleted, or when there is a change in demand for occupations.

DRAFT

References

- CareerSource Florida Administrative Policy 82: Local Targeted Occupations List Requirements
- CareerSource Florida Strategic Policy 2013.11.07.A.1: Local Area Targeted Occupations List Process Policy
- Florida Department of Economic Opportunity (now FloridaCommerce) Division of Workforce Services One Stop and Program Support Final Guidance FG OSPS-82: Regional Targeted Occupations List Process
- Florida Statutes, Chapter 445: Workforce Services
- Florida Statutes, Section 1003.492 (2)(b)
- WIOA Public Law 113-128 Sections 3(23)(B) and 134(c)(3)(G)(iii)

History

Date	Action	Description
1/22/2020	Issuance	Approved by the CSTB Board of Directors
5/30/2024	Revision 1	Approved by the CSHP Board of Directors for Hillsborough County only, until the board can approve a policy that covers Hillsborough and Pinellas Counties.
TBD	Revision 2	Approved by the CSHP Board of Directors

Attachments

- N/A

Other Resources

- National Center for Education Statistics (NCES) - Classification of Instructional Programs

DRAFT

Policy No.:	**P-03-V3**
Policy Title:	**Limited English Proficient Services**

Issue Date:	8/19/2021
Revision Date(s):	Upon approval by the CSHP Board of Directors
Program Area:	One-Stop Center
Subject:	Limited English Proficient Services
Purpose:	This policy provides guidance to the CareerSource Hillsborough Pinellas (CSHP) staff, partners, and contractors regarding the obligation to provide language assistance to Limited English Proficient (LEP) persons.
Distribution:	CSHP Staff, FloridaCommerce Staff, Contractors, and Partner Organizations
Contact:	CEO, Vice President of Program Services, and/or their designee

Purpose

This policy provides guidance to the CareerSource Hillsborough Pinellas (CSHP) staff, partners, and contractors regarding the obligation to provide language assistance to Limited English Proficient (LEP) persons.

Background

An LEP person is a person who, due to national origin, has no ability or limited ability to read, write, speak, or understand English to the extent that he or she cannot have meaningful access to a provider's services and might be entitled to language assistance with respect to a particular type of benefit, service, or encounter. Examples of populations likely to include LEP individuals who are served by LWDB includes, but are not limited to:

- Unemployed, underemployed WIOA Adults, Dislocated Workers, Welfare Transition and Supplemental Nutritional Program individuals seeking reemployment assistance (RA) benefits, job search assistance, job training services, or job placement services.
- Youth seeking summer employment, career counseling, or job readiness assessment assistance.
- Migrant and seasonal farm workers seeking placement or information regarding protections afforded to them.

CSHP has a responsibility to assure nondiscrimination in service delivery to persons who are Limited English Proficient.

Policy

CSHP will take responsible steps to ensure that individuals with LEP have meaningful access and equal opportunity to participate in CSHP services, activities, programs, and other benefits. The policy of CSHP is to ensure meaningful communication with LEP customers involving their participation in CSHP services. The policy also provides for communication of information

contained in vital documents, including but not limited to, program applications, consent forms, complaint/grievance forms, rights, and responsibilities.

All interpretations, translators and other aids needs shall be provided without cost to the customer being serviced, and their families will be informed of the availability of such assistance. Language assistance will be provided through the use of competent LWDB 28 bilingual staff, hand-held translators, Google Translator, contracts, or formal arrangements with local organizations providing interpretations or translation services, or technology and telephonic interpretation services. If a specific dialect is presented with a need for translating services that cannot be addressed by the hand-held translators or bilingual staff, then a purchase order will need to be submitted to the Finance department to procure the service.

Key websites that allow for translation of language, but are not limited to, include the following:

- CareerSource Hillsborough Pinellas: www.careersourcehp.com
- Employ Florida: www.employflorida.com
- Google Translate: https://translate.google.com

In addition, each CSHP center displays an Interpretative Services flyer that notifies the customer to ask for assistance when in need of interpretative services, which contains 22 unique languages. The flyer can be located here: interpretive-services.pdf (floridajobs.org).

Identifying LEP Persons and Their Language

The Florida Department of Commerce (FloridaCommerce) conducts a statewide review of language needs on a routine basis. Currently, FloridaCommerce identified the two language needs for Florida as Spanish and Creole. CSHP's One-Stop Operator will regularly review the language access needs of our jobseeker population and monitor the implementation of the LEP policy, as needed.

CSHP will promptly identify the language and communication needs of the LEP person. If necessary, staff will use a language identification card (or "I speak cards," available online at www.lep.gov).

CSHP is responsible for:

1. Maintaining an accurate and current list showing the name, language, phone number and hours of availability of bilingual staff.
2. Contacting the appropriate bilingual staff member to interpret if available, in the event that an interpreter is needed.

Some LEP persons may prefer or request to use a family member or friend as an interpreter. However, family members or friends of the LEP person will not be used as interpreters unless specifically requested by that individual and after the LEP person has understood that an offer of an interpreter at no charge to the person has been made by staff. Such an offer and the response will be documented in the person's file in Employ Florida and/or OSST. If the LEP person chooses to use a family member or friend as an interpreter, issues of competency of interpretation, confidentiality, privacy, and conflict of interest will be considered. If the family member or friend is not competent or appropriate for any of these reasons, competent interpreter services, including the use of bilingual staff, will be provided to the LEP person.

CSHP will not use children or other customers to interpret information, to ensure confidentiality of information and accurate communication.

Providing Written Translations

1. When translation of vital documents is needed, each department in CSHP will submit documents for translation into frequently encountered languages. Original documents being submitted for translation will be in final, approved form with updated and accurate information.
2. CSHP will provide translation of other CSHP marketing materials in coordination with the Marketing Department, if needed.

Providing Notice to LEP Persons

CSHP will inform LEP persons of the availability of language assistance, free of charge, by providing written notice in languages ELP persons will understand. At a minimum, notices, and signs (Equal Opportunity is the Law, Grievance Form) will be posted and provided in intake areas and other points of entry, including the resource room and front desk.

Monitoring Language Needs and Implementation

On an ongoing basis, CSHP will assess changes in demographics, types of services or other needs that may require reevaluation of LEP services. In addition, CSHP may provide a pay increase for identified bilingual staff members.

References

- AWI Final Guidance: Language Assistance to Limited English Proficient (LEP) Persons
- Executive Order 13166: Improving Access to Services for Persons with Limited English Proficiency
- Limited English Proficiency.gov
- Resources for Assisting Individuals with Limited English Proficiency
- Title VI Civil Rights Act of 1964

History

Date	Action	Description
8/19/2021	Issuance	Approved by the CSHP Board of Directors.
5/30/2024	Revision 1	Approved by the CSHP Board of Directors for Hillsborough County only, until the board can approve a policy that covers Hillsborough and Pinellas Counties.
TBD	Revision 2	Approved by the CSHP Board of Directors

Attachments

- N/A

Other Resources

- N/A

Action Item
Related Party Contract and Programs

Background:

Related Party

Local Workforce Development Boards (LWDBs) are required to comply with all requirements of Section 445.007, Florida Statutes, prior to contracting with a board member, with an organization represented by its own board member, or with any entity where a board member has any relationship with the contracting vendor. This section mandates all LWDBs, entering a contract, including contract renewal or extension, with an organization or individual represented on the Board, must meet the following requirements:

a) Approve the contract by a two-thirds (2/3rd) vote of the Board, when a quorum has been established.
b) Board members who could benefit financially from the transaction or who have any relationship with the contracting vendor must disclose any such conflicts prior to the board vote on the contract.
c) Board members who could benefit financially from the transaction or board members who have any relationship with the contracting vendor must abstain from voting on the contracts; and
d) Prior to entering such contracts, contracts $10,000 or higher require Florida Department of Commerce and CareerSource Florida approval. Contracts less than $10,000 do not require approval but notification.

"When an issue presents a conflict of interest to a Board or Committee member, said member shall verbally disclose the conflict of interest, abstain from voting, leave the room during discussion, and vote on said issue, and submit a Voting Abstention form to the Administrative Services Coordinator. Reference to the member leaving the room and submission of the Voting Abstention form shall be included in meeting minutes." [By-Laws, Section 10.3 – Conflict of Interest].

Contract may not be executed prior to Board and, where applicable, Florida Commerce and CareerSource Florida approvals.

Training Provider

The Workforce Innovation and Opportunity Act (WIOA) of 2014 provides training services using Individual Training Accounts (ITAs). ITAs can be used to access training from eligible *Training Providers* who have been approved by the Board to provide training for occupations on the Board's targeted occupations list that are in demand or emerging on the local economy, experienced growth, and provide opportunities for high-skill, high-wage jobs.

WIOA training services must be provided in a manner that maximizes informed consumer choice in selecting an eligible provider. Customers who are interested in training services are made aware of the full array of training services by CareerSource Hillsborough Pinellas (CSHP). and invited to review and research training providers and programs outlined on the CSHP's approved training provider list. Training provider and program selections must fall on CSHP's ETPL to be considered for enrollment through the WIOA program

Information:

The related party training providers Evara Health Institute's request for the addition of new programs to CSHP's approved training programs for the period 3/20/2025 to 6/30/2026.

Evara Health Institute

Organization Name	Board Member	Amount Not to Exceed
Evara Health Institute	Dr. Rebecca Sarlo	$120,000

Addition of (2) New Training Program:

Program	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion Rate	Average Wage at Placement
Dental Assistant with Expanded Functions	Included	$7,500.00	Included	$7,500.00	36 weeks	N/A - New Program	N/A - New Program
Pharmacy Technician	Included	$7,500.00	Included	$7,500.00	33 weeks	N/A - New Program	N/A - New Program

Additional Financial Assistance Offered: Institute financial assistance services are provided to students to assist them with accessing and managing funding received from outside entities such as private scholarships and grants, Workforce Innovation and Opportunity Act (WIOA) funding, and employer partner tuition reimbursement. The Institute works collaboratively with students' employers and community partners that offer financial support for training (e.g., tuition reimbursement, scholarships) to facilitate student access to these resources.

No performance data is available. *The program is newly introduced at the institution and the institution was approved as a provider this Program Year.*

New Training Programs Occupation & Wage Info:

Employment and wage statistics associated with the training programs outlined above.

Evara Health Institute												
EF Related & Selected Occupations per Training Provider				2023 Occupational Employment & Wage Statistics (OEWS)								
	SOC Code	Occupation Title	Local TOL	2023 Employment	Mean	Median	Entry*	Exp**	P10	P25	P75	P90
Dental Assistant w-Expanded Functions	319091	Dental Assistants	Yes	3,390	23.35	22.48	20.83	24.61	20.33	22.06	23.04	29.07
Pharmacy Technician	292052	Pharmacy Technicians	Yes	5,610	20.88	18.15	16.41	23.12	15.54	17.4	21.99	25.01

Required Related Party Forms:

- Form 8B Memorandum of Voting Conflict for County, Municipal, and Other Local Public Officers.
  - Voter abstention prior and prior to vote publicly stating nature of the conflicted.
  - Form signed by board member with conflict prior to vote.
- Exhibit C: Contract Information Form
  - Provides information on the related party contract where the conflict exists.
- Exhibit D: Disclosure and Certification of Conflict of Interest in a Contract
  - Disclosed and certified by board member with conflict in a contract.
  - Provides a listing of all items provided to Board Chair to certify as accurate and complete.

Recommendation**:** Approval of Evara Health Institute as a Training Provider and the addition of the new training programs for a total not to exceed of $120,000 for the period 3/20/2025 to 6/30/2026.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Sarlo - Rebecca		CareerSource Hillsborough Pinellas Workforce Board
MAILING ADDRESS 4350 W. Cypress Steet Suite 850	Hillsborough	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ❑ CITY ☒ COUNTY ❑ OTHER LOCAL AGENCY
CITY Tampa, Florida 33607	COUNTY	NAME OF POLITICAL SUBDIVISION: Hillsborough and Pinellas County
DATE ON WHICH VOTE OCCURRED		MY POSITION IS: ❑ ELECTIVE ☒ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Rebecca Sarlo, hereby disclose that on 3/13, 20 25 :

(a) A measure came or will come before my agency which (check one or more)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____ ;

___ inured to the special gain or loss of my relative, _____ ;

x inured to the special gain or loss of Evara Health Institute, by whom I am retained; or

___ inured to the special gain or loss of _____ , which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Related party contract votes for Individual Training Accounts with Evara Health Institute.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

3/6/2025
Date Filed

Rebecca Sarlo, Ph.D.
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

EXHIBIT D
DISCLOSURE AND CERTIFICATION OF
CONFLICT OF INTEREST IN A CONTRACT

I, Rebecca Sarlo, a board member / an employee of the board (circle one) hereby disclose that I, myself / my employer / my business / my organization / OR "Other" (describe)_____ (circle one or more) could benefit financially from the contract described below:

Local Workforce Development Board: CareerSource Hillsborough Pinellas - Region 28
Contractor Name & Address: Evara Health Institute, 14100 58th Street N. Clearwater FL 33760
Contractor Contact Phone Number: 727-824-8181
Description or Nature of Contract: Training programs - ITA
Description of Financial Benefit*: Employee of organization

For purposes of the above contract the following disclosures are made: The contractor's principals**/owners***: (check one)

☑ have no relative who is a member of the board or an employee of the board, OR
☐ have a relative who is a member of the board or an employee of the board, whose name is:

The contractor's principals**/owners*** ☑ is ☐ is not (check one) a member of the board. If applicable, the principal's/owner's name is: Dr. Rebecca Sarlo

Rebecca Sarlo
Signature of Board Member/Employee

Dr. Rebecca Sarlo
Print Name

3/6/2025
Date

* "Benefit financially from a contract" means the special private financial gain to a member, a special private financial gain to any principal which retains the member, the special private financial gain of the parent organization or subsidiary of a corporate principal which retains the member or the special private financial gain to any member's relatives or business associate or to a board employee and such benefit is not remote or speculative.
** "Principal" means an owner or high-level management employee with decision-making authority.
*** "Owner" means a person having any ownership interest in the contractor.

NOTICE: CONFLICTS OF INTEREST REGARDING BOARD MEMBERS AND BOARD EMPLOYEES MUST BE DISCLOSED PRIOR TO THE BOARD'S DISCUSSION OR VOTING TO APPROVE THE CONTRACT. BOARD MEMBERS WHO BENEFIT FINANCIALLY OR BOARD MEMBERS OR EMPLOYEES OF THE BOARD WHO HAVE A RELATIONSHIP WITH THE CONTRACTING VENDOR MUST ABSTAIN FROM VOTING DURING THE PERIOD OF TIME THE VOTES ARE CAST, AND THE CONTRACT MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE BOARD WHEN A QUORUM HAS BEEN ESTABLISHED. COMPLETION OF THIS FORM DOES NOT IN ANY WAY SUPERSEDE OR SUBSTITUTE FOR COMPLIANCE WITH CONFLICT OF INTEREST DISCLOSURE REQUIREMENTS OF SECTION 112.3143, FLORIDA STATUTES, OR SECTION 101(f), WIOA.

EXHIBIT C
CONTRACT INFORMATION FORM

This form is to disclose a conflict or potential conflict and to seek approval of a contract involving a conflict or potential conflict of interest of board members or employees. All requested information is required. Failure to provide complete information may result in disapproval of the contract.

I, _____ , hereby certify the following information regarding a contract that was approved by a two-thirds (2/3) vote of a quorum of CareerSource Hillsborough Pinellas and will be executed and implemented immediately after receiving the State's approval in compliance with section 445.007(11), Florida Statutes.

Identification of all parties to the contract: Evara Health Institute and CareerSource Hillsborough Pinellas
Contractor Name & Address: Evara Health Institute, 14100 58th Street N. Clearwater FL 33760
Contractor Contact Phone Number: 727-824-8181
Contract Number or Other Identifying Information, if any: N/A
Contract Term: 3/20/2025 - 6/30/2026
Value of the Contract with no extensions or renewals exercised: $120,000
Value of the Contract with all extensions and renewals exercised: N/A
Description of goods and/or services to be provided under the Contract: Training programs
Method of procurement for the contracted goods and/or services, if applicable:
The institution is an approved training provider via FloridaCommerce
Name of board member or employee whose conflict of interest required the board's approval of the contract by two-thirds (2/3) vote: Dr. Rebecca Sarlo

The nature of the conflicting interest in the contract: Employee of Organization

The board member or employee with the conflict of interest ☐ did ☐ did not (check one) attend the meeting(s), including subcommittee meetings, at which the board discussed or voted to approve the contract.
If the board member or employee with the conflict of interest attended the meeting(s), including subcommittee meetings, at which the board discussed or voted on the contract, the board member or employee abstained from voting.

I further attest that the following is being provided with this form:
a. A certified board membership roster listing all members on the board at the time of the vote on the approval of the contract with a vote tally indicating attendance or absence at the meeting(s), including subcommittee meetings, and for those in attendance, the affirmative and negative votes and abstentions for each member.
b. Consistent with the procedures outlined in section 112.3143, Florida Statutes, the dated and executed conflict of interest form that was submitted at or before the board meeting(s) in which a vote related to the contract took place, for board member/employee who has any relationship with the contracting vendor.
c. A draft copy of the related party contract and amendments, as applicable.
d. Documentation supporting the method of procurement of the related party contract, for contracts that require competitive selection / procurement process.
e. A copy of the board meeting and committee meeting minutes that document the discussion and approval of the related party contract (including the name of the contractor and the value of the contract). The minutes must clearly reflect the verbal disclosure of the conflict during the meeting.

I certify that the information above is true and correct.

_____ _____
Signature of Board Chairperson / Vice Chairperson* Print Name

_____
Date

* Must be certified and attested to by the board's Chair or Vice Chair.

Action Item
Approval of New Training Providers and New Programs

Background

Effective July 1, 2024, the initial and continued eligibility application process, previously performed at the local level, changed to a statewide application. New training providers and programs must first be approved on the State ETPL before they can be considered locally. Once a provider is approved at the state level, they may request inclusion on the CareerSource Hillsborough Pinellas (CSHP) ETPL.

The Eligible Training Provider List (ETPL) is the official list of training programs and providers eligible for WIOA funds to train eligible program participants. The ETPL and related eligibility procedures ensure the accountability, quality, and labor-market relevance of training programs that receive WIOA funds. Training Providers on the ETPL must be recognized/ licensed by an appropriate public or private governing body. Non-Public Postsecondary institutions must be licensed by the State Board of Independent Colleges and Universities, State Board of Non-Public Career Education, or Commission for Independent Education (CIE).

WIOA utilizes “informed consumer choice” in the selection of a Provider. A WIOA participant who has been determined eligible for training may select a Provider and program from the ETPL after consultation with a applicable CSHP staff. Unless training funds are not available, participants are issued an Individual Training Account (ITA) voucher for training which may pay in whole or in part for the cost of training depending on current funding levels, local policy, and/or ITA dollar limits. Being listed on the ETPL does not guarantee that students will attend a training providers educational facility or choose their program.

Information

Florida Truckers Institute
6611 US Hwy 19, Suite 120, New Port Richey, FL 34652

Florida Truckers Institute application and its associated training program was approved through the State ETP Portal on August 15, 2024, by the State ETPL Coordinator. Additionally, CSHP staff coordinated with the training provider to secure supplemental documentation, including the school catalog and CIE license, dated 5/17/2024.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Commercial Truck Driving License (CDL-A)	Included	$5,500.00	Not Included	$5,500.00	12 weeks	95% / 80% *	Not Available

Additional Financial Assistance Offered: Florida Trucker's Institute students may qualify for a school sponsored payment plan through a partnering financial lender and/or obtain a training voucher from a Division of Vocational Rehabilitation (Current approved provider in Hernando, Pasco, Pinellas, and Hillsborough).

***Performance Data:** The performance data was provided directly by the training provider. As a newly approved entity in the State ETP Portal as of 08/15/2024, no WIOA programmatic performance data is currently available.

New Training Programs Occupation & Wage Info:
Employment and wage statistics associated with the training programs outlined above.

Florida Truckers Institute												
EF Related & Selected Occupations per Training Provider				2023 Occupational Employment & Wage Statistics (OEWS)								
	SOC Code	Occupation Title	Local TOL	2023 Employment	Mean	Median	Entry*	Exp**	P10	P25	P75	P90
Commercial Truck Driving License (CDL-A)	533032	Heavy and Tractor-Trailer Truck Drivers	Yes	15,170	25.34	23.54	19.36	28.33	18.33	21.69	28.98	34.02

My IT Future Institute – Orlando Campus

1221 Lee Road, Orlando, FL 32810

My IT Future Institute application to include the *Orlando Campus* and the following training programs was approved through the State ETP Portal on August 13, 2024, by the State ETPL Coordinator. CSHP staff obtained additional support from the training provider to include the school catalog and CIE license dated 8/1/2024. The training programs below are offered through distance (online) learning without attending physical classes.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Cyber Security Analyst	Included	$7;500.00	Included	$7;500.00	3 weeks	Not Available	Not Available
Cyber Security IT Professional	Included	$12,995.00	Included	$12,995.00	6 weeks	100%/ 41%	Not Available
Microsoft Office Specialist Master Level (MOS)	Included	$5,000.00	Included	$5,000.00	4 weeks	100%/ 100%	Not Available
Mobile Device and Desktop Support Technician	Included	$9,995.00	Included	$9,995.00	6 weeks	Not Available	Not Available

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Network Security Technician	Included	$7,000.00	Included	$7,000.00	4 weeks	Not Available	Not Available
Preparation for Certified Information Security Systems Professional-CISSP	Included	$3,920.00	Included	$3,920.00	1 week	Not Available	Not Available
Preparation for CompTIA Cloud+ Certification	Included	$2,939.00	Included	$2,939.00	1 week	Not Available	Not Available
Preparation for Information Technology Infrastructure Library ITIL	Included	$2,185.00	Included	$2,185.00	1 week	Not Available	Not Available
Preparatory Program for Back End Web Developer	Included	$8,000.00	Included	$8,000.00	8 weeks	Not Available	Not Available
Preparatory Program for Cisco Certified Network Associate (CCNA)	Included	$5,990.00	Included	$5,990.00	2 weeks	Not Available	Not Available
Preparatory Program for Front End Developer	Included	$8,000.00	Included	$8,000.00	8 weeks	Not Available	Not Available
Preparatory Program for Microsoft Certified Azure Administrator Associate	Included	$2,975.00	Included	$2,975.00	1 week	Not Available	Not Available
Preparatory Program for Project Management Professional (PMP)	Included	$5,387.00	Included	$5,387.00	4 weeks	100%/ 55%	Not Available
Cyber Security Forensic & Intrusion Analyst	Included	$10,995.00	Included	$10,995.00	4 weeks	100%	Not Available

Additional Financial Assistance Offered: My IT Future offers financial services for those who qualify through Wurthy, Climb Credit and Affirm where students may apply with any of these companies for a student loan.

R28 Training Provider Performance Report, Reporting Period: 7/1/2023-6/30/2024

Provider Name	Available Programs	Served Programs	Served	Total Completed	Total Unsuccessfully Completed	Total Successfully Completed	Completion %	Total Employed	Total Employed Training Related	Employed Not Training Related	Placement %	Average Wage
My IT Future Institute	19	30	148	138	6	132	95.7%	96	41	101	69.6%	$25.73

Provider Name	Program Name	Served	Total Completed	Total Unsuccessfully Completed	Total Successfully Completed	Completion %	Total Employed	Total Employed Training Related	Employed Not Training Related	Placement %	Average Wage
My IT Future Institute	Back End Web Developer	1	1	0	1	100.0%	0	0	1	0.0%	
My IT Future Institute	COMP TIA A+	7	7	0	7	100.0%	5	1	6	71.4%	$20.12
My IT Future Institute	CompTIA Network+	12	12	0	12	100.0%	9	3	9	75.0%	$24.15
My IT Future Institute	CompTIA Security+	12	12	0	12	100.0%	10	2	10	83.3%	$20.73
My IT Future Institute	Cybersecurity IT Professional	4	4	0	4	100.0%	3	1	3	75.0%	$22.18
My IT Future Institute	Microsoft Certified Azure Administrato	7	6	0	6	100.0%	3	1	5	50.0%	$22.67
My IT Future Institute	Microsoft Office Specialist MOS	2	2	0	2	100.0%	2	0	2	100.0%	$20.00
My IT Future Institute	Microsoft Power BI Data analyst	2	2	0	2	100.0%	1	1	2	50.0%	$32.59
My IT Future Institute	Preparation for Certified Ethical Hacke	1	1	0	1	100.0%	1	0	1	100.0%	$60.00
My IT Future Institute	Preparation for Certified Information S	5	5	0	5	100.0%	2	2	3	40.0%	$24.18
My IT Future Institute	Preparation for CompTIA A+	9	9	0	9	100.0%	8	3	6	88.9%	$18.12
My IT Future Institute	Preparation for CompTIA Cloud+ Certi	6	6	0	6	100.0%	4	2	4	66.7%	$24.21
My IT Future Institute	Preparation for CompTIA Cybersecurit	3	3	1	2	66.7%	2	0	3	66.7%	$36.00
My IT Future Institute	Preparation for CompTIA Network+	6	6	0	6	100.0%	5	0	6	83.3%	$18.09
My IT Future Institute	Preparation for CompTIA Security+	4	4	0	4	100.0%	3	2	2	75.0%	$20.16
My IT Future Institute	Preparation for Information Technolo	6	6	0	6	100.0%	3	3	3	50.0%	$27.50
My IT Future Institute	Preparation For Project Management	11	11	0	11	100.0%	4	4	8	36.4%	$37.68
My IT Future Institute	Project Manager Professional PMP	11	11	2	9	81.8%	8	4	7	72.7%	$20.41
My IT Future Institute	Computer Support Specialist	2	2	0	2	100.0%	1	0	2	50.0%	$12.00
My IT Future Institute	Front End Web Developer	2	2	0	2	100.0%	2	1	1	100.0%	$27.53
My IT Future Institute	Information Technology Infrastructure	4	4	0	4	100.0%	4	3	1	100.0%	$52.00
My IT Future Institute	Internet & Graphics Specialist-Cd4	3	3	1	2	66.7%	1	0	3	33.3%	$17.04
My IT Future Institute	ITIL 4 Foundation - IT Security Manage	1	1	0	1	100.0%	0	1	1	0.0%	$45.67
My IT Future Institute	ITIL 4 Specialist Drive Stakeholder Valu	1	1	0	1	100.0%	1	1	0	100.0%	$60.00
My IT Future Institute	Management Analyst	1	1	0	1	100.0%	1	0	1	100.0%	$28.84
My IT Future Institute	MB-300T00 Microsoft Dynamics 365: C	1	1	0	1	100.0%	1	1	0	100.0%	$57.70
My IT Future Institute	Preparation for Cyber Security IT Profe	6	6	1	5	83.3%	4	2	5	66.7%	$25.40
My IT Future Institute	Program for Microsoft Certified Azure	3	3	1	2	66.7%	2	1	2	66.7%	$16.00
My IT Future Institute	Scrum Agile Master	2	2	0	2	100.0%	2	1	1	100.0%	$39.75
My IT Future Institute	Scrum Master Certified (SMC)	4	4	0	4	100.0%	4	1	3	100.0%	$18.38
My IT Future Institute Total		**139**	**138**	**6**	**132**	**95.7%**	**96**	**41**	**101**	**69.6%**	**$25.73**

New Training Programs Occupation & Wage Info:
Employment and wage statistics associated with the training programs outlined above.

My IT Future - Orlando Campus												
EF Related & Selected Occupations per Training Provider				2023 Occupational Employment & Wage Statistics (OEWS)								
	SOC Code	Occupation Title	Local TOL	2023 Employment	Mean	Median	Entry*	Exp**	P10	P25	P75	P90
Cyber Security Analyst	113021	Computer and Information Systems Managers	Yes	4,800	78.82	77.29	50.73	92.86	47.03	58.43	87.84	109.14
	151212	Information Security	Yes	3,160	55.97	50.23	37.78	65.07	35.6	44.41	68.98	79.13
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
Cyber Security IT Professional	113021	Computer and Information Systems Managers	Yes	4,800	78.82	77.29	50.73	92.86	47.03	58.43	87.84	109.14
	151212	Information Security	Yes	3,160	55.97	50.23	37.78	65.07	35.6	44.41	68.98	79.13
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
Microsoft Office Specialist Master Level	439061	Office Clerks, General	Yes	28,220	20.82	19.32	14.88	23.79	14.08	16.53	23.57	28.85
Mobile Device and Desktop Support Technician	151211	Computer Systems	Yes	6,480	53.74	49.01	32.78	64.21	29.24	38.56	63.67	80.6
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
Network Security Technician	151212	Information Security	Yes	3,160	55.97	50.23	37.78	65.07	35.6	44.41	68.98	79.13
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
Preparation for Certified Information Security Systems Professional-CISSP	151212	Information Security	Yes	3,160	55.97	50.23	37.78	65.07	35.6	44.41	68.98	79.13
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
	151241	Computer Network	Yes	1,260	60.06	62.03	38.66	70.76	34.95	45.75	72.12	82.89
Preparation for CompTIA Cloud+ Certification	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
Preparation for Information Technology Infrastructure Library ITIL	113021	Computer and Information Systems Managers	Yes	4,800	78.82	77.29	50.73	92.86	47.03	58.43	87.84	109.14
	151212	Information Security	Yes	3,160	55.97	50.23	37.78	65.07	35.6	44.41	68.98	79.13
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
Preparatory Program for Back End Web Developer	151254	Web Developers	Yes	790	49.6	45.78	24.68	62.06	18.5	31.69	62.34	101.34
Preparatory Program for Microsoft Certified Azure Administrator Associate	113021	Computer and Information Systems Managers	Yes	4,800	78.82	77.29	50.73	92.86	47.03	58.43	87.84	109.14
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
Preparatory Program for Project Management Professional (PMP)	113021	Computer and Information Systems Managers	Yes	4,800	78.82	77.29	50.73	92.86	47.03	58.43	87.84	109.14
	131082	Project Management Specialists	Yes	9,930	47.06	44.39	29.12	56.02	26.28	33.61	57.75	70.58
Cyber Security Forensic & Intrusion Analyst	113021	Computer and Information Systems Managers	Yes	4,800	78.82	77.29	50.73	92.86	47.03	58.43	87.84	109.14
	151212	Information Security	Yes	3,160	55.97	50.23	37.78	65.07	35.6	44.41	68.98	79.13
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
	151244	Network and Computer Systems Administrators	Yes	3,610	48.15	46.08	31.99	56.23	29.51	36.97	58.93	72.45

National Louis University

6550 W. Hillsborough Avenue, Suite 100, Tampa, FL 33634

National Louis University's application and its associated training program was approved through the State ETP Portal on February 17, 2025, by the State ETPL Coordinator. Additionally, CSHP staff coordinated with the training provider to secure supplemental documentation, including the school catalog and CIE license, dated 10/1/2024.

Program – Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion/ Employment Rate	Average Wage at Placement
Medical Assistant Certification	Included	$7,200.00	Not Included	$7,200.00	30 weeks	New Program – Starts April 2025	New Program – Starts April 2025

Additional Financial Assistance Offered: National Louis University is offering a $1000 scholarship to all students for the inaugural year. Students may also apply for financial aid and additional scholarships or workforce funds towards tuition.

No performance data is available. *The program is newly introduced at the institution and the institution was recently added to the State ETP Portal.*

New Training Programs Occupation & Wage Info:

Employment and wage statistics associated with the training programs outlined above.

National Louis University												
EF Related & Selected Occupations per Training Provider				2023 Occupational Employment & Wage Statistics (OEWS)								
	SOC Code	Occupation Title	Local TOL	2023 Employment	Mean	Median	Entry*	Exp**	P10	P25	P75	P90
Medical Assistant Certification	319092	Medical Assistants	Yes	8,870	19.33	18.53	16.69	20.64	17.00	17.40	21.12	22.64

Recommendation

Approval of Florida Truckers Institute, My IT Future – Orlando Campus, and National Louis University's new training provider application to include their respective training programs

Action Item
Approval of New Training Programs

Background

Effective July 1, 2024, the initial and continued eligibility application process, previously performed at the local level, changed to a statewide application. New training providers and programs must first be approved on the State ETPL before they can be considered locally. Once a provider is approved at the state level, they may request inclusion on the CareerSource Hillsborough Pinellas (CSHP) ETPL.

The Eligible Training Provider List (ETPL) is the official list of training programs and providers eligible for WIOA funds to train eligible program participants. The ETPL and related eligibility procedures ensure the accountability, quality, and labor-market relevance of training programs that receive WIOA funds. Training Providers on the ETPL must be recognized/ licensed by an appropriate public or private governing body. Non-Public Postsecondary institutions must be licensed by the State Board of Independent Colleges and Universities, State Board of Non-Public Career Education, or Commission for Independent Education (CIE).

WIOA utilizes “informed consumer choice” in the selection of a Provider. A WIOA participant who has been determined eligible for training may select a Provider and program from the ETPL after consultation with an applicable CSHP staff. Unless training funds are not available, participants are issued an Individual Training Account (ITA) voucher for training which may pay in whole or in part for the cost of training depending on current funding levels, local policy, and/or ITA dollar limits. Being listed on the ETPL does not guarantee that students will attend a training providers educational facility or choose their program.

Information

Access Computer Training
1537 Dale Mabry Hwy #101, Lutz, FL 33548

The application for Access Computer Training’s new training programs was approved through the State ETP Portal on November 1st, 2024, by the State ETPL Coordinator. Additionally, CSHP staff coordinated with the training provider to secure supplemental documentation, including the school catalog and CIE Program Approval Letter to include the new programs listed below.

Program	Books & Supplies	Tuition	Fees	Total Cost	Duration of Training	Completion Rate	Average Wage at Placement
Cloud (IT) Networking & Security Professional	$400.00	$11,500.00	$250.00	$12,150.00	15 weeks	N/A - New Program	N/A - New Program
Comp TIA Pentest+	$400.00	$3,500.00	$250.00	$4,150.00	4 weeks	N/A - New Program	N/A - New Program
CompTIA Cloud+	$400.00	$3,500.00	$250.00	$4,150.00	3 weeks	N/A - New Program	N/A - New Program
CompTIA CySA+	$400.00	$3,500.00	$250.00	$4,150.00	4 weeks	N/A - New Program	N/A - New Program
Cyber Defense & Incident Response Professional	$400.00	$10,000.00	$250.00	$10,650.00	9 weeks	N/A - New Program	N/A - New Program
Office Administration	$400.00	$10,000.00	$250.00	$10,650.00	15 weeks	N/A - New Program	N/A - New Program

Additional Financial Assistance Offered: Access Computer Training is a private institution and does not accept financial aid but will help students with applications for training grants through local workforce and VR, student loans through Meritize Financial, payment plans through MiaShare, GIBill® and other education benefits through various government agencies.

***R28 Training Provider Performance Report, Reporting Period:* 7/1/2023-6/30/2024**

Provider Name	Available Programs	Served Programs	Served	Total Completed	Total Unsuccessfully Completed	Total Successfully Completed	Completion %	Total Employed	Total Employed Training Related	Employed Not Training Related	Placement %	Average Wage
Access Computer Training	10	10	36	32	6	26	81.3%	22	6	26	68.8%	$17.84

Provider Name	Program Name	Served	Total Completed	Total Unsuccessfully Completed	Total Successfully Completed	Completion %	Total Employed	Total Employed Training Related	Employed Not Training Related	Placement %	Average Wage
Access Computer Training	A+ Certification Prep (A+CERT)	8	8	1	7	87.5%	5	1	7	62.5%	$17.00
Access Computer Training	Business Application (BAPP)	7	7	3	4	57.1%	4	0	7	57.1%	$15.44
Access Computer Training	Introduction to Bookkeeping	2	2	0	2	100.0%	2	2	0	100.0%	$19.75
Access Computer Training	Network+ Certification Prep (NET+CER	4	4	0	4	100.0%	3	1	3	75.0%	$19.60
Access Computer Training	Security+ Certification Prep	3	3	1	2	66.7%	3	0	3	100.0%	$17.00
Access Computer Training	Microsoft Excel (EXCELALL)	1	1	0	1	100.0%	1	0	1	100.0%	$17.00
Access Computer Training	Business Applications (BAPP)	4	4	0	4	100.0%	3	1	3	75.0%	$19.17
Access Computer Training	CompTIA	1	1	1	0	0.0%	0	0	1	0.0%	
Access Computer Training	MS Cloud Applications (CLOUD)	1	1	0	1	100.0%	0	0	1	0.0%	
Access Computer Training	Security+ Certification Prep (SEC+Cert)	1	1	0	1	100.0%	1	1	0	100.0%	$22.00
Access Computer Training Total		**32**	**32**	**6**	**26**	**81.3%**	**22**	**6**	**26**	**68.8%**	**$17.84**

New Training Programs Occupation & Wage Info:
Employment and wage statistics associated with the training programs outlined above.

Access Computer Training												
EF Related & Selected Occupations per Training Provider				2023 Occupational Employment & Wage Statistics (OEWS)								
	SOC Code	Occupation Title	Local TOL	2023 Employment	Mean	Median	Entry*	Exp**	P10	P25	P75	P90
Program: Cloud (IT) Networking & Security Professional	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
	151241	Computer Network Architects	Yes	1,260	60.06	62.03	38.66	70.76	34.95	45.75	72.12	82.89
	151252	Software Developers	Yes	15,840	56.25	57.56	34.73	67.02	28.95	40.47	66.51	79.97
Program: Comp TIA Pentest+	113021	Computer and Information Systems Managers	Yes	4,800	78.82	77.29	50.73	92.86	47.03	58.43	87.84	109.14
Program: CompTIA Cloud+	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
	151252	Software Developers	Yes	15,840	56.25	57.56	34.73	67.02	28.95	40.47	66.51	79.97
Program: CompTIA CySA+	151211	Computer Systems Analysts	Yes	6,480	53.74	49.01	32.78	64.21	29.24	38.56	63.67	80.6
Program: Cyber Defense & Incident Response Professional	151212	Information Security Analysts	Yes	3,160	55.97	50.23	37.78	65.07	35.6	44.41	68.98	79.13
	151231	Computer Network Support Specialists	Yes	1,560	36.53	35.62	24.25	42.67	22.88	26.86	41.92	53.37
Program: Office Administration	439061	Office Clerks, General	Yes	28,220	20.82	19.32	14.88	23.79	14.08	16.53	23.57	28.85

Recommendation:

Approval of Access Computer Training's application for the specified new training programs on CSHP's ETPL

Information Item
Training Program Outcome Report
Period covering July 2023-August 2024

CareerSource Hillsborough Pinellas provides funding for training services with a focus on successful completion and placement of demand-driven industry certifications and training programs. A performance report was compiled showing individual program performance.

Performance Report Outcome Descriptions:

Metric	Description
Total Completed	The total # of all WIOA customers who exited training in the review period.
Total Unsuccessfully Completing	The total # of all WIOA customers exited training in the review period without successfully completing training.
Exited After Completing Training	The total # of all WIOA customers exited training in the review period after successfully completing training.
Total Employed	The total # of all WIOA customers that exited training in the review period who obtained employment within 6 months after exiting training.
Total Employed Training Related	The total # of all WIOA customers that exited training in the review period who obtained employment that is related to the training within 6 months after exiting training.
Employed Not Training Related	The total # of all WIOA customers that exited training in the review period who obtained employment that is not training related within 6 months after exiting training.
Average Wage	The average wages for all WIOA customers that exited training in the review period with employment after exiting training.
Completion %	Total Successfully Completed Training divided by Total Completed
Placement %	Total Employed divided by Total Completed Training

Training Program Outcome Report (June 2023-August 2024)

CareerSource HILLSBOROUGH PINELLAS

Provider Name	Program Name	Total Completed	Total Unsuccessfully Completed	Total Successfully Completed	Completion %	Total Employed	Total Employed Training Related	Employed Not Training Related	Placement %	Average Wage
Academy for Dental Assistants	Dental Assistant	6	3	3	50.0%	6	4	2	100.0%	$18.30
Access Computer Training	Business Application (BAPP)	13	3	10	76.9%	9	3	6	69.2%	$17.47
Access Computer Training	Introduction to Bookkeeping	2	0	2	100.0%	2	2	0	100.0%	$19.75
Access Computer Training	Security+ Certification Prep	3	1	2	66.7%	3	0	3	100.0%	$17.00
Access Computer Training	CompTIA	1	1	0	0.0%	0	0	0	0.0%	N/A
Access Computer Training	Security+ Certification Prep (SEC+Cert)	1	0	1	100.0%	1	1	0	100.0%	$30.40
Access Computer Training	A+ Certification Prep	8	1	7	87.5%	5	1	4	62.5%	$17.20
Access Computer Training	Network+ Certification Prep	7	0	7	100.0%	4	1	3	57.1%	$21.05
Access Computer Training	MS Cloud Applications	1	0	1	100.0%	0	0	0	0.0%	N/A
Access Computer Training	Microsoft Excel	1	0	1	100.0%	1	0	1	100.0%	$17.00
Aguilas International Technical Institute	Pharmacy Technician	1	0	1	100.0%	0	0	0	0.0%	N/A
Aguilas International Technical Institute	Medical Assistant	1	0	1	100.0%	1	1	0	100.0%	$18.00
Applied Technology Academy	CISCO Certified Network Administrator	1	0	1	100.0%	0	0	0	0.0%	N/A
Applied Technology Academy	CompTIA Security+	1	1	0	0.0%	1	1	0	100.0%	$20.00
Applied Technology Academy	ITIL Foundation	1	1	0	0.0%	1	1	0	100.0%	$43.27
Applied Technology Academy	Project Management and Six Sigma Professional	2	0	2	100.0%	2	1	1	100.0%	$36.50
Applied Technology Academy	Secure Infrastructure Specialist	1	0	1	100.0%	0	0	0	0.0%	N/A
Ata Career Education	Pre-Licensure Practical Nursing (Diploma)	1	0	1	100.0%	1	1	0	100.0%	$19.79
Brewster Technical Center	Diesel Systems Technician I	1	0	1	100.0%	1	1	0	100.0%	$18.00
Career Training Institute	Home Health Aide	2	0	2	100.0%	2	1	1	100.0%	$13.50
Center For Technology Training	CISSP - Information Systems Security Professional	2	0	2	100.0%	2	2	0	100.0%	$50.24
Center For Technology Training	Ethical Hacker & Forensics	1	0	1	100.0%	1	0	1	100.0%	$16.00
Center For Technology Training	Microsoft Network Administration and Ethical Hacking	6	1	5	83.3%	2	2	1	33.3%	$24.96
Center For Technology Training	Network Technician (Network+ Prep)	1	0	1	100.0%	1	0	1	100.0%	$13.00
Center For Technology Training	Project Management	9	1	8	88.9%	6	1	5	66.7%	$27.17
Center For Technology Training	Security Professional (Security+)	2	0	2	100.0%	0	0	0	0.0%	N/A
Center For Technology Training	Web Design Professional	1	1	0	0.0%	1	0	1	100.0%	$17.50
Center For Technology Training	Microsoft Database Technologies	3	1	2	66.7%	3	0	3	100.0%	$17.40
Center For Technology Training	Project Management/ Business Application Specialist	2	0	2	100.0%	0	0	0	0.0%	N/A
Center For Technology Training	Security Professional (Security+Prep)	2	0	2	100.0%	2	0	2	100.0%	$20.20
Center For Technology Training	Webmaster Foundation	1	0	1	100.0%	1	0	1	100.0%	$21.00
Center For Technology Training	PC Repair Technician	1	1	0	0.0%	0	0	0	0.0%	N/A
Champion Truck Driving School Inc.	CDL Truck Driving	55	1	54	98.2%	42	33	10	76.4%	$25.19
CodeBoxx Technology School	Full Stack Web Development	10	6	4	40.0%	7	4	4	70.0%	$26.82
Computer Coach Training Center	Cloud Integration Specialist	1	0	1	100.0%	1	0	1	100.0%	$28.50

Computer Coach Training Center	Cyber Security Specialist	29	1	28	96.6%	16	1	15	55.2%	$16.52
Computer Coach Training Center	Data Specialist	3	0	3	100.0%	3	0	3	100.0%	$19.33
Computer Coach Training Center	Digital Marketing Specialist	24	3	21	87.5%	12	3	9	50.0%	$19.49
Computer Coach Training Center	IT Security Professional	2	0	2	100.0%	1	0	1	50.0%	$16.00
Computer Coach Training Center	Project Management Specialist	6	0	6	100.0%	3	1	2	50.0%	$21.43
Computer Coach Training Center	Business Office Specialist	1	0	1	100.0%	1	0	1	100.0%	$16.50
Computer Coach Training Center	Computer Support Technician	10	0	10	100.0%	6	3	3	60.0%	$19.49
Computer Coach Training Center	Front End Web Developer	11	1	10	90.9%	8	1	7	72.7%	$16.80
Concorde Career Institute - Tampa	Phlebotomy	2	0	2	100.0%	1	1	0	50.0%	$19.00
Concorde Career Institute - Tampa	Sterile Processing Technician	3	0	3	100.0%	2	1	1	66.7%	$18.00
Concorde Career Institute-Tampa	Dental Assisting/assistant	1	0	1	100.0%	0	1	0	0.0%	$20.00
DATS of Florida, Inc.	Dental Assistant Expanded Duties	5	1	4	80.0%	5	4	1	100.0%	$18.25
Erwin Technical Center	Practical Nursing	1	1	0	0.0%	1	0	1	100.0%	$20.00
Erwin Technical Center	Cosmetology	1	0	1	100.0%	1	1	0	100.0%	$19.00
Erwin Technical Center	Professional Culinary Arts & Hospitality	1	1	0	0.0%	0	1	0	0.0%	$15.00
Erwin Technical Center	Surgical Technology	1	1	0	0.0%	0	0	0	0.0%	N/A
Erwin Technical Center	Carpentry	1	1	0	0.0%	0	0	0	0.0%	N/A
Erwin Technical Center	Heating Ventilation Air Condition/Refrigerator (HVAC/R)	1	0	1	100.0%	1	0	1	100.0%	$20.10
Finlay Institute of Nursing	Phlebotomy Technician	1	0	1	100.0%	1	1	0	100.0%	$22.00
Florida Technical College - Tampa	Medical Billing and Coding Specialist	1	0	1	100.0%	1	0	1	100.0%	$18.50
Florida Trade Academy	Electrical Level 1 (Preapprenticeship)	4	4	0	0.0%	1	0	1	25.0%	$16.53
Florida Trade Academy	HVACR Level 1 (Preapprenticeship) Program	4	4	0	0.0%	0	0	0	0.0%	N/A
Florida Trade Academy	Plumbing Level 1 (Preapprenticeship) Program	2	2	0	0.0%	1	0	1	50.0%	$12.50
Galen College Of Nursing	Associate Degree in Nursing Program (Two-year)	40	21	19	47.5%	32	29	6	80.0%	$24.21
Galen College Of Nursing	Practical Nursing Program (4-quarter)	4	1	3	75.0%	2	3	1	50.0%	$16.31
Galen College Of Nursing	Associate Degree in Nursing Program (LPN/LVN to ADN Bridge)	2	2	0	0.0%	2	0	2	100.0%	$16.42
Galen College Of Nursing	Baccalaureate Degree in Nursing Program (Prelicensure)	3	3	0	0.0%	3	3	0	100.0%	$22.80
Genuine Healthcare Institute, LLC	Nursing Assistant	1	0	1	100.0%	1	1	0	100.0%	$18.00
Hillsborough Community College	Cloud Professional Certification	1	0	1	100.0%	1	1	0	100.0%	$69.71
Hillsborough Community College	Commercial Vehicle Driving (Heavy and Tractor-Trailer Truck Drivers)	9	1	8	88.9%	4	1	3	44.4%	$21.00
Hillsborough Community College	CompTIA A+ Certification | Job Readiness Skills	3	1	2	66.7%	1	0	1	33.3%	$20.67
Hillsborough Community College	CompTIA Network+	1	0	1	100.0%	0	0	0	0.0%	N/A
Hillsborough Community College	CompTIA Security+	1	0	1	100.0%	1	0	1	100.0%	$20.00
Hillsborough Community College	Cybersecurity	2	0	2	100.0%	1	0	1	50.0%	$25.00
Hillsborough Community College	EKG Technician	1	0	1	100.0%	1	1	0	100.0%	$18.00
Hillsborough Community College	Phlebotomy	1	0	1	100.0%	1	1	0	100.0%	$16.00
Hillsborough Community College	Clinical Medical Assistant	3	1	2	66.7%	3	0	3	100.0%	$14.50

Hillsborough Community College	Internet Services Technology Web Designer/Web Developer	1	0	1	100.0%	0	0	0	0.0%	N/A
Hillsborough Community College	Microsoft Azure Fundamentals Certification	1	0	1	100.0%	1	0	1	100.0%	$18.50
Hillsborough Community College	Security D License 8800	3	0	3	100.0%	2	3	0	66.7%	$18.00
Hillsborough Community College	Microsoft Data Analyst Associate Certification	1	0	1	100.0%	1	1	0	100.0%	$17.00
Hillsborough Community College	Welding Technology	1	0	1	100.0%	1	1	0	100.0%	$19.00
Hillsborough Community College	Security G License	1	0	1	100.0%	1	1	0	100.0%	$20.00
Hillsborough Community College	Business Administration (Entrepreneurship)	1	0	1	100.0%	1	0	1	100.0%	$21.00
Jersey College - Largo campus	Practical Nursing	1	0	1	100.0%	1	1	0	100.0%	$27.00
Jersey College - Largo campus	Professional Nursing	3	3	0	0.0%	3	3	0	100.0%	$18.67
Jersey College - Largo campus	Registered Nurse	2	2	0	0.0%	1	2	0	50.0%	$22.38
Jersey College - Largo campus	Professional Nursing (AS)	3	2	1	33.3%	3	3	0	100.0%	$21.13
Learning Alliance Corporation	Broadband Fiber Digital Installer	1	0	1	100.0%	0	0	0	0.0%	N/A
LT3 Academy (Net Synergy)	Uptown Preapprenticeship for Technology & Innovation	9	0	9	100.0%	4	3	2	44.4%	$22.74
LT3 Academy (Net Synergy)	301 - On-the-Job Training	3	0	3	100.0%	2	0	2	66.7%	$16.00
My IT Future Institute	Back End Web Developer	2	0	2	100.0%	1	0	1	50.0%	$34.80
My IT Future Institute	COMP TIA A+	8	0	8	100.0%	6	1	5	75.0%	$19.54
My IT Future Institute	CompTIA Network+	12	0	12	100.0%	9	3	6	75.0%	$24.15
My IT Future Institute	CompTIA Security+	15	0	15	100.0%	12	4	8	80.0%	$21.94
My IT Future Institute	Cybersecurity IT Professional	6	0	6	100.0%	4	2	2	66.7%	$24.54
My IT Future Institute	Microsoft Certified Azure Administrator Associate	6	0	6	100.0%	3	1	2	50.0%	$22.67
My IT Future Institute	Microsoft Power BI Data analyst	4	0	4	100.0%	1	1	1	25.0%	$32.59
My IT Future Institute	Preparation for CompTIA A+	11	0	11	100.0%	8	4	4	72.7%	$21.36
My IT Future Institute	Preparation for CompTIA Cloud+ Certification	7	0	7	100.0%	5	2	3	71.4%	$23.47
My IT Future Institute	Preparation for CompTIA Network+	9	0	9	100.0%	6	0	6	66.7%	$17.24
My IT Future Institute	Preparation for CompTIA Security+	4	0	4	100.0%	3	2	1	75.0%	$20.16
My IT Future Institute	Preparation for Information Technology Infrastructure Library ITIL	6	0	6	100.0%	3	3	0	50.0%	$28.00
My IT Future Institute	Preparation For Project Management Professional PMP	11	0	11	100.0%	4	4	1	36.4%	$37.97
My IT Future Institute	Project Manager Professional PMP	12	2	10	83.3%	8	4	4	66.7%	$21.38
My IT Future Institute	Computer Support Specialist	2	0	2	100.0%	1	0	1	50.0%	$12.00
My IT Future Institute	Front End Web Developer	2	0	2	100.0%	2	2	0	100.0%	$27.53
My IT Future Institute	ITIL 4 Foundation - IT Security Manager	1	0	1	100.0%	0	1	0	0.0%	$45.67
My IT Future Institute	Management Analyst	1	0	1	100.0%	1	0	1	100.0%	$28.84
My IT Future Institute	Preparation for Cyber Security IT Professional	6	1	5	83.3%	4	2	3	66.7%	$25.40
My IT Future Institute	Program for Microsoft Certified Azure Architect and Security Professional	3	1	2	66.7%	2	1	1	66.7%	$16.00
My IT Future Institute	Scrum Agile Master	2	0	2	100.0%	2	1	1	100.0%	$39.75
My IT Future Institute	Internet & Graphics Specialist	3	1	2	66.7%	1	0	1	33.3%	$17.04
My IT Future Institute	Microsoft Office Specialist	3	0	3	100.0%	2	0	2	66.7%	$20.00

My IT Future Institute	Preparation for Certified Information Security Systems Professional	5	0	5	100.0%	2	3	0	40.0%	$48.55
My IT Future Institute	Preparation for CompTIA Cybersecurity Analyst Certification	4	1	3	75.0%	3	0	3	75.0%	$30.17
My IT Future Institute	Scrum Master Certified	4	0	4	100.0%	4	1	3	100.0%	$18.38
My IT Future Institute	Information Technology Infrastructure Library	4	0	4	100.0%	4	3	1	100.0%	$52.00
My IT Future Institute	Microsoft Dynamics 365: Core Finance and Operations	1	0	1	100.0%	1	1	0	100.0%	$57.70
My IT Future Institute	ITIL 4 Specialist Drive Stakeholder Value	1	0	1	100.0%	1	1	0	100.0%	$60.00
My IT Future Institute	Preparation for Certified Ethical Hacker certification	1	0	1	100.0%	1	0	1	100.0%	$60.00
National Aviation Academy	Aviation Maintenance Technology	10	1	9	90.0%	4	3	1	40.0%	$47.83
National Aviation Academy	Aviation Maintenance Professional	1	0	1	100.0%	1	0	1	100.0%	$17.25
Pinellas Technical College (PTec) - Clearwater	Practical Nursing	6	2	4	66.7%	6	5	1	100.0%	$22.10
Pinellas Technical College (PTec) - Clearwater	Professional Culinary Arts and Hospitality	1	1	0	0.0%	1	1	0	100.0%	$16.50
Pinellas Technical College (PTec) - Clearwater	Web Development	3	1	2	66.7%	3	1	2	100.0%	$17.33
Pinellas Technical College (PTec) - Clearwater	Accounting Operations	2	1	1	50.0%	1	0	1	50.0%	$16.77
Pinellas Technical College (PTec) - Clearwater	Machining	2	0	2	100.0%	1	1	0	50.0%	$15.00
Pinellas Technical Education Center-Clearwater	Automotive Service Technology 1	2	2	0	0.0%	1	0	1	50.0%	$15.69
Pinellas Technical Education Center-Clearwater	Electricity	2	1	1	50.0%	1	1	0	50.0%	$16.50
Pinellas Technical Education Center-Clearwater	Licensed Practical/vocational Nurse	2	0	2	100.0%	2	2	0	100.0%	$19.38
Pinellas Technical Education Center-Clearwater	Electronic Systems Integration & Automation - Limited Voltage Technician	2	0	2	100.0%	1	1	0	50.0%	$15.00
Pinellas Technical Education Center-St Petersburg	Commercial Vehicle Driving	7	1	6	85.7%	4	3	1	57.1%	$23.88
Pinellas Technical Education Center-St Petersburg	Emergency Medical Technician	2	0	2	100.0%	1	1	0	50.0%	$14.00
Pinellas Technical Education Center-St Petersburg	Licensed Practical/vocational Nurse	13	5	8	61.5%	9	9	1	69.2%	$20.73
Pinellas Technical Education Center-St Petersburg	Medical Coder Biller	1	1	0	0.0%	1	0	1	100.0%	$25.00
Pinellas Technical Education Center-St Petersburg	Professional Culinary Arts and Hospitality	1	1	0	0.0%	0	0	0	0.0%	$13.00
Pinellas Technical Education Center-St Petersburg	Television Production Technology	2	1	1	50.0%	1	0	1	50.0%	$18.00
Pinellas Technical Education Center-St Petersburg	Building Trades and Construction Design Technology	1	1	0	0.0%	0	0	0	0.0%	N/A
Pinellas Technical Education Center-St Petersburg	Commercial Class B Driving	7	0	7	100.0%	6	5	1	85.7%	$25.49

Pinellas Technical Education Center-St Petersburg	Network Support Services	1	0	1	100.0%	1	0	1	100.0%	$24.52
Pinellas Technical Education Center-St Petersburg	Plumbing	6	3	3	50.0%	5	1	4	83.3%	$18.60
Pinellas Technical Education Center-St Petersburg	Public Works	5	1	4	80.0%	5	0	5	100.0%	$14.88
Pinellas Technical Education Center-St Petersburg	Heating, Ventilation, Air-Conditioning/Refrigeration (HVAC/R)	1	0	1	100.0%	0	0	0	0.0%	N/A
Rasmussen College - Tampa	Professional Nursing (AS)	6	4	2	33.3%	3	3	1	50.0%	$20.13
Roadmaster Drivers School, Inc.	Commercial Truck Driver Training	11	1	10	90.9%	4	7	0	36.4%	$31.36
Southern Technical College, Tampa	Medical Laboratory Technician	1	0	1	100.0%	1	1	0	100.0%	$42.00
Southern Technical Institute, Pinellas Park	Home Health Aide	4	0	4	100.0%	4	2	2	100.0%	$16.60
Southern Technical Institute, Pinellas Park	Phlebotomy Technician	8	2	6	75.0%	6	3	3	75.0%	$18.22
Southern Technical Institute, Pinellas Park	CNA Prep	12	2	10	83.3%	6	6	2	50.0%	$15.27
St Petersburg College	Certified Clinical Medical Assistant	3	0	3	100.0%	2	1	1	66.7%	$17.87
St Petersburg College	CompTIA Network+	1	1	0	0.0%	0	0	0	0.0%	N/A
St Petersburg College	Computer-Aided Design & Drafting Certificate	1	0	1	100.0%	0	0	0	0.0%	N/A
St Petersburg College	Cybersecurity	3	2	1	33.3%	3	2	1	100.0%	$43.08
St Petersburg College	Electrical Line Worker	5	1	4	80.0%	3	1	2	60.0%	$28.08
St Petersburg College	Registered Nursing/registered Nurse	4	1	3	75.0%	4	4	0	100.0%	$27.15
St Petersburg College	Certified Information Systems Security Professional (CISSP) Online	1	0	1	100.0%	0	0	0	0.0%	N/A
St Petersburg College	Computer Programming Certificate	1	1	0	0.0%	0	0	0	0.0%	N/A
St Petersburg College	Health Services Administration	3	1	2	66.7%	3	1	2	100.0%	$20.20
St Petersburg College	Mechatronics Certificate	1	1	0	0.0%	1	0	1	100.0%	$16.00
St Petersburg College	Prof. Bookkeeping with QuickBooks	1	1	0	0.0%	1	0	1	100.0%	$20.00
St Petersburg College	Programming Specialist	1	0	1	100.0%	0	0	0	0.0%	N/A
St Petersburg College	SQL: Database Development Online	1	0	1	100.0%	1	0	1	100.0%	$18.00
St Petersburg College	Web Developer Certificate Program	1	1	0	0.0%	1	0	1	100.0%	$17.00
St Petersburg College	Health Sciences (AS)	1	1	0	0.0%	0	0	0	0.0%	N/A
St Petersburg College	Instructional Design	1	0	1	100.0%	0	0	0	0.0%	N/A
St Petersburg College	Social and Human Services (AS)	1	0	1	100.0%	0	0	0	0.0%	N/A
St Petersburg College	Web Development (AS)	1	1	0	0.0%	0	0	0	0.0%	N/A
St Petersburg College	CompTIA A+ Combined Certification (Online)	3	0	3	100.0%	3	0	3	100.0%	$15.70
St Petersburg College	Human Services (AS)	1	1	0	0.0%	1	1	0	100.0%	$13.00
St Petersburg College	Business Administration (AS)	1	1	0	0.0%	0	0	0	0.0%	$15.00
St Petersburg College	Paralegal Studies (AS)	1	1	0	0.0%	1	0	1	100.0%	$17.00
St Petersburg College	Crime Scene Technician	1	1	0	0.0%	1	0	1	100.0%	$20.04
St Petersburg College	Quickbooks Pro Fundamentals	1	0	1	100.0%	1	0	1	100.0%	$21.00
St Petersburg College	Google Data Analytics Professional (Online)	1	1	0	0.0%	1	1	0	100.0%	$33.30
St Petersburg College	Dental Hygiene (AS)	1	0	1	100.0%	1	1	0	100.0%	$45.00
St Petersburg College	Public Health (BS)	1	0	1	100.0%	1	0	1	100.0%	$79.38
Suncoast Career Academy	Entry-level Dental Assistant	7	1	6	85.7%	5	7	0	71.4%	$31.65
Suncoast Career Academy	Entry-level Pharmacy Technician	1	0	1	100.0%	1	0	1	100.0%	$12.50

Tampa Bay Aviation	Flight Instructor Training	1	1	0	0.0%	1	0	1	100.0%	$19.00
Tampa Medical College	Associate of Science in Nursing	1	1	0	0.0%	0	0	0	0.0%	N/A
Tampa Truck Driving School	CDL A - Truck Driver Training	16	2	14	87.5%	13	11	3	81.3%	$21.47
Tampa Truck Driving School	Class A CDL Training	4	0	4	100.0%	1	3	0	25.0%	$43.00
Tampa Vocational Institute	Introduction To Green Construction	26	1	25	96.2%	12	1	11	46.2%	$18.60
Ultimate Medical Academy	Medical Assistant	12	3	9	75.0%	6	7	2	50.0%	$17.46
Ultimate Medical Academy	Phlebotomy Technician	30	5	25	83.3%	28	23	5	93.3%	$16.40
Ultimate Medical Academy	Nursing Assistant	2	0	2	100.0%	2	1	1	100.0%	$17.63
Ultimate Medical Academy	Dental Assistant (Expanded Functions)	8	0	8	100.0%	7	6	2	87.5%	$17.35
Ultimate Medical Academy	Patient Care Technician	3	0	3	100.0%	3	2	1	100.0%	$16.33
University Of South Florida-Main Campus	Paralegal Certification	6	4	2	33.3%	4	1	3	66.7%	$17.40
University Of South Florida-Main Campus	Project Management Certificate	6	0	6	100.0%	4	3	2	66.7%	$33.70
University Of South Florida-Main Campus	SHRM Certified Professional or SHRM Senior Certified Professional Certification	5	1	4	80.0%	4	2	2	80.0%	$39.57
University Of South Florida-Main Campus	HR Management	8	4	4	50.0%	6	4	3	75.0%	$29.10
University Of South Florida-Main Campus	Project Management Professional Certification Prep	6	1	5	83.3%	2	1	1	33.3%	$51.68
University Of South Florida-Main Campus	Lean Six Sigma Green Belt	6	0	6	100.0%	5	4	2	83.3%	$38.64
University Of South Florida-Main Campus	Lean Six Sigma Green Belt (Process Improvement)	3	0	3	100.0%	3	1	2	100.0%	$34.50

CareerSource HILLSBOROUGH PINELLAS

Information Item

WIOA Primary Indicators of Performance: PY 2425 Q1

October 1st, 2023 - September 30th, 2024

LWDB 28

Measures	PY2425 Q1 Performance	PY2024-2025 % of Goal Met Q1	PY2425 Performance Goals
Adults:			
Employed 2nd Qtr After Exit	85.7	103.88	**82.5**
Median Wage 2nd Quarter After Exit	$8,520.50	100.34	**$8,492**
Employed 4th Qtr After Exit	87.6	107.35	**81.6**
Credential Attainment Rate	76.2	91.81	**83**
Measurable Skill Gains	79.9	131.20	**60.9**
Dislocated Workers:			
Employed 2nd Qtr After Exit	80.2	96.74	**82.9**
Median Wage 2nd Quarter After Exit	$9,427	84.74	**$11,125**
Employed 4th Qtr After Exit	91.2	113.01	**80.7**
Credential Attainment Rate	71.8	85.99	**83.5**
Measurable Skill Gains	83.4	98.58	**84.6**
Youth:			
Employed 2nd Qtr After Exit	79.9	100.63	**79.4**
Median Wage 2nd Quarter After Exit	$5,288	130.02	**$4,067**
Employed 4th Qtr After Exit	85.5	106.34	**80.4**
Credential Attainment Rate	83.2	132.70	**62.7**
Measurable Skill Gains	57.5	97.46	**59**
Wagner Peyser:			
Employed 2nd Qtr After Exit	68.1	104.13	**65.4**
Median Wage 2nd Quarter After Exit	$7,953.50	112.26	**$7,085**
Employed 4th Qtr After Exit	68.7	111.71	**61.5**

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)

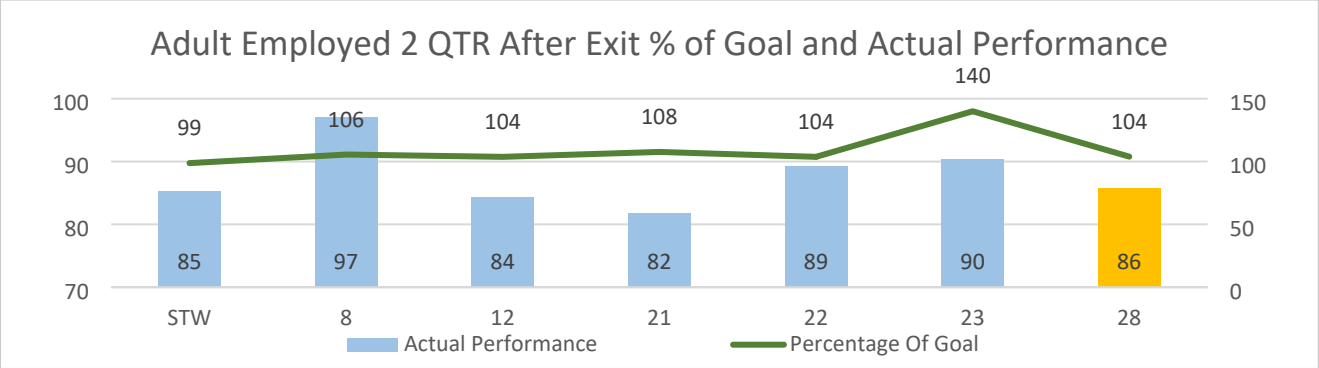
Statewide

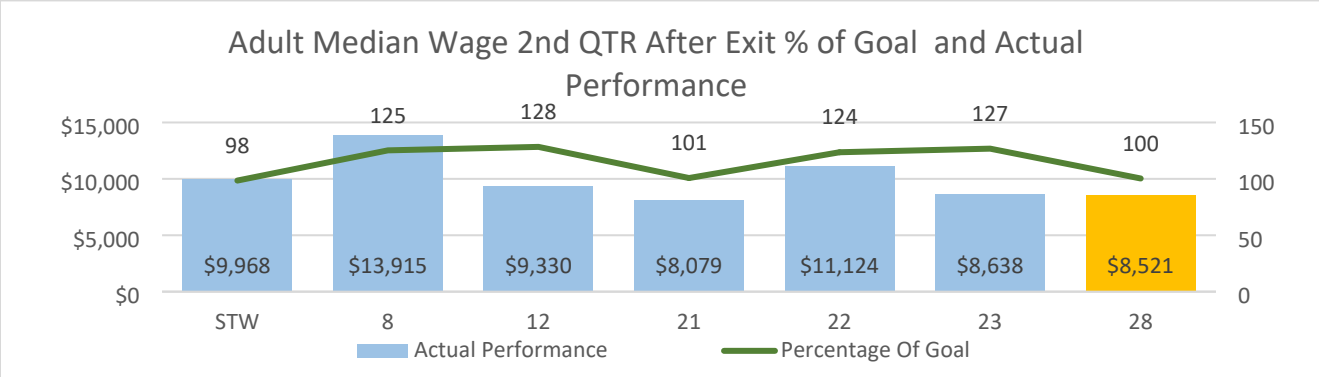
Measures	PY2425 Q1 Performance	PY24-25 % of Goal Met Q1	PY2425 Performance Goals
Adults:			
Employed 2nd Qtr After Exit	85.20	98.73	**86.30**
Median Wage 2nd Quarter After Exit	$9,968	98.49	**$10,120**
Employed 4th Qtr After Exit	86.10	117.14	**73.50**
Credential Attainment Rate	76.50	101.73	**75.20**
Measurable Skill Gains	75.40	99.21	**76.00**
Dislocated Workers:			
Employed 2nd Qtr After Exit	86.80	102.12	**85.00**
Median Wage 2nd Quarter After Exit	$10,514	99.42	**$10,575**
Employed 4th Qtr After Exit	86.40	107.73	**80.20**
Credential Attainment Rate	79.30	95.89	**82.70**
Measurable Skill Gains	78.90	115.01	**68.60**
Youth:			
Employed 2nd Qtr After Exit	80.00	98.28	**81.40**
Median Wage 2nd Quarter After Exit	$4,814	105.62	**$4,558**
Employed 4th Qtr After Exit	80.40	102.81	**78.20**
Credential Attainment Rate	78.60	107.08	**73.40**
Measurable Skill Gains	71.40	105.00	**68.00**
Wagner Peyser:			
Employed 2nd Qtr After Exit	68.70	100.73	**68.20**
Median Wage 2nd Quarter After Exit	$7,608	102.53	**$7,420**
Employed 4th Qtr After Exit	68.40	103.95	**65.80**

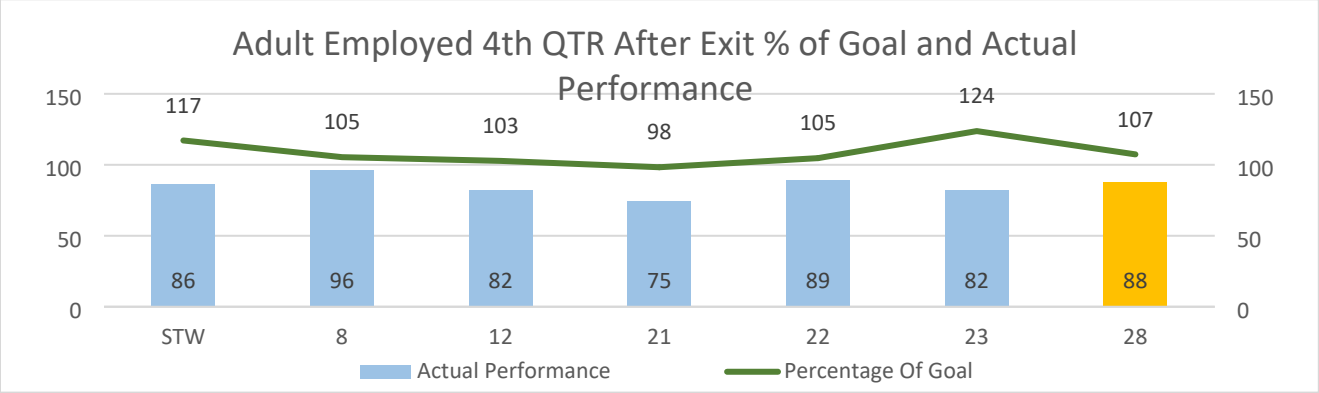
Not Met (less than 90% of negotiated)

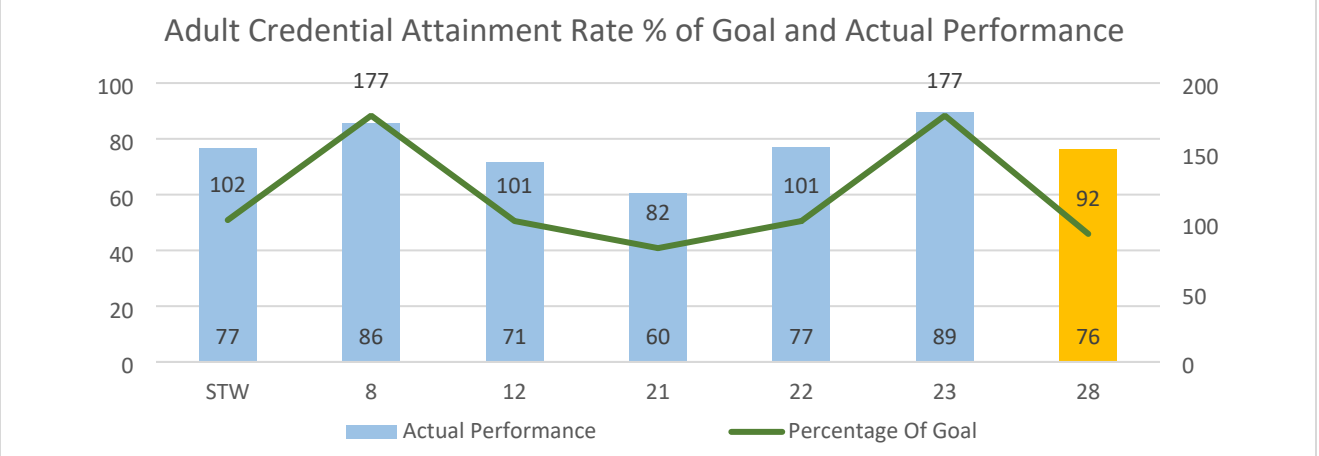
Met (90-100% of negotiated)

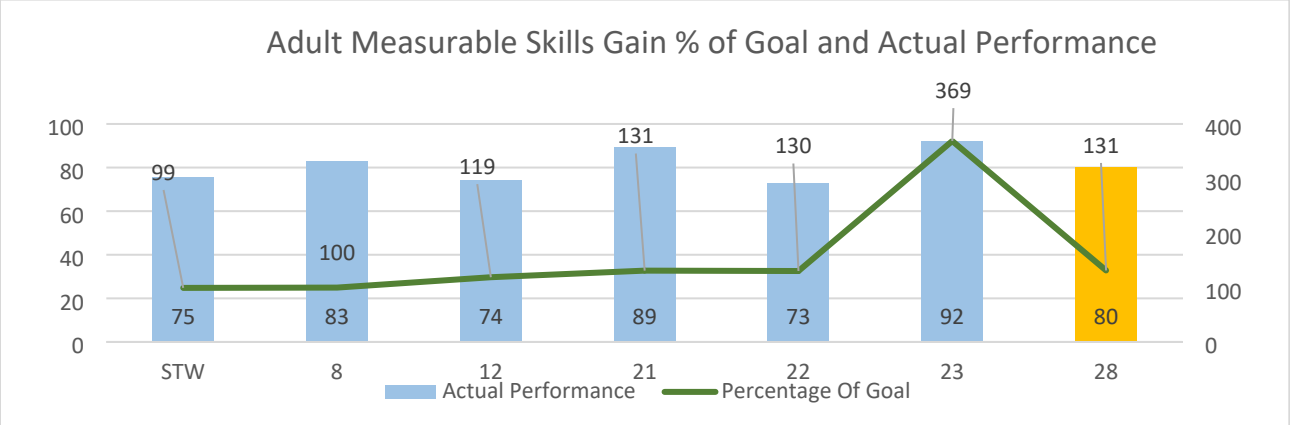
Exceeded (greater than 100% of negotiated)

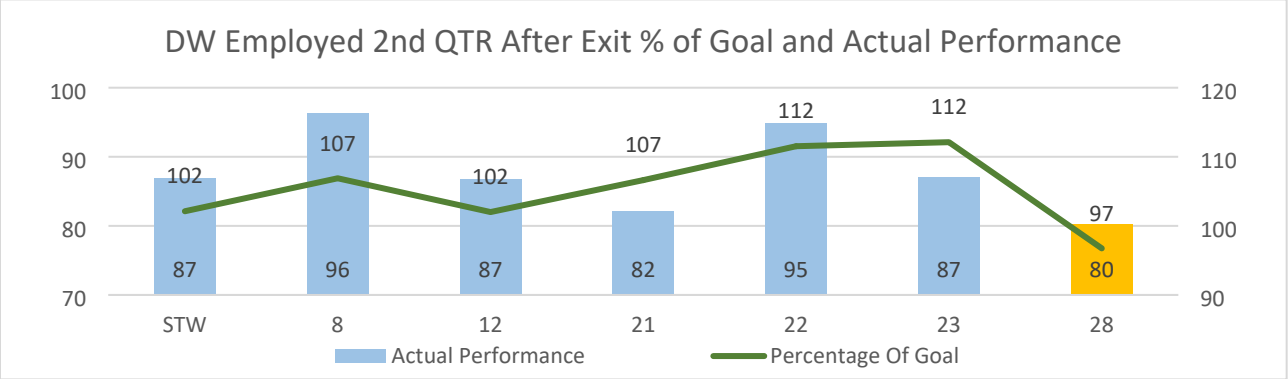

Adult Employed 2 QTR After Exit % of Goal and Actual Performance
100
90
80
70
150
100
50
0
99
106
104
108
104
140
104
85
97
84
82
89
90
86
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

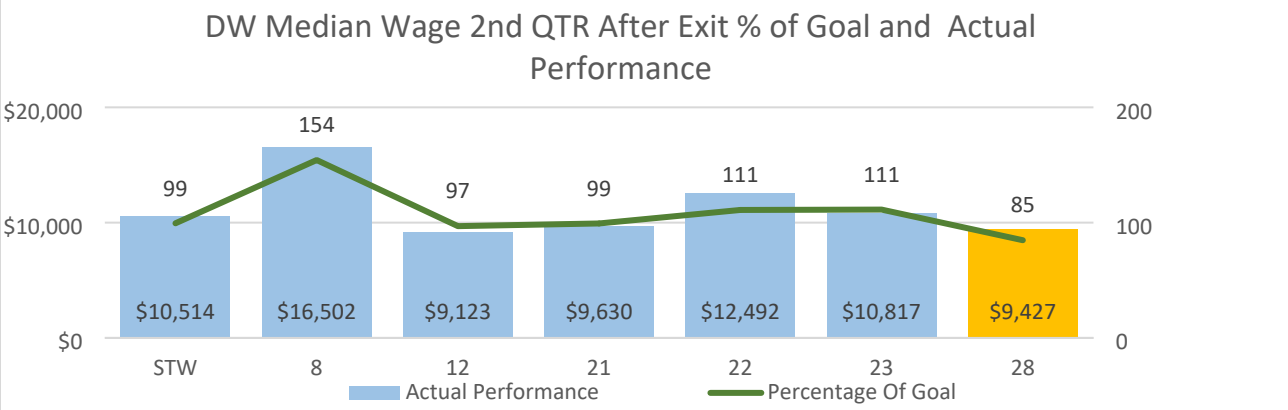

Adult Median Wage 2nd QTR After Exit % of Goal and Actual Performance
$15,000
$10,000
$5,000
$0
150
100
50
0
98
125
128
101
124
127
100
$9,968
$13,915
$9,330
$8,079
$11,124
$8,638
$8,521
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

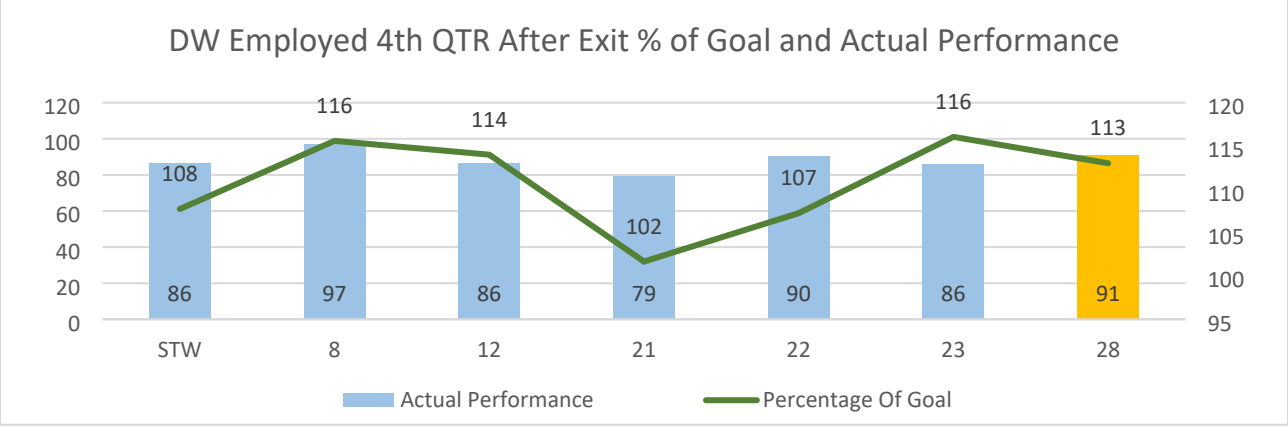

Adult Employed 4th QTR After Exit % of Goal and Actual Performance
150
100
50
0
117
105
103
98
105
124
107
86
96
82
75
89
82
88
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

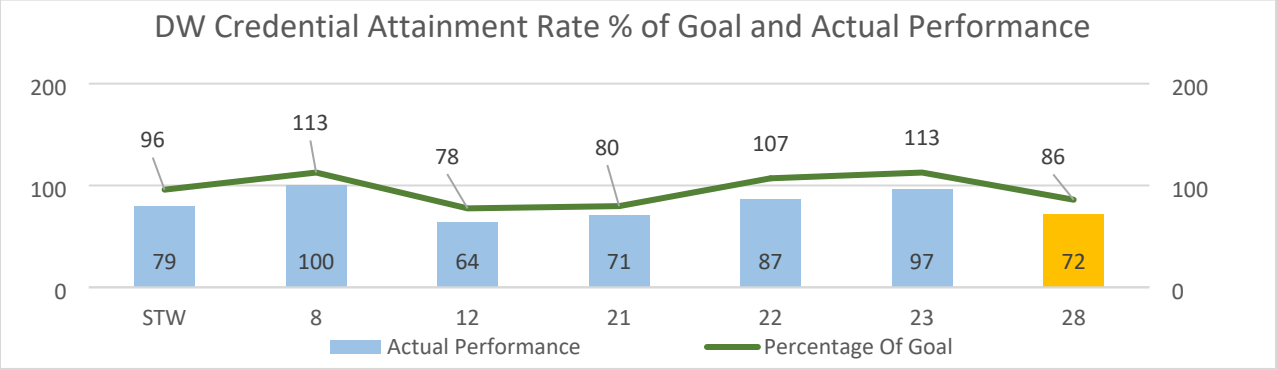

Adult Credential Attainment Rate % of Goal and Actual Performance
100
80
60
40
20
0
200
150
100
50
0
177
177
102
101
82
101
92
77
86
71
60
77
89
76
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

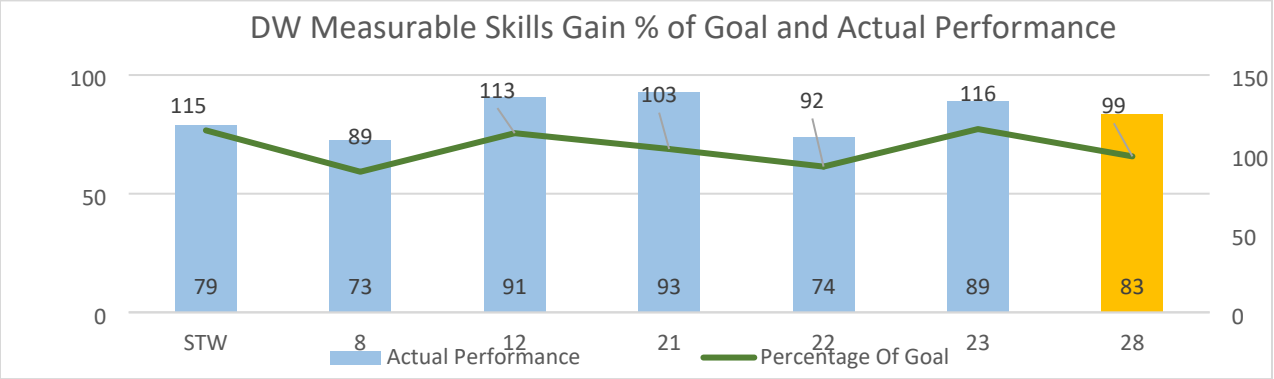

Adult Measurable Skills Gain % of Goal and Actual Performance
100
80
60
40
20
0
400
300
200
100
0
99
100
119
131
130
369
131
75
83
74
89
73
92
80
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

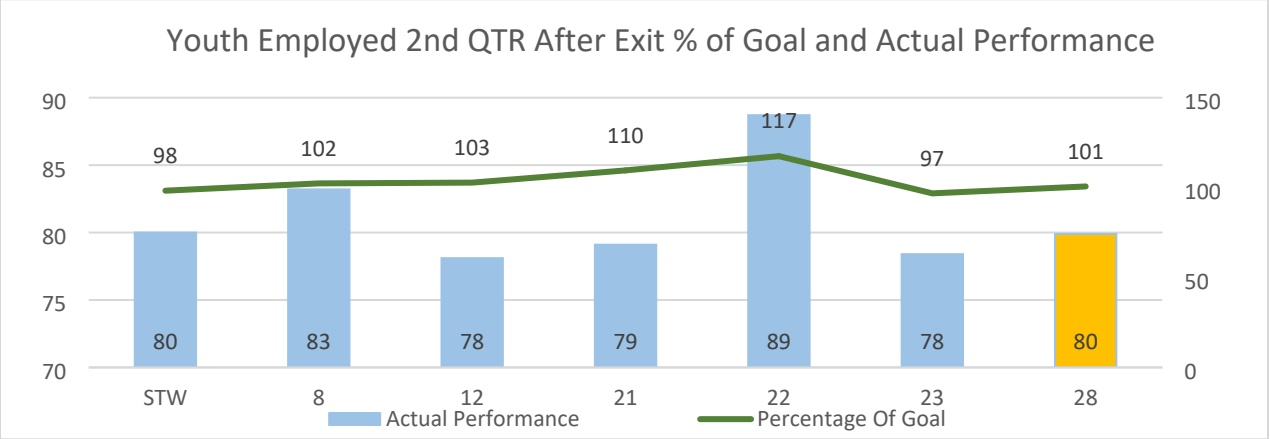

DW Employed 2nd QTR After Exit % of Goal and Actual Performance
100
90
80
70
120
110
100
90
102
107
102
107
112
112
97
87
96
87
82
95
87
80
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

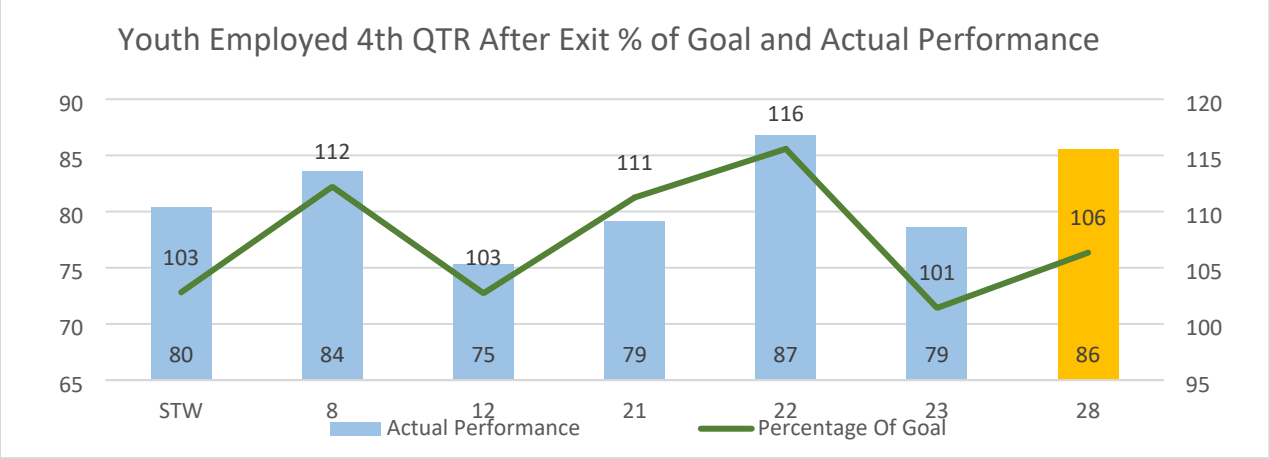

DW Median Wage 2nd QTR After Exit % of Goal and Actual Performance
$20,000
$10,000
$0
200
100
0
99
154
97
99
111
111
85
$10,514
$16,502
$9,123
$9,630
$12,492
$10,817
$9,427
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

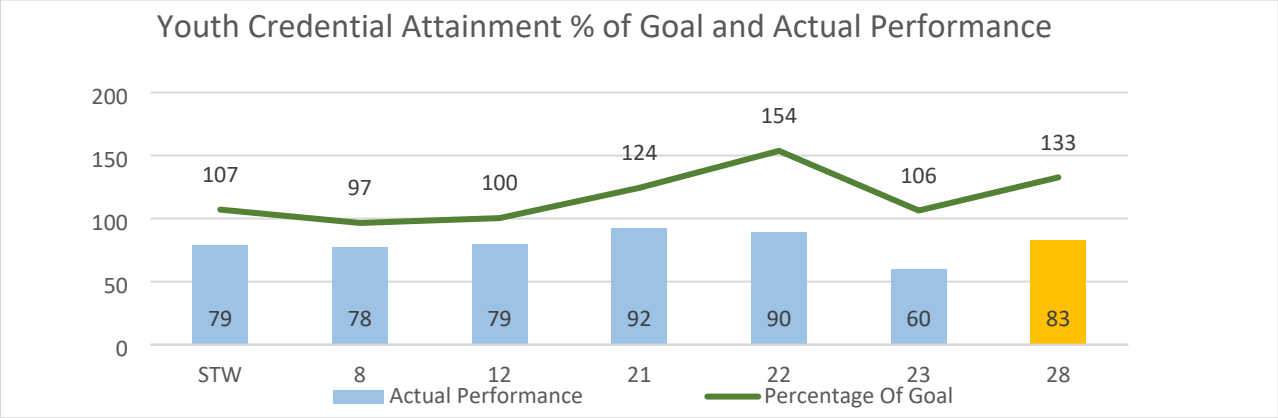

DW Employed 4th QTR After Exit % of Goal and Actual Performance
120
100
80
60
40
20
0
120
115
110
105
100
95
108
116
114
102
107
116
113
86
97
86
79
90
86
91
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

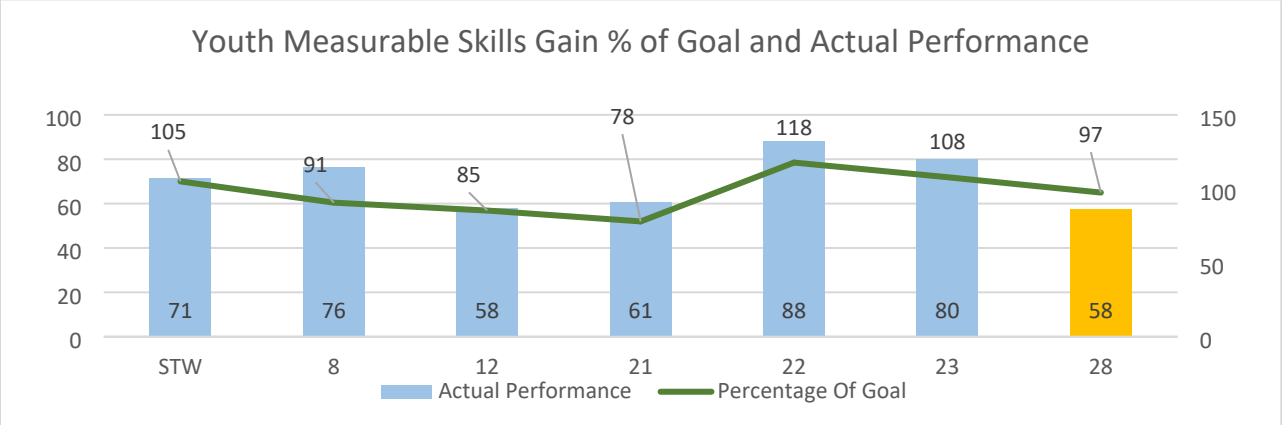

DW Credential Attainment Rate % of Goal and Actual Performance
200
100
0
96
113
78
80
107
113
86
79
100
64
71
87
97
72
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

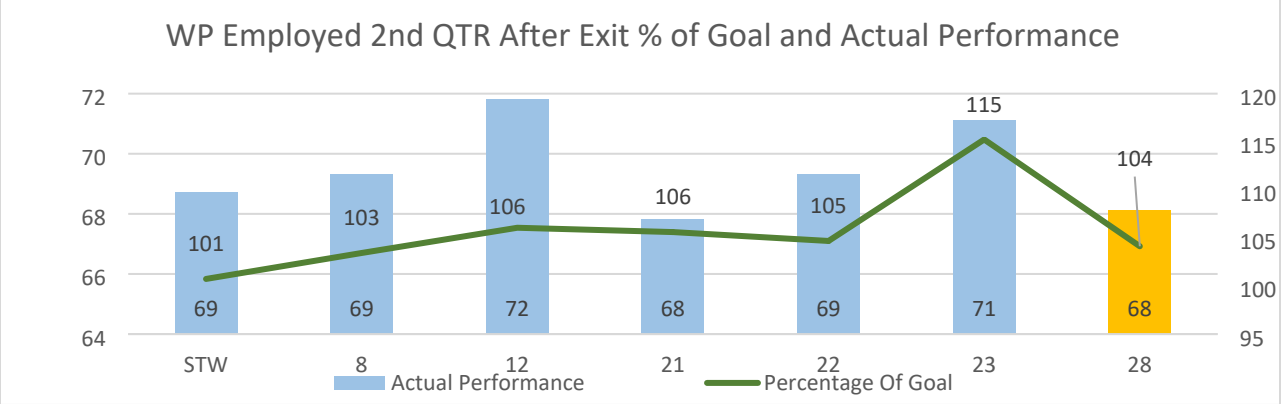

DW Measurable Skills Gain % of Goal and Actual Performance
100
50
0
150
100
50
0
115
89
113
103
92
116
99
79
73
91
93
74
89
83
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

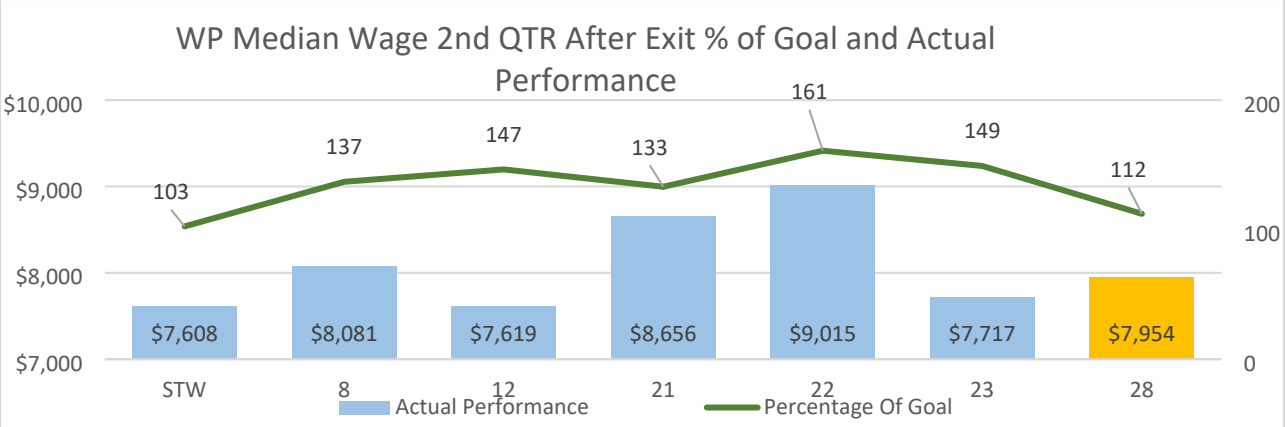

Youth Employed 2nd QTR After Exit % of Goal and Actual Performance
90
85
80
75
70
150
100
50
0
98
102
103
110
117
97
101
80
83
78
79
89
78
80
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal

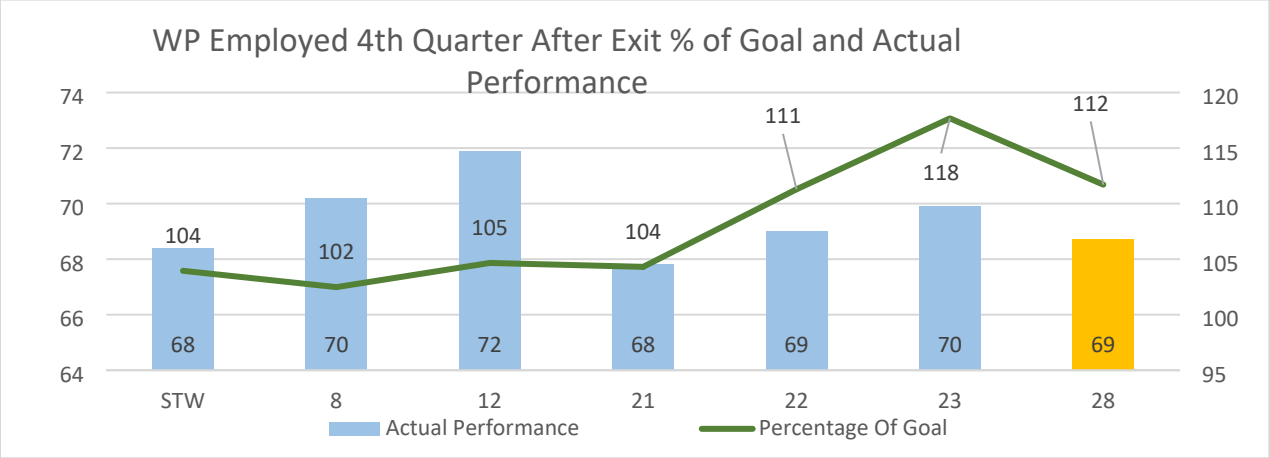

Youth Employed 4th QTR After Exit % of Goal and Actual Performance
90
85
80
75
70
65
120
115
110
105
100
95
103
112
103
111
116
101
106
80
84
75
79
87
79
86
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal


Youth Credential Attainment % of Goal and Actual Performance
200
150
100
50
0
107
97
100
124
154
106
133
79
78
79
92
90
60
83
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal


Youth Measurable Skills Gain % of Goal and Actual Performance
100
80
60
40
20
0
150
100
50
0
105
91
85
78
118
108
97
71
76
58
61
88
80
58
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal


WP Employed 2nd QTR After Exit % of Goal and Actual Performance
72
70
68
66
64
120
115
110
105
100
95
101
103
106
106
105
115
104
69
69
72
68
69
71
68
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal


WP Median Wage 2nd QTR After Exit % of Goal and Actual Performance
$10,000
$9,000
$8,000
$7,000
200
100
0
103
137
147
133
161
149
112
$7,608
$8,081
$7,619
$8,656
$9,015
$7,717
$7,954
STW
8
12
21
22
23
28
Actual Performance
Percentage Of Goal



STW – Statewide

Region 8- CareerSource North Florida

Region 12- CareerSource Central Florida

Region 21- CareerSource Palm Beach

Region 22- CareerSource Broward

Region 23- CareerSource South Florida

Region 28- CareerSource Hillsborough Pinellas

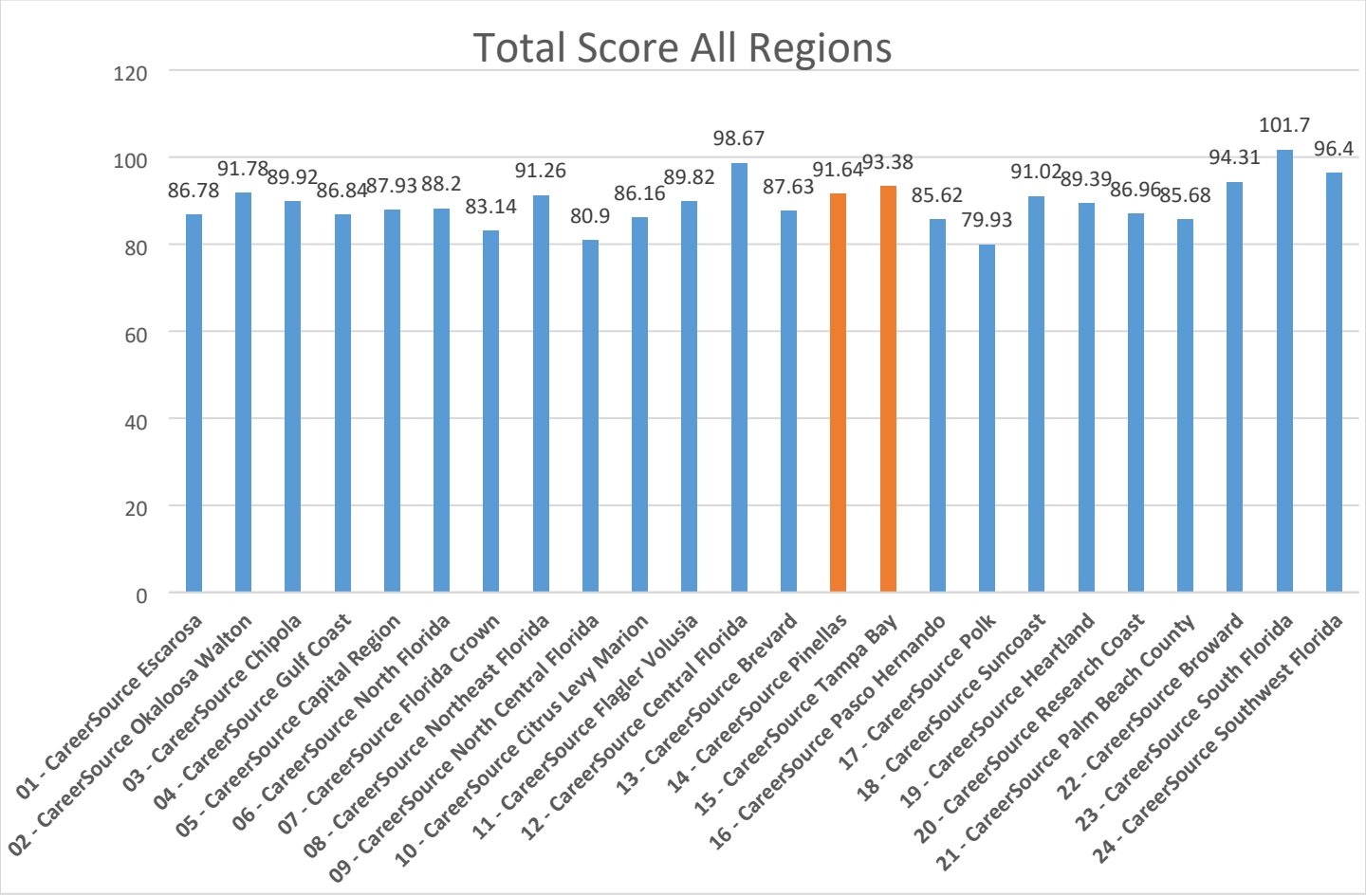
CareerSource TAMPA BAY

Information Item

REACH Performance Review

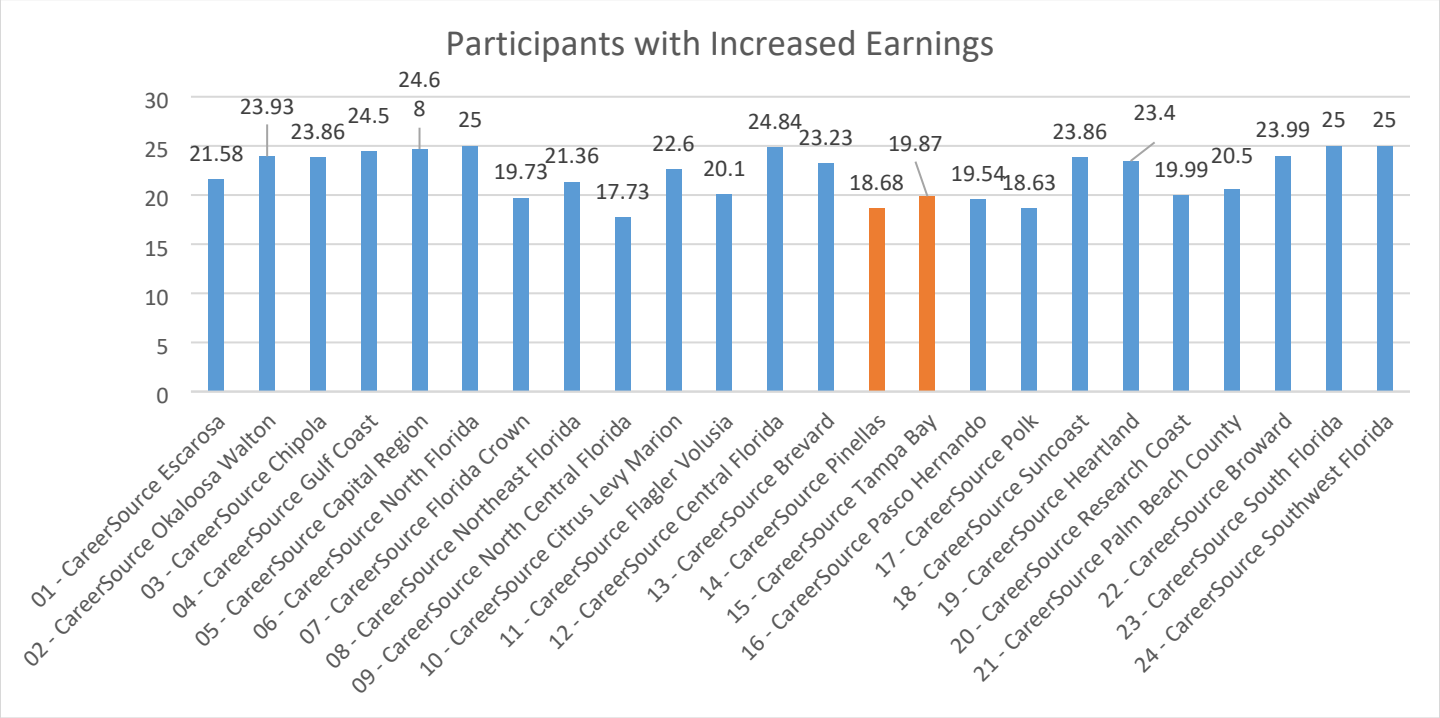
Background: In October 2024, CareerSource Florida Released Program Year 2023-2024 Quarter 1 Letter Grades for all 24 Florida Workforce Regions. Specific performance is reviewed below and is also available at https://analytics.careersourceflorida.com/LetterGrades.

Total Region Score



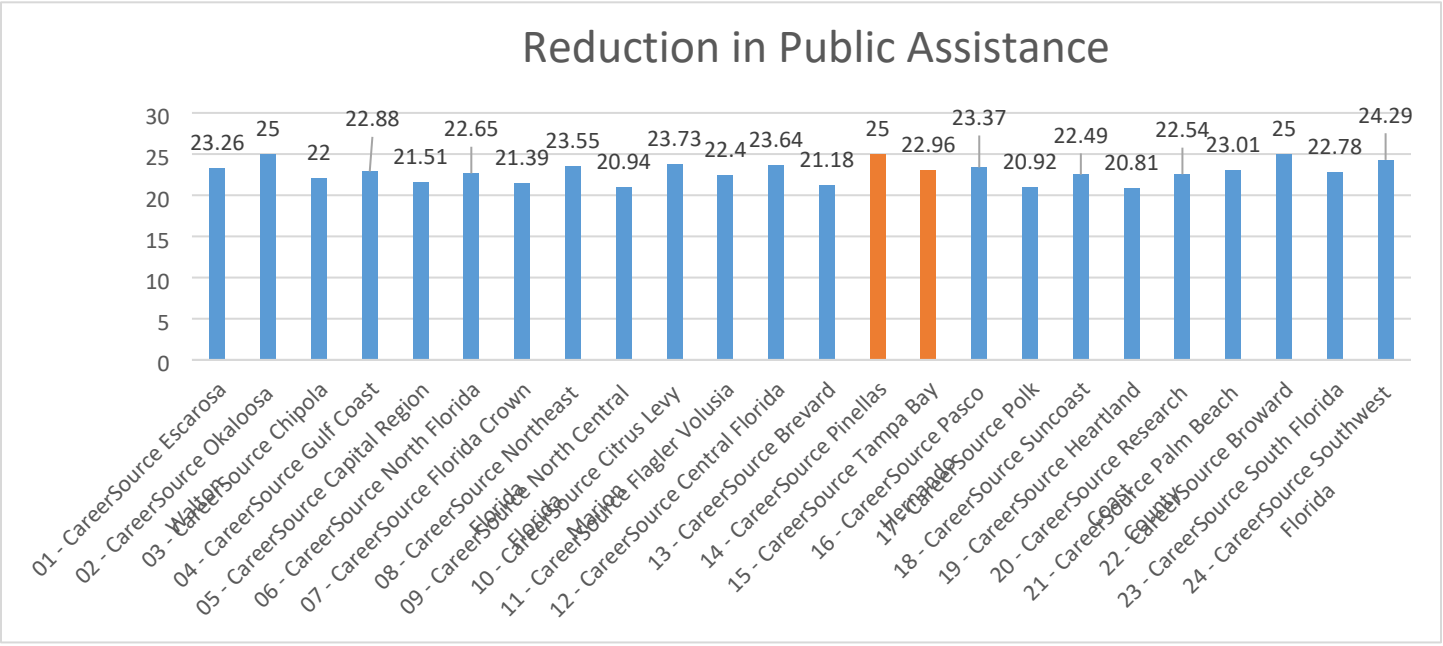
Measure 1- Participants with Increased Earnings

The percentage of participants who earned more in the second quarter after exit than before their engagement with the local workforce development board.



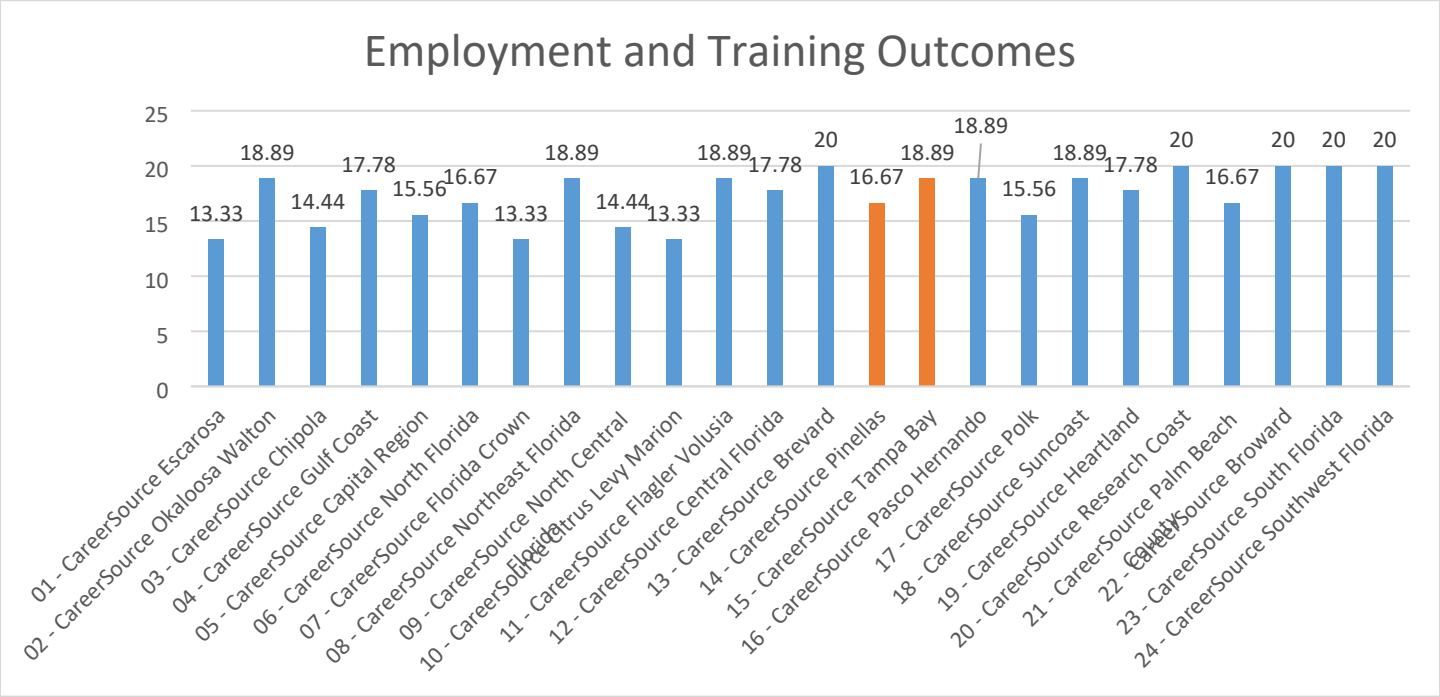
Measure 2 – Reduction in Public Assistance

The percentage of exiters who received SNAP or TANF benefits during their engagement with the local workforce development board who were no longer receiving SNAP or TANF benefits in the fourth quarter after exit.



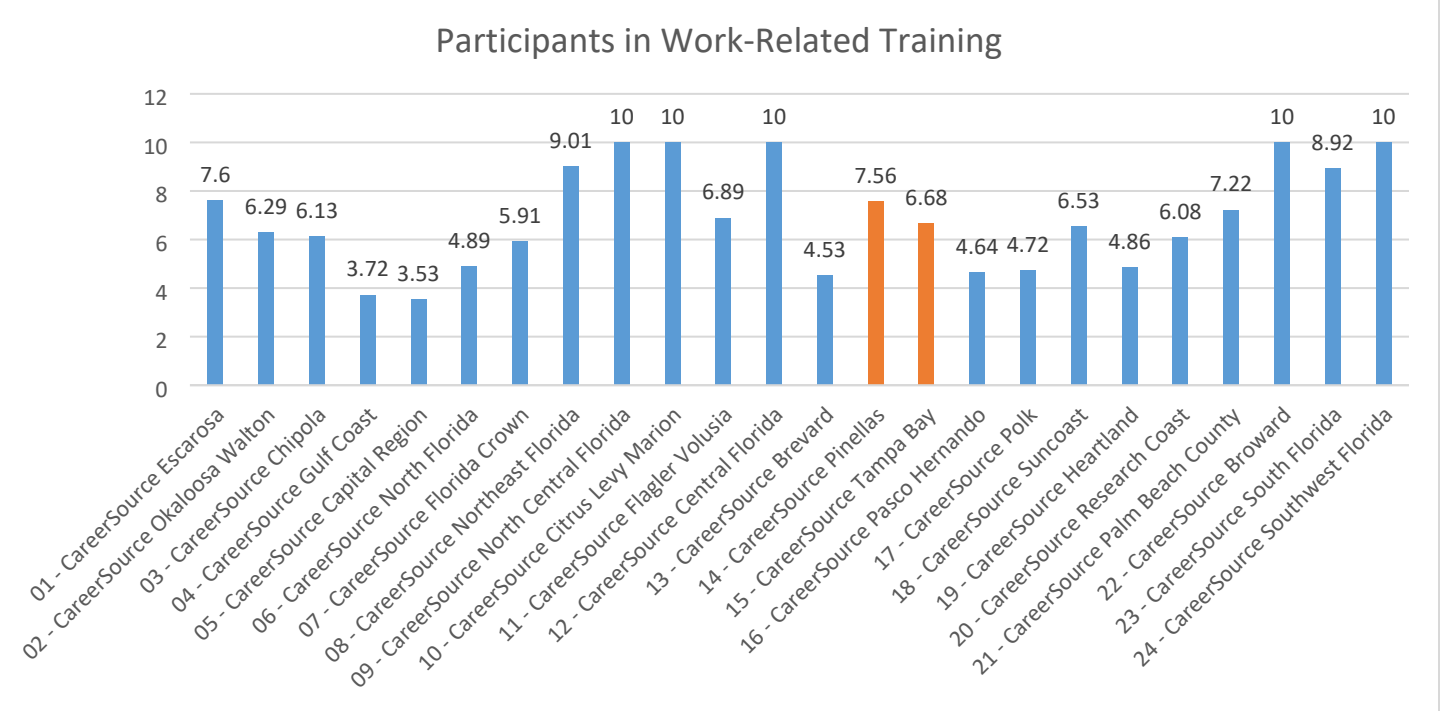
Measure 3 – Employment and Training Outcomes

Comprises the local workforce development board's existing 18 federal accountability measures.



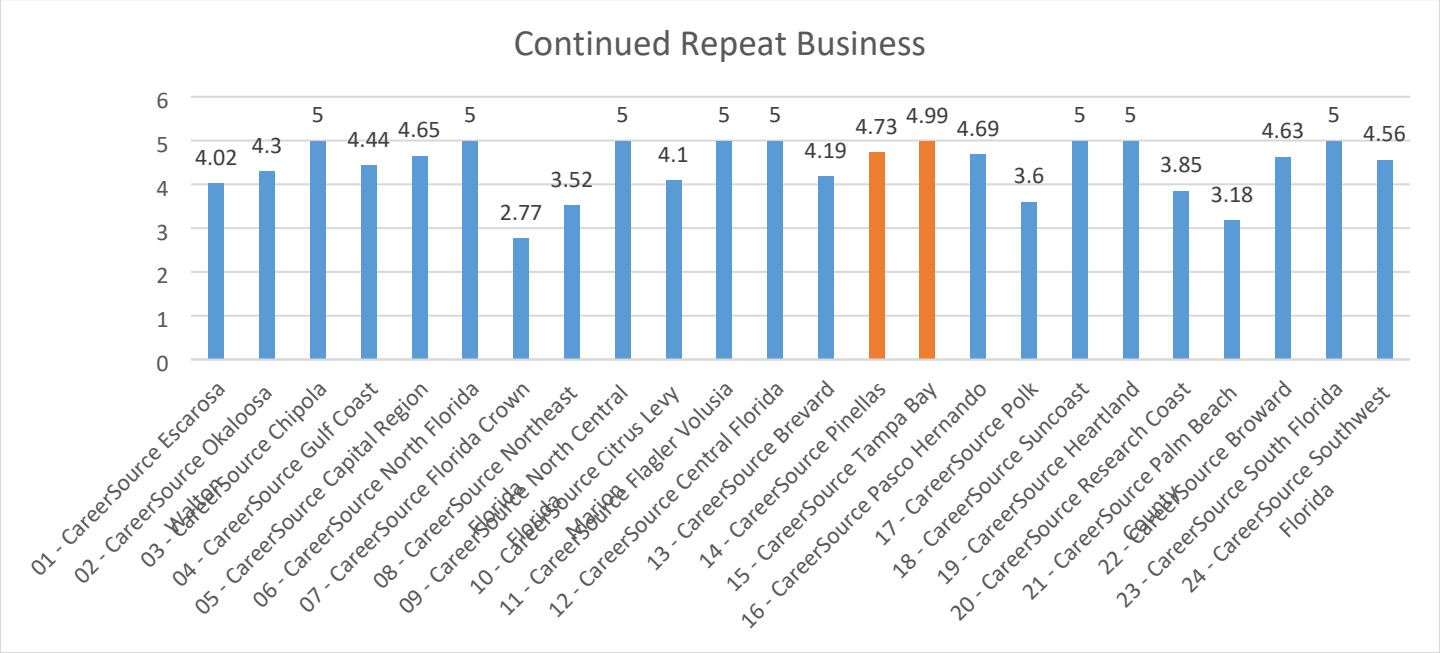
Measure 4 – Participants in Work-Related Training

The percentage of all job seekers who were enrolled in work-related training.



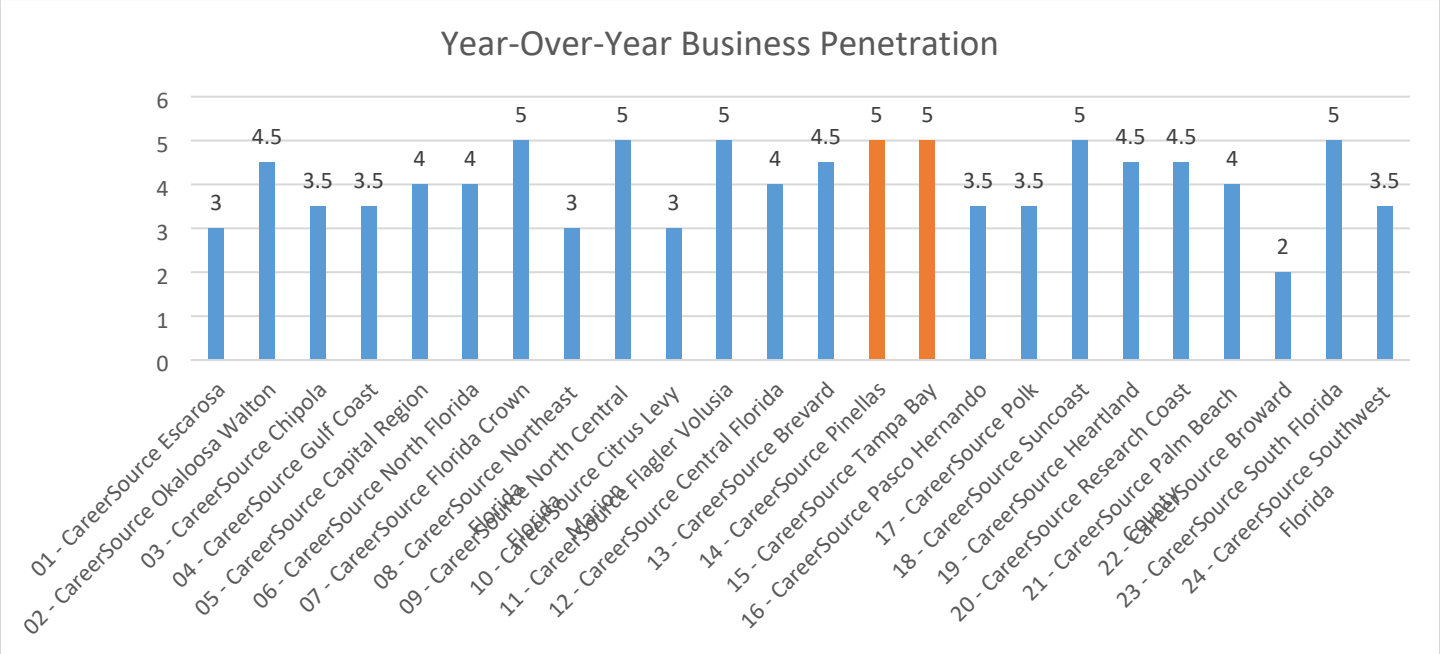
Measure 5- Continued Repeat Business

Percentage of employers served in prior three years that continued to be served in the current program year.



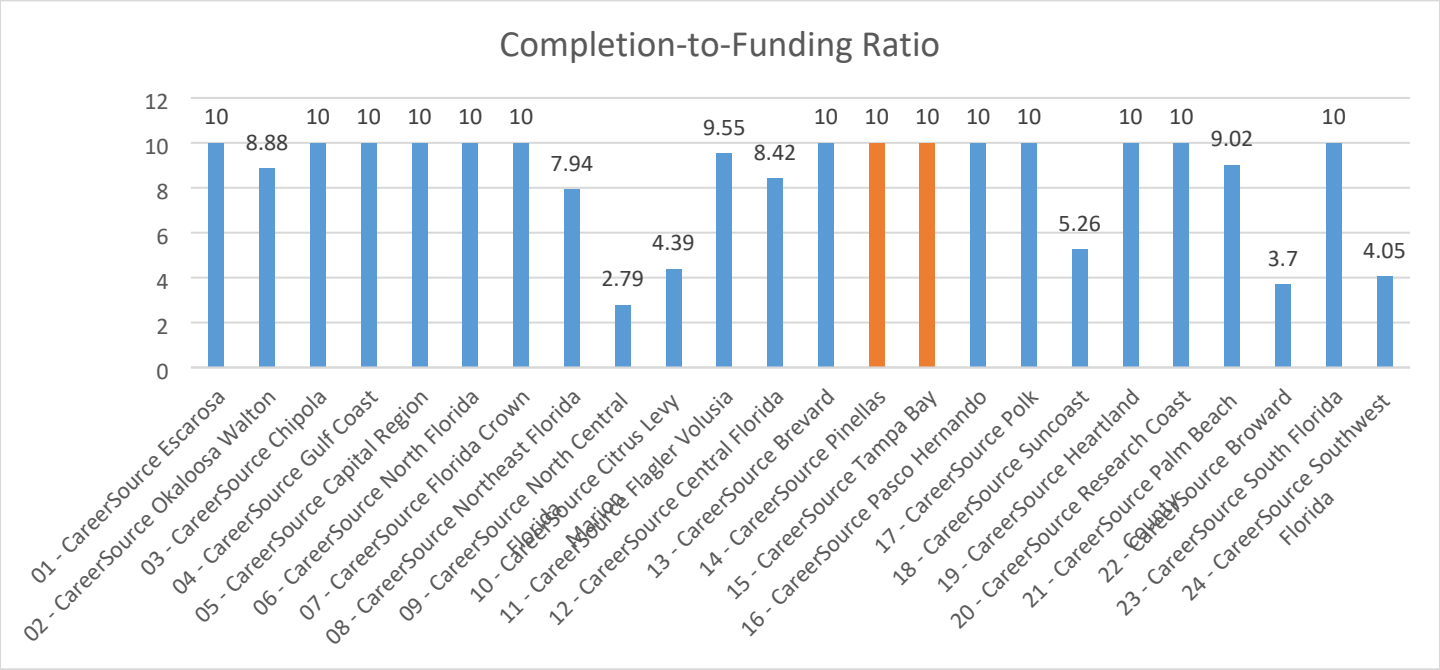
Measure 6 - Year-Over-Year Business Penetration

Compares the percentage of employers served this year to the total number of active employers assigned to CSTB in Employ Florida to the percentage served in the prior year.



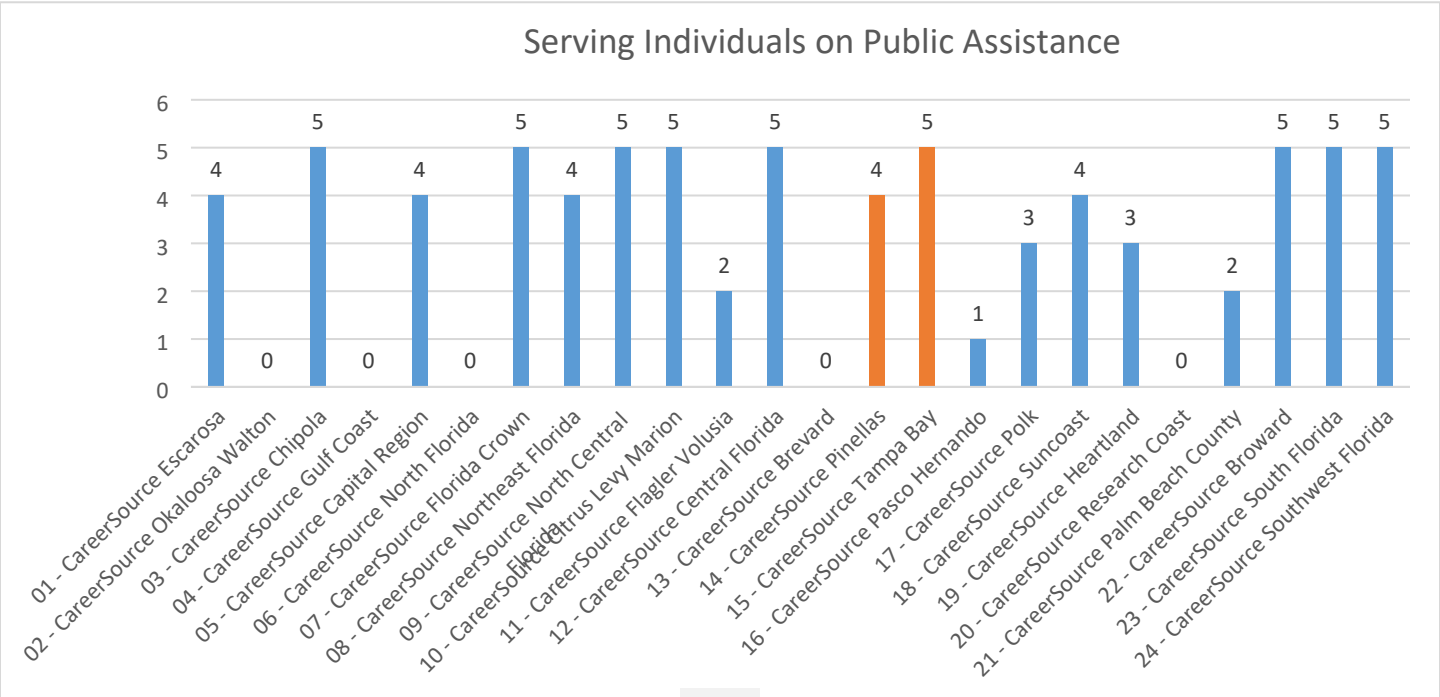
Measure 7 – Completion-to-Funding Ratio

Compares a local workforce development board's share of statewide WIOA and Wagner-Peyser exiters with the local workforce development board's share of statewide funding allocations.



Extra Credit Measure - Serving Individuals on Public Assistance

Awards up to five percentage points toward the total grade based on the percentage of customers receiving SNAP or TANF benefits.



CareerSource Pinellas Reach Metric Data

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	Target (%)	Target Met (%)	Weighted Performance (%)	Weighted Performance PY2223 (%)	Weighted Performance PY2122 (%)
1. Participants with Increased Earnings	Employment and Training Services, Self-Sufficiency	0.25	1,261	3,375	37.36	50	74.72	**18.68**	**24.01**	**20.64**
2. Reduction in Public Assistance	Employment and Training Services, Self-Sufficiency	0.25	1,316	2,499	52.66	50	100	**25**	**25**	**25**
3. Employment and Training Outcomes	Employment and Training Services	0.2	15	18	83.33	100	83.33	**16.67**	**17.78**	**18.89**
4. Participants in Work-Related Training	Training Services	0.1	846	4,474	18.91	25	75.64	**7.56**	**7.44**	**5.89**
5. Continued Repeat Business	Business Services	0.05	1,040	3,142	33.1	35	94.57	**4.73**	**4**	**2.56**
6. Year-Over-Year Business Penetration	Business Services	0.05	-	-	-	100	100	**5**	**4.5**	**4**
PY 2022-2023 Business Penetration		-	1,652	25,623	6.45	-	-	-	-	**-**
PY 2023-2024 Business Penetration		-	33	210	15.71	-	-	-	-	**-**
7. Completion-to-Funding Ratio	Employment and Training Services	0.1	4.07	3.83	100	100	100	**10**	**10**	**10**
Exiters: Local Board (N) / Statewide (D)		-	3,111	76,464	4.07	-	-	-	-	**-**
Budget: Local Board (N) / Statewide (D)		-	$5,881,275	$153,620,298	3.83	-	-	-	-	**-**
Extra Credit: Serving Individuals on Public Assistance	Employment and Training Services, Self-Sufficiency	Up to 0.05 points	2,804.00	5,293	52.98	-	-	**4**	**4**	**1**
							ANNUAL SCORE	91.64	92.73	87.98

CareerSource Tampa Bay Reach Metric Data

Metric	Metric Category	Weight	Numerator	Denominator	Rate (%)	Target (%)	Target Met (%)	Weighted Performance (%)	Weighted Performance PY2223 (%)	Weighted Performance PY2122 (%)
1. Participants with Increased Earnings	Employment and Training Services, Self-Sufficiency	0.25	3,687	9,277	39.74	50	79.48	**19.87**	**25**	**24.34**
2. Reduction in Public Assistance	Employment and Training Services, Self-Sufficiency	0.25	3,113	6,780	45.91	50	91.82	**22.96**	**25**	**24.28**
3. Employment and Training Outcomes	Employment and Training Services	0.2	17	18	94.44	100	94.44	**18.89**	**16.67**	**14.44**
4. Participants in Work-Related Training	Training Services	0.1	2410	14,435	16.7	25	66.8	**6.68**	**6.37**	**7.34**
5. Continued Repeat Business	Business Services	0.05	2,079	5,953	34.92	35	99.77	**4.99**	**3.37**	**2.86**
6. Year-Over-Year Business Penetration	Business Services	0.05	-	-	-	100	100	**5**	**4.5**	**4**
PY 2022-2023 Business Penetration		-	2,965	29,688	9.99	-	-	-		
PY 2023-2024 Business Penetration		-	51	363	14.05	-	-	-		
7. Completion-to-Funding Ratio	Employment and Training Services	0.1	10.92	7.33	100	100	100	**10**	**10**	**8.83**
Exiters: Local Board (N) / Statewide (D)		-	8,352	76,464	10.92	-	-	-		
Budget: Local Board (N) / Statewide (D)		-	$11,262,292	$15,3620,298	7.33	-	-	-		
Extra Credit: Serving Individuals on Public Assistance	Employment and Training Services, Self-Sufficiency	Up to 0.05 points	9,707.50	16,467	58.95	-	-	**5**	**5**	**4**
							ANNUAL SCORE	93.38	95.91	90.09

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