



Consortium Meeting

Monday, September 15, 2025 – 9:30 a.m.

2703 NE 14th Street, Ocala, FL 34470

Zoom Meeting: <https://us02web.zoom.us/j/86935856433>

Phone 1-646-558-8656 Meeting ID: 869 3585 6433 Passcode: 675702

AGENDA

Call to Order Roll Call Approval of Minutes, June 18, 2025	Pages 2 - 3	C. Zalak C. Schnettler C. Zalak
<u>ACTION ITEMS</u> 2025 – 2026 Final Budget Board Nomination – Thomas Adkins	Pages 4 - 8 Pages 9 - 10	D. French R. Skinner
<u>DISCUSSION ITEMS</u> State Update Analytics: Letter Grades: Performance Workforce Issues Important to Our Community Board Membership Status	Pages 11 – 14 Page 15	R. Skinner R. Skinner R. Skinner
<u>PUBLIC COMMENT</u>		
<u>PROJECT UPDATES</u> ITA Waiver Request Broadband Scorecard YouthBuild Marion/Citrus Levy County Schools Program Board Member Agenda – 9/3/2025	Pages 16 - 19 Pages 20 - 22 Pages 23 Pages 24 - 25	R. Skinner D. French D. French D. French R. Skinner
<u>MATTERS FROM THE FLOOR</u>		
<u>ADJOURNMENT</u>		

OUR VISION STATEMENT

To be recognized as the number one workforce resource in the state of Florida by providing meaningful and professional customer service that is reflected in the quality of our job candidates and employer services.



**CAREERSOURCE CITRUS LEVY MARION
Consortium**

MINUTES

DATE: June 18, 2025
PLACE: CareerSource CLM – 14 Street Career Center
TIME: 11:00 a.m.

MEMBERS PRESENT

Commissioner Barek
Commissioner Hodge
Commissioner Zalak

MEMBERS ABSENT

OTHER ATTENDEES

Rusty Skinner, CSCLM
Dale French, CSCLM

Bob Stermer, CSCLM Attorney

CALL TO ORDER

The meeting was called to order by Commissioner Zalak, Chair, at 11:05 a.m.

ROLL CALL

Rusty Skinner called roll and a quorum was declared present.

APPROVAL OF MINUTES

Commissioner Barek made a motion to approve the minutes from the May 1, 2025, meeting. Commissioner Hodge seconded the motion. Motion carried.

ACTION ITEMS

ITA Waiver

Dale French presented the staff request for a waiver of the States 50% ITA requirement. He explained that state law allowed waiver of the requirement by CareerSource Florida. While we have budgeted 40%, we are seeking a waiver to 30% so that we have flexibility to shift funds into services that do not qualify for the 50%. After discussion Commissioner Hodge made a motion to approve an ITA waiver to 35%. Commissioner Barek seconded the motion. Motion carried.

2025-2026 Budget

The 25-26 preliminary budget was presented by Dale French. He explained that final numbers will be determined once the current fiscal year is closed out, normally at the end of July. The budget will then be updated and presented to the Board and

Consortium at their September meetings. He explained the new revenues, planned expenditures and the planned carry forward into the 26-27 fiscal year. Commissioner Barek made a motion to approve the preliminary budget period. Commissioner Hodge seconded the motion. Motion carried.

Board Appointment

Rusty Skinner presented the nomination of Michael Belkin, Citrus County, to serve as the veteran's representative on the board. He thanked Commissioner Barek for the assistance in recruiting Mr. Belkin. Commissioner Hodge made a motion to approve the appointment. Commissioner Barek seconded the motion. Motion carried

DISCUSSION ITEMS

None

PUBLIC COMMENT

None

PROJECT UPDATES

Board Member Agenda – 6/4/2025

The board agenda was available for review.

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting was adjourned at 11:44 a.m.

APPROVED:_____



RECORD OF ACTION/APPROVAL

Consortium Meeting – Monday, September 15, 2025
Board Meeting – Wednesday, September 3, 2025
Executive Committee - Wednesday, August 27, 2025

TOPIC/ISSUE:

2025-2026 Budget

BACKGROUND:

Attached is the final budget for the 2025-2026 program year.

POINTS OF CONSIDERATION:

This budget is based on the following:

- Estimated carry forward funds from current year grants
- Fund transfer from Dislocated Worker to Adult

STAFF RECOMMENDATIONS:

Approve the final 2025-2026 budget.

COMMITTEE ACTION:

Charles Harris made a motion to approve the 2025-2026 budget. Arno Proctor seconded the motion. Motion carried.

BOARD ACTION:

Deb Stanley made a motion to approve the 2025-2026 budget. Ed Suor seconded the motion. Motion carried.

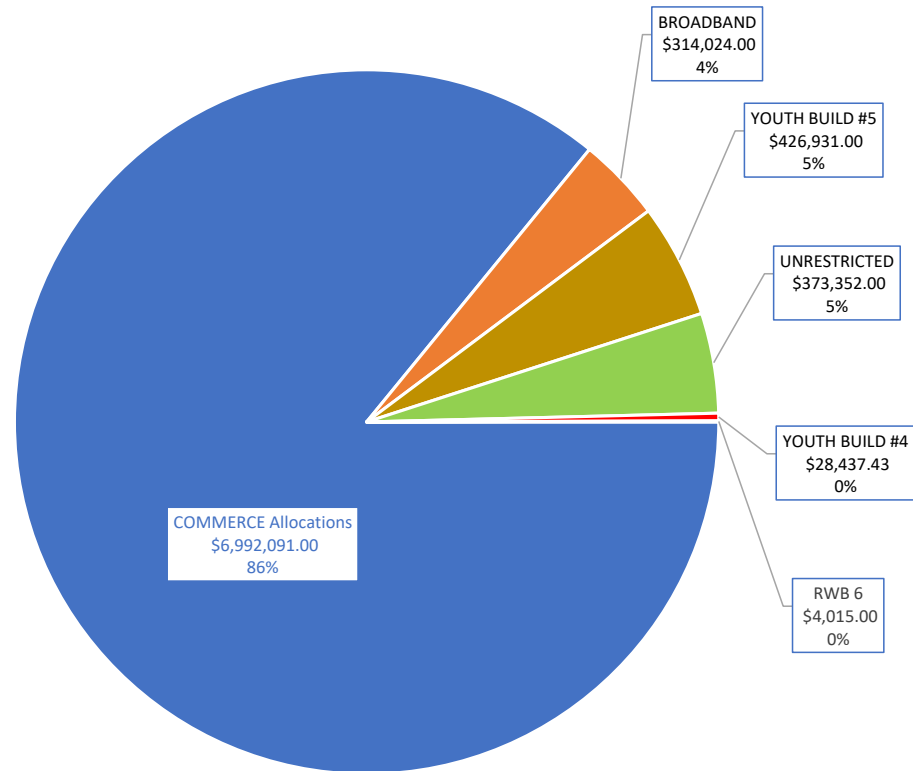
CONSORTIUM ACTION:

REVENUE RESOURCES

\$8.14 M

COMMERCE ALLOCATIONS	
ADULT	\$2,403,226
YOUTH	\$1,213,620
DISLOCATED WORKER	\$847,829
WAGNER PEYSER	\$228,124
WTP	\$1,520,051
SNAP	\$123,361
VETS	\$24,336
REA	\$44,034
OTHER	\$587,510
TOTAL Commerce Allocations	\$6,992,091

REVENUES



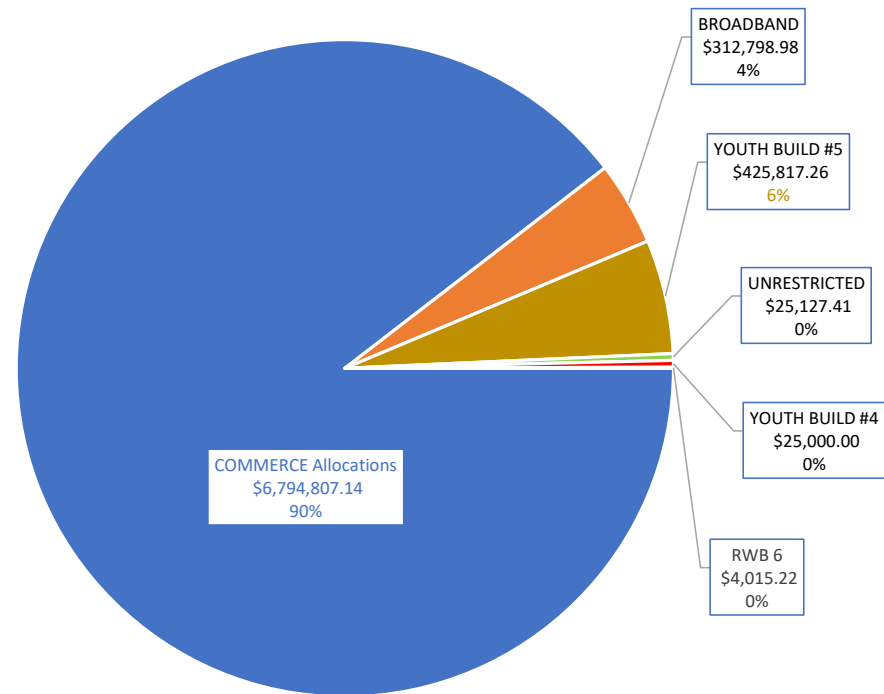
TOTAL REVENUE = \$8,138,850.43

BUDGET EXPENDITURES

\$7.59 M

COMMERCE ALLOCATIONS	
ADULT	\$2,324,227
YOUTH	\$1,202,657
DISLOCATED WORKER	\$817,780
WAGNER PEYSER	\$163,371
WTP	\$1,507,651
SNAP	\$153,186
VETS	\$13,026
REA	\$31,107
OTHER	\$581,802
TOTAL Commerce Allocations	\$6,794,807

BUDGETED EXPENDITURES

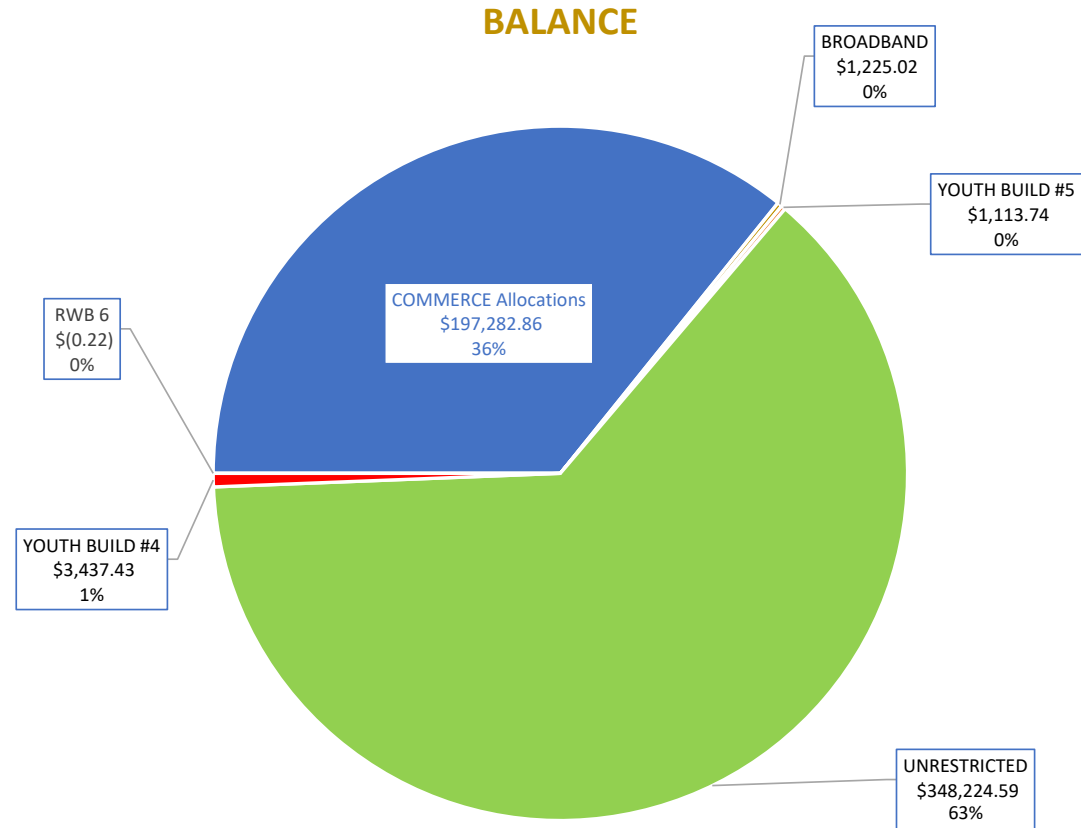


Budget Expenditures = \$7,587,566.00

BUDGET BALANCE

\$0.55 M

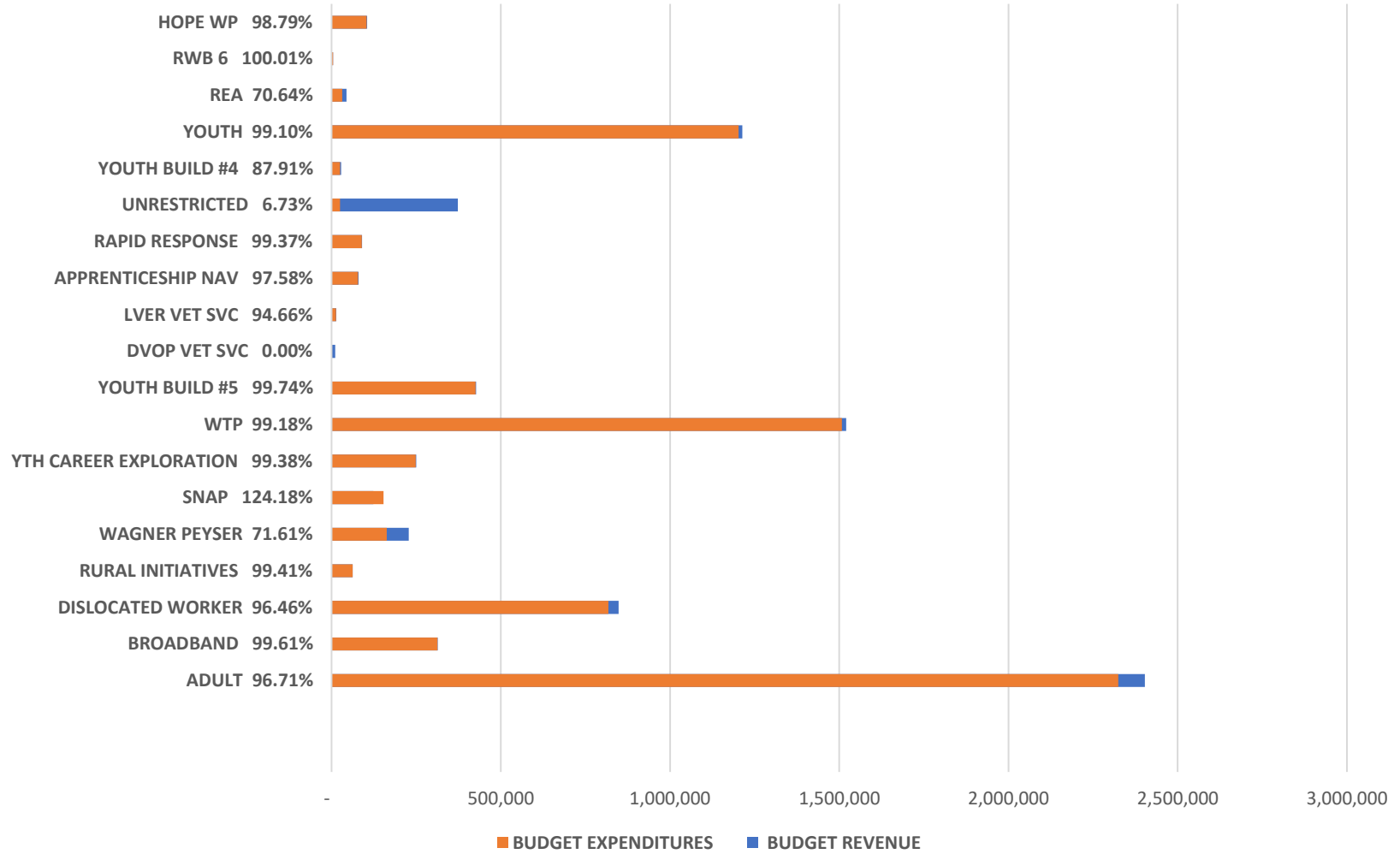
COMMERCE ALLOCATIONS	
ADULT	\$78,999
YOUTH	\$10,962
DISLOCATED WORKER	\$30,049
WAGNER PEYSER	\$64,753
WTP	\$12,400
SNAP	-\$29,826
VETS	\$11,310
REA	\$12,927
OTHER	\$5,708
TOTAL Commerce Allocations	\$197,282



UNOBLIGATED Balance = \$203,058.84

Unobligated Unrestricted = \$348,224.59

% SPENDING





RECORD OF ACTION/APPROVAL

Consortium Meeting Monday, September 15, 2025

TOPIC/ISSUE:

Board Member Appointment

BACKGROUND:

Nomination to fill a private sector vacancy in Levy County

POINTS OF CONSIDERATION:

Thomas Adkins has been nominated to fill this seat vacancy. See attached nomination form

The appointment will bring us into compliance with state and federal board representation.

STAFF RECOMMENDATIONS:

Staff recommends approval of Mr. Adkins

COMMITTEE ACTION:

BOARD ACTION:



NOMINATION FORM
FAX: 352 873-7956
EMAIL: rskinner@careersourceclm.com
Phone: 352 873-7939, Ext 1203

Name: Thomas Adkins

Title: VP, Safety and HR

Name of Business: Central Florida Electric Cooperative, Inc.

Address: 11491 Northwest 50th Ave

City: Chiefland County: Levy Zip Code: 32626

Business Telephone-Ext: 352-493-2511 Ext 6981 Fax _____

_____ Private Business Owner/Chief Executive

____X____ Agency/Company Representing – Must be representative with optimum
Policy-making authority

Home Address: 480 NE 303rd Ave

City: Old Town County: Dixie Zip Code: 32680

Cell #: 785-341-1855

E-Mail Address: tadkins@cfec.com

INFORMATION REQUIRED BY THE STATE - Check all that Apply

Sex: Male X Female _____

Race: White X Black _____ Other _____
White/Hispanic _____ Black/Hispanic _____

Veteran: Yes X No _____ Disabled _____

State Update

State Board meeting

- At 12:15 pm on the Friday prior to the State Board meeting, we received both a call and email invite from CSF and Florida Commerce to a Teams meeting entitled “Follow-Up: Performance”, with no other details. After discussing what it might be about, we were clueless as no one had been part of any other meeting or call related to performance. Upon attending the meeting, we were advised that we would be put on a “performance improvement Plan (PIP).” No details or information was provided when requested. We asked how many boards were receiving such last-minute calls and were told they could not provide that information.
- On Monday preceding the meeting we were provided with a single PowerPoint slide (attached, with our notes). We responded that our letter grades did not reflect our three-year grades (A-; B; and, through 2nd quarter 24-25, B-) only raw scores. We also advised that the WIOA Indicators only depicted raw scores, not a comparison to our negotiated goals. Finally, in the section entitled “Bottom Quartile...”, we noted that there has never been an “Apprenticeship Rate” goal. On Tuesday we had a Teams meeting with Victoria Gaitanis, CSF, and raised these points. We were also told one other Board had received a call.
- At the Strategy, Performance and Policy Council of CSF meeting on Wednesday I detailed these points after Ms. Gaitanis made her presentation to provide our context to what we considered misinformation by Ms. Gaitanis. We did state that we were concerned about our decline in the Letter Grade performance, had identified our Dislocated Worker metrics in the WIOA Indicators of Performance as a primary factor in the decline and had been working to address the factors in that area affecting our performance. After the meeting the chair approached me to apologize and stated that she had discussed the matter with staff.
- In another presentation, by Dr. Mark Baird of the REACH office, our performance was also questioned as related to Letter Grades. I have requested the data and methodology used by Dr. Baird so that we can review this as well and determine if that data has also been miscast. Not having seen, prior to his report, any of the data used to develop his slide presentation, we did not comment during the meeting.
- It should be noted that this week, on Wednesday (one week after the presentation) , CSF posted 3rd Quarter data for Letter Grades and our performance had improved and we were listed as a solid “B.” The Letter Grade scores fluctuate over the course of the year. (Attached)

- During the full CSF Board meeting on Thursday, our request for a waiver from the 50% ITA waiver was part of an agenda item without any detailed explanation (we had provided data which provided our rationale for requesting a 35% level), and I briefly provided that context. (Agenda page Attached)

As we receive more information on the PIP, we will keep you up to date.

FloridaCommerce and CareerSource Florida received applications from 13 LWDBs requesting to waive part of the Individual Training Account Expenditure Requirement to below the required 50%. All requests were received timely prior to the deadline of July 1, 2025. In accordance with Administrative Policy 074, requests included required documentation and approval from the Chief Local Elected Officials. Information on this request is presented in the table below:

Boards	24-25 ITA Waiver	ITA Expenditures 22-23	ITA Expenditures 23-24	ITA Expenditures 24-25	25-26 Waiver Request	25-26 Waiver Recommendation
LWDB 02 CareerSource Okaloosa Walton	30%	33%	34%	47.94%	35%	40%
LWDB 3 CareerSource Chipola	25%	21%	15%	10.49%	25%	30%
LWDB 4 CareerSource Gulf Coast	N/A	44%	38.50%	58.51%	40%	45%
LWDB 5 CareerSource Capital Region	25%	35%	29%	40.07%	25%	35%
LWDB 10 CareerSource Citrus Levy Marion	N/A	42.26%	59.19%	59.58%	35%	40%
LWDB 12 CareerSource Central Florida	40%	53%	38%	56.62%	40%	45%
LWDB 18 Career Source Suncoast	N/A	38.56%	45.06%	42.63%	40%	40%
LWDB 19 CareerSource Heartland	20%	33%	30%	37.38%	25%	30%
LWDB 20 CareerSource Research Coast	35%	27%	31%	44.88%	40%	40%
LWDB 21 CareerSource Palm Beach County	30%	30%	32%	27.53%	25%	30%
LWDB 23 CareerSource South Florida	40%	24%	25%	30.65%	40%	40%
LWDB 27 CareerSource Brevard Flagler Volusia	35%	N/A	N/A	39.31%	40%	40%
LWDB 11*	N/A	22%	18%	N/A	N/A	N/A
LWDB 13*	N/A	46%	54%	N/A	N/A	N/A
LWDB 28 CareerSource Tampa Bay	35%	N/A	N/A	43.80%	35%	35%
LWDB 14*	N/A	62%	44%	N/A	N/A	N/A
LWDB 15*	N/A	46%	44%	N/A	N/A	N/A

*Note: LWDBs 11 and 13 were combined within LWDB 27; LWDBs 14 and 15 were combined into LWDB 28

Performance Metrics, Citrus Levy Marion

Met or Exceeded

**Did not meet
(83.75% met)**

Letter Grade Metrics

- Metric 1: Participants with Increased Earnings
- Metric 3: Employment and Training Outcomes
- Metric 7: Completion-to-Funding Ratio

22-23	23-24	24-25 Q2
93.92	86.16	84.39

[Analytics: Letter Grades: Performance](#)

WIOA Indicator Performance

Actual Performance	2021	2022	2023
Wagner Peyser Employment QT 2	70.5%	70.8%	67.7%
Youth Employment QT 2	81.9%	83%	67.5%
Adult Credential Attainment	81.9%	82.2%	72.3%

[Federal Program Reports - FloridaJobs.org](#)

Met so far for 2024

Met for 2/3 Q for 2024

Met for 1/3 Q for 2024

Bottom Quartile PY 2023

**Not a current or past
performance metric**

Registered Apprenticeship Rate (adult and youth)
Employment QT 2 (adult and youth)
Adult Credential Attainment

Adult: Didn't meet for 23/24, met for 24/25
Youth: Didn't meet for 23/24, met 2/3 for 24/25

Met for 23/24, met 1/3 so far for 24/25

[WIOA Local Workforce Development Board Performance Program Year 2023](#)

BOARD MEMBERSHIP TERMS - August 2025							
WORKFORCE REP(20%)=8 MEMBERS (AT 33 TOTAL)							
	SECTOR	Industry Sector	NAME	APPOINTED	LENGTH	TERM EXPIRES	COUNTY
1	Apprenticeship	Uniton	Fred Morgan	7/1/2021	8	2029	Marion
2	CBO/ Barriers	Non-Profit	Theresa Flick	7/1/2021	8	2029	Citrus
3	CBO/ Barriers	Non-Profit	Charles Harris	7/1/2021	5	2026	Marion
4	CBO/Barriers-Vet	Veteran's Programs	Michael Belkin	6/18/2025	7	2028	Citrus
5	Labor	Union	Fred Morgan	7/1/2021	8	2029	Marion
6	Labor	Union	Andy Starling	7/1/2021	8	2029	Levy
7	Youth Serving Organization	DCF	Jorge Martinez	7/1/2021	6	2027	Marion
8	Youth Serving Organization	Education	Tamara Boyle	5/1/2025	5	2029	Levy
GOVERNMENT/ EDC 4 SEATS							
9	Economic Development	Economic Development	Steven Baham	9/30/2024	5	2026	Citrus
10	Economic Development	Economic Development	Vacant		5	2026	Marion
11	Trans/ Public Housing	Housing	Angela Juraristic	6/21/2023	6	2027	Marion
12	Voc Rehab	Voc Rehab	Jennifer Roach	1/22/2025	8	2029	All
EDUCATION 4 SEATS							
13	Education-Adult	Education	Ben Whitehouse	7/1/2021	6	2027	Marion
14	Education-Higher Private	Education	Pete Beasley	7/1/2021	8	2029	Marion
15	Education-Higher Public	Education	Mark Paugh	7/1/2021	5	2026	All
16	Education-School District	Education	Debra Stanley	7/1/2021	7	2028	Citrus
PRIVATE SECTOR 17 SEATS							
17	Private Sector	Retail	Al Jones	7/1/2021	7	2028	Citrus
18	Private Sector	Real Estate	Kevin Cunningham	7/1/2021	5	2026	Citrus
19	Private Sector	Construction	Larry White	6/21/2023	7	2028	Citrus
20	Private Sector	Publishing	John Murphy	7/1/2021	7	2028	Citrus
21	Private Sector	Energy	Staci Bertrand	6/21/2023	8	2029	Citrus
22	Private Sector	Finance	Carl Flanagan	7/1/2021	5	2026	Citrus
23	Private Sector	Manufacturing	Arno Proctor	7/1/2021	8	2029	Levy
24	Private Sector		Vacant*		6	2027	Levy
25	Private Sector		Vacant		7	2028	Levy
26	Private Sector	Banking	Steven Weinstein	9/30/2024	5	2026	Levy
27	Private Sector	Technology	Edward Suor	1/22/2025	5	2026	Levy
28	Private Sector	Insurance	Brandon Whiteman	7/1/2021	6	2027	Marion
29	Private Sector	Manufacturing	Darlene Goddard	7/1/2021	5	2026	Marion
30	Private Sector	Manufacturing	Jeff Chang	7/1/2021	7	2028	Marion
31	Private Sector	Energy	Kathy Judkins	7/1/2021	5	2026	Marion
32	Private Sector	Manufacturing	Pat Reddish	7/1/2021	6	2027	Marion
33	Private Sector	Retail	Equilla Wheeler	7/1/2021	7	2028	Marion

*Nominations Submitted Today

Request for ITA Waiver- 35%

There are several factors that affect our request for a waiver of the 50% local ITA requirement. These include:

- Loss of Disaster Recovery Grant funds.
- Continuing demand for non-training expense services.
- New non-training service partnerships.
- Rumored new requirements for increased training expenditures in special grants-Rural; and,
- State College funding for free tuition and limited interest.

I. Loss of Disaster funds

The Idalia funding created an impact on our ability to spend ITA funds to the levels you cite: 64.44% and 59.98%.

Our total Idalia grant expenditure over that 2 year period was \$17,130,357.29. This level of expenditures impacts the charges for indirect costs and allocated costs to our other grants, the largest of which are WIOA Adult and WIOA Dislocated Workers. The Idalia grant was allocated, in accordance with our federally approved rates, \$1,884,390.88 (FY23-24) and \$2,056,289.32 (FY24-25).

These allocated charges would normally be borne through our normal grants, of which WIOAAD and DW would bear the largest charges. On the positive side, this allocation to Idalia “freed up” the amount normally borne by those grants for other program use. We placed these dollars in training funds, thereby aiding us in meeting the increased expenditures for ITAs that you have so noted.

For the FY 25-26, we have to absorb the allocated costs back into our normal grant program funds. (As a note, for the 3 years prior to Idalia our funding in these regular grant programs had decreased by 30%. Because of this reduction, we had used attrition and space consolidation, among other steps to reduce the costs which comprise our allocated and indirect costs.)

Now we are faced with less revenue because of the loss of Idalia funds, but constant allocable costs. They are only impacted by such things as annual space lease rate increases and other economy-driven cost escalations. To this

point, WIOAAD and DW must now absorb their share of the \$2,056 289.32, that Idalia bore in the 24-25 FY.

This absorption of indirect and allocable costs restricts our ability to meet the 50% requirement.

II. Continuing Demand for Non-Training Services

Recent labor market analysis on local skills gaps and surpluses and client intake trends indicate that a significant proportion of individuals in our area seeking assistance from the local workforce system do not require formal training to become job-ready. This data, generated through JobsEQ, looks at a one-year sample of demand mix using Real Time Intelligence and a five-year sample of resumes to match job postings with the skills of local talent. Occupations with the highest skill gaps include basic life support, serving, CPR, forklifts, hospitality, point of sale systems, general mathematics and bilingual abilities. Most of these skills are learnt foundationally or on the job with the notable exception of CPR, which does not link to a specific occupation on its own. This trend has been borne out in our area where heavily promoted training opportunities have been eschewed by career seekers in favor of non-training services. Instead, they seek targeted support in the following areas:

- Career Counseling and Job Placement assistance
- Connection to employers, and other forms of employer engagement through multi-employer job fairs and single employer hiring events
- Supportive services that remove barriers to employment (transportation, childcare, tools of the trade)
- Quality follow-up that focuses on employee retention and advancement opportunities

Similarly, our area employers, as our key customer, request services that do not qualify as training. The foremost of these are hiring events/job fairs. Over the past 12 months, our team has conducted 39 recruitment events for employers. When you discount holiday periods, this amount to about 1 event per week. These impact a cross section of our staff's time. Career consultants, business services staff and other team members' time is not a training expense.

Re-employment Assistance services demand an extraordinary amount of resource room and career consultant time to assist claimants in filing claims and determining why their claim is not being processed. Over 25 staff hours per day is spent on assisting RA Claimants in trying to get their claims accepted by the system.

HOPE Florida customer referrals are increasing. While funded for a “navigator”, the actual service provision is handled by three career consultants. Few of these customers desire training.

Our area has seen rapid growth in the last 4 years, leading to a need to assist with finding talent for in-demand sectors like Advanced Manufacturing and Logistics that require minimal formal training for entry-level training. Job-ready individuals who don’t require training can be placed in jobs more quickly with adequate support from non-training services, shortening their unemployment duration and ultimately reducing public assistance dependency.

A waiver reduction to 35% enhances our ability to meet current and evolving labor trends and targeted projects without compromising the long-term goal of upskilling our workforce. It allows us to tailor services to the real-world complexity of each job seeker’s individual needs and aligns workforce service delivery with the guiding principle of providing effective on-ramps to individualized career pathways through multiple service types.

III. New Non-Training

We have experienced success in Levy County offering short-term training such as Broadband and CDL through the College of Central Florida (CF). Together we have worked with the Levy County School Board to work with graduating seniors who have not identified a career objective to enter these certificate programs. In this new year, together with CF and the Levy County School Board, each is designating a staff member to solely focus on the group of juniors and seniors who have not identified a career path. Our costs in this partnership, which, each hope in the long run, will enable more Levy County graduates to define their future, are not training costs. It is an essential partnership to build a talent pool in Levy County which will support their economic development vision. Our team members are meeting to develop their strategy to achieve this goal over the next month, with implementation to begin in October.

This project will also involve exploring additional short-term certificate programs with CF that can be offered in Levy as well as Citrus and Marion.

IV. Rumored new requirements for increased training expenditures in special grants- Rural

In several Teams meetings on the Rural Grants, there has been discussion about requiring increased training expenditures in these grants. Currently, we use these grants for training, but also for operational expenses such as space and

staff. Should this change be required, training costs borne out of WIOAAD and DW will be shifted to the rural grants and those operational costs to the AD and DW programs.

V. State College funding for free tuition and limited interest

Recent grants such as the Open Door program and other State College programs have reduced the financial burden of credential attainment for individuals. These funds take precedence over our WIOA dollars, which kick in after other financial aid streams are applied. Florida's Open Door program targets unemployed, underemployed or low-income individuals, similar to our workforce training programs, and has reduced the reliance on WIOA-funded ITAs. We coordinate with the State College and, where needed, we support the students through support services and other appropriate costs. This support is not required in all cases and where needed does not result in a substantial expense.

We continue to promote workforce training programs, but have seen limited interest in formal training from jobseekers. Over the past two years, we have targeted outreach campaigns through social media, news ads and Geofencing initiatives detailing specific training programs available and tying them to career pathways with local demand and wage data. Despite these efforts, interest in post-secondary training remains lower than anticipated.

This indicates a high preference for direct-to-employment services, prioritizing resume assistance, interview prep and immediate employment over credentialing.

VI. **"Pacing"**

Recovering from an influx of large sums of short term funds, such as our Idalia Grant, back to normal operational funding requires a measured approach that aligns your current commitments that extend beyond the current year, into the next year to be "paced" with your reductions in funding. Otherwise, your training commitments for the extended period exceed your ability. This is especially true in periods of declining overall funding such as we currently find ourselves. Management has the responsibility of managing that transition to ensure that, to the best of its ability, its future commitments align with resources. Our board finds itself in that situation. For this and the reasons stated above, we are requesting an ITA Waiver to 35%.



Building Pathways to Infrastructure Jobs

Grantee Quarterly Performance Scorecard

This scorecard provides a snapshot of your overall performance for your Department of Labor (DOL) Building Pathways to Infrastructure Jobs grant. This is the certified participant data you submitted through WIPS for the identified quarter. If the information in your records differs from the data shown on this scorecard, please send an email to BuildingPathways@dol.gov and copy your FPO to troubleshoot the discrepancies.

Grantee: Citrus Levy Marion Regional Workforce Development Board, Inc.

Quarter Ending: 3/31/2025

Percent of Grant Elapsed: 30%

<i>Performance Tracking Indicator</i>	<i>Actual [3.31.25]</i>	<i>Total Target</i>	<i>Number Remaining to Target</i>	<i>Percentage of Total Target Achieved</i>
Participants served	43	102	59	42%
Participants who began receiving education/job training activities	42	90	48	47%
<i>Performance Outcome Measures</i>	<i>Actual [3.31.25]</i>	<i>Total Target</i>	<i>Number Remaining to Target</i>	<i>Percentage of Total Target Achieved</i>
Participants who completed education/job training program activities	31	85	54	36%
Participants who completed education/job training program activities and obtained a credential	31	75	44	41%
Unemployed and underemployed participants who completed education/job training program activities and entered unsubsidized employment	12	55	43	22%
Incumbent worker participants who completed education/job training program activities and advanced into a new position	0	30	30	0%



Building Pathways to Infrastructure Jobs Grantee Quarterly Performance Scorecard

Definitions included here are from pages 85 – 86 of the [Building Pathways to Infrastructure Jobs FOA](#).

Performance Tracking Indicator Definitions

- **Total number of participants served:**
 - This tracking indicator is defined as the total number of all unique individuals determined eligible to be served by the program who receive a grant-funded service during the period of performance. Individuals who receive only a determination of eligibility to participate in the program but do not begin receiving services are NOT considered participants.
- **Total number of participants who began receiving education/job training activities:**
 - This tracking indicator is defined as the total number of participants that receive allowable training services as part of grant-funded education or training activities.

Performance Outcome Measure Definitions

- **Total number of participants who completed education/job training program activities:**
 - This performance outcome measure is defined as the total number of participants who complete, during program participation, an education or training program that leads to a recognized postsecondary credential, or a training program that leads to employment.
 - A participant's education/training activities may be one training or a series of courses or activities. Program completion for a participant is when a participant has completed all the intended grant-funded training provided to the individual during the grant period of performance. Grantees must determine when a participant has completed all the intended grant-funded training services established for the individual during the grant period of performance based on the proposed program design.
- **Total number of participants who completed education/job training program activities and obtained a credential:**
 - This performance outcome measure is defined as the total number of participants who completed a grant-funded education or training program and earned a recognized postsecondary credential.



Building Pathways to Infrastructure Jobs Grantee Quarterly Performance Scorecard

- **Total number of unemployed and underemployed participants who completed education/job training program activities and entered unsubsidized employment:**
 - This performance outcome measure includes only unique participants who are unemployed and underemployed (as defined in Section III.C.3. Eligible Participants), and the target should not exceed the total number of participants who completed education/job program training activities. Note that the sum of the targets for this performance outcome measure and Performance Outcome Measure #6 should not exceed the total number of participants who completed education/job training program activities.
 - Incumbent workers should not be included in this outcome.
- **Number of incumbent worker participants who completed education/job training program activities and advanced into a new position**
 - This performance outcome measure includes only unique participants who are incumbent workers (as defined in Section III.C.3. Eligible Participants), and the target should not exceed the total number of participants who completed education/job program training activities. Note that the sum of the targets for this performance outcome measure and Performance Outcome Measure #5 should not exceed the total number of participants who completed education/job training program activities.
 - Incumbent workers who do not advance into a new position (i.e., who retained their existing position) with their current employer or a new employer following the completion of a training program should Page 85 of 102 not be included in this outcome.
 - If an applicant is not proposing to offer services to incumbent workers the applicant should not submit a target for this performance outcome measure and should note it here.



Phoenix Rising YOUTHBUILD

The Phoenix Rising YouthBuild program has been helping improve the lives of at-risk young adults since 2011. The program is designed to teach youth valuable work skills while providing on the job experience as well as fostering a sense of community and leadership skills. As a result of their hard work, homes are built for families in need. The Phoenix Rising YouthBuild began as a locally-funded pilot in 2011, and our first federal grant was awarded in 2013. We have been awarded 5 grants total, in 2013, 2017, 2019, 2021 and 2025. These grants are the result of a collaboration between several local agencies, including:

- CareerSource Citrus Levy Marion
- Habitat for Humanity (Marion and Citrus Counties)
- Ocala Police Department
- Eckerd Youth Alternatives
- Marion County Housing and Finance Authority
- Neighborhood Housing and Development Corporation
- College of Central Florida
- Silver River Mentoring & Instruction
- City of Ocala
- Marion County Sheriff's Department
- Marion County Board of County Commissioners
- Florida State Housing Initiative Partnership (SHIP)

TOTAL AWARD AMOUNT

\$4,532,728

HOMES BUILT

17

TOTAL YOUTH SERVED

237

OBTAINED HS DIPLOMA

125

CREDENTIALS EARNED

1,228

ENTERED EMPLOYMENT/EDU

165

- Home Builders Institute Pre-Apprenticeship
- OSHA-10
- National Retail Federation
- Warehouse Certification
- FL DBPR Safe Staff Food Handler
- High School Diploma
- American Hotel and Lodging Association Front Desk
- American Hotel and Lodging Association Guestroom
- American Hotel and Lodging Association Restaurant
- American Hotel and Lodging Association Maintenance

SUCCESS STORIES

Micah A. was basic skills deficient in Math and came from a low-income family when he began the program. While enrolled, he attained proficiency in Math and earned his Home Builders Institute certification. After completing the program, Micah traveled to France to assist in the construction of kennels for a dog breeding facility. He has since returned and is now employed with Citrus County Habitat for Humanity as a construction worker.

Derek T. did so well in YouthBuild that he received a job offer from Mid-State Electric before graduating. They paid to send him through an electrical apprenticeship program and since being hired he has received a \$2.00/hour raise.

BOARD MEETING AGENDA
Wednesday, September 3, 2025 – 11:30 a.m.
College of Central Florida – Levy Campus
15390 US-19, Chiefland, FL 32626

Join Zoom Meeting: <https://us02web.zoom.us/j/84226108022>
Conference Line: 1 646 558 8656 Meeting ID: 842 2610 8022 Meeting Passcode: 172485

Call to Order		C. Flanagan
Invocation and Pledge of Allegiance		R. Stermer
Roll Call		C. Schnettler
Public Comment		C. Flanagan
Approval of Minutes, June 4, 2025	Pages 3 - 26	C. Flanagan
Introduction of New Members		

DISCUSSION ITEMS

State Update		R. Skinner
Workforce Issues that are Important to our Community		R. Skinner
Board Membership Status	Page 27	R. Skinner

CONTRACTS

<u>Master Contracts Requiring 2/3rds Vote - OJT, CBT, or</u>	Pages 28 - 29	R. Skinner
<u>Apprenticeship Training Opportunities</u>		
ANCORP Contract		

ACTION ITEMS

2025-2026 Budget	Pages 30 - 34	D. French
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CONSENT AGENDA

<u>Performance and Monitoring – 8/5/2025</u>	Page 35	J. Chang
Ticket to Work Monitoring Report		

<u>Business and Economic Development – 8/6/2025</u>		P. Beasley
No Action Items		

<u>Career Center – 8/7/2025</u>		C. Harris
No Action Items		

Marketing and Outreach – 8/13/2025
No Action Items

A. Jones

Education and Industry Consortium - 8/14/2025
No Action Items
Minutes attached 8/14/2025

Pages 36 - 49 R. Skinner

Executive Committee – 8/27/2025
Ocala CEP/MOU Modification
Dislocated Worker Fund Transfer
Staff Adjustment
2025-2026 Budget
Finance User Interface Selection
Paycom
Leadership Increases

Pages 50 - 55 C. Flanagan /
R. Skinner

PROJECT UPDATES

None

MATTERS FROM THE FLOOR

ADJOURNMENT

LUNCH

2025 – 2026 MEETING SCHEDULE							
Performance/ Monitoring	Business and Economic Development	Career Center	Marketing / Outreach	Education and Industry Consortium	Executive	Full Board	
Unless noted otherwise all committee meetings are held at CareerSource CLM, 2703 NE 14 th Street, Ocala, FL 34470							
Tuesday 9:00 am	Wednesday 9:00 am	Thursday 9:30 am	Wednesday 9:00 am	Thursday 9:00 am	Wednesday 9:30 am	Wednesday, 11:30 am	
8/5/2025	8/6/2025	8/7/2025	8/13/2025	8/14/2025	8/27/2025	9/3/2025	CF Levy
11/4/2025	11/5/2025	10/30/2025	11/12/2025	11/13/2025	11/19/2025	12/10/2025	CF Ocala
2/3/2026	2/4/2026	2/5/2026	2/11/2026	2/12/2026	2/25/2026	3/4/2026	CF Lecanto
5/5/2026	5/6/2026	5/7/2026	5/13/2026	5/14/2026	5/27/2026	6/3/2026	CF Ocala