



Spring Fresh Options TO GROW OUR TALENT PIPELINE



It's April, Spring has sprung, and it's time to plant seeds of change that will grow Marion County's talent pipeline by connecting businesses with qualified, skilled talent and job candidates with employment and career development opportunities.

Herewith, in no particular order, are ways CareerSource Citrus Levy Marion can help you cultivate your own garden of workforce solutions.

Training grants and recruiting assistance

One trend that is picking up steam is corporate learning. According to Forbes, focus on reskilling and upskilling employees has shown that talented employees stay longer at businesses that support development and growth. Understandably, doing so can often cost a pretty penny. That's where

CareerSource CLM can help by offering eligible businesses the following:

- On-the-Job Training (OJT) ideal for businesses with difficulty filling skilled labor force needs with qualified, experienced workers. OJT provides wage reimbursement of up to 75 percent of a new hire's wages for up to six months, and may also cover related costs such as tools of the trade, uniforms and background checks. Hiring through the OJT program may also qualify for tax credits.
- Paid Adult Internship and Work Experience Trainee programs offer businesses the opportunity to try out potential employees at no cost – CareerSource CLM will

cover 100 percent of wages and Workers' Compensation. Interns are local graduates in a relevant field; work experience trainees have the desire to work in a business's specific industry.

- Customized Training (CT) helps businesses meet training needs of existing employees in order to maintain a competitive edge in the marketplace. CT covers 50 percent of out-of-pocket costs and may be for a single employee or multiples, and may be for up to 12 months of training.

To learn more or get started, call our Business Development Team at 352-873-7955 or 800-746-9950.

2020 STATE OF WORKFORCE CONFERENCE

Focusing on Your 21st Century Workforce

APRIL 23, 2020

7:30 A.M. - 1 P.M.

CIRCLE SQUARE CULTURAL CENTER

8395 SW 80th St., Ocala, FL 34481

**\$25 INCLUDES MEALS
TICKETS AVAILABLE AT:**

2020workforce.eventbrite.com



CareerSource Citrus Levy Marion is an equal opportunity employer/program. Auxiliary aids/services available in Spanish and to those with disabilities. Proud partner of the American Job Center network.

Youth Career Expos and Youth Job Fair By the time this issue hits the streets, we'll have held youth career expos in Marion County (January 28 and 29), Citrus County (Feb. 28) and Levy County (March 13). All told, upwards of 1,000 middle and high school students took part across the region including more than 750 in Marion County, which was the fifth such expo here.

The Marion County Youth Career Expo was sponsored by the College of Central Florida and presented in partnership by CareerSource CLM, Marion County Public Schools, the Public Education Foundation of Marion County, Mid-Florida Regional Manufacturers Association and the Ocala/Marion County Chamber & Economic Partnership.

The expos bring together students interested in a hands-on look at career opportunities and business representatives interested in meeting and developing their future workforce. Students rotate throughout three sessions: business showcase, industry roundtables and motivational speaker. Here our speaker was Jeremy Williams of Chick-fil-A.

Camille, a student at Howard Middle School and dressed for success in a neat blouse and blazer, proclaimed the expo "absolutely amazing."

"I got to see so many businesses and what they do for our community and how it all comes together."

SKC Mark Velez, recruiter for the US Coast Guard, said he was impressed by students "actually interest in all the schools, colleges and jobs, and their attitude and effort."

Chris Hickman of Ocala Fire and Rescue took part in the roundtable session, not for the first time.

"Kids have such great personalities ... their questions are unique and every one of their perspectives are individual."

I also mentioned the annual Youth Job Fair, now in its seventh year, which took place on March 31 at the Hilton Ocala. This is a real deal hiring event, exclusively for 16 to 24-year olds, featuring area businesses interested in hiring older youth and young adults. While attendance varies, we've averaged anywhere between 200 and 400 young job candidates.

The Youth Job Fair is held in partnership with Marion County Public Schools.

State of the Workforce 2020: Focusing on Your 21st Century Workforce We mentioned this last month, but tickets are limited and selling out fast. Trust me, you won't want to miss out. But come to think of it, don't just trust me, here's what Ryan Lilly, the CEP's vice president of business creation, had to say about last year's conference: "Excellent job by CareerSource CLM in putting this together. The speakers were phenomenal." Tickets are just \$25 and include breakfast and lunch. Learn more and reserve your spot at 2020workforce.eventbrite.com

Speakers Bureau Interested in learning more about CareerSource CLM's business or candidate services? Members of our Board of Directors, business development team and leadership staff are ready, willing and able to share the CareerSource CLM story with your organization, civic group or club, or business. Give us a call at 352-291-9559 or 800-434-5627, ext. 1234 to schedule a speaker.



Laura Byrnes, APR, CPRC, communications manager at CareerSource Citrus Levy Marion, is Accredited in Public Relations, a Certified Public Relations Counselor and a Florida Certified Workforce Professional. She would love to hear from you and learn what kind of information you'd like to see each month. Please contact her at (352) 291-9559, (800) 434-5627, ext. 1234 or lbyrnes@careersourceclm.com.

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