



College of Central Florida
Enterprise Center, Building 42
3003 SW College Rd, Suite 206
Ocala, FL 34474

**Performance and Monitoring Committee
AGENDA**

Tuesday, May 9, 2023 – 9:00 a.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/82608830650>

Phone No: 1-646-558-8656 (EST) Meeting ID: 826 0883 0650

Call to Order		J. Chang
Roll Call		C. Schnettler
Approval of Minutes, February 7, 2023	Pages 2 - 4	J. Chang

DISCUSSION ITEMS

State Update		R. Skinner
Workforce Issues that are Important to Our Community		R. Skinner
2023 Monitoring Tool	Pages 5 - 17	R. Skinner

PUBLIC COMMENT

ACTION ITEMS

2023 Youth Build Monitoring	Pages 18 - 21	D. French
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PROJECT UPDATES

Talent Center Traffic	Page 22	A. Abrams
Contract Reports (Chamber, etc)	Page 23	C. Galica
Event Report – YTD	Page 24	C. Weaver
Workforce Intelligence	Pages 25 - 30	C. Weaver
Performance Measures	Page 31	C. Weaver
County Comparison Reports	Pages 32 - 34	C. Weaver
Experiential Learning Contracts	Page 35	C. Weaver
YouthBuild Reports	Page 36	C. Weaver
Program Participant Data Summary	Pages 37 - 41	C. Weaver
Net Promoter	Pages 42 - 44	S. Litzinger

MATTERS FROM THE FLOOR

ADJOURNMENT

2022 – 2023 MEETING SCHEDULE						
Performance/ Monitoring	Business and Economic Development	Career Center	Marketing/ Outreach	Executive	Full Board	
Tuesday, 9:00 am	Wednesday, 9:00 am	Thursday, 9:30 am	Wednesday, 9:00 am	Wednesday, 9:30 am	Wednesday, 11:30 am	
8/9/2022	8/10/2022	8/18/2022	8/17/2022	8/31/2022	9/7/2022	CF Levy
11/8/2022	11/9/2022	11/17/2022	11/16/2022	11/30/2022	12/7/2022	CF Ocala
2/7/2023	2/8/2023	2/16/2023	2/22/2023	3/1/2023	3/8/2023	CF Lecanto
5/9/2023	5/10/2023	5/18/2023	5/24/2023	5/31/2023	6/7/2023	CF Ocala

OUR VISION STATEMENT

To be known as the number one workforce resource in the state of Florida by providing constructive tools and professional supportive services that are reflected in the quality of our job candidates and meet the needs of the business community.



**CAREERSOURCE CITRUS LEVY MARION
Performance and Monitoring Committee**

MINUTES

DATE: February 7, 2023
PLACE: College of Central Florida, Enterprise Center
3003 SW College Road, Ocala, FL 34474
TIME: 9:00 a.m.

MEMBERS PRESENT

Al Jones
Fred Morgan
Jeff Chang, Chair

MEMBERS ABSENT

Arno Proctor
Deb Stanley
Ted Knight

OTHER ATTENDEES

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM
Cathy Galica, CSCLM
Steven Litzinger, CSCLM

Andrea Abrams, CSCLM
Cira Schnettler, CSCLM

CALL TO ORDER

The meeting was called to order by Jeff Chang, Chair at 9:00 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

APPROVAL OF MINUTES

Al Jones made a motion to approve the minutes from the November 8, 2022, meeting. Brandon Whiteman seconded the motion. Motion carried.

DISCUSSION ITEMS

State Updates

Workforce Issues that are Important to Our Community

Rusty Skinner updated the committee on the following items:

- CareerSource Florida board meets on February 23, 2023. The State’s consultant will provide their recommendations during this meeting.
- The Post-Secondary Education and Workforce Subcommittee will meet Thursday and have a presentation from the REACH Office. Representative Hinson is on that

- committee and will be asked to raise the issue of workforce board consolidation.
- Rusty Skinner is meeting with the Gray Robinson lobbyists on Thursday to get updated.
- The Senate is drafting version two of the Bill 1507.

Workforce Issues that are Important to Our Community

Al Jones expressed that he was noticing an increase in job seekers to his retail locations. Dale French and Cory Weaver explained that was consistent with an uptick in traffic in the centers.

PUBLIC COMMENT

None

ACTION ITEMS

Monitoring Report

Cory Weaver reviewed the monitoring report and outlined all findings, non-compliance issues, and observations on pages 10 and 11 of the packet. She highlighted that there were no findings in Welfare transition and in Finance. All issues were addressed and the final report was issued November 2022. Al Jones made a motion to accept the monitoring report. Fred Morgan seconded the motion. Motion carried.

PROJECT UPDATES

Talent Center

Andrea Abrams reviewed the quarterly Talent Center report. She explained that the Talent Center has seen a decrease in traffic, referrals, and placements. There has been an increase in student engagement and workshops. The Talent Center has facilitated 13 workshops year to date and workshop attendance is up by 56%.

Contract Reports

Cathy Galica reviewed the performance report for Citrus and Marion counties and the youth report. Overall, the partners did well on the report.

- County Reports:
 - Marion County continues to meet their goals.
 - Citrus County did not meet one of their goals in the first or second quarter. CareerSource CLM Business Development Coordinators have started to meet jointly with the Chamber and businesses in Citrus County.
- Youth Report: The Eckerd reporting has not been released by the State. Once that data is available it will be presented to this committee.

Event Report

Cory Weaver highlighted items from the Event Report. She noted 22 hiring events have occurred in this program year and upcoming job fairs.

Workforce Intelligence

Performance Measures

Career Center Reports

Cory Weaver reviewed the reports and welcomed questions from the committee

members.

- Workforce Intelligence: Center traffic is increasing, with many customers being job seekers. Welfare Transition participation is down throughout the State, but our region is ranking highest in the State for participation.
- Performance Measures: Our organization is consistently doing well.
- Center Reports: Services are down across the centers.

Experiential Learning Contracts

Cory Weaver summarized each section of the report. She highlighted two businesses hired one intern each through the internship program.

YouthBuild Reports

Cory Weaver reviewed the report and noted that there is 14 enrollees surpassing the requirement of 12. This is the first cohort of the newest grant.

Program Participant Data Summary

Cory Weaver reviewed the report. Jeff Chang asked if this data was used to identify populations that are not utilizing our services and to increase outreach efforts. Cory Weaver explained that this has been done in the past and that the data can be used for comparison to the general job seeker market. She will investigate this further.

Net Promoter

Steven Litzinger reviewed the Net Promoter Survey Results. Overall, we are providing excellent customer service.

- Job seeker satisfaction is up six points over last year.
- Business Services scores decreased a bit.
- Talent Center continues to have a high level of customer service satisfaction. Jeff Chang applauded the Talent Center team for their hard work.

Steven Litzinger explained that the survey comments are available upon request. The comments really present a more detailed picture of the high level of customer service the staff provide.

MATTERS FROM THE FLOOR

ADJOURNMENT

There being no further business, the meeting was adjourned at 9:58 a.m.

APPROVED:

Local Board Composition, Board Member Selection and Training Review Tool
Program Year (PY) 2022-2023

LWDB Number and Name:	SELECT
Dates of Review:	
Review Period:	
LWDB Staff Completing the Tool:	

	ESTABLISHMENT OF THE LOCAL BOARD	REFERENCE	YES or NO	COMMENTS
1	When was the board last certified by the Governor (CareerSource Florida)? (Provide documentation or indicate where this can be found).	Administrative Policy Number 91 (Section H-1)		
	LOCAL BOARD REQUIREMENTS	REFERENCE	YES or NO	COMMENTS
1	Does the local board set and approve local workforce policies? If yes, please provide documentation to support approval.	20 CFR 679.310(b)		
2	Has the local board established local operating procedures (LOPs) or other written procedures or processes regarding board governance activities and responsibilities? If yes, please provide a copy or indicate where this can be found.	Administrative Policy 110 (IV)(A)(3), Grantee-subgrantee Agreement (3)(D)		
	BYLAWS	REFERENCE	YES or NO	COMMENTS
1	Does the local board have bylaws? If yes, please provide a copy of the bylaws or indicate where they can be located.	20 CFR 679.310 (g) and Administrative Policy 110 (IV) (E) (2)		
2	Did the Chief Local Elected Official (CLEO), in coordination with the local board, establish the governing bylaws? If not, indicate who created the bylaws?	20 CFR 679.310 (g); DEO Administrative Policy 110(IV)(A)(1)		
3	Do the bylaws describe the purpose and responsibilities of the local board which include functions such as setting policy, establishing operational oversight, strategic planning, local board authority, hiring of the executive director, etc.?	20 CFR 679.300 and Administrative Policy 110(IV)(E)(2)(c); F.S. section 445.003		
4	Do the bylaws describe the duties and term limits of local board members and how the term appointments will be staggered to ensure only a portion of local board memberships expire in a given year?	Administrative Policy 91(IV)(G)		
5	Do the bylaws describe the nomination process used to select the local board chair and members?	20 CFR 679.310 (g)(1); DEO Administrative Policy 110(IV)(E)(2)(b)		
6	Do the bylaws describe the frequency of meetings and how local board and committee meetings are planned and conducted?	Administrative Policy 110 (IV) (E) (2) (g)		
7	Do the bylaws or policy describe procedures for the nomination of local board members when a vacancy occurs including a process to notify the CLEO of a local board member vacancy?	20 CFR 679.310 (g)(3); DEO Administrative Policy 110(IV)(E)(2)		
8	Is there a proxy and alternative designee process that will be used when a local board member is unable to attend a meeting or a process to assign a designee pursuant to 20 CFR 679.110(d)(4)?	20 CFR 679.310 (d)(4)		
9	Do the bylaws describe the use of technology, such as phone and Web-based meetings, that will be used to promote local board member participation?	20 CFR 679.310 (g)(5)		
10	Do the bylaws include a process to ensure local board members actively participate in convening the workforce development system's stakeholders, brokering relationships with a diverse range of employers, and leveraging support for workforce development activities?	20 CFR 679.310 (g)(6)		
	INTERLOCAL/CONSORTIUM/GOVERNANCE AGREEMENTS	REFERENCE	YES or NO	COMMENTS
1	If the local board includes more than one unit of local government, is there an interlocal agreement which specifies the respective roles and liability of the individual CLEO? If yes, please provide a copy or indicate where it can be found. If no, please explain.	WIOA sec. 107 (c)(1)(B) Administrative Policy 110 (IV)(E)(1)		
2	If yes to #1, does the interlocal agreement clearly identify:			
	a. units of local government which are covered by the agreement and which make up the local area.	Administrative Policy 110 (IV)(E)(1)(a)		
	b. designation of and responsibilities of the CLEO, identification of the county commissioners and/or mayors to serve as the CLEO of the local area for the purposes of approving local and regional plans, establishing policy, authorizing WIOA expenditures, establishing contracts, paying for services outside of the local area or paying costs associated with monitoring or audit findings or sanctions.	Administrative Policy 110 (IV)(E)(1)(b)		
3	Does the local board negotiate with the CLEO and required partners on the methods for funding the infrastructure costs of one-stop centers in the local area?	DEO Administrative Policy 110(IV)(5)(f); DEO Administrative Policy 106		

LOCAL BOARD MEMBERSHIP		REFERENCE	YES or NO	COMMENTS
1	List all local board members, area of representation, position title, vacancies, and appointment dates. (Note: See Board of Directors tab for input and completion of all required information).	Administrative Policy 91 (IV)(E)		
2	Provide documentation supporting the nomination/selection process including names of nominating organizations and names of all candidates and their qualifications through the past calendar year. Note: Documentation must be retained for not less than five years.	Administrative Policy 91 (IV)(E)		
3	Is there a process for soliciting local board nominations and selecting local board members? If yes, please provide documentation or indicate where this can be found.	20 CFR 679.110 (3)		
4	Was each member of the local board selected by the CLEO? Provide documentation or indicate where this can be found.	20 CFR 679.110 (3)		
5	How many local board vacancies do you currently have and how long have they been vacant?	Administrative Policy 91 (IV) (G)		
6	Is the local board chair from the business community and elected by the local board? If yes, please provide minutes of meeting when the local board chair was elected.	20 CFR 679.330; DEO AP 091(IV)(B); WIOA sec. 107(b)(3)		
7	Has the current chair served a term of no more than two years and no more than two terms?	Administrative Policy 91 (IV) (B)		
8	With the exclusion of members representing governmental entities, have any members served more than eight consecutive years from their date of appointments?	Statute 445.007 (2) (a)		
9	Have all new local board members completed a new local board member orientation within six months of appointment? If yes, please indicate the date of orientation, agenda, and attendance roster. If no, when will the orientation take place?	Administrative Policy 110 (IV)(G)(1)		
10	Have all local board members completed an annual refresher training? If yes, please provide the date of training, agenda, and attendance roster. If no, when will the training take place?	Administrative Policy 110 (IV)(G)(2)		
11	Does each local board member have optimum policy-making or hiring authority (679.320 (b)(1) (20 CFR 679.340) within the entities they represent? Note: Person with optimum policy-making authority is an individual who can reasonably be expected to speak affirmatively on behalf of the entity he or she represents and to commit that entity to a chosen course of action.	Administrative Policy 91 (IV)(D); WIOA Sec 107(B)(2)		
12	Does the local board include non-required or non-voting members?	20 CFR 679.360(a)		
13	If yes, has the CLEO conveyed voting privileges to non-required members? Note: non-required members cannot vote.	20 CFR 679.360(a)		
STANDING COMMITTEES		REFERENCE	YES or NO	COMMENTS
1	Does the local board have any standing committees? If yes, please list the committee(s). If no, please describe how the local board administers the activities directly? Note: Skip the remaining questions in this section if no standing committees have been established.	20 CFR 679.360(a)		
2	If yes to #1, are there any policies or procedures related to the committee's makeup and responsibilities as described in the local plan? If yes, please provide copy or indicate where this can be found.	20 CFR 679.360(a)		
3	If yes to #1 and one of the committees established is a youth committee, is a local board member the chairperson of the committee?	20 CFR 679.360(a)		
4	If yes to #1, does the committee include representatives of community-based organizations with a demonstrated record of success in serving eligible youth?	20 CFR 679.360(a)		
5	If yes to #1, is the committee chaired by a member of the local board?	20 CFR 679.360(a)		
6	If yes to #3, does each member have demonstrated experience and expertise who: a. Is a workplace learning advisor as defined in WIOA sec. 3(70); b. Contributes to the field of workforce development, human resources, training and development, or a core program function; or c. The local board recognizes for valuable contributions in education or workforce development related fields.	20 CFR 679.360(a)(1); 20 CFR 679.340(b)		
7	Does the committee include individuals who are not members of the local board?	20 CFR 679.360		
8	Do any local board staff serve as members of a committee or subcommittee of the local board? If yes, please indicate the person's name and the committee they serve on.	20 CFR 679.360		
LOCAL BOARD FUNCTIONS		REFERENCE	YES or NO	COMMENTS
1	Does the local board in partnership with the chief elected official develop and submit a 4-year local plan for the local area?	20 CFR 679.370(a)		
2	Does the local board, with representatives of secondary and postsecondary education programs, lead efforts to develop and implement career pathways within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment? Please explain how or indicate where this can be found.	20 CFR 679.370(f)		
3	Does the local board lead efforts in the local area to identify and promote proven and promising strategies and initiatives for meeting the needs of employers, workers, and job seekers, and identify and disseminate information on proven and promising practices carried out in other local areas for meeting such needs? Please explain how or indicate where this can be found.	20 CFR 679.370(g)		
4	Does the local board develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, and workers and job seeker? Please explain how or indicate where this can be found.	20 CFR 679.370(h)		
5	Does the local board in partnership with the chief elected official for the local area: a. Conduct oversight of youth workforce investment activities authorized under WIOA sec. 129c, adult and dislocated worker employment and training activities, and the entire one-stop delivery system in the local area? b. Ensure the appropriate use management, and investment of funds to maximize performance outcomes?	20 CFR 679.370(i)		

	REQUIRED LOCAL POSITIONS	REFERENCE	YES or NO	COMMENTS
1	Has the local board designated and appointed the following positions? a. A Regional Security Officer. b. A custodian for purchased property and equipment. c. A personnel liaison (must be a DEO merit staff member). d. A public records coordinator. e. An Equal Opportunity Officer, consistent with 29 CFR part 38. f. An Ethics Officer.	Grantee-subgrantee Agreement Section 21 Grantee-subgrantee Agreement Section 21 Grantee-subgrantee Agreement Section 21 Grantee-subgrantee Agreement Section 21 Grantee-subgrantee Agreement Section 21 Grantee-subgrantee Agreement Section 21		
2	If yes, please provide name, title, and contact information. Note: Individuals may serve in one or more capacities to the extent that no conflict of interest may arise.	Grantee-subgrantee Agreement Section 21		
	SUNSHINE PROVISIONS, TRANSPARENCY, AND POSTING REQUIREMENTS	REFERENCE	YES or NO	COMMENTS
1	Are the following posted to the local board's website? a. Formal local board meetings/agendas at least seven days before the meeting is to occur. b. Special local board meetings/agendas at least 72 hours before the meeting is to occur. c. Formal local board and committee meeting minutes within 15 days of board approval. d. A list of all current board members. e. Interlocal agreement, as applicable. f. A schedule of operations for the upcoming fiscal year that includes daily hours of operations and holiday closures. g. Exhibit (executive compensation report) signed by the chief financial officer or designee. h. Most recent IRS Form 990.	20 CFR 679.370-679.410; Section 445.003.009 F.S. 20 CFR 679.370-679.410; Section 445.003.009 F.S. 20 CFR 679.370-679.410; Section 445.003.009 F.S. 20 CFR 679.370-679.410; Section 445.003.009 F.S. 20 CFR 679.370-679.410; Section 445.003.009 F.S. 20 CFR 679.370-679.410; Section 445.003.009 F.S. Section 445.007(13) F.S. and CareerSource Florida Ethics and Transparency Policy Section 445.007(13) F.S. and CareerSource Florida Ethics and Transparency Policy		
2	If yes to #1, are the postings in accordance with the timelines for posting information or making the information available to the public?	Grantee-subgrantee Agreement Section 12(b)		
	ONE-STOP OPERATOR	REFERENCE	YES or NO	COMMENTS
1	Is a policy or written procedures in place which explains the competitive process for selecting a one-stop operator? If yes, please provide documentation.	20 CFR 678.620(b), 679.430 and Administrative Policy 97		
2	Are roles of the one-stop operator clearly defined? If yes, do they specifically indicate that one-stop operators cannot conduct the following: * Convene system stakeholders to assist in the development of the local plan. * Prepare and submit local plans (as required under WIOA sec. 107). * Be responsible for oversight of itself. * Manage or significantly participate in the competitive selection process for one-stop operators. * Select or terminate one-stop operators, career service providers, and youth providers. * Negotiate local performance accountability measures.	20 CFR 678.620(b)(1), 679.430 and Administrative Policy 97 20 CFR 678.620(b)(1), 679.430 and Administrative Policy 97 20 CFR 678.620(b)(1), 679.430 and Administrative Policy 97 20 CFR 678.620(b)(1), 679.430 and Administrative Policy 97 20 CFR 678.620(b)(1), 679.430 and Administrative Policy 97 20 CFR 678.620(b)(1), 679.430 and Administrative Policy 97		
3	Are One-Stop Operators selected through a competitive process at least once every four years?	20 CFR 678.620(b)(1), 679.430 and Administrative Policy 97		
4	If yes, were the proposals received and evaluated in accordance with the criteria established in the competitive procurement invitation to Negotiate?	Administrative Policy Number 97		
5	If through sole source procurement, was a formal request submitted to CareerSource Florida and DEO including justification that all other options were exhausted as reasons for the sole source?	20 CFR 678.605(a) and Administrative Policy Number 97		
6	If the local board serves as the/a one-stop operator, was the designation through sole source procurement or was it through a competitive process?	Administrative Policy Number 97		
7	If the local board serves as the/a one-stop operator, was the procurement completed by a "third party"?	Administrative Policy Number 97		
8	If the local board serves as the one-stop operator, provide documentation of a formal request to CSF and DEO justifying the sole source as well as documentation that CSF and DEO agreed to and certified the local board serving as the one-stop operator?	Administrative Policy Number 97		
9	Does the local board specifically conduct monitoring of the one-stop operator including potential conflicts of interests? If yes, provide copies of the monitoring reports, dates of the last review, name/position of staff who conducted the review, and the schedule for upcoming monitoring reviews.	Administrative Policy Number 97		
	ONE-STOP DELIVERY SYSTEM	REFERENCE	YES or NO	COMMENTS
1	Are all required partner programs represented in the local one-stop career service centers?	Section 445.009, F. S.		
2	If no to #1, list the partner program(s) not represented and explain how does the required partner program provides access to its program or activities through the local one-stop career service centers?	Section 445.009, F. S.		
3	For each affiliated site or specialized career center in which the required partner program provides access to its services, is access to services provided on site by a program staff member via cross training of partner staff or via direct linkage through the partner?	Section 445.009, F. S.		
4	Has the local board entered into a memorandum of understanding with each mandatory or optional partner participating in the one-stop delivery system which details each party's responsibilities and the partner's required contribution to infrastructure costs? If yes, please provide a copy of the memorandum of understanding.	20 CFR and 678.500		
5	Does the MOU contain: a. A description of services to be provided through the One-Stop delivery system, including the manner in which the services are to be coordinated and delivered through the system. b. One-Stop operating budgets identifying the costs of the services and the operating costs of the system including an infrastructure Funding Agreement (IFA) for the infrastructure costs of One-Stop Centers in accordance with 20 CFR 678.700 - 678.755 and funding of the shared services and operating costs of the One-Stop delivery system described in 20 CFR 678.750. c. Methods to providing access to services. d. Methods for referring individuals between the One-Stop operators and the grant recipient for appropriate services and activities. e. Provisions specifying the MOU's duration and the procedures for amending it. f. Identification of other contributions made to the one-stop system through other avenues. g. A description of the modification process including the appeals process and the resulting update to the MOU; and h. Signatures of all the required partners' authorized representative.	20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500		
6	Does the MOU contain the following information related to infrastructure funding agreements (IFA) (20 CFR 678.755)? a. The period of time in which the IFA is effective (This may be a different time period than the duration of the MOU). b. Provisions specifying the MOU's duration and the procedures for amending it. c. Identification of a One-Stop operating budget, including infrastructure costs in the IFA and additional costs, which will be periodically reconciled against actual costs incurred and adjusted accordingly to ensure that it reflects a cost allocation methodology that demonstrates how infrastructure costs are charged to each partner in proportion to its use of the One-Stop Center and relative contribution to infrastructure costs. d. Description of the process to be used among partners to resolve issues during the MOU duration period when consensus cannot be reached. e. Description of the periodic modification and review process to ensure equitable benefit among One-Stop partners.	20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500 20 CFR and 678.500		

Board of Directors List Tool

Program Year (PY) 2022-2023

Date of Review:							
Name of Board Member	Position on Board	Term of Appointment	Appointment Date	Name of Member's Business, Company, or Employer and Title or Position	Representation ****	Additional Representation	Additional Representation
<p>Complete the Board of Directors template below. Include current board members at the time this document is completed including vacant seats from each Sector, if applicable. In the Representation column, you must choose an option from the drop-down menu. If a board member has more than one affiliation, select the additional representation category from Column F. <i>Once the Board of Directors template has been completed, check the table located at the bottom of the page. The table calculates both Business and Workforce percentages, as well as the required board roles.</i></p> <p>Please note: <u>Providing a reference to website will not satisfy this request</u>. The template holds up to 36 board members. If you have more than 36 members on your board reach out to your Programmatic Monitor Unit directly.</p>					Sector & Description (See 20 CFR 679.320)	Sector & Description (See 20 CFR 679.320)	Sector & Description (See 20 CFR 679.320)
					Choose Sector and Description from the drop down menu	Choose Sector and Description from the drop down menu	Choose Sector and Description from the drop down menu
	Ex. Member, Chair, Secretary etc.	Ex. MM/DD/YY- MM/DD/YY	Ex. MM/DD/YY				
sam 1					Workforce: Joint labor-management organization	Workforce: Organization which provides or supports competitive integrated employment for individuals with disabilities	
sam 2					Business: Member of Small Business		
sam 3					Business: Other Business Sector		
sam 4					Workforce: Union affiliated registered apprenticeship program	Other: Training provider administering adult education and literacy activities under WIOA title II	
sam 5					Workforce: Labor organization in the local area		
sam 6					Workforce: Labor organization in the local area		Workforce: Organization which provides or supports competitive integrated employment for individuals with disabilities
sam 7					Workforce: Community based organization with experience and expertise in addressing the employment, training or education need of individuals with barriers to employment		
sam 8					Workforce: Union affiliated registered apprenticeship program		
sam 9					Other: Program carried out under title I of the Rehabilitation Act o 1973, other than sec.112 or part C of that title		

**** Please note that this column is solely used to calculate compliance with the 50% business and 20% workforce membership requirement. For members that serve multiple roles, please select *business* or *workforce* sector in the first column and the secondary role in the second column.

	Member Count	Member Percentage	
Board Members in Business Sector	2	22%	Total must 50% or greater
<i>Member of Small Business</i>	1	Does not meet minimum	Minimum of 2 business representatives
<i>Other Business Sectors</i>	1		Remaining business representatives
<i>Vacant Business Sector seats</i>	0		Vacant Seats
Board Members in Workforce Sector	8	89%	Total must be 20% or greater
<i>Labor organization in the local area</i>	2	Meets Minimum	If in existence, must include 2 or more Workforce representatives
<i>Joint labor-management organization</i>	1		
<i>Union affiliated registered apprenticeship program</i>	2	Meets Minimum	If in existence, must include 1 or more Workforce representatives from these three categories
<i>Non-union affiliated registered apprenticeship program</i>	0		
<i>Community-based organization with experience and expertise in addressing the employment, training or education needs of individuals with barriers to employment</i>	1		May include 1 or more Workforce representatives
<i>Organization that serves veterans</i>	0		May include 1 or more Workforce representatives
<i>Organization which provides or supports competitive integrated employment for individuals with disabilities</i>	2		May include 1 or more Workforce representatives
<i>Organization with experience and expertise in addressing the employment, training, or education needs of eligible youth</i>	0		May include 1 or more Workforce representatives
<i>Vacant Workforce Sector Seats</i>	0		Vacant Seats
Board Members in Other Sectors	2	22%	Remaining Percentage
<i>Training provider administering adult education and literacy activities under WIOA title II</i>	1	Meets minimum	Must include 1 representative
<i>Institution of higher education providing workforce investment activities</i>	0	Does not meet minimum	Must include 1 representative
<i>Economic and community development entity</i>	0	Does not meet minimum	Must include 1 representative
<i>State Employment Service Office under Wagner Peyser Act (29 U.S.C. 49) serving the local area</i>	0		Must include 1 representative - DEO realizes that this position may not be filled.

<i>Program carried out under title I of the Rehabilitation Act of 1973, other than sec.112 or part C of that title</i>	1	Meets minimum	<i>Must include 1 representative</i>
<i>Other Entity that administers education and training activities, represents local educational agencies or community-based organizations that have expertise in addressing the education or training needs for individuals with barriers to employment</i>	0		<i>May include representatives</i>
<i>Governmental and economic and community development entities who represent transportation, housing, and public assistance programs</i>	0		<i>May include representatives</i>
<i>Philanthropic organizations serving the local area</i>	0		<i>May include representatives</i>
<i>Other appropriate individuals as determined by the chief elected official</i>	0		<i>May include representatives</i>
<i>Vacant Other Seats</i>	0		<i>Vacant Seats</i>
Member Count	9		
Representation Count	12		

Financial Disclosure Tool

Program Year (PY) 2022-2023

LWDB Number and Name:	SELECT
Dates of Review:	
Review Period:	
LWDB Staff Completing the Tool:	

	FINANCIAL DISCLOSURE DATA	REFERENCE	YES or NO	COMMENTS
1	Please explain the process or procedure used to notify all board members of the requirement to file financial disclosure requirements. If written, please provide a copy or indicate where this can be found.	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		
2	Has the LWDB appointed a coordinator responsible for advising board members and the executive director on the requirements to file financial disclosure statements? (If yes, provide name of coordinator. If no, indicate how this is done).	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		
3	Did the local coordinator or board designee provide the names and addresses of all board members and the executive director to the Commission on Ethics by the July 1, annual reporting date?	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		
4	Were financial disclosure statements filed by all current board members and the executive director by July 1, 2022 or no later than September 1, 2022?	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		
5	If no to #4, provide the name(s) of the board member(s) and the executive director who did not file.	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		
6	Were any new members or the executive director appointed to the board during calendar year 2022? If yes, provide the name(s) of the board member(s) and/or executive director and the appointment dates.	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		
7	If yes to #6, did the local coordinator timely provide the names of the new board members and/or the executive director to the Commission on Ethics?	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		
8	If yes to #6 and 7, did the new member or executive director file a financial disclosure statement within 30 days of the appointment date?	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		
9	If no, provide the name(s) of the board member(s) or executive director who did not file.	Sections 112.3145 and 445.007 F.S.; Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees; and DEO Final Guidance (FG-075)		

Collection of Demographic Data Tool

Program Year (PY) 2022-2023

LWDB Number and Name:	SELECT
Dates of Review:	
Review Period:	
LWDB Staff Completing the Tool:	

	DEMOGRAPHIC DATA	REFERENCE	YES or NO	COMMENTS
1	Does the LWDB have any local operating policies and procedures related to the collection of demographic information on participants (race/ethnicity, gender, age and disability status)? If yes, provide a copy of the policies and procedures.	29 CFR 38.41 and 37.37; DEO Guidelines for Compliance with Section 188 (nondiscrimination)	Yes	
2	Does the LWDB ask customers to provide demographic information? If yes, at what point is the information provided? (Note: If collected via a Kiosk system, sign-in sheet or other means, please provide a screenshot of the Kiosk page or a copy of a sign-in sheet).	29 CFR 38.41 and 37.37; DEO Guidelines for Compliance with Section 188 (nondiscrimination)		
3	If no to #2, how is this information collected? (Please explain in comment section).	29 CFR 38.41 and 37.37; DEO Guidelines for Compliance with Section 188 (nondiscrimination)		
4	If demographic information is collected, does the LWDB indicate that providing demographic information is voluntary?	29 CFR 38.41 and 37.37; DEO Guidelines for Compliance with Section 188 (nondiscrimination)		
5	Does the LWDB indicate that the information will be kept confidential as provided by law?	29 CFR 38.41 and 37.37; DEO Guidelines for Compliance with Section 188 (nondiscrimination)		
6	Does the LWDB indicate that refusal to provide the information will not subject the individual to any adverse treatment?	29 CFR 38.41 and 37.37; DEO Guidelines for Compliance with Section 188 (nondiscrimination)		
7	Does the LWDB indicate that the information will be used only in accordance with the law?	29 CFR 38.41 and 37.37; DEO Guidelines for Compliance with Section 188 (nondiscrimination)		

Management Information Systems, Risks and Liability Tool

Program Year (PY) 2022-2023

LWDB Number and Name:	SELECT
Dates of Review:	
Review Period:	
LWDB Staff Completing the Tool:	

	MANAGEMENT INFORMATION SYSTEMS (MIS) AND SECURITY PROTOCOLS	REFERENCE	YES or NO	COMMENTS
1	Does the LWDB have a policy, procedure or business process in place related to MIS user account information? If yes, please provide copy of written guidelines or indicate where this can be found.	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
2	If no to #1, how does the LWDB manage user account information (please explain in comment section)?	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
3	Do written guidelines specifically address information security protocols for MIS access for new/current employees? If no, how is this done?	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
4	Do written guidelines cover procedures for revoking access permissions for employees who are terminated or are no longer employed by the LWDB? If no, how is this done?	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
5	Does the LWDB conduct semi-annual information system access reviews?	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
6	If yes to #5, are the results provided to the DEO Internal Security Unit (ISU)?	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
7	Is the LWDB security officer notified in a timely manner whenever a person needs access or their access needs to be revoked? Explain how this is done or provide copy of written procedures.	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
8	Are signed Individual Non-Disclosure and Confidentiality Certification forms for all staff (including contract and/or service provider staff who have access to system and other confidential information) collected and maintained by the LWDB?	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
9	If no to #8, please explain the process for safeguarding information? If yes, please provide copies of procedures or indicate where this can be found.	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
10	Does the LWDB conduct or require Level - 1 FDLE background screenings as a condition of employment or contract award for all board, contract and service provider staff with access to, and the ability to change or destroy confidential information including data stored in the MIS?	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
11	If yes to #10, does the policy or procedure indicate rescreening will occur every five years of consecutive employment? Please provide copy of procedures or indicate where this can be found.	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
	RISK AND LIABILITY ISSUES	REFERENCE	YES or NO	COMMENTS
1	Does the LWDB have a risk mitigation strategy in place that would be activated during emergencies or other situations that may disrupt normal operations?	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
2	If yes to #1, does it include a continuity of operations plan, a disaster recovery plan and an organization risk analysis? Please provide a copy of the plan or indicate where this can be found.	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		

3	Does the LWDB have any unresolved issues because of any audits or compliance reviews? If yes, please explain or provide a copy of the LWDB's most recent corrective action plan (CAP) response to the audit(s) or compliance reviews.	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		
4	Is comprehensive liability insurance coverage maintained by the LWDB? If no, please explain the reason(s) in the comment section. If yes, please provide a copy of the liability insurance coverage declaration page or indicate where this can be found.	Authority: Grantee - Subgrantee Agreement; Chapter 74-2, F.A.C.; Section 435.03, F.S.; DEO IT Policy Numbers 1.08, 5.01, 05.10, 6.01, and 6.02		

Local DEO Merit Staffing Structure Tool

Program Year (PY) 2022-2023

LWDB Number and Name:	SELECT
Dates of Review:	
Review Period:	
LWDB Staff Completing the Tool:	

	LOCAL DEO MERIT STAFFING STRUCTURE	REFERENCE	YES or NO	COMMENTS
1	Are any services being performed by DEO staff? If so, what programs and services are they performing?	Grantee-subgrantee Agreement: Sections 6(a) and 13(a).		
2	Is a staffing structure chart maintained for each career center site where DEO staff are located? Please provide copy or indicate where it is located.	Grantee-subgrantee Agreement: Sections 6(a) and 13(a).		
3	Does the LWDB provide a copy of the staffing structure in an organizational chart to DEO Human Resources annually by July 1 or within 30 days upon changes to the organization structure?	Grantee-subgrantee Agreement: Sections 6(a) and 13(a).		
4	If yes, has a staffing chart been submitted for the current year? Please submit a copy of the documentation.	Grantee-subgrantee Agreement: Sections 6(a) and 13(a).		

Sector Strategies Tool

Program Year (PY) 2022-2023

LWDB Number and Name:	SELECT
Dates of Review:	
Review Period:	
LWDB Staff Completing the Tool:	

	SECTOR STRATEGIES	REFERENCE	YES or NO	COMMENTS
1	Are there policies and procedures in place to address the LWDB's local sector strategy? If yes, provide copy of policies and/or procedures.	20 CFR 678.435 and Local Plan.		
2	What is your designated targeted sector?	20 CFR 678.435 and Local Plan.		
3	Does the LWDB have documentation reflecting the number of individuals trained in the designated targeted sector? If yes, provide current number of participants trained in the designated targeted sector. If no, provide a plan of action describing how the LWDB will capture the number of individuals served in the designated targeted sector.	Title 20 CFR 678.435 and Local Plan.		
4	Does the LWDB have documentation of the outreach/services to employers in your targeted sector, including the percentage of businesses touched within the specific sector? If yes, provide outreach information and list of participating employers.	20 CFR 678.435 and Local Plan.		
5	If yes to #4, briefly describe the special events geared toward your targeted sectors.	20 CFR 678.435 and Local Plan.		

Ethics Tool

Program Year (PY) 2022-2023

LWDB Number and Name:	SELECT
Dates of Review:	
Review Period:	
LWDB Staff Completing the Tool:	

	ETHICS	REFERENCE	YES or NO	COMMENTS
1	Has the local board established an employee ethics code modeled after the provisions of Chapter 112, Florida Statutes, and named a Chief Ethics Officer? If, yes, please provide a copy or indicate where this can be found.	Grantee-subgrantee Agreement Section 13		
2	Has the local board adopted a conflict of interest policy that ensures compliance with state and federal laws? If, yes, please provide a copy or indicate where this can be found.	Grantee-subgrantee Agreement Section 13		
3	Has the local board established grievance and EEO procedures consistent with 20CFR 683.205 and made known to staff, participants, and other interested parties. If, yes, please provide a copy or indicate where this can be found.	Grantee-subgrantee Agreement Section 13		
4	Has the local board established a whistle blower policy that facilitates the reporting of violations of policy or law without fear of retaliation? If, yes, please provide a copy or indicate where this can be found.	Grantee-subgrantee Agreement Section 13		
5	Does the local board policies include a section on prohibition on lobbying? If, yes, please provide a copy or indicate where this can be found.	Grantee-subgrantee Agreement Section 13		



RECORD OF ACTION/APPROVAL

**Performance and Monitoring Committee
Tuesday, May 9, 2023**

TOPIC/ISSUE:

Acceptance of the Department of Labor (DOL) YouthBuild monitoring report.

BACKGROUND:

Eric Dent (federal project officer) conducted monitoring on the 2019 YB grant from December 5 through December 9. An exit conference was held on January 20, 2023.

POINTS OF CONSIDERATION:

The final report revealed no Non-compliance issues or Findings. No other issues were reported. DOL staff thanked our staff for running a quality and transparent program. No further action is required.

STAFF RECOMMENDATIONS:

Accept the monitoring report as submitted to us from the DOL.

COMMITTEE ACTION:

BOARD ACTION:

U.S. Department of Labor

Employment and Training Administration
Sam Nunn Atlanta Federal Center
Room 6M12 - 61 Forsyth Street S.W.
Atlanta, Georgia 30303



March 3, 2023

Mr. Dale French
Director of Operations
Citrus Levy Marion Regional Workforce Development Board, Inc.
D/B/A CareerSource Citrus Levy Marion
3003 SW College Road, Suite 205
Ocala, FL 34474

Grant Type: YouthBuild Grant
Grant Number: YB-34257-19-60-A-12

Dear Mr. French:

From December 5, through 9, 2022, the U.S. Department of Labor, Employment and Training Administration, Atlanta Regional Office conducted an Enhanced Desk Monitoring Review of Citrus Levy Marion Regional Workforce Development Board Inc. /D/B/A CareerSource Citrus Levy Marion's YouthBuild grant. The exit conference was held on January 20, 2023.

The enclosed report outlines the results of the review, which indicates no compliance findings nor questioned costs. Therefore, no response is required to this report.

We hope that our review and this report are helpful to you and your team. Please express our gratitude to your staff for their assistance during this review. If you have any questions, please contact your Federal Project Officer, Eric Dent, at dent.eric@dol.gov, or Sonja Johnson, Chief, Division of Discretionary Grants, at johnson.sonja@dol.gov.

Sincerely,

A handwritten signature in blue ink, appearing to read "Renata Adjibodou".

Renata Adjibodou
Acting Regional Administrator

Enclosure

EXECUTIVE SUMMARY

During December 5, through 9, 2022, the U.S. Department of Labor (DOL), Employment and Training Administration (ETA), Atlanta Regional Office conducted an Enhanced Desk Monitoring Review of Citrus Levy Marion Regional Workforce Development Board, Inc. /D/B/A CareerSource Citrus Levy Marion's YouthBuild grant. The review resulted in no compliance findings nor questioned costs.

SCOPE OF REVIEW

Dates of Review: December 5, 2022 – December 9, 2022

Date of Exit: January 20, 2023

ETA Reviewer:

Eric Dent, Federal Project Officer (FPO)

Attendees at Exit:

Dale French, Director of Operations, Citrus Levy Marion Regional Workforce Development Board, Inc.

Eric Dent, FPO, ETA

Angelica Johnson, FPO, ETA

Sonja Johnson, Chief, Division of Discretionary Grants, ETA

Purpose: The purpose of ETA's review was to measure progress, evaluate the management of the grant, the quality of program services, and the grant's performance to determine if the program has been operating in compliance with the grant agreement and in a manner that will ensure achievement of the stated goals and outcomes. In particular, the review assessed whether the grant is operating in accordance with Workforce Innovation and Opportunity Act (WIOA), Section 171 of WIOA; Part 688 of the WIOA Final Rule; 2 CFR 200, Uniform Administrative Requirements (Uniform Guidance); and 2 CFR Part 2900 –DOL Exceptions to 2 CFR Part 200.

Grant/Program Reviewed: YouthBuild Grant: YB-34257-19-60-A-21

Period for Review: January 30, 2020 – September 30, 2022

Tools Used for Review: ETA Core Monitoring Guide (CMG), Revised August 2018, and YouthBuild Supplement to the CMG, Issued February 2021

BACKGROUND

Service Delivery Area: Ocala, Florida

Grant Period of Performance (in months): January 30, 2020 – April 30, 2023 (38 months)

Award Amount: \$740,737

Program Abstract: Citrus Levy Marion Regional Workforce Development Board, Inc. D/B/A CareerSource Citrus Levy Marion was awarded \$740,737 to operate a YouthBuild program in Ocala, Florida, to serve 48 youth ages 16 to 24. The participants will receive career and/or post-secondary education placement through project-based academic learning, and occupational skills training.

PERFORMANCE AND FINANCIAL DATA

Table 1: Performance Data, quarter ending September 30, 2022

Key Performance Goals	Planned Total for Grant Period	Actual	Percent of Total Goal Achieved
Enrollment Goal	48	49	102%
Placement Rate in the 2nd Quarter after the Exit Quarter	49	40	81%
Placement Rate in the 4th Quarter after the Exit Quarter	--	--	--
Credential Attainment Rate	48	49	98%
Measurable Skill Gains	47	33	70%
Median Earnings	--	--	--

Table 2: Fiscal Progress, Quarter Ending September 30, 2022

Award Amount	Accrued Expenditures	Percentage of Funds Remaining	Percentage of Time Remaining
\$740,737	\$495,472	33%	9%

As of the quarter ending September 30, 2022, the grantee has expended 67 percent of grant funds, and the grant closes on April 30, 2023.

-END OF REPORT-

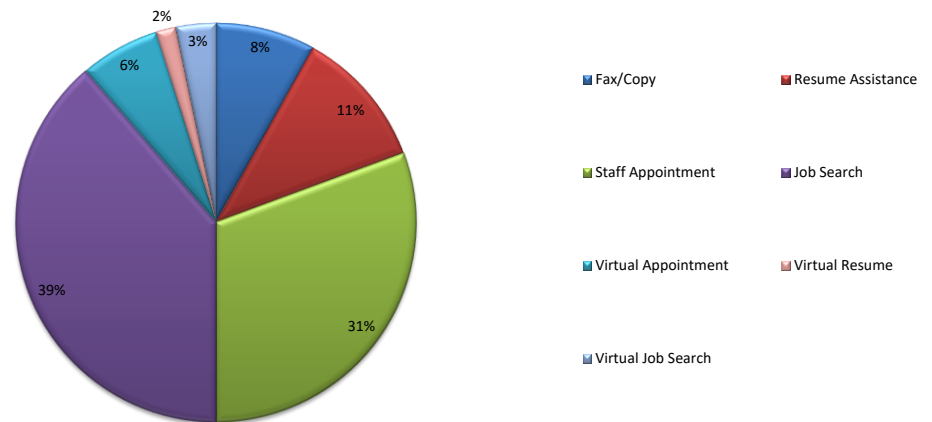
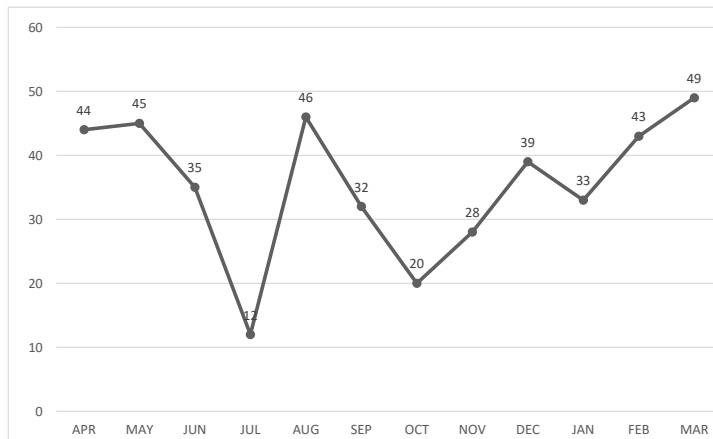


TRAFFIC COUNT

	PY 22												YTD
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	
REFERRALS	5	5	3	2	2	3	2	3	1	2	2	2	32
PLACEMENTS	2	7	3	2	4	2	1	2	2	0	2	1	28
INTERSHIPS	0	0	0	0	0	0	0	0	0	0	0	0	0
OJT/WEX/CBT	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAFFIC*	44	45	35	12	46	32	20	28	39	33	43	49	426

SERVICES BREAKDOWN

CENTER TRAFFIC BY MONTH



* Center traffic counted by in office and virtual services provided, and traffic count will be updated once data is available.

Contract Performance
PY2021-2022



	Q1 PY22-23			Q2 PY22-23			Q3 PY22-23			Q4 PY22-23			ANNUAL		
	# Goals	Goals Met	Rate	# Goals	Goals Met	Rate	# Goals	Goals Met	Rate	# Goals	Goals Met	Rate	# Goals	Goals Met	Rate
County Chamber/EDC															
CITRUS (Citrus Chamber)	5	4	80.00%	5	4	80.00%	4	4	100.00%	4		0.00%	5		0.00%
MARION (CEP)	4	4	100.00%	5	5	100.00%	4	4	100.00%	5		0.00%	6		0.00%

	Q1 PY22-23			Q2 PY22-23			Q3 PY22-23			Q4 PY22-23			ANNUAL		
	# Goals	Goals Met	Payment	# Goals	Goals Met	Payment	# Goals	Goals Met	Payment	# Goals	Goals Met	Payment	# Goals	Goals Met	Payment
Eckerd Youth Connects															
Enrollments	20	17	\$0.00	17	32	\$1,595.83	28	33	\$1,595.83	25			90		
Measureable Skills Gains	80%	86	1595.83	80%	90.58	\$1,595.83	80%			80%			80%		
Employment/Education Retention Rate 2nd Quarter After Exit	75%	85	1595.83	75%	82	\$1,595.83	75%			75%			75%		
Employment/Education Retention Rate 4th Quarter After Exit	69%	79.4	1595.83	69%	70.9	\$1,595.83	69%			69%			69%		
Credential Attainment Rate	83%	98.5	1595.83	83%	96.7	\$1,595.83	83%			83%			83%		
Median Wages	\$2,800	\$4,405	1595.83	\$2,800	\$4,432	\$1,595.83	\$2,800			\$2,800			\$2,800		

PY 22 - 23 Individual Events

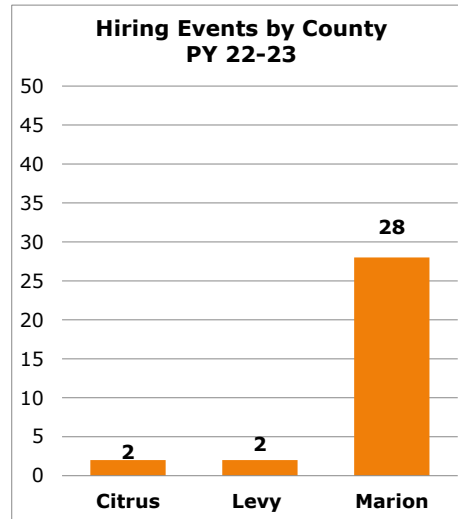
Total Events: 32
Attendees: 398
Reported Hires: 169

PY 22 - 23 Job Fairs

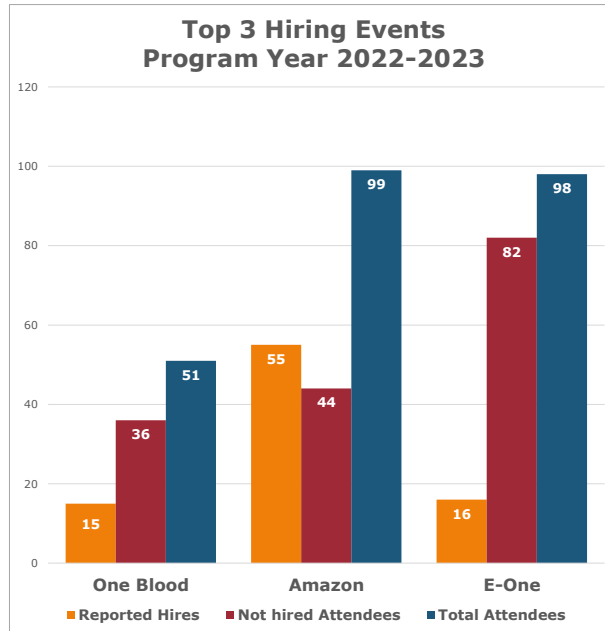
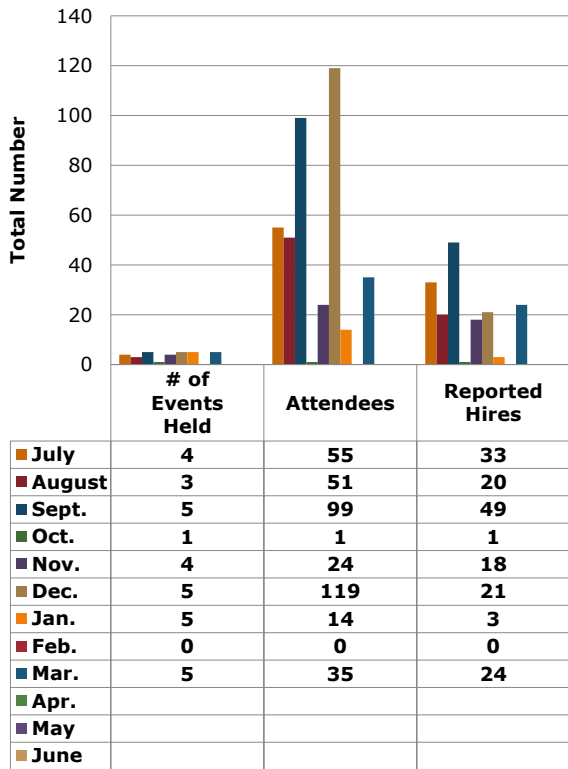
Attendees: 268
Businesses: 77

PY 22-23 Partner Job Fairs

Attendees: 221
Businesses: 37



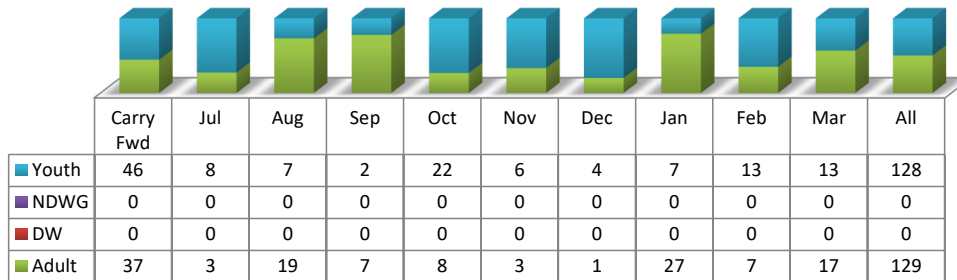
Individual Hiring Events



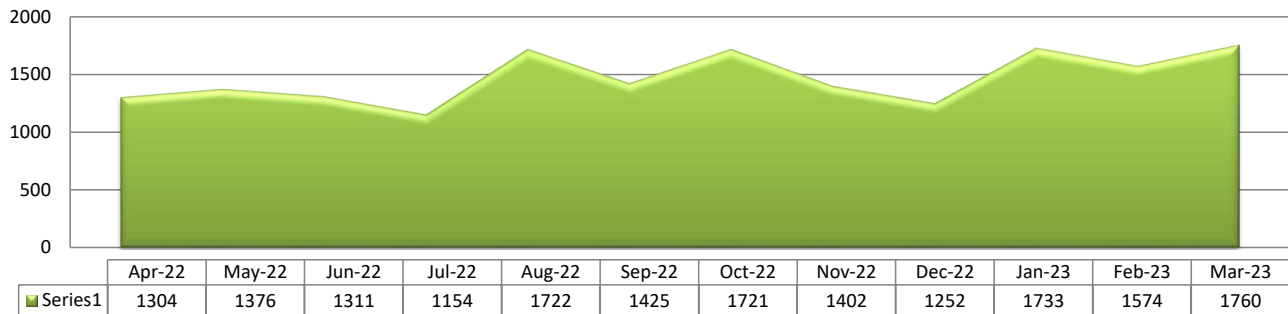
Other Recruitment Events 1/2023 - 3/2023

Event Date	Event Name	Event Location	County
1/10	Brookdale Paddock Hills	14th Street	Marion
1/11	Brookdale Canopy Oaks	Company Location	Marion
1/12	Episcopal Children's Services	14th Street	Marion
1/17	Nash Plumbing and Mechanical	14th Street	Marion
1/24	Department of Children and Families	Chiefland Center	Levy
3/1	AutoZone Retail	Company Location	Citrus

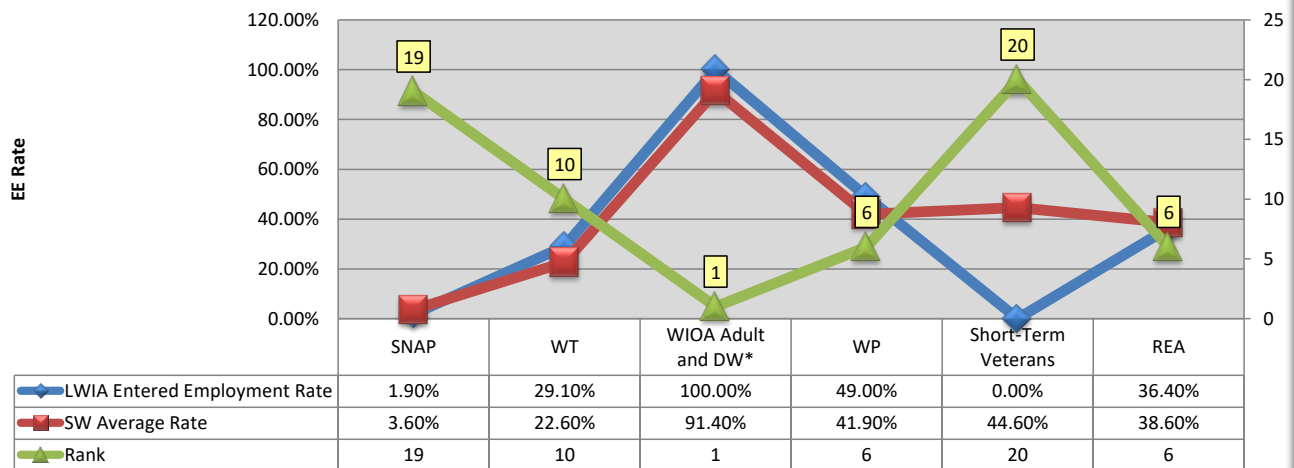
All WIOA Participant Enrollments



Center Traffic - 12 Months

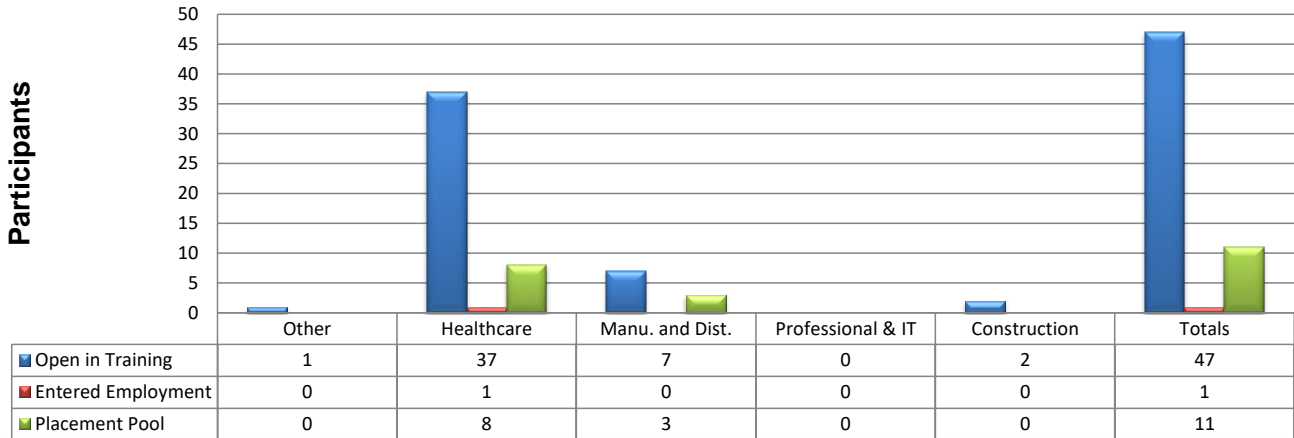


MMR Entered Employment Rates by Program

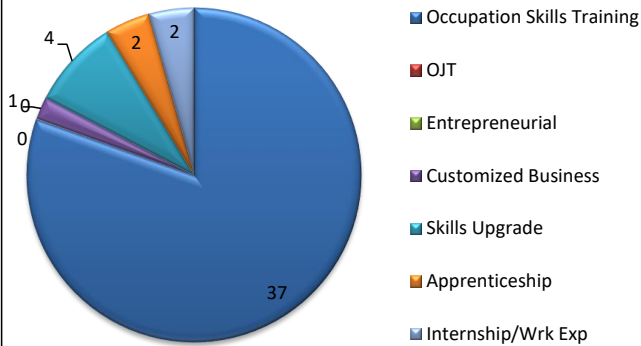


*#1 Ranking shared between 13 RWB's

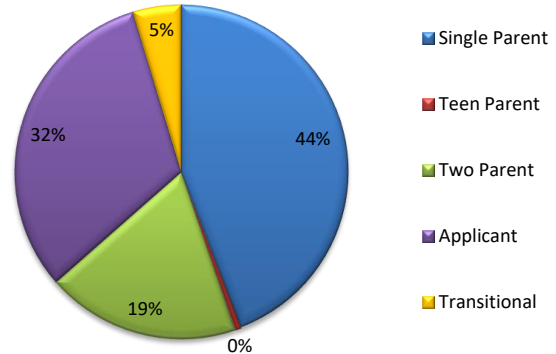
WIOA Industry Training Comparison



Open WIOA Training Activity Classification- Adult/DW

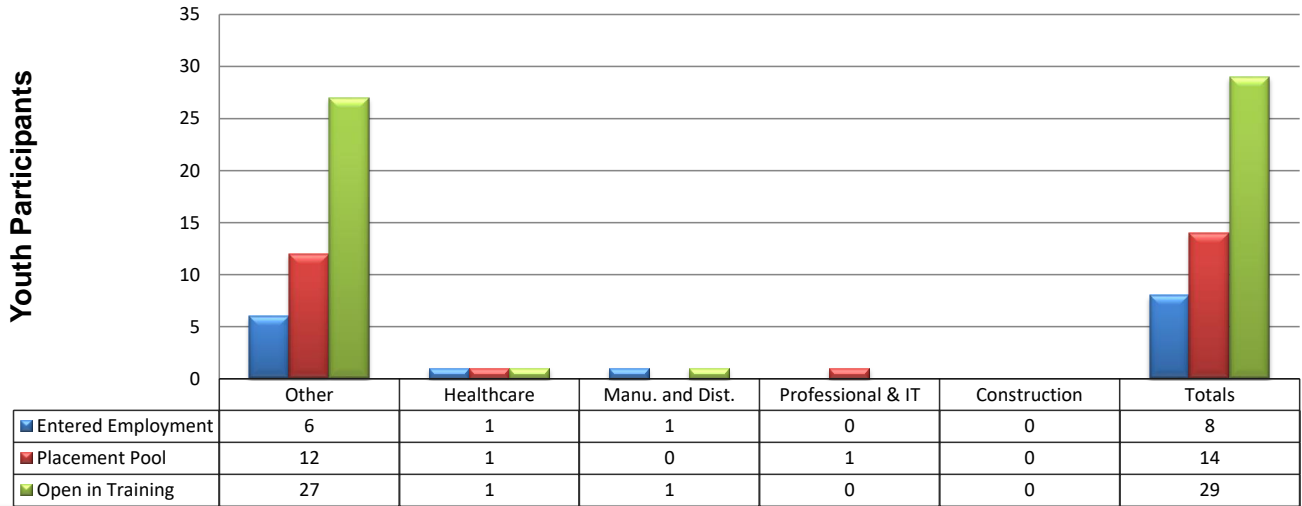


Current WT Caseload Breakdown

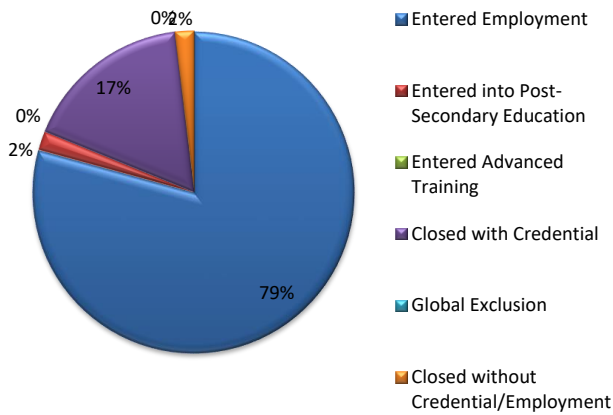


Traffic	Mar-22	Mar-23	YTD 21.22	YTD 22.23
Newly Registered Job Seekers	168	267	2,019	1,994
Total Job Referrals	563	768	7,476	5,734
Managed Job Orders	600	602	6,524	4,884
External Job Orders	9,535	6,595	79,160	60,195
Overall Traffic	1,701	1,760	17,849	13,817
Receiving Reemployment Assistance	335	498	6,106	3,850
Welfare Transition	Mar-22	Mar-23		
Participation Rate All Family	22.2%	14.9%		
Case Load	151	171		

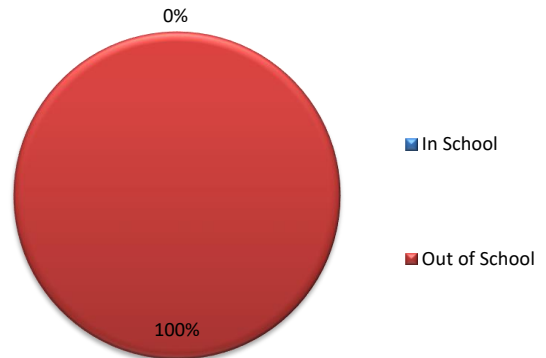
WIOA Youth Industry Training Comparison



Youth Placements Breakdown



Youth Breakdown by Enrollment Code



Youth Carry Forward:	46	AVG Closure Wage (With Credential):	\$12.77
Total Youth Closed:	53	ROI for PY 22/23 Youth Services:	\$784,950
Total Youth Served:	128	Average Training Lifespan:	107

Traffic		PY 15-16	PY 16-17	PY 17-18	PY 18-19	PY 19-20	PY 20-21	PY 21-22	PY2022 2023											
									JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	YTD		
Center Traffic	14th Street	34,101	35,557	28,800	23,726	15,245	12,363	14,399	754	1,088	922	927	879	772	1,108	991	1,072	8,513		
	Lecanto	8,448	8,071	6,278	6,392	4,255	4,723	4,660	256	382	308	395	323	302	399	383	457	3,205		
	Chiefland	5,653	5,431	4,085	4,136	3,132	2,863	2,432	134	215	142	158	160	145	205	160	189	1,508		
	Talent Center	1,458	697	1,319	1,072	846	526	325	10	34	28	17	21	30	18	40	42	240		
	*MCC 1	1,257	800	902	862	426	-	-	-	-	-	-	-	-	-	-	-	0		
	*MCC 2	342	282	359	398	151	-	24	-	77	25	224	19	3	3	-	-	351		
	Total	51,259	50,141	41,743	36,586	24,055	20,475	21,840	1,154	1,796	1,425	1,721	1,402	1,733	1,574	1,760	13,817			
Online Traffic	Citrus	71,187	57,011	37,587	22,002	17,190	10,079	9,279	395	843	605	722	693	580	810	601	717	5,966		
	Levy	14,461	12,971	10,745	6,089	3,999	2,593	2,620	124	173	117	110	89	129	146	93	114	1,095		
	Marion	180,839	155,810	116,901	67,101	40,990	24,857	21,806	855	1,472	1,146	1,321	1,292	1,246	1,570	1,307	1,710	11,919		
	Other	23,425	8,356	12,218	6,387	3,337	1,959	1,848	62	124	79	96	86	85	136	141	107	916		
		Total	289,912	234,148	177,451	101,579	65,516	39,488	35,553	1,436	2,612	1,947	2,249	2,160	2,040	2,662	2,142	2,648	19,896	
Events	Events	22	126	147	135	68	78	61	4	3	6	2	5	4	4	3	5	36		
	Attendees	1,808	4,535	4,028	3,406	1,042	1,736	1,426	53	51	241	143	81	115	10	217	35	946		
Wagner Peyser									PY2022 2023											
Newly Registered Job Seekers	Marion	3,981	4,081	3,883	2,573	4,903	2,220	1,697	113	159	134	163	141	161	170	160	182	1,383		
	Citrus	1,420	1,442	1,323	995	2,007	848	683	46	57	50	63	53	42	71	49	66	497		
	Levy	339	376	375	272	442	205	197	9	17	10	9	11	14	13	12	19	114		
		Total	5,808	5,899	5,581	3,840	7,352	3,273	2,577	168	233	194	235	205	217	254	221	267	1,994	
Total Employers Posting Jobs	Marion	748	724	705	724	654	785	853	361	382	366	340	326	316	338	320	330	636		
	Citrus	305	308	283	155	183	204	170	48	51	49	57	59	52	44	40	46	106		
	Levy	90	82	77	54	56	65	55	14	19	18	18	20	16	17	16	24	46		
	Total	1,143	1,114	1,066	933	893	1,054	1,078	423	452	433	415	405	384	399	376	400	788		
Managed Job Orders	Marion	3054	3326	3514	4854	4568	5316	5956	450	494	417	462	480	367	443	350	491	3954		
	Citrus	736	815	934	1157	1114	1456	1620	81	94	119	82	61	22	75	72	82	688		
	Levy	214	163	213	238	232	306	317	33	22	26	31	12	17	34	11	28	214		
	Other	177	177	73	78	41	67	54	4	6	8	0	1	1	1	6	1	28		
		Subtotal	4181	4481	4734	6327	5955	7145	7947	568	616	570	575	554	407	553	439	602	4,884	
	External Job Orders	33972	31693	28587	32498	28846	66111	103910	6,501	7,485	7,422	6,781	5,926	6,245	6,258	6,982	6,595	60,195		
	Total	38121	36174	33321	38825	34801	73256	111857	7,069	8,101	7,992	7,356	6,480	6,652	6,811	7,421	7,197	65,079		
	% of internal vs. total	10.88%	12.39%	14.21%	16.30%	17.11%	9.75%	7.10%	8.04%	7.60%	7.13%	7.82%	8.55%	6.12%	8.12%	5.92%	8.36%	7.50%		
Welfare Transition									PY2022 2023											
Open Case Load	Marion	1,286	1,073	942	902	963	807	724	129	151	192	235	140	119	136	130	125	536		
	Citrus	384	379	311	272	268	245	252	35	60	69	78	38	44	40	31	39	174		
	Levy	180	150	136	108	135	112	74	13	18	22	27	14	11	12	6	7	52		
		Total	1,850	1,602	1,389	1,282	1,366	1,164	1,050	177	229	283	340	192	174	188	167	171	762	
Participation Rate	All Family	35.80%	30.70%	36.50%	36.90%	30.30%	0.30%	19.90%	23.60%	22.00%	17.90%	18.50%	24.30%	17.30%	16.00%	17.90%	14.90%	19.00%		

Training		PY 15-16	PY 16-17	PY 17-18	PY 18-19	PY 19-20	PY 20-21	PY 21-22	PY2022 2023											
									JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	YTD		
Occupation Skills Training	Citrus	142	121	91	122	31	8	5	2	1	2	2	1	1	0	0	2	4		
	Levy	54	34	24	19	6	4	4	1	4	5	4	4	4	1	2	2	6		
	Marion	224	233	335	365	157	94	70	27	37	35	29	27	23	23	33	55			
	Subtotal	420	388	450	506	194	106	79	30	42	42	35	32	32	24	25	37	65		
Skills Upgrade	Citrus	0	0	0	6	1	1	0	0	0	0	0	0	0	0	0	1	1		
	Levy	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0		
	Marion	0	0	2	59	35	0	1	0	0	0	0	0	0	0	0	3	3		
	Subtotal	0	0	2	67	37	1	1	0	0	0	0	0	0	0	0	4	4		
OJT	Citrus	8	13	4	3	0	0	3	0	0	0	0	0	0	0	0	0	0		
	Levy	0	0	0	3	0	2	0	0	0	0	0	0	0	0	0	0	0		
	Marion	11	14	81	97	8	2	2	1	1	0	1	1	2	2	0	0	3		
	Subtotal	19	27	85	103	8	4	5	1	1	0	1	1	2	2	0	0	3		
Entrepreneurial	Citrus	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Levy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Marion	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Subtotal	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Internships	Citrus	5	2	4	3	2	4	0	0	0	0	0	0	0	0	0	1	1		
	Levy	0	0	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0		
	Marion	4	3	9	12	11	11	6	0	0	0	4	5	5	4	2	1	7		
	Subtotal	9	5	13	15	16	16	6	0	0	0	4	5	5	4	2	2	8		
Customized Training	Citrus	5	2	7	0	6	8	4	0	0	0	0	0	0	0	3	0	3		
	Levy	0	1	6	1	32	32	6	0	0	0	0	0	0	0	15	0	15		
	Marion	21	21	58	10	38	28	8	0	0	0	3	1	1	1	5	1	7		
	Subtotal	26	24	71	11	76	68	18	0	0	0	3	1	1	1	23	1	25		
Apprenticeship	Citrus	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0		
	Levy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Marion	0	0	0	0	8	5	4	2	2	2	2	2	2	2	2	2	2		
	Subtotal	0	0	0	0	9	6	4	2	2	2	2	2	2	2	2	2	2		
Total		474	444	621	702	340	201	113	33	45	44	45	41	42	33	52	46	107		
E-Training		PY 15-16	PY 16-17	PY 17-18	PY 18-19	PY 19-20	PY 20-21	PY 21-22	PY2022 2023											
Skill Up Metrix 180 Skills									JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	YTD		
Citrus								39	3	5	2	2	2	2	2	3	9	30		
Levy								15	0	1	0	0	1	0	1	1	1	5		
Marion								77	8	11	6	6	1	7	1	8	7	55		
Total								131	11	17	8	8	4	9	4	12	17	90		
Placements		PY 15-16	PY 16-17	PY 17-18	PY 18-19	PY 19-20	PY 20-21	PY 21-22	PY2022 2023											
									JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	YTD		
Citrus		260	225	189	122	58	32	33	0	2	2	2	2	1	1	2	2	14		
Levy		87	86	70	52	15	5	15	0	0	0	0	0	0	0	0	1	1		
Marion		1275	944	1008	643	244	164	134	12	14	8	7	9	3	7	7	9	76		
External/New Hire Report		8680	6167	3002	1865	946	432	273	0	52	41	20	39	27	26	34	35	274		
Total		10302	7422	4269	2682	1263	633	455	12	68	51	29	50	31	34	43	47	365		

Term	Definition
CBT	Custom Business Training
DW	Dislocated Worker (funding stream for WIOA)
Entered Employment Rate	The number of individuals exiting the system with employment divided by the total number of exiters.
LWIA	Local Workforce Investment Area
MMR	Monthly Management Report - produced by the State for the local areas
OJT	On the Job Training
RA	Reemployment Assistance (used to be Unemployment Compensation)
REA	Reemployment Assistance Act
Spidered Job Order	Job Orders pulled into the system from outside sources
WE	Work Experience
WIOA	Workforce Innovation and Opportunity Act (Training Program)
WP	Wagner Peyser Act (Universal Jobseeker Program)
WT	Welfare Transition Program

PERFORMANCE MEASURES

PY 2022/2023

Numbers current as of 03/31/2023

Performance Measure	Performance PY2020	Performance PY2021	Previous Month Performance February 2023	Current Month Performance March 2023	Performance YTD PY2022/2023	Previous Month Ranking	State Ranking YTD PY2022/2023
WP Entered Employment Rate	42.20%	44.80%	44.30%	49.00%	47.20%	4	4
WIOA AD/DW Entered Employment Rate	80.80%	85.00%	0.00%	100.00%	88.60%	8	8
WTP Entered Employment Rate	50.80%	28.70%	36.40%	29.10%	29.90%	3	3
All Family Partic. Rate	0.30%	19.90%	17.90%	14.90%	19.00%	1	1
2-Parent Partic. Rate	0.20%	15.90%	9.10%	3.30%	11.30%	1	1
			Previously Reported Quarter	Current Reported Quarter			
IEP/ISS/IRP Quality Pass Rate	93.30%	90.00%	80.00%	100.00%	90.00%	n/a	n/a
Case Note Quality Pass Rate	99.30%	100.00%	100.00%	100.00%	100.00%	n/a	n/a

MMR:
Run Date: April 2023

Based on Local Monitoring
Case Notes & IEP/ISS: PY2019



CITRUS COUNTY

SERVICES: JAN - MAR 2023

UNEMPLOYMENT DATA

	JAN 2023	FEB 2023
CITRUS	3.9% (1,936)*	3.8% (1,909)
FLORIDA	2.6%	2.5%
US	3.9%	3.9%

Not seasonally adjusted

AVERAGE ANNUAL WAGE

	2019	2020
CITRUS	\$38,122	\$40,312
FLORIDA	\$51,744	\$55,840

CANDIDATE SERVICES	BUSINESS SERVICES
<ul style="list-style-type: none"> • Online Job Listings and Referrals • Computers and Office Equipment (Copiers, Fax and Telephones) • Resume Writing Assistance • Networking Events and Job Fairs • Employability Workshops • Career Counseling 	<ul style="list-style-type: none"> • Recruitment Assistance • Targeted Industry Talent Marketplaces • Outplacement Services • Training Grants • Labor Market Data • Financial Incentives

TOTAL RECEIVING SERVICES	CENTER TRAFFIC
469	1,239
VETERANS SERVED	TRAINING PROVIDED
53	13
BUSINESSES SERVED	WELFARE TO WORK TRANSITION
85	69
POSITIONS POSTED	TOTAL PLACEMENTS
277	5
Average Placement Wage: Information Not Available	

Your Employment Solution Starts Here

CareerSource Citrus Levy Marion brings together business and community partners, economic development leaders and educational providers to connect employers with qualified, skilled talent and candidates with employment and career development opportunities. **Contact us at 1.800.434.5627.**

CareerSource Citrus Levy Marion is a member of CareerSource Florida and a proud partner of the American Job Center network. CareerSource Citrus Levy Marion is supported by the U.S. Departments of Labor, Health and Human Services, Education, and other agencies as part of awards totaling \$7.9 million (revised annually). CareerSource Citrus Levy Marion is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities and in Spanish. All voice telephone numbers listed above may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711. If you need accommodations, call 800-434-5627, ext. 7878 or e-mail accommodations@careersourceclm.com. Please make request at least three business days in advance. Stay connected with CareerSource Citrus Levy Marion on Facebook, Twitter, YouTube, and LinkedIn.



LEVY COUNTY

SERVICES: JAN-MAR 2023

UNEMPLOYMENT DATA

	JAN 2023	FEB 2023
LEVY	3.1% (527)*	3.0% (523)*
FLORIDA	2.6%	2.5%
US	3.9%	3.9%

Not seasonally adjusted

AVERAGE ANNUAL WAGE

	2019	2020
LEVY	\$33,646	\$35,554
FLORIDA	\$51,744	\$55,840

CANDIDATE SERVICES

- Online Job Listings and Referrals
- Computers and Office Equipment (Copiers, Fax and Telephones)
- Resume Writing Assistance
- Networking Events and Job Fairs
- Employability Workshops
- Career Counseling

BUSINESS SERVICES

- Recruitment Assistance
- Targeted Industry Talent Marketplaces
- Outplacement Services
- Training Grants
- Labor Market Data
- Financial Incentives

TOTAL RECEIVING SERVICES	CENTER TRAFFIC
113	1,239
VETERANS SERVED	TRAINING PROVIDED
9	3
BUSINESSES SERVED	WELFARE TO WORK TRANSITION
22	22
POSITIONS POSTED	TOTAL PLACEMENTS
777	1
Average Placement Wage: Information Not Available	

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MARION COUNTY

SERVICES: JAN- MAR 2023

UNEMPLOYMENT DATA

	JAN 2023	FEB 2023
MARION	3.2 % (4,739)*	3.1% (4.745)
FLORIDA	2.6%	2.5%
US	3.9%	3.9%

Not seasonally adjusted

AVERAGE ANNUAL WAGE

	2019	2020
MARION	\$39,546	\$41,911
FLORIDA	\$51,744	\$55,840

CANDIDATE SERVICES	BUSINESS SERVICES
<ul style="list-style-type: none"> • Online Job Listings and Referrals • Computers and Office Equipment (Copiers, Fax and Telephones) • Resume Writing Assistance • Networking Events and Job Fairs • Employability Workshops • Career Counseling 	<ul style="list-style-type: none"> • Recruitment Assistance • Targeted Industry Talent Marketplaces • Outplacement Services • Training Grants • Labor Market Data • Financial Incentives

TOTAL RECEIVING SERVICES	CENTER TRAFFIC
1,180	3,271
VETERANS SERVED	TRAINING PROVIDED
110	107
BUSINESSES SERVED	WELFARE TO WORK TRANSITION
251	248
POSITIONS POSTED	TOTAL PLACEMENTS
2,592	22
	Average Placement Wage: \$14.77

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Experiential Learning Contracts

PY2022-2023

Customized Training

Business	Industry	Total Trained	Employer Contribution	CareerSource Reimbursement	Begin	End Date	Status
Bryant's Pump Service	Construction	2	\$1,830.00	\$1830.00	10/26/2022	10/27/2022	Completed
Quad Nurse LLC	Healthcare	1	\$866.50	\$866.50	10/31/2022	6/1/2023	In Progress
ANCORP	Manufacturing	26	\$2,515.20	\$2,515.20	2/7/2023	2/16/2023	Completed (22) - Retained (26)
SAS Electronics, Inc	Utilities	2	\$3,385.00	\$3,385.00	4/10/2023	4/14/2023	Completed - Retained

On the Job Training

Business	Industry	Total Trained	Employer Contribution	CareerSource Reimbursement	Begin	End Date	Status
Outlaw Snax	Manufacturing	1	\$1,322.50	\$3,997.50	10/12/2022	1/11/2023	Completed
Alien Engineered Products LLC	Manufacturing	1	\$4,000.00	\$4,125.00	12/6/2022	3/13/2023	Unsuccessful Completion

Paid Work Experience

Business	Industry	Total Trained	Wage	Begin	Status
Quad Nurse LLC	Healthcare	1	\$12.15	9/26/2022	Unsuccessful Completion
Zero Hour Life Center LLC	Healthcare	1	\$13.50	10/5/2022	Completed - Retained
CF Professional Multiservices Inc	Legal Services	1	\$11.25	10/31/2022	Completed - Retained
Quad Nurse LLC	Healthcare	1	\$13.50	1/9/2023	Unsuccessful Completion
Novari Care	Healthcare	1	\$13.50	4/24/2023	In Progress

Internships

Business	Industry	Total Trained	Wage	Begin	Status
Magnolia Homestead Realty LLC	Other-Real Estate	1	\$16.20	10/5/2022	Completed - Retained
Evergreen Private Care	Healthcare	1	\$14.40	10/24/2022	Completed - Retained
PediM Healthcare	Healthcare	1	\$13.50	11/8/2022	Completed - Retained
PediM Healthcare	Healthcare	1	\$13.50	2/28/2023	In Progress

Apprenticeship

Business	Industry	Occupation	Total Trained	Begin	Status
Marion Technical College	Manufacturing	Masonry	9	9/1/2019	1 In Progress / 1 Successful w/ emp / 7 Unsuccessful (5 closed w/ emp)
Lockheed Martin	Manufacturing	Electronic Assembler	4	Spring 2020	2 Hired PY20-21, 2 Hired PY 21-22

YouthBuild Performance Update

2022-2024

YB Cohort 1: (11/2/2022-3/23/2023)

Enrolled: 14

Completed: 3 (volunteer, 600 hours, diploma/HBI) several are still making up hours

Receiving HS Diploma: 11

Receiving Additional Certs:

Certification Breakdown: OSHA – (13), Warehouse Operations (13), Forklift (14), HBI (10), NRF – (n/a)
AHLEI Front Desk – (5) , AHLEI Restaurant Server – (1) AHLEI Guestroom – (n/a) , AHLEI Maintenance
Employee – (2)

Exited with Employment: Pending Closure for employment (5)

Exited with Education: Currently Enrolled

Exited as Outcome: Currently Enrolled

YB Cohort 2: (3/8/2023-8/3/2023)

Enrolled: 9

Completed: Currently Enrolled

Receiving HS Diploma: Currently Enrolled

Receiving Additional Certs:

Certification Breakdown: OSHA – (9), Warehouse Operations (9), Forklift (9), HBI (n/a), NRF – (n/a)
AHLEI Front Desk – (n/a) , AHLEI Restaurant Server – (n/a) AHLEI Guestroom – (n/a), AHLEI Maintenance
Employee – (n/a)

Exited with Employment: Currently Enrolled

Exited with Education: Currently Enrolled

Exited as Outcome: Currently Enrolled

YB Cohort 3: (Tentative Start 9/6/2023-)

Enrolled:

Completed:

Receiving HS Diploma:

Receiving Additional Certs:

Certification Breakdown: OSHA – (n/a), Warehouse Operations (n/a), Forklift (n/a), HBI (n/a), NRF –
(n/a) AHLEI Front Desk – (n/a) , AHLEI Restaurant Server – (n/a) AHLEI Guestroom – (n/a), AHLEI
Maintenance Employee – (n/a)

Exited with Employment: Currently Enrolled

Exited with Education: Currently Enrolled

Exited as Outcome: Currently Enrolled

YB Cohort 4: (dates pending)

Enrolled:

Completed:

Receiving HS Diploma:

Receiving Additional Certs:

Certification Breakdown: OSHA – (n/a), Warehouse Operations (n/a), Forklift (n/a), HBI (n/a), NRF –
(n/a) AHLEI Front Desk – (n/a) , AHLEI Restaurant Server – (n/a) AHLEI Guestroom – (n/a), AHLEI
Maintenance Employee – (n/a)

Exited with Employment: Currently Enrolled

Exited with Education: Currently Enrolled

Exited as Outcome: Currently Enrolled

PROGRAM PARTICIPANT DATA SUMMARY

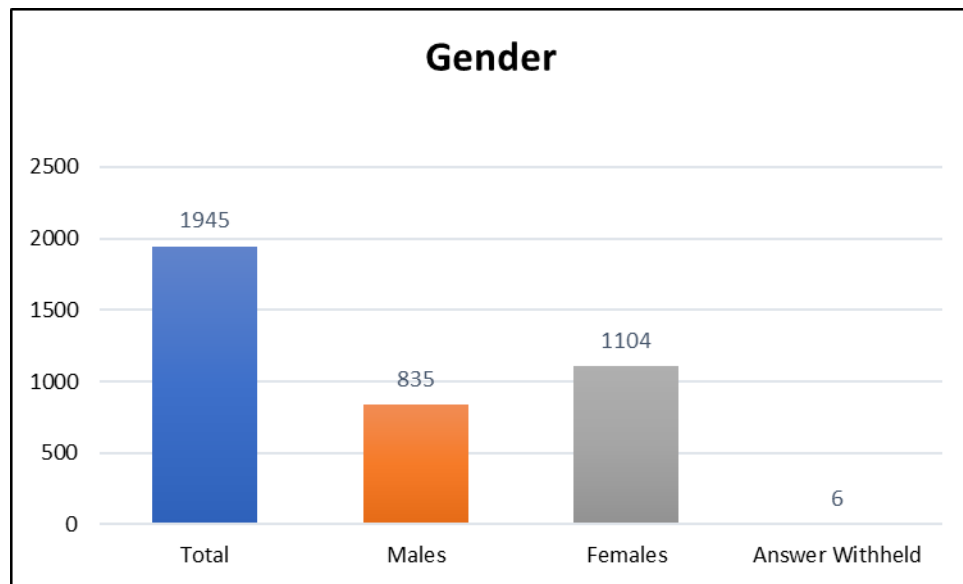
REGION 10

January 1, 2023 – March 31, 2023

An analysis of data for the Wagner-Peyser, Workforce Innovation and Opportunity Act (WIOA) Title I and Welfare Transition Programs. Data for each program is analyzed based on gender, race/ethnicity, and age for the third quarter of PY2023, January 1st through March 31st.

Data from Employ Florida Marketplace identified the following applicant characteristics for the Region:

GENDER CHARACTERISTICS



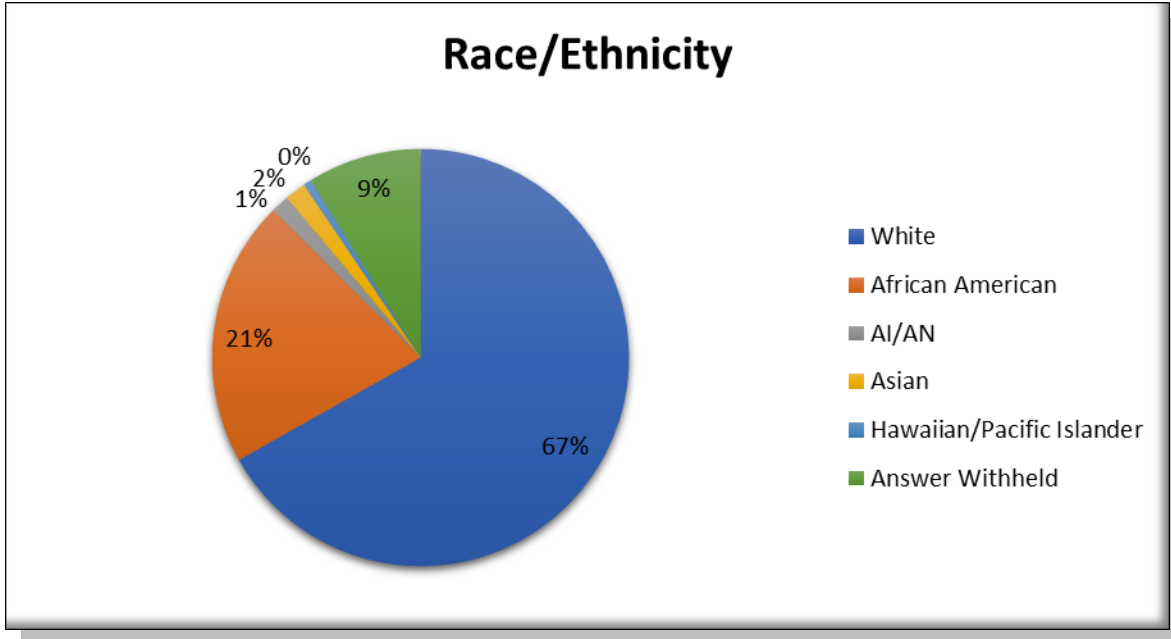
Overall assessment

- 43% of the Region's participants were male.
- 57% of the Region's participants were female.

Compared to Marion County gender demographic

- 48% of Marion counties population were male.
- 52% of Marion counties population were female.

RACE/ETHNICITY CHARACTERISTICS



Group	White	African American	AI/AN	Asian	Hawaiian/ Pacific Islander	Answer Withheld
# of Applicants	1300	402	27	32	12	172
% of Total Applicants	66.1%	20.4%	1.4%	1.6%	0.6%	8.8%

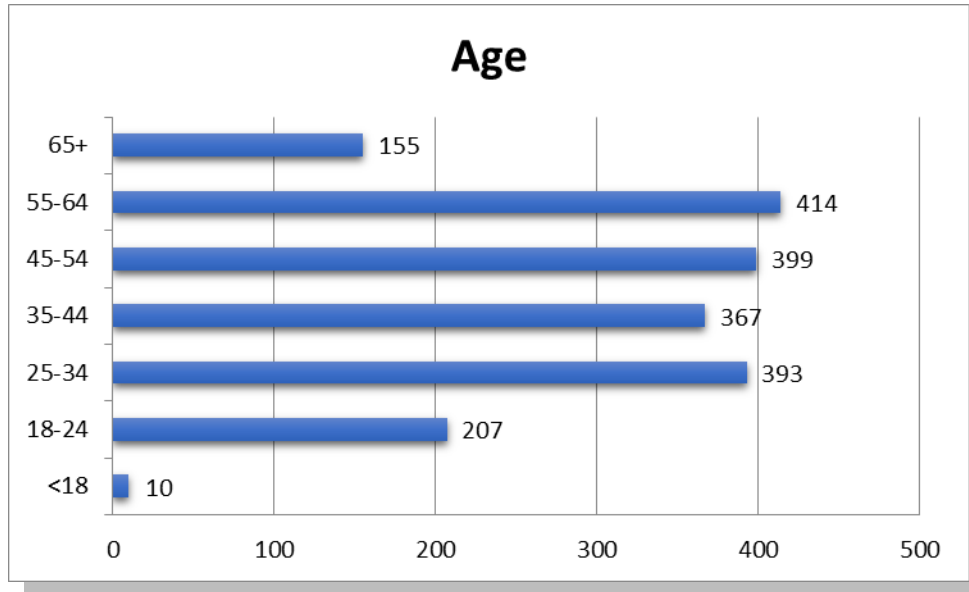
- Hispanic applicants, 345, represented 18% of all applicants.

Compared to Marion County race demographic

Group	White	African American	AI/AN	Asian	Hawaiian/ Pacific Islander	Other Race
% of Total Population	83.4%	14.1%	1.0%	2.2%	0.1%	5.6%

- Hispanic population is represented by 14% of all population.

AGE CHARACTERISTICS



Age Group	<18	18-24	25-34	35-44	45-54	55-64	65+	Total
Count	10	207	393	367	399	414	155	1,945
%	0.51%	10.64%	20.21%	18.87%	20.51%	21.29%	7.97%	100%

Overall assessment

- 99.5% of applicants were over the age of 18.
- Applicants age 55 and older represented 29.3% of the applicants.

Compared to Marion County age demographic

Age Group	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-74	75-84
%	5.1%	4.9%	10.9%	10.1%	11.2%	7.3%	6.6%	15.6%	9.6%

- 81.1% of the population were over the age of 18.
- Population age 62 and older represented 32.4% of the demographic.

VETERANS

Overall assessment

- Veteran applicants, 183, accounted for 9.4% of the total number of applicants.
- Male veteran applicants, 142, represented a larger group than female veteran applicants, 41.

WORKFORCE INNOVATION AND OPPORTUNITY ACT PROGRAMS

Overall assessment

- Female WIOA participants, 96, outnumbered male WIOA applicants 92.

Group	Count	% of Total Count	Numerator*	Denominator**
White	107	56.9%	17	19
African American	52	27.7%	4	8
American Indian/ Alaska Native	3	1.6%	0	0
Asian	1	0.5%	0	0
Hawaiian/Pacific Islander	0	0.0%	0	0
More than 1 Race	14	7.4%	4	4
Answer Withheld	11	5.9%	2	2
*Numerator = Number of participants who enter employment after exiting a program.				
** Denominator = Total number of exiting participants.				

- Hispanic participants, 51, represented 27% of all applicants. Of the 14 Hispanic participants that exited, all 14 cases have exited with employment.

Group	Count	% of Total Count	Numerator	Denominator
<19	50	26.6%	10	11
19 – 24	49	26.1%	7	8
25 – 32	33	17.6%	4	4
33 – 44	34	18.1%	4	7
45 – 54	14	7.4%	2	2
55 – 64	8	4.3%	0	1
65+	0	0.0%	0	0

WELFARE TRANSITION

Overall assessment

- 295 female applicants represented 87% of WT applicants.
- 43 male participants represented 13% of WT applicants.
- The average placement wage recorded for female participants is \$13.34/hour, and \$14.50/hour for male participants.

Group	White	African American	Asian Pacific	Asian	Hispanic	Indian	Other	Not Provided
# of Applicants	182	78	2	0	54	0	12	10
% of Total Applicants	53.85%	23.08%	0.59%	0.00%	15.98%	0.00%	3.55%	2.96%

SNAP (FOOD STAMPS)

Overall assessment

- 494 female applicants represented 38% of WT applicants.
- 791 male participants represented 62% of WT applicants.
- The average placement wage recorded for female participants is \$13.00/hour, and \$11.50/hour for male participants.

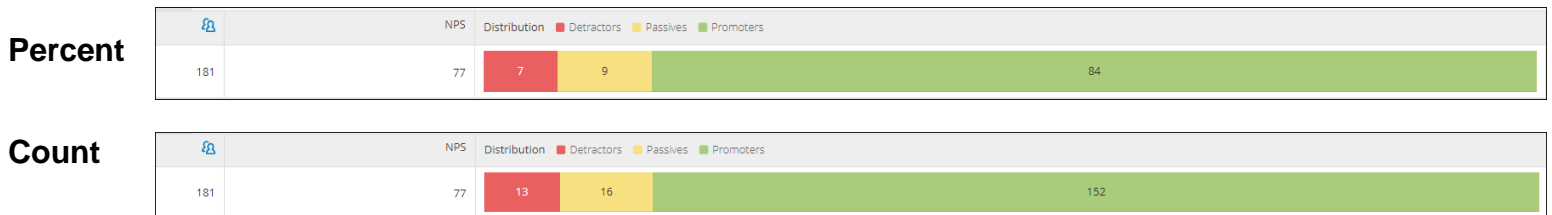
Group	White	African American	Asian Pacific	Asian	Hispanic	Indian	Other	Not Provided
# of Applicants	722	293	4	0	163	3	55	45
% of Total Applicants	56.19%	22.80%	0.31%	0.00%	12.68%	0.23%	4.28%	3.50%

NET PROMOTER

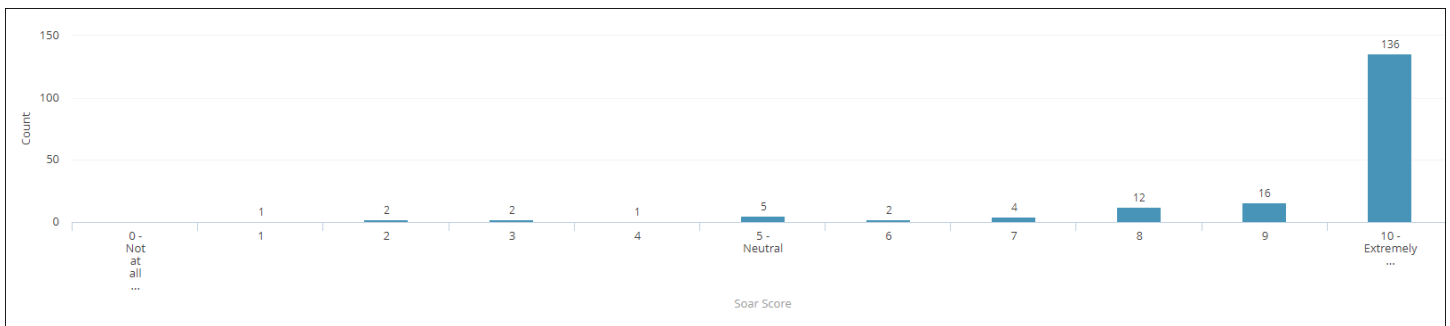
Transactional Net Promoter Cumulative Report - January 2023 to April 2023

Job Seeker Report	Region 10 Net Promoter Score Calendar Year 2023
Net Promoter Score—Area/Region	▶ 77

Some Context on the Score: This score is based on a survey taken approximately 1 to 4 weeks after the first service. Net Promoter scores range between -100 and +100. Based on global NPS standards, any score 0 to 49 would be considered “Good” – scores between 50 and 69 are “Excellent” and scores 70 and above are considered “World Class” or “Exceptional”. Simply put, any positive score means that you have more promoters (advocates willing to recommend you) than detractors (unhappy or dissatisfied customers).



Transactional Net Promoter Score Distribution By Rating



Transactional Net Promoter Score By Office – By Count

City	NPS	Distribution
Chiefland	57	Detractors: 2, Passives: 2, Promoters: 10
Lecanto	90	Detractors: 1, Passives: 3, Promoters: 44
Ocala	74	Detractors: 10, Passives: 11, Promoters: 98

Transactional Net Promoter Age – By Percent

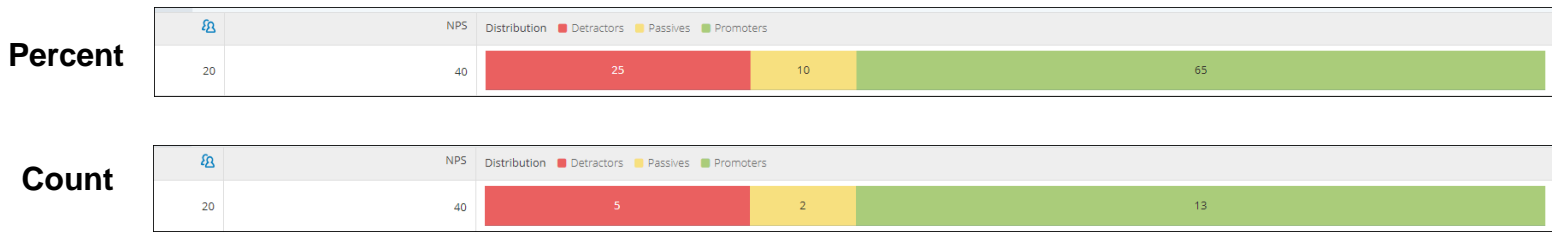
Age Group	NPS	Distribution
A (0 TO 16)	100	Promoters: 100
B (17 TO 24)	60	Passives: 40, Promoters: 60
C (25 TO 34)	55	Detractors: 18, Passives: 9, Promoters: 73
D (35 TO 44)	88	Detractors: 6, Promoters: 94
E (45 TO 54)	81	Detractors: 5, Passives: 9, Promoters: 86
F (55 TO 64)	79	Detractors: 6, Passives: 9, Promoters: 85
G (65+)	76	Detractors: 8, Passives: 8, Promoters: 84

NET PROMOTER

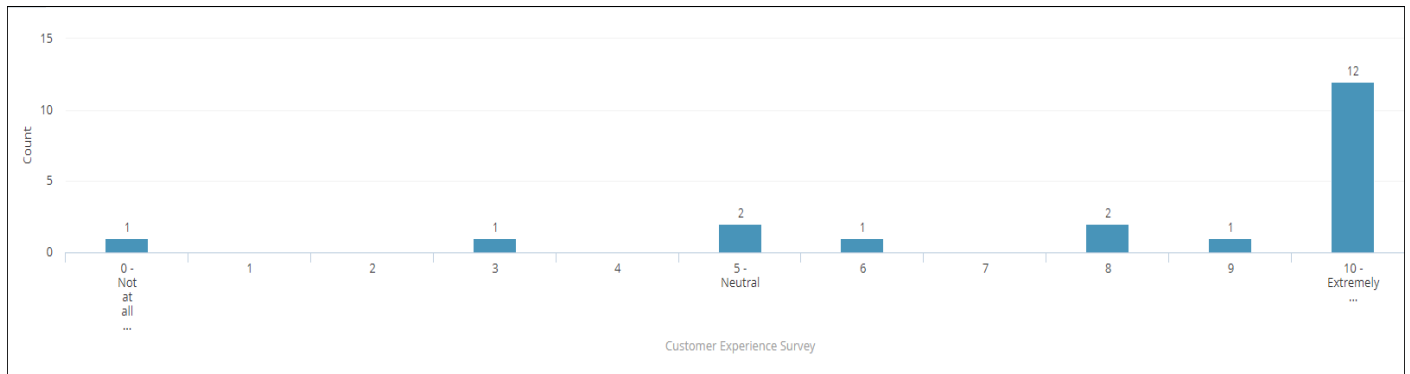
Business Net Promoter Cumulative Report – January 2023 to April 2023

Employer - Business Report	Region 10 Business Net Promoter Score CY 2023
Net Promoter Score–Area/Region	▶40 (Down 12 Points Over CY 2022)

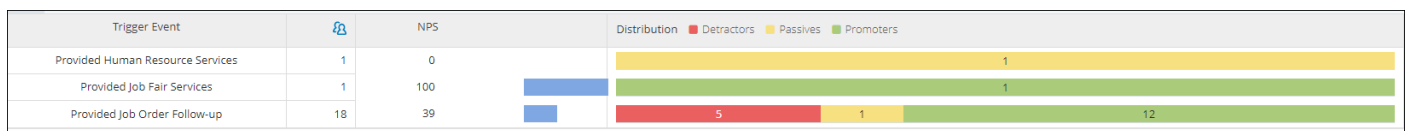
Some Context on the Score: This score is based on a survey taken approximately 2 weeks to 1 month after the first service. Net Promoter scores range between -100 and +100. Based on global NPS standards, any score 0 to 49 would be considered “Good” – scores between 50 and 69 are “Excellent” and scores 70 and above are considered “World Class” or “Exceptional”. Simply put, any positive score means that you have more promoters (advocates willing to recommend you) than detractors (unhappy or dissatisfied customers).



Business Net Promoter Score Distribution By Rating



Business Net Promoter Score Distribution By Service Type – By Count



NET PROMOTER

Talent Center Cumulative Report Calendar Year 2023

Job Candidate Report	Talent Center Net Promoter Score (January 23 to April 23)
Net Promoter Score	▶ +100

Some Context on the Score: This score is based on a survey taken approximately 1 to 4 weeks after the first service. Net Promoter scores range between -100 and +100. Based on global NPS standards, any score 0 to 49 would be considered “Good” – scores between 50 and 69 are “Excellent” and scores 70 and above are considered “World Class” or “Exceptional”. Simply put, any positive score means that you have more promoters (advocates willing to recommend you) than detractors (unhappy or dissatisfied customers).

