



## Consortium Meeting

Wednesday, January 22, 2025 – 3:30 p.m.

2703 NE 14<sup>th</sup> Street, Ocala, FL 34470

**Zoom Meeting:** <https://us02web.zoom.us/j/89859633187>  
**Phone 1-646-558-8656 Meeting ID: 898 5963 3187**

### AGENDA

Call to Order		C. Zalak
Roll Call		C. Schnettler
Approval of Minutes, September 30, 2024	Pages 2 - 4	C. Zalak

#### **ACTION ITEMS**

Election of Chair		R. Skinner
Authority of Chair	Page 5	R. Skinner
Board Member Appointments	Pages 6 - 8	R. Skinner
Federal Performance Negotiated Goals	Pages 9 - 10	R. Skinner
Interlocal Agreement Renewal	Pages 11- 23	R. Skinner
Agreement to Establish CLMRWDB	Pages 24 - 29	R. Skinner
Memorandum of Agreement CLMRWDB and CLMRWDC	Pages 30 - 37	R. Skinner
Regional Planning Intent Agreement / Supporting Documentation	Pages 38 - 45	R. Skinner

#### **DISCUSSION ITEMS**

Board Membership Status	Page 46	R. Skinner
DEO Performance Presentation	Pages 47 - 65	R. Skinner

#### **PUBLIC COMMENT**

#### **PROJECT UPDATES**

Disaster Recovery Grant / Broadband Grant	Page 66	D. French
Hurricane Update- Idalia, Helene and Milton	Page 66	D. French
Performance:	Pages 67 – 71	D. French
Letter Grades		
Quarterly Reports		
New Projects:		D. French
a. Citrus		
b. Levy		
c. Marion		
Board Member Agenda – 12/11/2024	Pages 72 - 73	R. Skinner

#### **MATTERS FROM THE FLOOR**

#### **ADJOURNMENT**

#### **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: September 30, 2024  
PLACE: CareerSource CLM – 14 Street Career Center  
TIME: 2:00 p.m.

**MEMBERS PRESENT**

Commissioner Finegan  
Commissioner Hodge

**MEMBERS ABSENT**

Commissioner Zalak

**OTHER ATTENDEES**

Dale French, CSCLM  
Cory Weaver, CSCLM

Cira Schnettler, CSCLM  
Bob Stermer, CSCLM Attorney

**CALL TO ORDER**

In Commissioner Zalak's absence, the meeting was called to order by Commissioner Finegan at 2:09 p.m.

**ROLL CALL**

Cira Schnettler called roll and a quorum was declared present.

**APPROVAL OF MINUTES**

Commissioner Hodge made a motion to approve the minutes from the June 10, 2024, meeting. Commissioner Finegan seconded the motion. Motion carried.

**ACTION ITEMS**

**Budget Updates**

Dale French reviewed the final budget for the 2024-2025 program year. The preliminary budget will be presented at the June meeting. Commissioner Finegan made a motion to approve the 2024-2025 budget. Commissioner Hodge seconded the motion. Motion carried.

**WIOA Plan**

Dale French explained that the plan was approved by the Board. The Plan was publicly posted in our centers and on the website for 30 days. No public comment was received during that time. Commissioner Hodge made a motion to approve the plan and for the plan to be submitted to the State. Commissioner Finegan seconded the motion. Motion carried.

**Subgrantee Agreement**

Commissioner Finegan made a motion to approve the agreement and for the Consortium chair to sign the agreement for submittal to the State. Commissioner Hodge seconded the motion. Motion carried.

### Board Appointments

Dale French explained that there are two board vacancies that are being filled, one in Levy and once in Citrus. Commissioner Finegan made a motion to approve the appointment of Steven Weinstein and Steven Baham to the board of directors. Commissioner Hodge seconded the motion. Motion carried.

### MOU's – Mandatory Partners

Commissioner Finegan approved all of the mandatory MOU's with community partners and for the Consortium Chair to sign the agreements. Commissioner Hodge seconded the motion. Motion carried.

## **DISCUSSION ITEMS**

### State Update

Dale French provided the following updates:

- Disaster Recovery Efforts: Two teams will be dispatched to assist in recovery efforts due to Hurricane Helene. One team will be working out of the Citrus County Chamber office in Crystal River. The other team will utilize the small mobile van in Levy County to assist the Cedar Key community.
- It is expected that the State will be providing additional displaced worker funding to assist with the clean-up efforts in these areas. In the past, there has been a quick turnaround time in receiving disaster relief funding.

### Workforce Issues Important to Our Community

No items were discussed.

## **PUBLIC COMMENT**

None

## **PROJECT UPDATES**

### Disaster Recovery Grant / Broadband Grant

Dale French provided an update on the grant activities.

- Disaster Recover: It is anticipated that the Hurricane Idalia grant funding will change over to Hurricane Helene funding. The grant provided a financial aid to shellfish growers in Levy and Dixie Counties to re-harvest the clam and oyster farms.
- Broadband Grant: The program has been successful. There are 24 enrolled participants. Fourteen are now employed in the industry. The others are finishing their certifications.

### Board Member Agenda – 9/4/2024

The board agenda was available for review.

## **MATTERS FROM THE FLOOR**

None

## **ADJOURNMENT**

There being no further business, the meeting was adjourned at 2:36 p.m.

**APPROVED:** \_\_\_\_\_



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Wednesday, January 22, 2025**

#### **TOPIC/ISSUE:**

Authority of the Chair

#### **BACKGROUND:**

Since the formation of the Consortium the Chair has been authorized to sign all documents approved the Consortium on behalf of all Consortium members. Recently Florida Commerce has asked if there was formal documentation as to this authority. The Interlocal Agreement between the three counties provides the authority to the Consortium to establish its own rules. The authority of the Chair would be such a rule.

#### **POINTS OF CONSIDERATION:**

The authority of the Chair to sign all Consortium-approved documents is necessary for the more timely submission of documents requiring Consortium action. It also conforms to the normal operation of most entities.

#### **STAFF RECOMMENDATIONS:**

Staff recommends approving the Chair to sign all Consortium -approved documents which require the signature of the Chief Local Elected Official.

#### **CONSORTIUM ACTION:**



**RECORD OF ACTION/APPROVAL**

**Consortium Meeting  
Wednesday, January 22, 2025**

**TOPIC/ISSUE:**

Board Appointment

**BACKGROUND:**

**POINTS OF CONSIDERATION:**

**STAFF RECOMMENDATIONS:**

Accept appointment of the following individual to the CareerSource CLM board of directors:

Jennifer Roach – Vocational Rehabilitation  
Edward Suor- Levy County Private Sector- ITR

**CONSORTIUM ACTION:**



**NOMINATION FORM**  
**FAX: 352 873-7956**  
**EMAIL: [rskinner@careersourceclm.com](mailto:rskinner@careersourceclm.com)**  
**Phone: 352 873-7939, Ext 1203**

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Name of Business: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ County: \_\_\_\_\_ Zip Code \_\_\_\_\_

Business Telephone - Ext: \_\_\_\_\_ Fax \_\_\_\_\_

Work E-Mail Address: \_\_\_\_\_

\_\_\_\_\_ Private Business Owner/Chief Executive

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

Home Address: \_\_\_\_\_

City: \_\_\_\_\_ County: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Cell #: \_\_\_\_\_

Personal E-Mail Address: \_\_\_\_\_

**INFORMATION REQUIRED BY THE STATE - Check all that Apply**

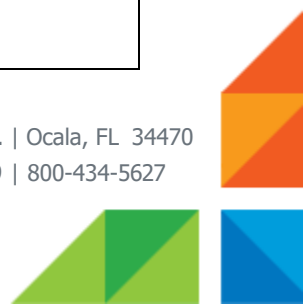
Sex: Male \_\_\_\_\_ Female \_\_\_\_\_

Race: White \_\_\_\_\_ Black \_\_\_\_\_ Other \_\_\_\_\_ White/Hispanic \_\_\_\_\_  
Black/Hispanic \_\_\_\_\_

Veteran: Yes \_\_\_\_\_ No \_\_\_\_\_ Disabled \_\_\_\_\_

CareerSource Citrus Levy Marion and its affiliate Talent Center are equal opportunity employers/programs supported by the U.S. Department of Labor, Health and Human Services, Education, and other agencies as parts of awards totaling \$6.9 million (revised annually) with no portion financed from non-governmental sources. Auxiliary aids/services available upon request to those with disabilities and in Spanish. All voice phone numbers may be reached using TTY/TDD equipment via the Florida Relay Service at 711. For accommodations, call 800-434-5627, ext. 7878. CareerSource CLM is a proud partner of the American Job Center network and member of CareerSource Florida.

2703 NE 14th St. | Ocala, FL 34470  
p: 352-873-7939 | 800-434-5627





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**FAX: 352 873-7956**

**EMAIL: [rskinner@careersourceclm.com](mailto:rskinner@careersourceclm.com)**

**Phone: 352 873-7939, Ext 1204**

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ County: \_\_\_\_\_ Zip Code \_\_\_\_\_

\_\_\_\_\_ Private Business Owner/Chief Executive

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

Name of Business: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ County: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Business Telephone: \_\_\_\_\_ Fax #: \_\_\_\_\_

Cell #: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

**INFORMATION REQUIRED BY THE STATE - Check all that Apply**

Sex: Male _____	Female _____		
Race: White _____	Hispanic _____	Black _____	Other _____
Veteran: Yes _____	No _____	Disabled _____	

Revised 4-26-16

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## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Wednesday, January 22, 2025**

#### **TOPIC/ISSUE:**

Negotiation of Federal Performance Goals

#### **BACKGROUND:**

WIOA requires that the local workforce board and its Chief Local Elected Officials participate in and approve performance goals negotiated with the State.

#### **POINTS OF CONSIDERATION:**

Staff have negotiated with Florida Commerce and present the attached for discussion and action.

#### **STAFF RECOMMENDATIONS:**

Staff recommend approval.

#### **CONSORTIUM ACTION:**

## PY 2024 & 2025 Local Performance Levels Negotiations

**Local Workforce Development Board (LWDB): 10**

**LWDB Contact Name: Thomas "Rusty" Skinner, Chief Executive Officer**

**LWDB Contact Email:** [rskinner@careersourceclm.com](mailto:rskinner@careersourceclm.com)

**LWDB Contact Email:** [dfrench@careersourceclm.com](mailto:dfrench@careersourceclm.com)

**LWDB Contact Email:** [cweaver@careersourceclm.com](mailto:cweaver@careersourceclm.com)

Measures	PY 2024 Negotiated Performance Levels	PY 2025 Negotiated Performance Levels
<b>Adults:</b>		
Employed 2nd Qtr After Exit	86.0%	88.0%
Employed 4th Qtr After Exit	85.0%	86.0%
Median Wage 2nd Quarter After Exit	\$9,650	\$9,900
Credential Attainment Rate	70.9%	70.9%
Measurable Skill Gains	60.4%	60.4%
<b>Dislocated Workers:</b>		
Employed 2nd Qtr After Exit	82.0%	84.0%
Employed 4th Qtr After Exit	77.4%	77.4%
Median Wage 2nd Quarter After Exit	\$8,070	\$8,070
Credential Attainment Rate	75.1%	75.1%
Measurable Skill Gains	75.0%	75.0%
<b>Youth:</b>		
Employed 2nd Qtr After Exit	79.3%	79.3%
Employed 4th Qtr After Exit	77.1%	77.1%
Median Wage 2nd Quarter After Exit	\$3,759	\$3,759
Credential Attainment Rate	86.7%	86.7%
Measurable Skill Gains	91.7%	91.7%
<b>Wagner-Peyser:</b>		
Employed 2nd Qtr After Exit	70.5%	70.5%
Employed 4th Qtr After Exit	67.1%	67.1%
Median Wage 2nd Quarter After Exit	\$5,979	\$5,979



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Wednesday, January 22, 2025**

#### **TOPIC/ISSUE:**

Interlocal Agreement

#### **BACKGROUND:**

Since 1995 the Citrus, Levy and Marion County Boards of County Commissioners have formed an interlocal agreement under Florida Statutes 163.01 to create a workforce area comprised of their three counties. The agreements have had a five (5) year life span and have been renewed every five years since 1995. In addition to the periodic renewal extensions, previous changes have included changes that are required by the federal government, mostly consisting of updates drive by new federal legislation affecting the workforce system and local workforce areas.

#### **POINTS OF CONSIDERATION:**

The attached draft Interlocal agreement must be approved by the Boards of County Commissioners of each County. The expiration date of the current agreement is June 30, 2025. The following areas of the agreement have been updated:

- Extend the term of the agreement from July 1, 2020, to June 30, 2025, to July 1, 2025, to June 30, 2030, on page 8;

Update terminology throughout the document:

- Change Workforce Development Area (WDA) to Local Workforce Development Area (LWDA);
- Update Workforce Investment Act (WIA) to Workforce Innovation and Opportunity Act (WIOA); and
- Update Florida Department of Economic Opportunity (DEO) to Florida Department of Commerce (Commerce).

Update population Statistics on page 5.

#### **STAFF RECOMMENDATIONS:**

Recommend approval for submission to each County Commission for review and action

#### **CONSORTIUM ACTION:**

**INTERLOCAL AGREEMENT AMENDING THE  
CITRUS, LEVY, MARION WORKFORCE  
CONSORTIUM AS CALLED FOR BY THE  
WORKFORCE INNOVATION AND OPPORTUNITY  
ACT, Public Law No. 113-128**

**THIS INTERLOCAL AGREEMENT**, made and entered into as provided in paragraph 12, pursuant to the authority of Section 163.01, Florida Statutes, by and between the counties of Citrus, Levy and Marion, of the State of Florida, each of which has adopted a resolution approving this Agreement.

**WITNESSETH:**

**WHEREAS**, Public Law 113-128, enacted by the Congress of the United States effective July 22, 2014, which act is known as the "Workforce Innovation and Opportunity Act" (hereinafter "WIOA") establishes a program to prepare youth and unskilled adults for entry into the labor force and to afford job training to those economically disadvantaged individuals and other individuals facing serious barriers to employment, who are in special need of such training to obtain productive employment; and

**WHEREAS, the** WIOA replaces the Workforce Investment Act of 1998 under which Federal job training monies were administered, and the adoption of the WIOA necessitates the amendment of the Interlocal Agreement creating the Citrus, Levy, Marion Workforce Consortium; and

**WHEREAS**, the WIOA creates a partnership among state and local governments, and the private sector, with primary emphasis upon the coordination of workforce development programs; and

**WHEREAS**, the WIOA requires the Governor to designate Local Workforce Development Areas (LWDA) to promote the effective delivery of workforce development programs and further provides that a consortium of units of general local government may constitute such a LWDA; and

**WHEREAS**, Citrus, Levy and Marion Counties desire to form a LWDA under the WIOA for workforce development; and

**WHEREAS**, the Board of County Commissioners of each of the parties to this Agreement desires that its county be included in an area workforce development plan to avail its citizens of the benefits of the WIOA; and

**WHEREAS**, the Governor has the authority to “grandfather” the parties to this Agreement as a LWDA for the purposes of the WIOA; and

**WHEREAS**, the WIOA requires the establishment of a Workforce Investment Board (WIB) to provide policy guidance for, and exercise oversight with respect to, activities under the Workforce program for its LWDA in partnership with the units of general local government within its LWDA; and

**WHEREAS**, it is the responsibility of the Board of County Commissioners of each County in the LWDA to appoint members to the WIB in accordance with the WIOA and an agreement entered into by the Board of County Commissioners of each County; and

**WHEREAS**, it is the responsibility of the WIB, in accordance with an agreement with the Board of County Commissioners of each County in the LWDA, to develop a workforce development plan; and

**WHEREAS**, the workforce development plan must be approved jointly by the WIB and the Board of County Commissioners of each County in the LWDA and thereafter be submitted to the Governor; and

**WHEREAS**, within the Local Workforce Development Area comprised of Citrus, Levy and Marion Counties, there currently exists an efficient and effective delivery system of federally and state- funded employment and training programs which are customer-centered; and

**WHEREAS**, Citrus, Levy and Marion Counties now desire to enter into an Interlocal Agreement to provide for the creation of a local WIB and to provide workforce development services within the LWDA; and

**WHEREAS**, the U.S. Department of Labor, has encouraged the development of a workforce development system governed by local WIBs; and

**WHEREAS**, the purpose of these local boards is to develop local workforce development policies and strategies; to oversee the management and administration of those policies and strategies; and to develop an approach which consolidates the delivery of those workforce development strategies into a comprehensive, customer centered system at the local level in concert with the chief elected officials of the local governments of the LWDA; and

**WHEREAS**, the programs envisioned under the control of the local workforce development boards include, but are not limited to, those currently funded through the WIOA, the Florida Welfare Transition Program, the Wagner-Peyser Act, Perkins vocational training, school-to-work transition programs, vocational rehabilitation, Job Opportunity Basic Skills Program,

(JOBS), Welfare to Work (WTW), Supplemental Nutritional Assistance Program (SNAP), Re-Employment Services and other workforce development programs;

**NOW, THEREFORE,** the parties hereto agree as follows:

1. Establishment of the Citrus, Levy, Marion Workforce Development Consortium (CLMWDC).

There is hereby established a multi-jurisdictional arrangement, the "Citrus, Levy, Marion Workforce Development Consortium" (CLMWDC) among all the parties hereto for the express purpose of collectively carrying out the individual responsibilities of each party to this Agreement under the WIOA. The CLMWDC shall consist of three (3) members. The Boards of County Commissioners of each county shall each designate a member of the County Commission to serve as the County's representative on the CLMWDC.

2. Identification of Parties to this Agreement

Each of the parties to this Agreement is a county of the State of Florida, and as such is a general purpose political subdivision which has the power to levy taxes and spend funds, as well as general corporate and police powers. The governing body of each of the parties to this Agreement is its Board of County Commissioners and each party to this Agreement is identified as follows:

NAME/ADDRESS

Board of County Commissioners  
Citrus County, Florida  
110 N. Apopka Ave.  
Inverness, FL 34450

Board of County Commissioners  
Levy County, Florida  
P. O. Box 310  
Bronson, FL 32621

Board of County Commissioners  
Marion County, Florida  
601 SE 25th Avenue  
Ocala, FL 34471

3. Geographical Area to be Served by this Agreement

The geographical areas which will be served by this Agreement are the entire geographical areas of each of the three (3) member counties, which geographical areas are legally described in Chapter 7, Florida Statutes, which legal descriptions are incorporated herein by this reference.

4. Size of Population to be Served

The population of the three-county area to be served by this Agreement is 619,923 (Citrus 166,696 / Levy 43,268 / Marion 409,959) based upon the US Census, 2023 American Community Survey 1-Year Estimate (Citrus and Marion) and 2022 American Community Survey 5-Year Estimate (Levy)

5. Agreement Not Prohibited By Law

This Agreement is not prevented by State or local law from taking effect in the entire geographical area which the parties intend to serve.

6. Powers of the CLMWDC.

The parties hereto empower the Citrus Levy Marion Workforce Development Consortium (CLMWDC) to exercise the following designated decision-making powers, delegated to the Board of County Commissioners of each county pursuant to the WIOA, over all plans, programs, and agreements and to enter into agreements and contracts to provide those services currently provided or contemplated to be provided under Florida's Welfare Transition Program, the Wagner-Peyser Act, Perkins vocational training, school-to-work



transition programs, Vocational rehabilitation, JOBS, WTW, Supplemental Nutritional Assistance Program (SNAP), Re-Employment Services and other workforce development programs. More specifically, the CLMWDC is hereby authorized and empowered:

(1) to establish the WIB as the Citrus, Levy, Marion Regional Workforce Development Board (CLMRWDB) and, where such authority is delegated by an individual Board of County Commissioners to its CLMWDC member, to appoint local members to the CLMRWDB, all in accordance with Section 107 of the WIOA and F.S. 445. CLMRWDB board members shall serve the functions described in Section 107 of the WIOA. In the absence of such a delegation, the authority to appoint local CLMRWDB Board members shall reside in the individual Boards of County Commissioners for the county from which the individual CLMRWDB Board member is to be appointed. The authority to appoint at-large members to the CLMRWDB shall reside in the CLMWDC; and

(2) to enter into an agreement(s) with the CLMRWDB to determine the selection of a grant recipient and an entity to administer the job training plan, the one stop operator and to determine the procedures for development of the job training plan as described in Section 108 of WIOA; and

(3) to review and approve all workforce development plans prepared under Section 108 of the WIOA and jointly submit, along with the CLMRWDB, said plans to the Governor; and

(4) to perform any other appropriate duties necessary for the accomplishment of and consistent with the purposes of this Agreement and the WIOA; and

(5) to further empower the CLMRWDB to enter into agreements

with the State of Florida Department of Commerce (Commerce) or any other selected entity to administer Florida's Welfare Transition Program, Wagner-Peyser Act Funds, Perkins vocational training, school-to-work transition programs, vocational rehabilitation, JOBS, WTW, Supplemental Nutritional Assistance Program (SNAP), Re-Employment Services and other workforce development programs; and to manage and control all those local functions traditionally managed and controlled by the Commerce; and

(6) to further empower CLMRWDB to enter into agreements to provide marketing services for the above referenced functions; and

(7) to establish rules for the conduct of business.

7. Quorum and Voting

At all meetings of the CLMWDC, the presence in person of a majority of the whole CLMWDC shall be necessary and sufficient to constitute a quorum for the transaction of business. At all meetings of the CLMWDC at which a quorum is present, all matters shall be decided by a majority vote of the members of the CLMWDC present.

8. Workforce Area Designation

Pursuant to the designation by the Governor, the three (3) counties constituting the CLMWDC shall be the LWDA as provided for in Section 106 of the WIOA for the geographical area covered by this Agreement.

9. No Local Funds Required of Counties

No funds will be provided from the treasuries of any of the parties to this Agreement for implementation of the WIOA program, it being the intent hereof that all funding of the WIOA program and the other programs contemplated to be managed pursuant to this Agreement shall be accomplished entirely by grants pursuant to the WIOA and any other available State or Federal grants.

However, in accordance with Section 117(d)(3)B of the WIOA, each county recognizes that appointing a WIB does not release the local elected officials or the Governor of the State of Florida for liability for misuse of grant funds obtained under the WIOA.

10. Legal Requirements

a. All parties agree to comply with all Federal, State and Local anti-discrimination laws in the administration of this Agreement.

b. All Workforce Development Plans shall be approved by the CLMRWDB and all individual members of the CLMWDC.

11. Duration of Agreement

This Agreement shall commence on the Effective date described in Paragraph 12 and shall run through the thirtieth (30th) day of June 2030. Thereafter, this Agreement may be renewed by a further writing between the parties.

12. Applicability and Effective Date

This Agreement replaces the previous Interlocal Agreement Creating the Citrus, Levy, Marion Workforce Consortium and shall be effective July 1, 2025 upon the execution hereof by the final signatory adopting this Agreement and upon filing the same with the Clerk of the Circuit Court in each County prior to July 1, 2025.

13. Dispute Resolution Process

If, during the course of this Agreement, there is a dispute between the parties, the following procedures will apply:

(1) The party which has the dispute shall notify the other parties of the nature of the dispute, in writing, with a copy to the Governor of the State of Florida.

(2) All disputes and controversies of every kind and nature between the parties arising out of or in connection with this meaning, performance, nonperformance, enforcement, operation, breach, continuance, or termination shall be submitted to non-binding mediation. If the parties cannot agree upon a mutually satisfactory mediator within sixty (60) days of receiving a request for appointment of a mediator from any party to this agreement, then the Chief Judge of the Fifth Judicial Circuit shall be requested to select a mediator to mediate the dispute. The cost of the mediator shall be shared equally by the parties.

(3) If, after hearing the dispute, accord is not reached on the resolution of the dispute, the party that raised the dispute may, by giving one hundred eighty (180) days written notice, before the end of the program year (before June 30th) withdraw from the CLMWDC, effective July 1st of the following program year, or at such later time as designated by the Governor of the State of Florida.

IN WITNESS WHEREOF, the parties hereto have executed this Interlocal Agreement on the dates set forth below, and hereby agree to be bound by the terms and provisions set forth herein.

**SIGNATURE PAGE**

**COUNTY OF CITRUS**

BY: \_\_\_\_\_

Rebecca Bays, Chairman

DATE: \_\_\_\_\_

ATTEST: \_\_\_\_\_

**SIGNATURE PAGE**

**COUNTY OF LEVY**

\_\_\_\_\_  
Desiree Mills, Chair, Board of  
County Commissioners

DATE:\_\_\_\_\_

ATTEST: Clerk of the Circuit Court  
And Ex Officio Clerk to the Board  
Of County Commissioners

\_\_\_\_\_  
Matt Brooks, Clerk

APPROVED AS TO FORM AND  
LEGAL SUFFICIENCY

\_\_\_\_\_  
Nicolle M. Shalley, County Attorney

**SIGNATURE PAGE**

**COUNTY OF MARION**

BY: \_\_\_\_\_

Kathy Bryant, Chairman

ATTEST: \_\_\_\_\_

Gergory C. Harrell, Clerk

DATE: \_\_\_\_\_



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Wednesday, January 22, 2025**

#### **TOPIC/ISSUE:**

Update Agreement to Establish Citrus Levy Marion Regional Workforce Development Board

#### **BACKGROUND:**

Periodically it is necessary to update various agreements between the Consortium and the workforce board.

The Agreement to Establish the Board requires some updates and proposed changes.

Updates:

1. Update the effective date and term of the agreement. Term of Office, page 2.
  - a. Chapter 445 changes by the Legislature require Board appointment to be limited to 8-year terms. The term of appointment has been updated from 5 year to 8 years. The By-Laws have been previously amended to make this change.
  - b. Adjust the effective date to the date of approval by the Consortium.

Proposed Changes:

1. Revise language (Page 2) regarding “asking” the Board to increase community involvement through input from community members to “directing” such action.
2. Term of Office (Page 2) limits the term “except for the CLMRDC member who shall always be the current Chair of the CLMRDC.” The Chair of the CLMRWDC has never been listed as a member of the CLMRWDB. The Chair, as are all Consortium members, welcome to attend any CLMRWDB meetings, but not listed as an official member. Propose that this language be deleted.

#### **POINTS OF CONSIDERATION:**

#### **STAFF RECOMMENDATIONS:**

Defer action until Interlocal Agreement is approved

#### **CONSORTIUM ACTION**



**AGREEMENT TO ESTABLISH THE CITRUS LEVY MARION REGIONAL  
WORKFORCE DEVELOPMENT BOARD  
UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT**

**WITNESSETH:**

**WHEREAS**, the Workforce Innovation and Opportunity Act (WIOA), P.L. number 113-128 calls for the creation of a workforce investment board (WIB) to serve local workforce development areas; and

**WHEREAS**, the counties of Citrus, Levy and Marion have entered into an Interlocal Agreement and requested to be designated as a local workforce development area; and

**WHEREAS**, the Boards of County Commissioners of Citrus, Levy and Marion Counties have entered an Interlocal Agreement and empowered the Citrus Levy Marion Workforce Development Consortium (CLMWDC) (Consortium), to serve in their capacity.

**NOW THEREFORE**, the parties hereto agree to constitute the CLMRWDB as follows:

**1. Establishment, Composition, and Appointment of the Citrus, Levy, Marion Regional Workforce Development Board**

There is hereby established the CLMRWDB, which shall be constituted in accordance with the requirements of Section 107 of WIOA and F.S. 445.

The number of members of the CLMRWDB shall be no more than Thirty-three (33). A member may represent more than one category. The following paragraphs specify the composition of thirty-three members of the CLMRWDB:

- a) There shall be sixteen (17) representatives of the private sector, nominated from business groups, industry groups or chambers of commerce and economic development agencies. The appointments should, to the best extent possible provide balanced representation:
  - a. From each of the three counties; and
  - b. Of the key industry sectors in the local area
  
- b) At least twenty percent (20%) of CLMRWDB will be representatives of the workforce:
  - a. Two (2) representatives shall represent organized labor, nominated by their local unions;
  - b. One (1) representative shall represent apprenticeship programs in the area and be a member of organized labor, a training director for

a joint labor-management program or represent an apprenticeship program in the area;

- c. Five (5) representatives will be appointed that serve as representative for persons with barriers to employment; veterans; or the needs of youth, including out of school youth.
- c) There shall be four (4) educational representatives who:
  - a. Represent adult education and literacy;
  - b. Institutions of higher education;
  - c. Local education agencies or community-based organizations that possess skills in serving persons with barriers to employment;
  - d. One (1) representative from a private institution of higher education.
- d) Four (4) members shall represent governmental and economic development organizations:
  - a. Two (2) shall represent economic development;
  - b. One (1) shall represent vocational rehabilitation;
  - c. One shall represent transportation, public housing, or public assistance.

It is the desire of the Consortium to have engaged the maximum representation from key organizations within the three-county area. Rather than create a large Board, the Consortium is directing that the Board of Directors, through its By-Laws, secure the involvement and input of groups as committee members.

## 2. **Terms of Office**

Terms of office for the individuals identified in Section 1 above shall be eight (8) years in accordance with the CLMRWDB Bylaws. CLMRWDB shall be entitled to remove a member for cause as set forth in the CLMRWDB Bylaws.

## 3. **Effect of Agreement**

This Agreement to Establish the CLMRWDB shall be effective January 22, 2025, supersedes all previous Agreements to Establish the CLMRWDB and continue during the life of the Interlocal Agreement creating the authority of the CLMRWDC.

**IN WITNESS WHEREOF**, the parties hereto have executed this Agreement to become effective on January 22, 2025.

**SIGNATURE PAGE**

**CITRUS, LEVY, MARION WORKFORCE  
DEVELOPMENT CONSORTIUM**

**MARION COUNTY MEMBER**

**BY: \_\_\_\_\_**

**DATE: \_\_\_\_\_**

**ATTEST: \_\_\_\_\_**

**SIGNATURE PAGE**

**CITRUS, LEVY, MARION WORKFORCE  
DEVELOPMENT CONSORTIUM**

**CITRUS COUNTY MEMBER**

**BY: \_\_\_\_\_**

**DATE: \_\_\_\_\_**

**ATTEST: \_\_\_\_\_**

**SIGNATURE PAGE**

**CITRUS, LEVY, MARION WORKFORCE  
DEVELOPMENT CONSORTIUM**

**LEVY COUNTY MEMBER**

**BY: \_\_\_\_\_**

**DATE: \_\_\_\_\_**

**ATTEST: \_\_\_\_\_**



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Wednesday, January 22, 2025**

#### **TOPIC/ISSUE:**

Update Agreement Between Citrus Levy Marion Workforce Development Consortium and the Citrus Levy Marion Regional Workforce Development Board

#### **BACKGROUND:**

Periodically it is necessary to update various agreements between the Consortium and the workforce board.

The Agreement between the Consortium and the Board requires some updates.

1. Update terminology from Workforce Investment Act (WIA) to Workforce Innovation and Opportunity Act (WIOA)
2. Update effective date and term from “July 1, 2020, to June 30, 2025” to “July 1, 2025, to June 30, 2030”.

#### **POINTS OF CONSIDERATION:**

#### **STAFF RECOMMENDATIONS:**

Defer action until Interlocal Agreement is approved

#### **CONSORTIUM ACTION:**

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**THE CITRUS, LEVY, MARION REGIONAL WORKFORCE DEVELOPMENT BOARD, INC.**

**AND**

**THE CITRUS, LEVY, MARION WORKFORCE DEVELOPMENT CONSORTIUM**

**THIS AGREEMENT** is made and entered into between the Citrus, Levy, Marion Regional Workforce Development Board, Inc., hereinafter referred to as the **CLMRWDB**, and the Citrus, Levy, Marion Workforce Development Consortium, hereinafter referred to as the **CLMWDC**, for the purpose of establishing a Workforce Development Partnership, as authorized and provided for under Public Law 113-128, enacted by the Congress of the United States, which act is known as the "Workforce Innovation and Opportunity Act (herein after referred to WIOA), and Florida Statutes (F.S.) Chapter 445, and for the purpose of establishing an integrated management and control structure for the provision of job training, job placement and related benefits service.

**WITNESSETH:**

**WHEREAS**, the receipt and expenditure of WIOA funds authorized for certain Workforce Development Programs within Local Workforce Development Areas (LWDA) are dependent upon the establishment of a partnership between business and government; and

**WHEREAS**, the Governor on the part of the State of Florida has designated the counties of Citrus, Levy and Marion as a LWDA; and

**WHEREAS**, the Counties of the LWDA each represented by an Elected Official appointed by the governing board, have formed the **CLMWDC** through adoption of an Amended Interlocal Agreement pursuant to Florida Statutes, Chapter 163.01 to carry out these local governments' responsibilities within their collective and respective boundaries for the purpose of Workforce Development; and

**WHEREAS**, the **CLMRWDB**, representing business by its private sector majority, has been duly appointed by the **CLMWDC**; and

**WHEREAS**, the **CLMRWDB** is empowered and has the responsibility under the WIOA to provide policy guidance for, and exercise oversight with respect to, activities under a Plan for the LWDA in partnership with the **CLMWDC**; and

**WHEREAS**, the WIOA requires the **CLMRWDB** and the **CLMWDC** to define the scope of their partnership by means of an Agreement; and

**WHEREAS**, the U.S. Department of Labor, has encouraged the development of a workforce development system governed by local workforce investment boards; and

**WHEREAS**, the purpose of these local boards is to develop local workforce development policies and strategies; to oversee the management and administration of those policies and strategies; and to develop an approach which consolidates the delivery of those workforce development strategies into a comprehensive, customer-centered system at the local level in concert with the chief elected officials of the local governments; develop broad regional plans that promote economic development through a trained workforce; and

**WHEREAS**, within the LWDA comprised of Citrus, Levy and Marion Counties, there currently exists an effective, efficient and highly successful delivery system of federally and state-funded employment and training programs which are not customer-centered; and

**WHEREAS**, the programs envisioned under the control of the local workforce development boards include, but are not limited to, those funded through the WIOA, the Wagner-Peyser Act, Perkins vocational training, school-to-work transition programs, vocational rehabilitation, Job Opportunity Basic Skills Program (JOBS), Welfare to Work (WTW), Supplemental Nutritional Assistance Program (SNAP), Re-Employment Services and other workforce development programs and services;

**NOW THEREFORE**, be it resolved that this Agreement be made and entered into by the **CLMRWDB** and **CLMWDC** pursuant to WIOA, and that the parties mutually agree as follows:

I. Authorities and Responsibilities Held Jointly by CLMRWDB and CLMWDC

A. It is the joint responsibility and responsibility of both parties to ensure effective service delivery to provide the most beneficial program services possible to the eligible residents of the LWDA. It is further the shared responsibility of all sectors of the community to participate in the provision of program services.



B. **CLMWDC** hereby designates CLMRWDB as the grant recipient and administrative entity for the LWDA for the period July 1, 2025 through June 30, 2030.

C. **CLMRWDB** and **CLMWDC** shall jointly submit an approved local Workforce Development Plan to the Governor in accordance with the provisions of the WIOA and other applicable laws. CLMRWDB shall develop, in concert with other workforce investment boards within the workforce development region prescribed by the Governor, and present to the CLMWDC, a regional workforce development plan in accordance with Section 106 (c) of WIOA, to be approved and forwarded to the Governor.

D. **CLMRWDB** and **CLMWDC** shall decide the allocation of funds for the Workforce Development Plan's Budget.

E. **CLMRWDB** and **CLMWDC** shall jointly select and approve of the One Stop Operator.

F. CLMRWDB and CLMWDC shall jointly approve locally negotiated performance measures. These measures will be negotiated by the senior management of CLWRWDB and presented to CLMRWDB for review and approval; and then to CLMWDC for final approval at the next regularly scheduled meetings of each body. CLMRWDB staff shall report performance metrics to each body at least quarterly. Any performance incentives shall be incorporated into the operational budget for the general good of the workforce area.

G Because the WIOA indicates that a partnership exists that requires mutual agreement on certain matters, any disputes between the partners to this Agreement shall be resolved by a mutually satisfactory negotiation. It is understood that in accordance with the WIOA, the failure to resolve any dispute to the mutual satisfaction of both parties regarding the WFR's make-up, submission of the Workforce Development Plan, designation of an administrative entity and grant recipient, or **CLMRWDB's** make-up shall result in the forwarding of the unresolved matter to the Governor of the State of Florida for resolution.

## II. Authorities and Responsibilities of the CLMRWDB

**CLMRWDB** shall:

A. Develop, review and approve the Workforce Development Plan for the LWDA and the Regional Plan (WIOA, 106 (c));

- B. Provide policy guidance in the development of Workforce Development activities and for the provision of services;
- C. Provide oversight of Workforce Development programs, activities and services conducted under the Workforce Development Plan;
- D. Solicit the input and participation of the local business community in the development and provision of program services to eligible residents of the LWDA;
- E. Develop By-Laws to determine its operation;
- F. Have the authority to:
  - 1. Develop and approve a budget for itself within the parameters established in the Workforce Development Plan's provisions and WIOA Budget contained therein;
  - 2. Select and hire a staff; and establish criteria for its chief executive to be approved by CLMWDC;
  - 3. Develop and prepare five year local and regional Workforce Development Plans for approval by the **CLMRWDB** and by the **CLMWDC**;
  - 4. Provide staff support to the **CLMWDC**;
  - 5. Collect data necessary for management and evaluation and the preparation of required and desired reports;
  - 6. Exercise oversight with respect to activities under the Workforce Development Plan;
  - 8. Arrange for service delivery through non-financial agreements; and contracts.
  - 9. Procure all goods, services and property, including the maintenance and inventorying thereof, necessary for its proper operation;
  - 10. Procure annual audits of funds and resolve any questions arising therefrom and provide copies of same, as well as an audited financial statement, to the **CLMWDC** annually;

11. Develop and maintain procedures to hear and resolve grievances;
12. Perform such other duties as are necessary to fulfill its obligations and responsibilities under this Agreement and applicable Federal and State laws, rules, policies and plans;
13. Procure director's and officer's and other liability insurance on behalf of itself and the **CLMWDC** to the extent that such insurance is available, budgetarily feasible, and allowable as an expense;
14. Provide quarterly reports to the **CLMWDC**; and
15. Remove **CLMRWDB** members for cause per procedures established by the **CLMWDC**; and

### III. Authorities and Responsibilities of the CLMWDC

The **CLMWDC** shall:

- A. Review and approve the Workforce Development Plans for the LWDA and Regional Programs;
- B. Provide public policy guidance in the development of job training activities and provision of services under the Workforce Development Plan;
- C. Establish the **CLMRWDB**, appoint members to the **CLMRWDB** if such authority is delegated to individual **CLMWDC** members by their respective county commissions (absent such delegation the power to appoint **CLMRWDB** members from any of the three counties shall reside in the respective County commissions and the power to appoint area representatives shall reside in the three county commissions or in their respective **CLMWDC** representatives authorized to appoint members, if any) and maintain the make-up of the **CLMRWDB** in compliance with the requirements of the WIOA, F. S, Chapter 445 and other applicable laws on a continuous basis, all in accordance with the agreement which created the **CLMRWDB**; and
- D. Suggest such changes in the organization, composition and management of the **CLMRWDB** or shall be desirable to best meet the needs of the citizens of the counties within the LWDA.

IV. Term of Agreement

This Agreement shall become effective July 1, 2025 and shall continue in effect until June 30, 2030. Thereafter, this Agreement may be renewed by a further writing between the parties.

V. Merger

It is understood and agreed that the entire Agreement between the parties is contained herein and that this Agreement supersedes all oral agreements and negotiations between the parties relating to the subject matter hereof. All items and other agreements referred to in this Agreement are incorporated herein by reference and are deemed to be part of this Agreement. This Agreement replaces all prior Agreements between the parties as to the subject matter hereof as of the effective date of this Agreement.

VI. Amendment

Either party to this Agreement may propose to amend or modify the terms of this Agreement consistent with applicable Federal and State laws, Federal Regulations and State requirements, by providing to the other party sixty (60) days written notice of any proposed amendments. Any and all modifications or amendments to this Agreement are subject to the approval of both the **CLMRWDB** and **CLMWDC**.

VII. Independence of Terms Under This Agreement

If any terms or provisions of this Agreement or the application thereof to any person or circumstance shall, to any extent be held invalid or unenforceable, the remainder of this Agreement, or the application of such term or provision to such person or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby and every other term and provision of this Agreement shall be valid and enforced to the fullest extent permitted by law.

**IN WITNESS WHEREOF**, the parties hereto have executed this Agreement on the 22nd day of January, 2025, and hereby agree to be bound by the terms and provision set forth herein effective July 1, 2025.

**Citrus, Levy, Marion Regional Workforce  
Development Board, Inc.**

BY: \_\_\_\_\_  
Carl Flanagan, Chair

\_\_\_\_\_

\_\_\_\_\_  
Witnesses as to CLMRWDB

**Citrus, Levy Marion Workforce  
Development Consortium**

BY: \_\_\_\_\_  
Commissioner Carl Zalak,  
Consortium Chair

\_\_\_\_\_

\_\_\_\_\_  
Witnesses to CLMWDC



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Wednesday, January 22, 2025**

#### **TOPIC/ISSUE:**

Regional Planning Letter of Intent- Formal Submission

#### **BACKGROUND:**

The Board and Consortium approved an initial letter expression of intent to apply as a regional planning area (RPA). This request was approved by the CareerSource Florida Board. The attached is the formal request for RPA identification. The draft has been reviewed by the CEOs of each LWDA and will be submitted to their Boards in meetings this year. The formal RPA request is scheduled to be considered by the CareerSource Florida Board when it meets in February 2025.

The name proposed by the three CEO's is "Nature Coast Regional Planning Area."

#### **POINTS OF CONSIDERATION:**

Approval of the documents will allow us to develop a regional plan that brings increased services to our businesses and job seekers while capitalizing on coordination and cost sharing practices.

#### **STAFF RECOMMENDATIONS:**

Staff recommends approval

#### **CONSORTIUM ACTION:**

<b>Request for Regional Planning Area Identification</b>	
Proposed Name of Planning Region: Nature Coast Regional Planning Area	
Local Workforce Development Boards included (Two or more contiguous boards): LWDB 6 CareerSource North Florida LWDB 26 CareerSource North Central Florida LWDB 10 CareerSource Citrus Levy Marion	
Date of Submission:	
Contact Person Name(s): Rusty Skinner	Phone: 352-538-5445  Email Address: rskinner@careersourceclm.com

The request to be identified as a regional planning area (planning region) requires that the local workforce development boards have relevant relationships as evidenced by labor markets, economic development areas, education and training resources, population centers, commuting patterns, industrial composition, location quotients, labor force conditions, and geographic boundaries. By signing below, the chief local elected officials and the local workforce development board executive directors certify that the local areas request designation as a qualified regional planning area per CareerSource Florida Strategic Policy 2023.09.19.A.1. If the request for designation is approved, the local workforce development boards within the regional planning area will be required to engage in a regional planning process that will produce a Regional Plan to be added as an addendum to each local workforce development board plan per FloridaCommerce Regional Planning Instructions.

*{Remainder of page intentionally left blank.}*

*Signature Page*

<b>Local Workforce Development Board Executive Director "A"</b>	
Name:	Diane Head
Signature:	
Date of Submission:	

<b>Chief Local Elected Official - LWDB "A"</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB "A"</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB "A"</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB "A"</b>	
Name and Title:	County:
Signature:	Date:



*Signature Page*

<b>Local Workforce Development Board Executive Director “B”</b>	
Name:	Phyllis Marty
Signature:	
Date of Submission:	

<b>Chief Local Elected Official - LWDB “B”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “B”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “B”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “B”</b>	
Name and Title:	County:
Signature:	Date:

*Signature Page*

<b>Local Workforce Development Board Executive Director “C”</b>	
Name:	Thomas E. Skinner Jr.
Signature:	
Date of Submission:	

<b>Chief Local Elected Official - LWDB “C”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “C”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “C”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “C”</b>	
Name and Title:	County:
Signature:	Date:



*Signature Page*

<b>Local Workforce Development Board Executive Director “D”</b>	
Name:	
Signature:	
Date of Submission:	

<b>Chief Local Elected Official - LWDB “D”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “D”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “D”</b>	
Name and Title:	County:
Signature:	Date:

<b>Chief Local Elected Official - LWDB “D”</b>	
Name and Title:	County:
Signature:	Date:

## **Supporting Documentation for the Request for Regional Planning Area Identification**

Please provide information on the proposed regional planning area (planning region) to document relevant relationships between the local workforce development areas (local areas).

### **Single labor market:**

Describe any labor market relationships amongst the local areas within the proposed planning region. Per the U.S. Bureau of Labor Statistics, labor markets can be described as metropolitan statistical areas (MSAs) or micropolitan statistical areas ( $\mu$ SAs). Describe those areas located within the proposed planning region and any MSAs/ $\mu$ SAs that cross over multiple local areas, if applicable.

### **Common economic development areas:**

Describe any economic development area relationships amongst the local areas within the proposed planning region. Florida's economic development regions are an option for defining those economic development areas, but if your planning region has well-established regional economic development organizations, those are also acceptable to describe.

### **Education and training resources to administer activities under the Workforce Innovation and Opportunity Act:**

Utilizing the eligible training providers available amongst the local areas in the proposed planning region, describe any training providers that cross local area lines and their capacity.

### **Population centers:**

Describe the population centers within the planning region and any relevant relationships amongst those population areas as desired. The U.S. Census Bureau, American Community Survey is a potential data source for these population estimates.

### **Commuting patterns:**

Describe the commuting patterns between counties within the proposed planning region. This does not need to be comprehensive amongst all counties in the planning region; however, describe any major notable relationships amongst these counties. The U.S. Census Bureau, OnTheMap data is a potential data source for these commuting pattern estimates.

### **Industrial composition and location quotients:**

Describe the industrial composition of the local workforce development areas or counties included within the proposed planning region. A full breakdown of industrial composition for the regional planning area by county is not required; however, please highlight any major relationships or similarities in industrial composition. When possible, please indicate the location quotient at the county level for any highlighted industries. The industry share of county employment at a 2-digit NAICS level from the U.S. Bureau of Labor Statistics is an acceptable data source for these estimates.

**Labor force conditions:**

Describe any current labor force conditions that may be present across the proposed planning region. This can include disaggregated unemployment rates, labor force participation rates, or any other pertinent labor force conditions that the proposed regional planning area would like to consider. The U.S. Bureau of Labor Statistics is an acceptable data source for these estimates.

**Geographic boundaries:**

Describe any pertinent geographic boundaries present within the planning region, including major waterways, ports, or other natural boundaries. Confirm that the proposed planning region is made up of two or more contiguous local areas.

## BOARD MEMBERSHIP TERMS - January 2025

<b>WORKFORCE REP(20%)=8 MEMBERS (AT 33 TOTAL)</b>							
	<b>SECTOR</b>	<b>Industry Sector</b>	<b>NAME</b>	<b>APPOINTED</b>	<b>LENGTH</b>	<b>TERM EXPIRES</b>	<b>COUNTY</b>
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	Vacant		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	Vacant		5	2029	Levy
<b>GOVERNMENT/ EDC 4 SEATS</b>							
9	Economic Development	Economic Development	Steven Baham	9/30/2024	5	2026	Citrus
10	Economic Development	Economic Development	Kevin Sheilley	6/21/2023	5	2026	Marion
11	Trans/ Public Housing	Housing	Angela Juraristic	6/21/2023	6	2027	Marion
12	Voc Rehab	Voc Rehab	Vacant*		8	2029	All
<b>EDUCATION 4 SEATS</b>							
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
<b>PRIVATE SECTOR 17 SEATS</b>							
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	Energy	Kim Baxley	7/1/2021	6	2027	Levy
25	Private Sector	Manufacturing	John Hemken	7/1/2021	7	2028	Levy
26	Private Sector	Banking	Steven Weinstein	9/30/2024	5	2026	Levy
27	Private Sector		Vacant*		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



# CareerSource Citrus Levy Marion

Annual Performance Presentation

December 2024

# Objectives

Current Year Allocations

Financial Expenditure Requirements

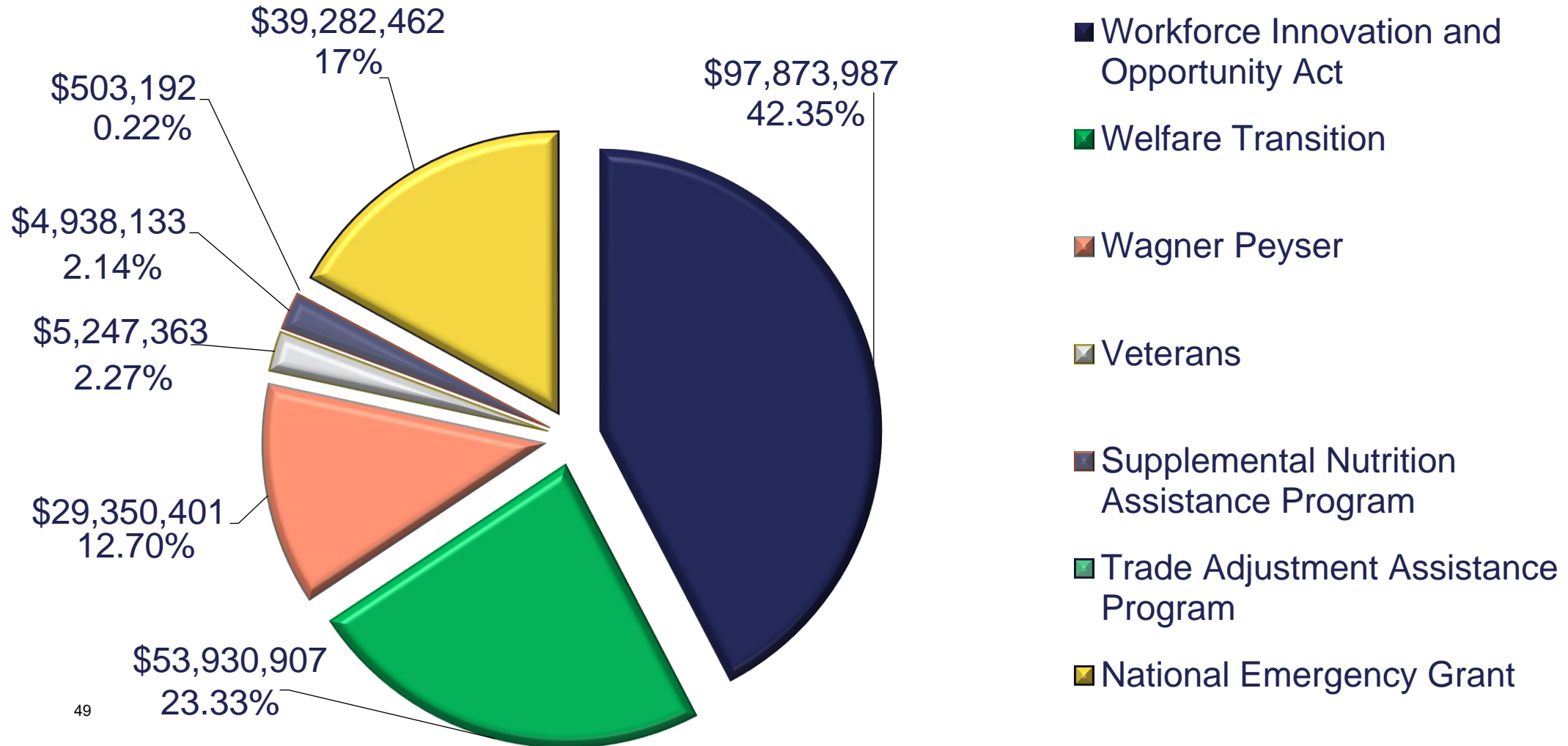
Performance Accountability Metrics

Programmatic and Financial Monitoring  
Results

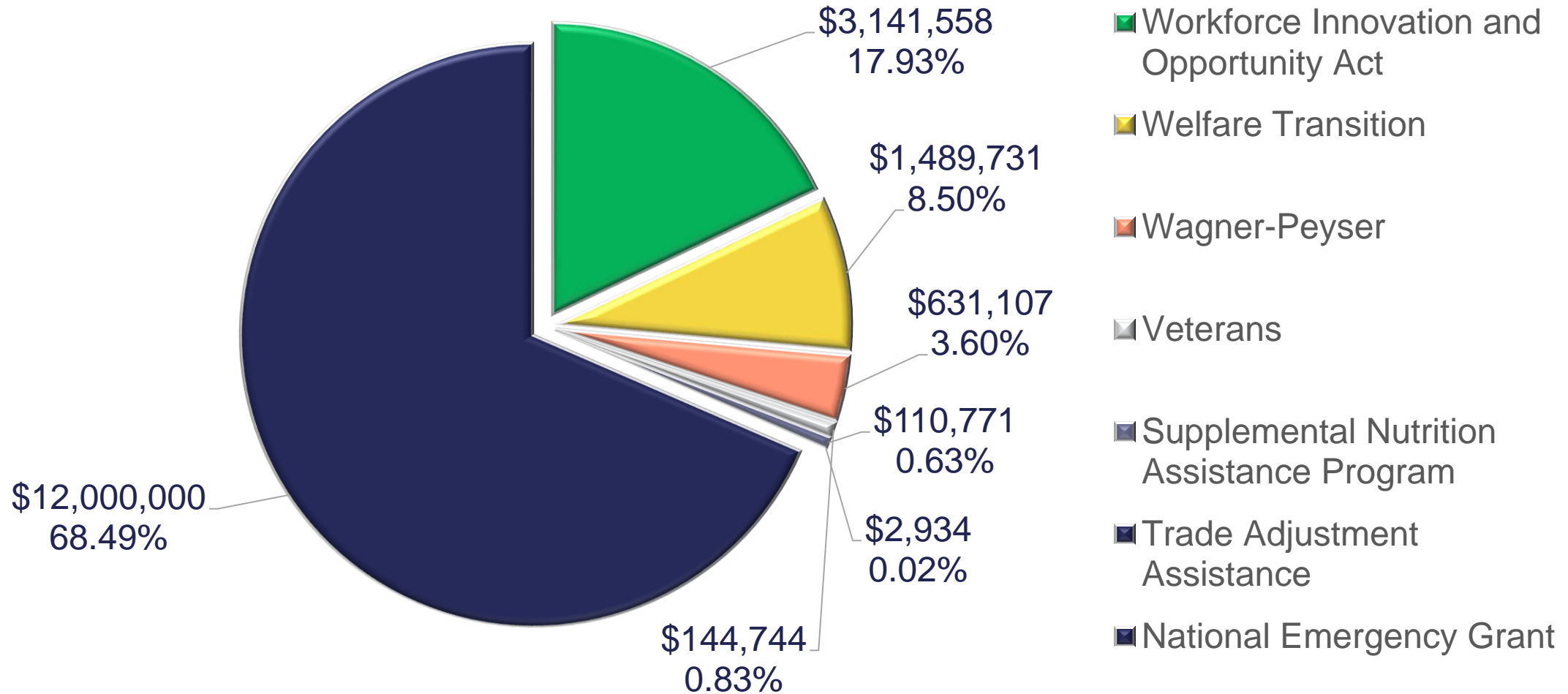




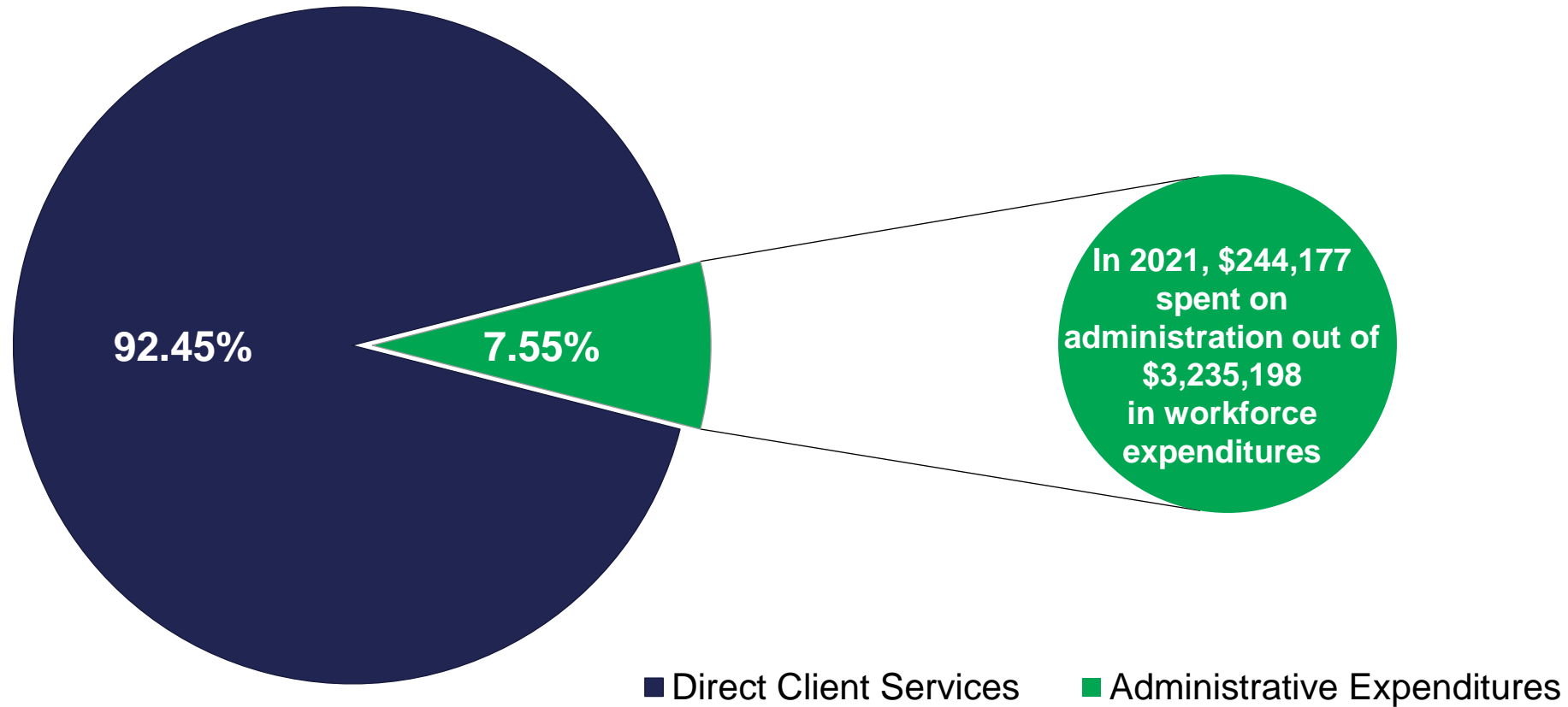
# Statewide Funding 2024: \$231,126,445



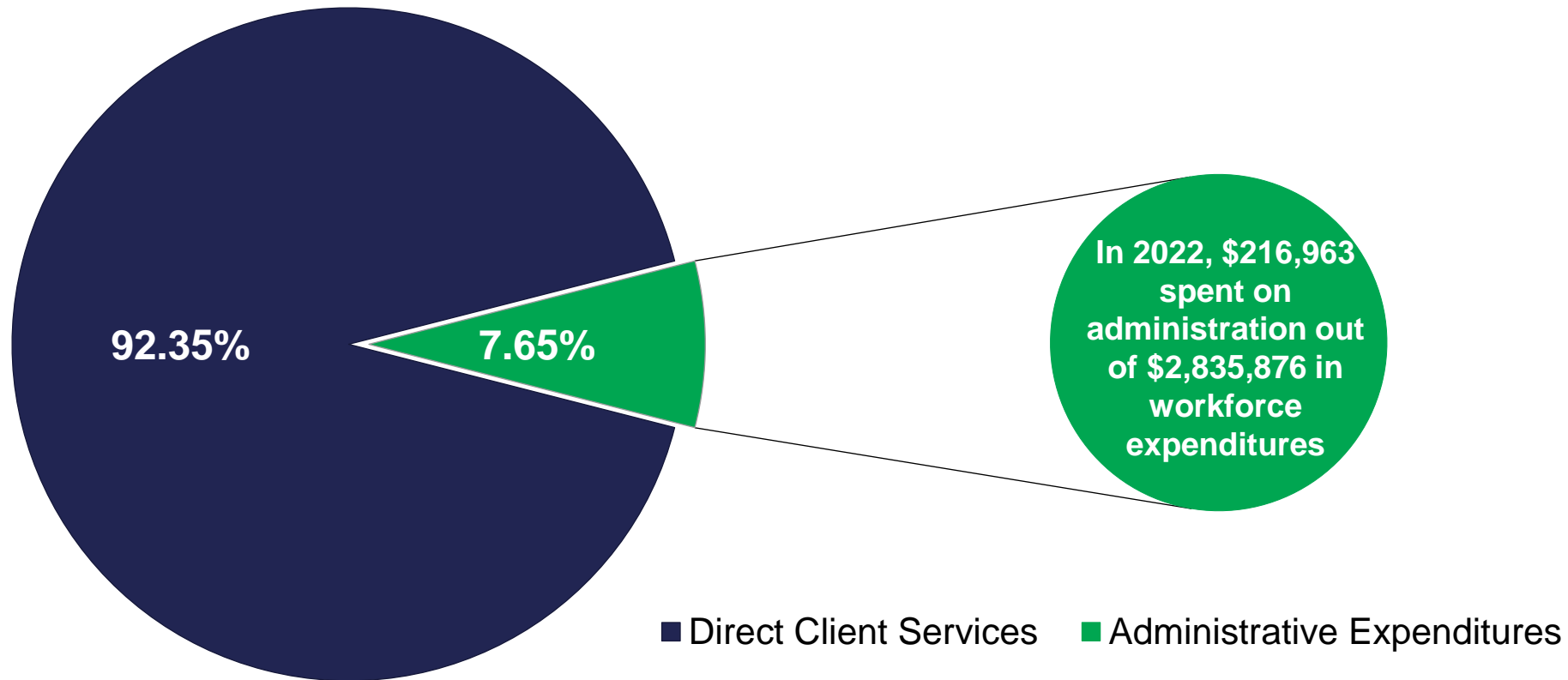
# Local Board Funding 2024: \$17,520,845



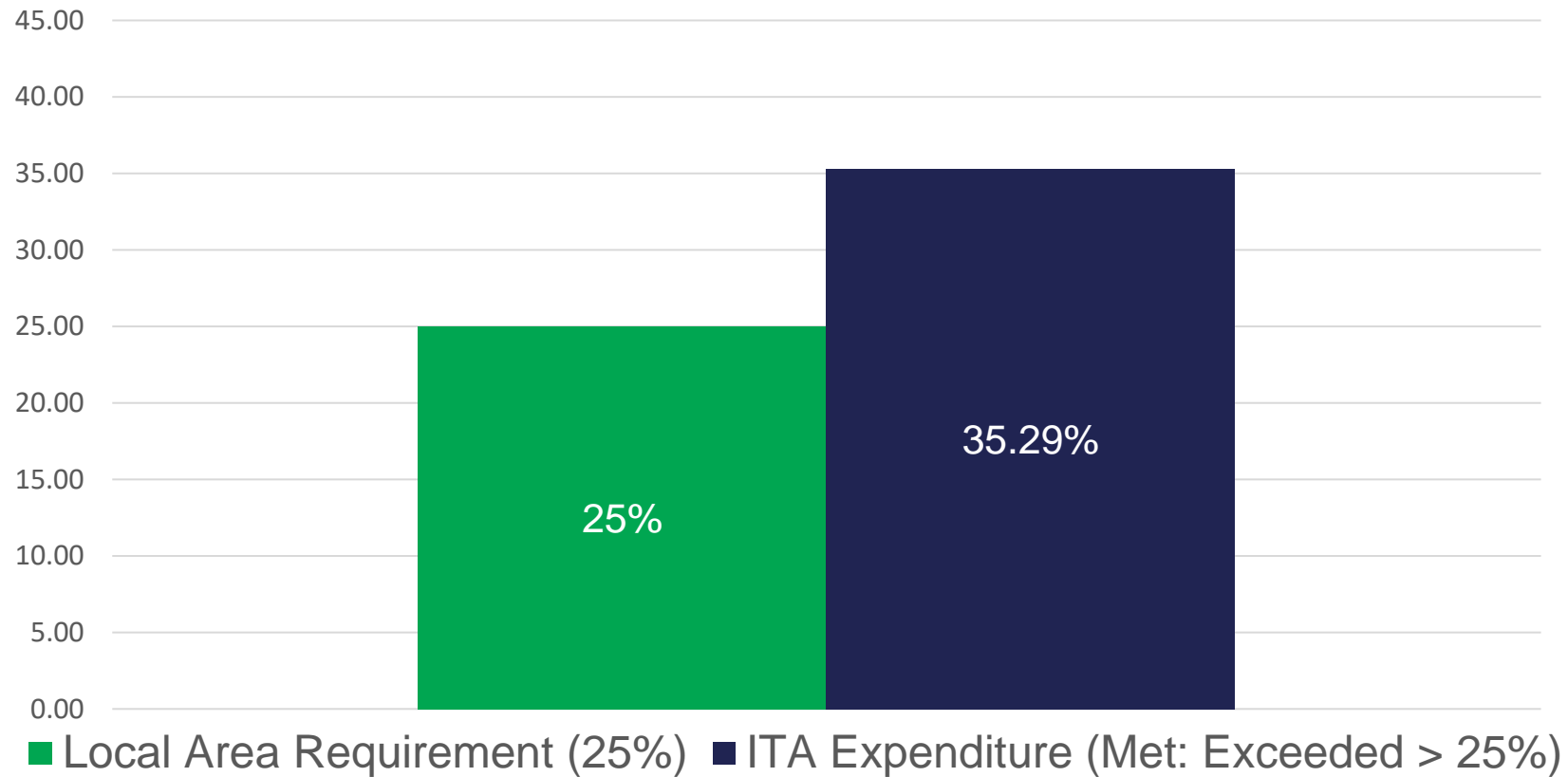
# Local Board Direct Client Services and Administrative Expenditures (PY 2021)



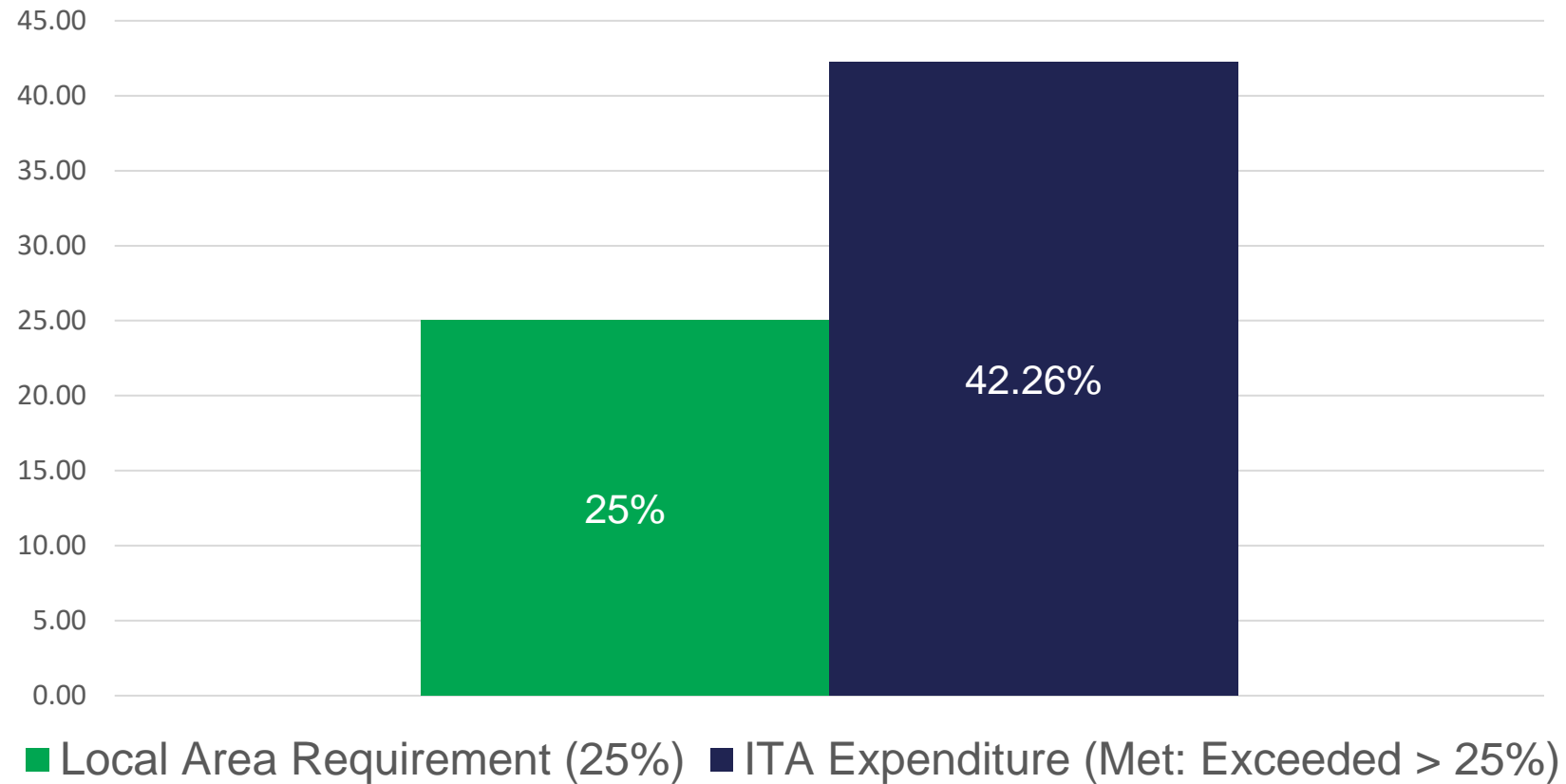
# Local Board Direct Client Services and Administrative Expenditures (PY 2022)



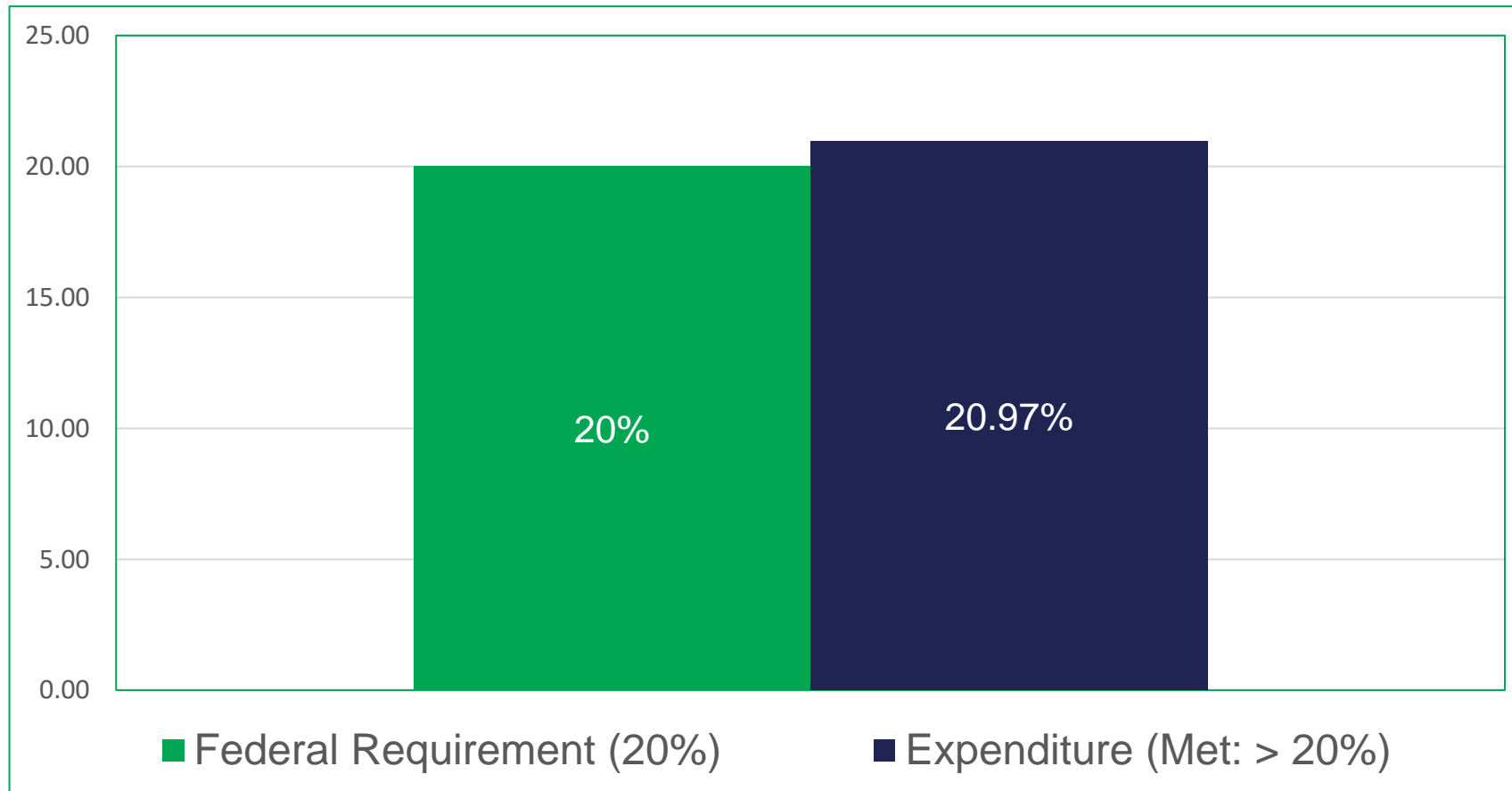
# Individual Training Account Expenditures (SFY 2021-2022)



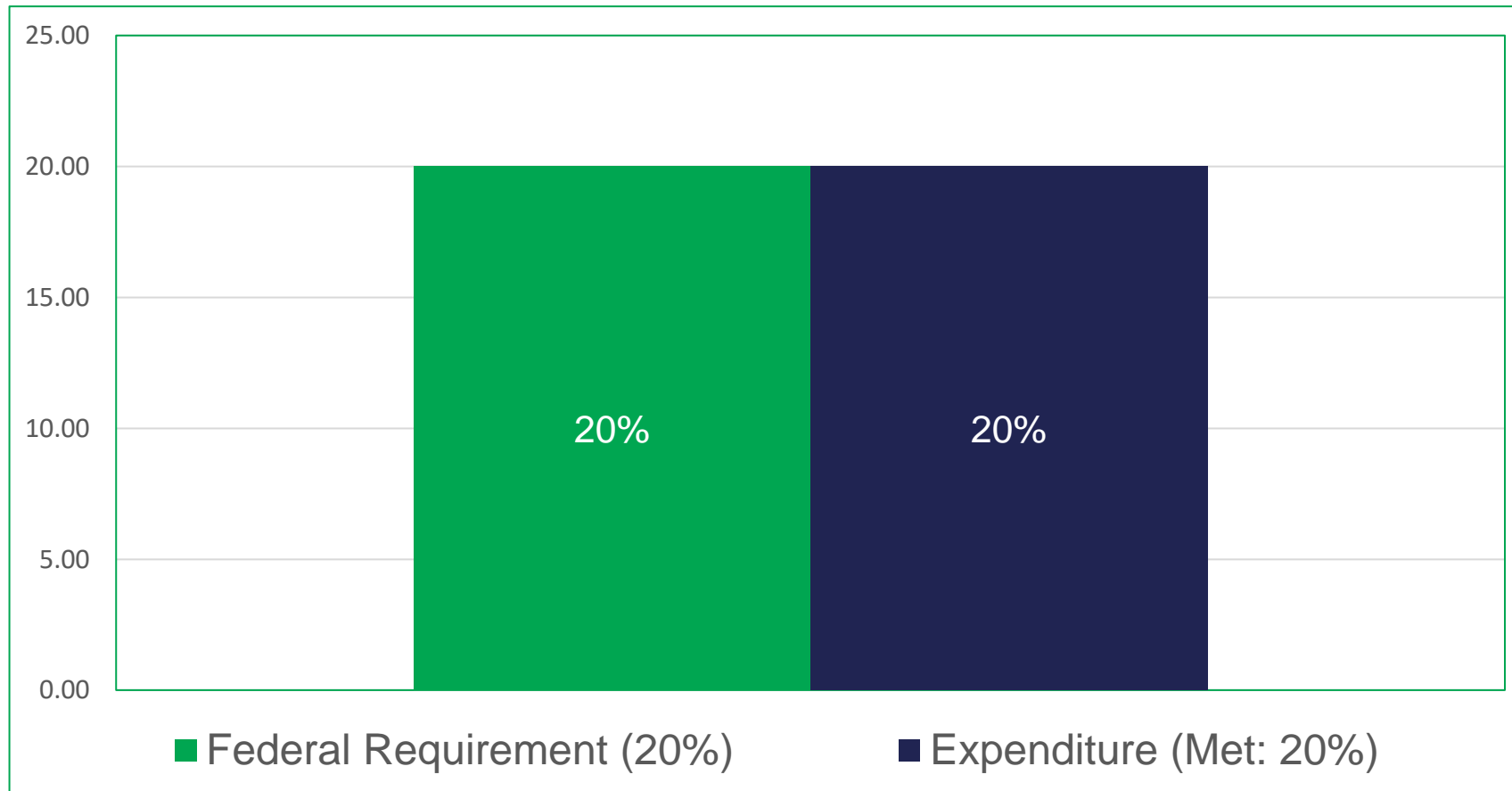
# Individual Training Account Expenditures (SFY 2022-2023)



# Work Experience Expenditures (FFY 2021)



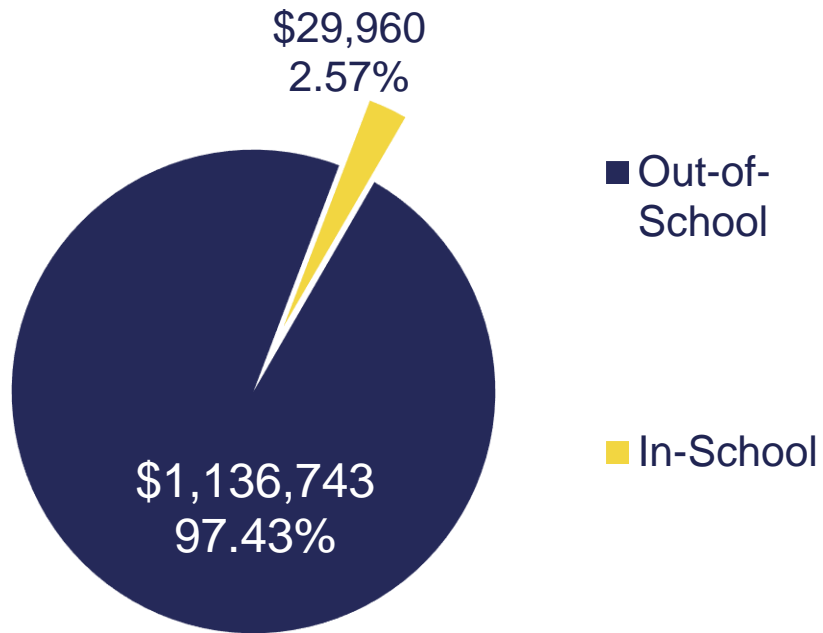
# Work Experience Expenditures (FFY 2022)





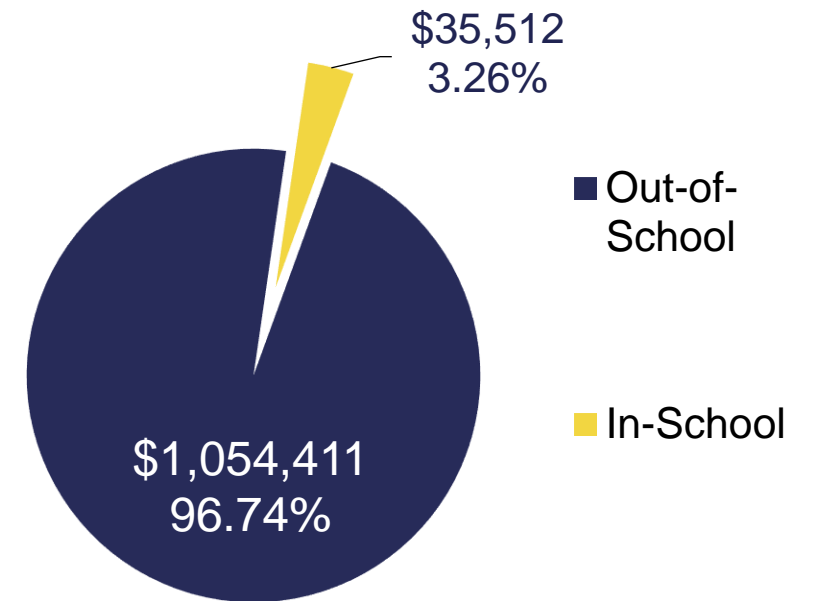
# Out-of-School Youth Expenditures

**PY2021**



Federal Requirement = 75%

**PY2022**



Federal Requirement = 50%



# Primary Indicators of Performance

## Customer Groups

- Adult Metrics (5)
- Dislocated Worker Metrics (5)
- Youth Metrics (5)
- Wagner-Peyser Metrics (3)

## Metrics

1. Employed in 2nd quarter after exiting the program
2. Employed in 4th quarter after exiting the program
3. Median wages in 2nd quarter after exiting the program
4. Credential attainment rate (Not applicable for Wagner-Peyser)
5. Measurable Skill Gains (Not applicable for Wagner-Peyser)



# Primary Indicators of Performance

LWDB 10   Program Year (PY) 2022 & 2023 Performance for July 1– June 30	PY2022 Negotiated Performance Goals	PY2022 Adjusted Performance Goals	PY2022 4th Quarter Performance		PY2023 Negotiated Performance Goals	PY2023 4th Quarter Performance
<b>Adult Programs:</b>						
Employed 2nd Quarter After Exit	92.0	92.5	91.4		92.0	80.6
Median Wage 2nd Quarter After Exit	\$7,961	\$9,511	\$9,440		\$7,961	\$9,643
Employed 4th Quarter After Exit	90.0	90.7	73.5		90.0	90.7
Credential Attainment Rate	75.0	75.7	82.2		75.0	72.3
Measurable Skill Gains	79.7	83.7	87.1		79.7	94.9
<b>Dislocated Workers Programs:</b>						
Employed 2nd Quarter After Exit	82.0	77.6	75.0		82.0	0.0
Median Wage 2nd Quarter After Exit	\$9,000	\$7,928	\$8,840		\$9,000	\$0
Employed 4th Quarter After Exit	86.8	77.4	60.0		86.8	66.7
Credential Attainment Rate	83.8	85.5	100.0		83.8	100.0
Measurable Skill Gains	75.0	52.4	0.0		75.0	66.7
<b>Youth Programs:</b>						
Employed 2nd Quarter After Exit	80.6	82.5	83.0		80.6	67.5
Median Wage 2nd Quarter After Exit	\$3,737	\$3,653	\$3,949		\$3,737	\$4,017
Employed 4th Quarter After Exit	78.6	76.2	75.2		78.6	75.8
Credential Attainment Rate	91.2	90.7	96.9		91.2	97.8
Measurable Skill Gains	89.2	72.6	96.8		89.2	93.6
<b>Wagner Peyser Programs:</b>						
Employed 2nd Quarter After Exit	69.4	70.4	70.8		69.4	67.7
Median Wage 2nd Quarter After Exit	\$5,122	\$5,204	\$6,290		\$5,122	\$6,432
Employed 4th Quarter After Exit	68.1	66.9	71.2		68.1	68.7

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



# Letter Grades

## Customer Groups

WIOA (Adult, Dislocated Worker, Youth), Wagner-Peyser, Supplemental Nutrition Assistance Program, Welfare Transition, National Dislocated Worker Grant, Trade Adjustment Assistance, Employers

## Metrics

1. Participants with Increased Earnings
2. Reduction in Public Assistance
3. Employment and Training Outcomes
4. Participants in Work-Related Training
5. Continued Repeat Business
6. Year-Over-Year Business Penetration
7. Completion-To-Funding
8. Extra Credit: Serving Individuals on Public Assistance



# Letter Grades, Cont.

The screenshot shows a web browser at the URL <https://analytics.careersourceflorida.com/LetterGrades>. The page features a dark blue navigation bar with the CareerSource Florida logo and menu items: ANALYTICS HOME, LETTER GRADES (highlighted), CLIFF DASHBOARD, BUSINESS & WORKFORCE, BOARD PERFORMANCE, FUNDING, and BARRIERS TO EMPLOYMENT. Below this is a white sub-navigation bar with the Letter Grades logo, HOME (highlighted), PERFORMANCE, METHODOLOGY, FAQ, RESOURCES, and a LOG IN button. The main content area is a large banner with a light blue background on the left showing a map of Florida, and a darker blue background on the right with the Letter Grades logo and the text "Grading Success".

Visit: <https://analytics.careersourceflorida.com>



# Programmatic Monitoring Activities

LWDB 10 Program Year (PY) 2022-23	PY 2021-22 Findings	PY 2022-23 Findings
Welfare Transition	0	2
Wagner-Peyser	3	3
Supplemental Nutrition Assistance Program - Employment and Training	0	0
WIOA Adult / Dislocated Worker / Youth / Special Initiatives	3	1
Trade Adjustment Assistance	2	0
Jobs for Veterans State Grants	1	2
Other: Local Board Governance	0	1
<b>Total Findings</b>	<b>9</b>	<b>9</b>



# Financial Monitoring Activities

<b>LWDB 10 Program Year (PY) 2022-23 April 1, 2022 – June 30, 2022</b>	<b>PY 2021</b>	<b>PY 2022</b>
<b>Findings</b>	<b>0</b>	<b>1</b>
<b>Issues of Non-Compliance</b>	<b>1</b>	<b>1</b>
<b>Observations</b>	<b>0</b>	<b>0</b>
<b>Technical Assistance</b>	<b>1</b>	<b>0</b>



# Questions & Answers





# Contact Us

## Thank You.

If you have questions or comments about this presentation, please contact us.



### **Karmyn Hill**

**Email:** [Karmyn.Hill@Commerce.fl.gov](mailto:Karmyn.Hill@Commerce.fl.gov)

**Office:** Bureau of One-Stop and Program Support



# Grant Updates

## **National Dislocated Worker Grant (Citrus, Levy and Dixie Counties)**

Reemploys individuals displaced by natural disasters to conduct cleanup and recovery work. This grant started with recovery efforts from Hurricane Idalia and will now be evolving to include impacts from Hurricanes Helene and Milton. Activities include Disaster Clean-Up in Citrus County and the continued support of assisting shellfish growers in Levy and Dixie Counties.

### **Levy and Dixie:**

- We have completed enrollments into the NDWG for the shellfish growers.
- Total Enrollments: 197 (192 Levy, 5 Dixie)
- Work began on March 4 with first cohorts of workers from Hurricane Idalia.
- We expect the grant to wrap up in December of 2025.
- Total community investment to date (through 12/31/2024): \$9,737,338

Additional funding has been requested to assist with individuals impacted by Helene and Milton.

## **Creating Connections Broadband (Levy County)**

- Total Enrollments to Date: 29
- Total Training Certifications: 85
- Total On the Job Training Enrollments: 8
- Total Employed Worker Enrollments: 3
- Total Work Experience Enrollments: 1
- Total Businesses Served: 5
- Total Employed: 18

Successful networking with several local telecommunications employers has led to 3 offers of employment within the industry, 2 direct hires were High School Graduates from Levy County High Schools that are now working for Benton Technical Services in the Fiber Division here in Florida's rural counties and hurricane disaster areas.

We have completed 3 Custom Business Trainings with Local Levy County Employers

Upcoming Classes: February, June and October 2025



# Federal/State Reports

JAN – SEP 2024

## Common Indicators of Performance

		2022-2024 Goals	JAN-MAR 2024		APR-JUN 2024		2024-2026 Goals	JUL-SEP 2024	
			Performance	% of Goal Met	Performance	% of Goal Met		Performance	% of Goal Met
Adults	Employed 2nd Qtr After Exit	92.00	85.40	92.83	80.60	87.61	86.00	81.10	94.30
	Median Wage 2nd Qtr After Exit	\$7,961	\$10,343	129.91	\$9,643	\$121	\$9,650	\$11,024	\$114
	Employed 4th Qtr After Exit	90.00	85.40	94.89	90.70	100.78	85.00	84.40	99.29
	Credential Attainment Rate	75.00	78.10	104.13	72.30	96.40	70.90	74.10	104.51
	Measurable Skill Gains	79.70	72.20	90.59	94.90	119.07	60.40	77.90	128.97
Dislocated Workers	Employed 2nd Qtr After Exit	82.00	0.00	0.00	0.00	0.00	82.00	0.00	0.00
	Median Wage 2nd Qtr After Exit	\$9,000	\$0	0.00	\$0	0.00	\$8,070	\$0	0.00
	Employed 4th Qtr After Exit	86.80	66.70	76.84	66.70	76.84	77.40	0.00	0.00
	Credential Attainment Rate	83.80	100.00	119.33	100.00	119.33	75.10	100.00	133.16
	Measurable Skill Gains	75.00	66.70	88.93	66.70	88.93	75.00	66.70	88.93
Youth	Employed 2nd Qtr After Exit	80.60	75.00	93.05	67.50	83.75	79.30	68.40	86.25
	Median Wage 2nd Qtr After Exit	\$3,737	\$3,299	88.28	\$4,017	107.48	\$3,759	\$3,426	91.13
	Employed 4th Qtr After Exit	78.60	78.40	99.75	75.80	96.44	77.10	77.30	100.26
	Credential Attainment Rate	91.20	100.00	109.65	97.80	107.24	86.70	95.90	110.61
	Measurable Skill Gains	89.20	94.80	106.28	93.60	104.93	91.70	84.80	92.48
Wagner Peyser	Employed 2nd Qtr After Exit	69.40	68.00	97.98	67.70	97.55	70.50	65.90	93.48
	Median Wage 2nd Qtr After Exit	\$5,122	\$6,592	128.69	\$6,432	125.58	\$5,979	\$6,697	130.74
	Employed 4th Qtr After Exit	68.10	70.20	103.08	68.70	100.88	67.10	67.30	98.83

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



# Federal/State Reports

**JUL 2023 – JUN 2024**

## Letter Grade

CareerSource Citrus Levy Marion  
Program Year 2023-2024 Grade

**B**

Letter Grade

**86.16%**

Annual Score

Metric	Rate (%)	Target (%)	Target Met 1 (%)	Possible Points	Performance
1. Participants with Increased Earnings	45.2	50	90.4	25	22.6
2. Reduction in Public Assistance	47.45	50	94.9	25	23.73
3. Employment and Training Outcomes	66.67	100	66.67	20	13.33
4. Participants in Work-Related Training	33.96	25	100	10	10
5. Continued Repeat Business	28.72	35	82.06	5	4.1
6. Year-Over-Year Business Penetration		100	60	5	3
7. Completion-to-Funding Ratio	43.93	100	43.93	10	4.39
Extra Credit: Serving Individuals on Public Assistance	65.36	-	-	5	5
				Annual Score	86.16



# CITRUS COUNTY

**SERVICES: JUL - SEP 2024**

## UNEMPLOYMENT DATA

	JUL 2024	AUG 2024
CITRUS	5.9% (2,903)*	5.5% (2,731)
FLORIDA	3.8%	3.7%
US	4.5%	4.4%

*Not seasonally adjusted*

## AVERAGE ANNUAL WAGE

	2021	2022
CITRUS	\$45,354	\$46,488
FLORIDA	\$60,299	\$63,781

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

<b>TOTAL RECEIVING SERVICES</b>	<b>CENTER TRAFFIC</b>
665	1,644
<b>VETERANS SERVED</b>	<b>TRAINING PROVIDED</b>
64	2
<b>BUSINESSES SERVED</b>	<b>WELFARE TO WORK TRANSITION</b>
70	84
<b>POSITIONS POSTED</b>	<b>TOTAL PLACEMENTS</b>
453	32
	Average Placement Wage: \$17.43

## 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: JUL-SEP 2024**

## UNEMPLOYMENT DATA

	JUL 2024	AUG 2024
LEVY	4.4% (758)*	4.2% (736)*
FLORIDA	3.8%	3.7%
US	4.5%	4.4%

*Not seasonally adjusted*

## AVERAGE ANNUAL WAGE

	2021	2022
LEVY	\$37,089	\$39,719
FLORIDA	\$60,299	\$63,781

## 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

<b>TOTAL RECEIVING SERVICES</b>	<b>CENTER TRAFFIC</b>
156	617
<b>VETERANS SERVED</b>	<b>TRAINING PROVIDED</b>
15	8
<b>BUSINESSES SERVED</b>	<b>WELFARE TO WORK TRANSITION</b>
30	23
<b>POSITIONS POSTED</b>	<b>TOTAL PLACEMENTS</b>
150	10
	Average Placement Wage: \$12.90

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# MARION COUNTY

## SERVICES: JUL-SEP 2024

### UNEMPLOYMENT DATA

	JUL 2024	AUG 2024
MARION	4.7% (7,160)*	4.6% (6,975)*
FLORIDA	3.8%	3.7%
US	4.5%	4.4%

*Not seasonally adjusted*

### AVERAGE ANNUAL WAGE

	2021	2022
MARION	\$45,275	\$47,864
FLORIDA	\$60,299	\$63,781

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

<b>TOTAL RECEIVING SERVICES</b>	<b>CENTER TRAFFIC</b>
1,658	4,793
<b>VETERANS SERVED</b>	<b>TRAINING PROVIDED</b>
164	42
<b>BUSINESSES SERVED</b>	<b>WELFARE TO WORK TRANSITION</b>
219	253
<b>POSITIONS POSTED</b>	<b>TOTAL PLACEMENTS</b>
1,828	99
	Average Placement Wage: \$17.18

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**BOARD MEETING AGENDA**

**Wednesday, December 11, 2024 – 11:30 a.m.**

**College of Central Florida – Marion Campus – Strategic Planning Room  
3001 SW College Road, Ocala, FL 34474**

Join Zoom Meeting: <https://us02web.zoom.us/j/85610541077>

Conference Line: 1 646 558 8656 Meeting ID: 856 1054 1077

Call to Order		C. Flanagan
Invocation and Pledge of Allegiance		R. Stermer
Roll Call		C. Schnettler
Public Comment		C. Flanagan
Approval of Minutes, September 4, 2024	Pages 3 - 25	C. Flanagan

**WELCOME NEW MEMBERS**

C. Flanagan

**PRESENTATION**

State Performance	Pages 26 - 44	K. Hill
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**DISCUSSION ITEMS**

State Update		R. Skinner
Workforce Issues that are Important to our Community		R. Skinner
Board Membership Status	Page 45	R. Skinner

**ACTION ITEMS**

CSNF Subrecipient Agreement	Page 46	D. French
CSNCFL Subrecipient Agreement	Page 47	D. French
Van Bid	Pages 48 - 52	R. Skinner

**CONSENT AGENDA**

<u>Business and Economic Development – 11/6/2024</u>		P. Beasley
No Action Items		

**Career Center – 11/7/2024**

Youth ITN Release (listed under Exec)		C. Harris
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**Performance and Monitoring – 11/12/2024**

Sub-recipient Monitoring	Page 53	J. Chang
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**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.*





Marketing and Outreach – 11/13/2024  
 Website RFP  
 Business Services Consultation

Pages 54 - 55      A. Jones

Education and Industry Consortium 11/14/2024  
 No Action Items  
 Minutes Attached

Pages 56 - 74      R. Skinner

Executive Committee – 11/20/2024  
 Youth ITN Release  
 Regional Planning: Submission of Supporting Documentation

Pages 75 - 76      C. Flanagan /  
 R. Skinner

**PROJECT UPDATES**

None

**MATTERS FROM THE FLOOR**

**ADJOURNMENT**

**LUNCH**

2024 – 2025 MEETING SCHEDULE							
Performance/ Monitoring	Business and Economic Development	Marketing / Outreach	Career Center	Education and Industry Consortium	Executive	Full Board	
Tuesday 9:00 am	Wednesday 9:00 am	Wednesday 9:00 am	Thursday 9:30 am	Thursday 9:00 am	Wednesday 9:30 am	Wednesday, 11:30 am	
8/13/2024	8/14/2024	8/21/2024	8/15/2024	8/29/2024	8/28/2024	9/4/2024	CF Levy
11/12/2024	11/6/2024	11/13/2024	11/7/2024	11/14/2024	11/20/2024	12/11/2024	CF Ocala
2/4/2025	2/5/2025	2/12/2025	2/20/2025	2/6/2025	2/26/2025	3/12/2025	CF Lecanto
5/6/2025	5/7/2025	5/14/2025	5/15/2025	5/8/2025	5/28/2025	6/4/2025	CF Ocala

**OUR VISION STATEMENT**

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