

ANNUAL REPORT | 2021 – 2022

ELEVATE

FLORIDA CAREERS ON THE RISE

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FROM OUR LEADERS



As the Governor’s principal workforce policy and investment board, our mission is to connect employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity. Within this mission, our board’s priority over the 2021-2022 fiscal year has been the implementation of the Reimagining Education and Career Help [\(REACH\) Act](#), which Governor Ron DeSantis signed into law in June 2021.

The law creates a consumer-first workforce system that meets Florida’s students, workers and job seekers where they are and prepares them for high-wage, high-demand careers aligned with their interests and goals as well as the needs of Florida’s growing businesses. The REACH Act also promotes transparency, accountability, and emphasis on the economic mobility of underserved populations, helping people with barriers to education and employment become self-sufficient through a system-wide approach.

Notably, the REACH Act requires state agencies to work together toward a more integrated workforce and education system for all Floridians. Under the REACH Act, this ecosystem for talent pipeline development includes CareerSource Florida, the state workforce development board; Florida’s 24 local workforce development boards and the 100 career centers they oversee; the Department of Economic Opportunity; the Department of Education; the State College System; the State University System; and the Department of Children and Families.

The REACH Act charges the state with reducing the number of local workforce development boards based on population size and commuting patterns. CareerSource Florida, in collaboration with the Governor’s REACH Office, is leading this initiative to align Florida’s 24 local workforce development boards through an inclusive process that engages all stakeholders. CareerSource Florida contracted with EY (Ernst & Young) to conduct research, analysis, and robust engagement with state and local leaders. CareerSource Florida anticipates providing alignment considerations that will affect the redesignation of local workforce development areas and the consolidation of local workforce development boards to our state board by early 2023.

In addition to board alignment, the law tasks the REACH Office with developing criteria for assigning a letter grade to each local workforce development board and CareerSource Florida with assigning and making public the letter grades annually. Criteria are based on local board performance accountability measures and return on investment with the majority of the grade based on improvement by each local board in the long-term self-sufficiency of participants. CareerSource Florida [announced baseline letter grades](#) on Oct. 18, 2022.

The REACH Act also tasks the CareerSource Florida Board of Directors with appointing the [Florida Credentials Review Committee](#), consisting of leaders in education, industry and workforce development to identify degree and non-degree credentials of value for inclusion on a Master Credentials List. The Master Credentials List will be used to prioritize and direct funding for workforce education in the state of Florida. The Credentials Review Committee is working diligently to identify Florida’s in-demand jobs, both present and future, and ensure our workforce is prepared to meet that demand.

As Florida works to implement this landmark legislation, CareerSource Florida is leading an additional effort to help put Floridians on the path to self-sufficiency. In partnership with the Federal Reserve Bank of Atlanta, we launched the Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboard, an online tool that uses personalized data to create a meaningful financial forecast for individuals who receive public assistance. The [Florida CLIFF Dashboard](#) helps service providers assist clients managing the loss of public assistance as they advance on a career path.

Under Governor Ron DeSantis’ leadership, Florida has outpaced the nation with strong job growth and an increasing labor force. Florida’s unemployment rate was 2.7% in October 2022. Total private sector employment grew by 5.6%, or 447,800 jobs, between October 2021 and October 2022, faster than the national private sector job growth rate of 4% over the year. As of this October, Florida employers have added jobs every month since May 2020. We are honored to support our Governor’s efforts to strengthen Florida’s economy, ensure all Floridians have opportunities to prosper, and make Florida No. 1 in the nation for workforce education by 2030.



Steph Smith
STEPHANIE SMITH
Chair, Board of Directors
Vice President, State & Regional Affairs, TECO



Michelle Dennard
MICHELLE DENNARD
President and CEO
CareerSource Florida

BOARD OF DIRECTORS

GOVERNOR RON
DESANTIS
State of Florida

CHAIR STEPHANIE
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JOHN ADAMS, JR.
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ABE ALANGADAN
*Johnson & Johnson
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JENNIFER O'FLANNERY
ANDERSON
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Band, Gates & Dramis

BAYNE BEECHER
PGT Innovations

HOLLY BORGMANN
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FINFROCK DMC

MANNY DIAZ, JR.
*Florida Department of
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ROBERT DOYLE III
*Florida Department of
Education Division of
Blind Services*

DANE EAGLE
*Florida Department of
Economic Opportunity*

SOPHIA ECCLESTON
*NextEra Energy
Resources*

ERIC HALL
*Florida Department of
Juvenile Justice*

SHEVAUN HARRIS
*Florida Department of
Children and Families*

TIM HINSON
Miller Electric Company

BILL JOHNSON
*Autobahn Indoor
Speedway*

ALLISON KINNEY
HCA Healthcare

JOE MARINO
Veterans Florida

KEVIN MCDONALD
Allstate Insurance

BRENT MCNEAL
*Florida Department
of Education Division
of Vocational
Rehabilitation*

REP. LAUREN MELO
*Florida House of
Representatives*

MAYOR BRYAN
NELSON
City of Apopka

KEVIN O'FARRELL
*Florida Department
of Education Division
of Career and Adult
Education*

COMMISSIONER MEL
PONDER
Okaloosa County

SAMUEL ROBBIN
National Jets, Inc.

LAURIE SALLARULO
*Junior Achievement of
South Florida*

ROBERT SALONEN
*Florida Institute of
Technology*

PATSY SANCHEZ
*Buena Vista
Consultants, LLC*

BRIAN SARTAIN
AAR Corporation

ANDREW SCHMADEKE
Focus School Software

LES SIMS
Armstrong Roofing, Inc.

MEREDITH BROCK
STANFIELD
*Florida Professional
Firefighters, Inc.*

EMMANUEL TORMES
The Boeing Company

REP. DANA TRABULSY
*Treasure Coast
Business Summit*

DESIGNEES:

ADRIENNE JOHNSTON
*Florida Department of
Economic Opportunity*

HENRY MACK
*Florida Department of
Education*

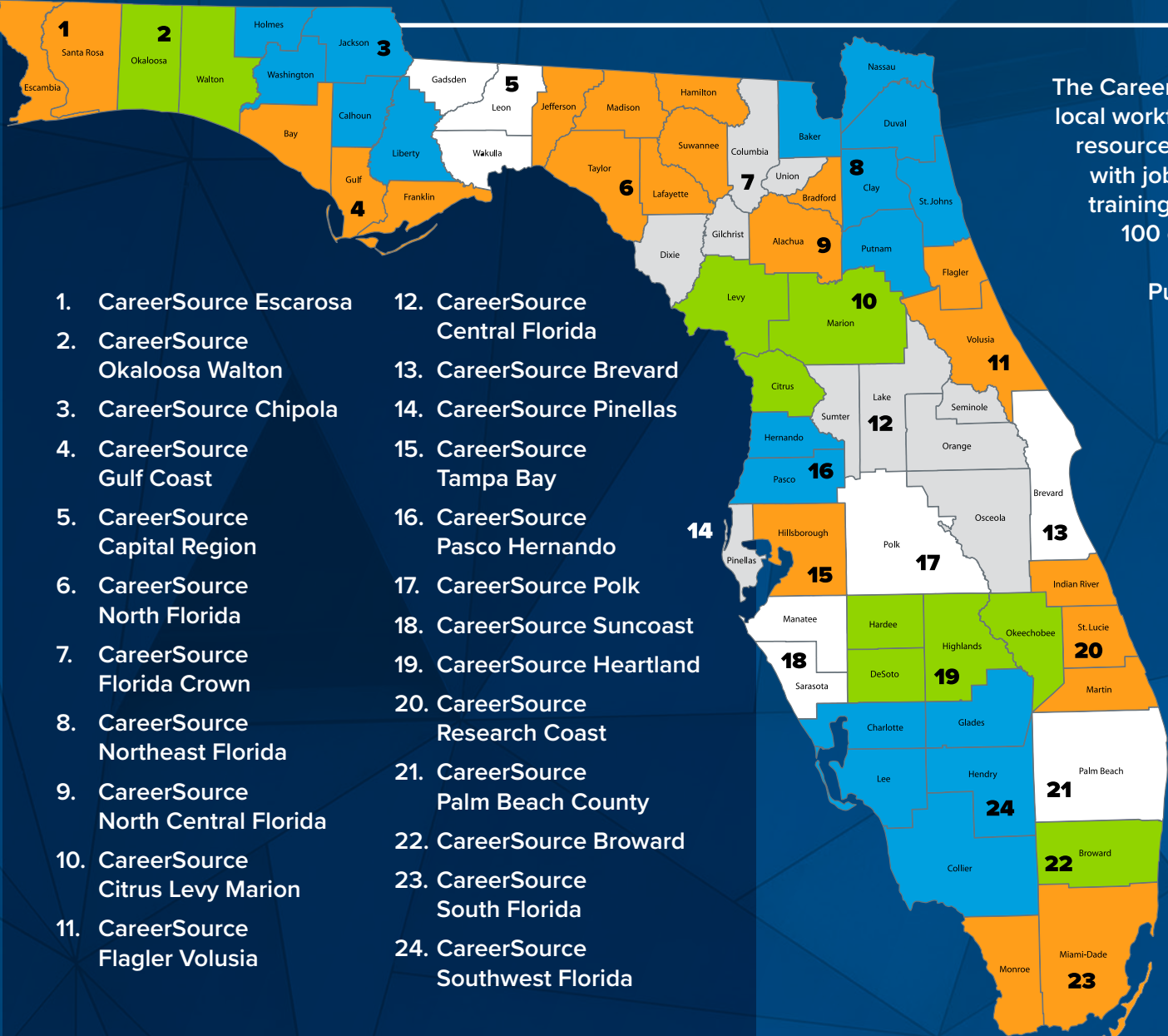
FLORIDA WORKFORCE DEVELOPMENT ASSOCIATION

STACY CAMPBELL-DOMINECK, *President*
President and CEO, CareerSource Polk

FLORIDA WORKFORCE CHAIRS' ALLIANCE

JOHN WANAMAKER, *Chair*
Coldwell Banker Commercial AI Group

LOCAL WORKFORCE DEVELOPMENT BOARDS



The CareerSource Florida network includes 24 local workforce development boards that offer resources and programs to assist individuals with job searches, career development and training. These services are available at the 100 career centers throughout the state.

Pursuant to Florida's 2021 REACH Act and 445.004(7)(c), Florida Statutes, the CareerSource Florida Annual Report must contain information on the number of mandatory partners located within one-stop centers managed by the state's 24 local workforce development boards. This information can be found at the following link:

MANDATORY PARTNERS

FEDERAL FUNDING, STATEWIDE INVESTMENT, LOCAL IMPACT



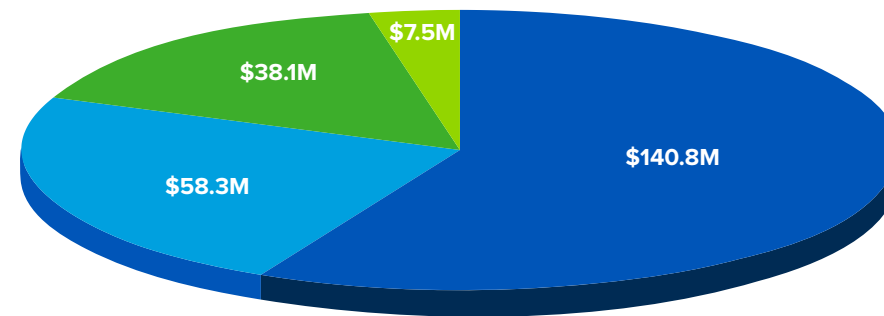
OUR COMMITMENT



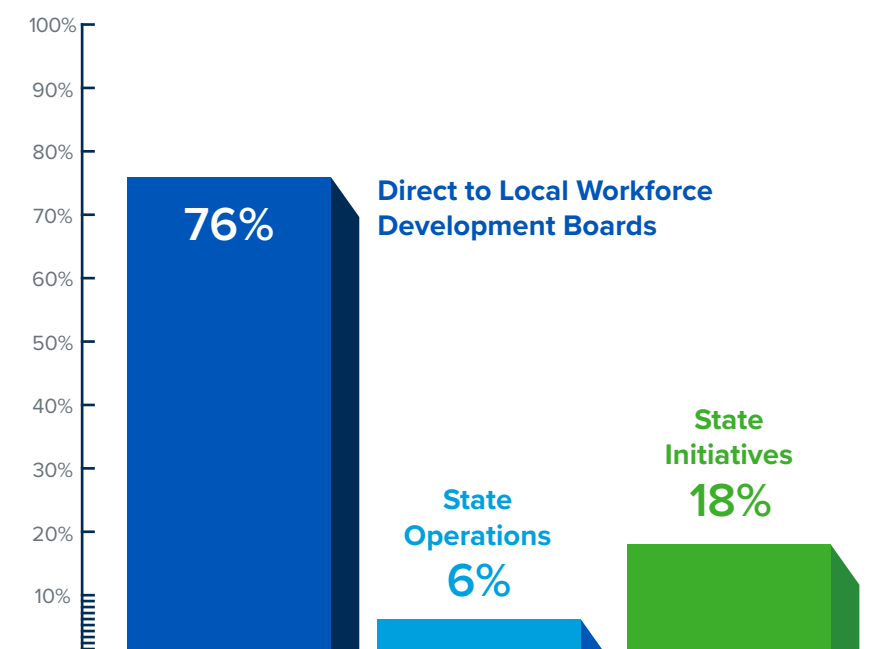
Florida's workforce system is funded primarily through federal dollars. Upon approval of the CareerSource Florida Board of Directors and in alignment with federal funding formulas, the majority of these funds are distributed to the 24 local workforce development boards to directly support employment and training services for businesses and job seekers statewide.

FISCAL YEAR 2021 - 2022 BOARD-ALLOCATED FUNDING

▶ Workforce Innovation and Opportunity Act:	\$140.8M
▶ Temporary Assistance for Needy Families:	\$58.3M
▶ Wagner-Peyser Act:	\$38.1M
▶ Quick Response Training:	\$7.5M
TOTAL:	\$244.7M



DISTRIBUTION OF FISCAL YEAR 2021 - 2022 BOARD-ALLOCATED FUNDING



COLLABORATE. INNOVATE. LEAD.

These are the pillars of the CareerSource Florida network — they represent the foundation of our achievements as a national model for workforce development and reflect our vision for Florida to be the global leader for talent.



▶ OUR MISSION

The Florida workforce system connects employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic independence and prosperity.

▶ OUR VALUES

Business-Driven, Continuous Improvement, Integrity, Talent Focus and Purpose-Driven

▶ OUR PROMISE

Florida's workforce system promises a dedicated team of professionals who possess an understanding of your needs. Uniquely positioned, we offer assets, expertise and effective partnerships to deliver seamless and efficient services, demonstrate our value to all customers through results and drive economic priorities through talent development.

SERVICES AND OUTCOMES

QUICK RESPONSE TRAINING

\$7.5M

in Quick Response Training grants
to 15 businesses,
2,599 projected trainees

INCUMBENT WORKER TRAINING

\$2.5M

in Incumbent Worker Training grants
to 68 businesses,
2,148 projected trainees

BUSINESS SERVED

50,770

Healthcare: **3,735**
Manufacturing: **4,070**

BUSINESS SERVICES

A vital component of Florida's economic growth is ensuring businesses have resources to hire and train new and existing employees. CareerSource Florida's two training grant programs are customizable and business-driven to help employers of all sizes and across many industries grow and compete. The Quick Response Training program, funded by Florida's Governor and legislature, supports businesses needing to train new hires. The federally funded Incumbent Worker Training program helps employers, especially small businesses, stay competitive in an evolving business environment.

QUICK RESPONSE TRAINING

The Quick Response Training grant program, administered by CareerSource Florida, helps the state to effectively retain and attract businesses, creating new high-wage jobs. These grants are available only to new and expanding businesses in Florida. The businesses choose the training providers and control what, when and where training occurs.

Probes Unlimited, a rapidly expanding company based in Pennsylvania, expanded its manufacturing operations to rural Holmes County to take advantage of Florida's great business climate and available skilled workforce.

"Through the Quick Response Training grant we received from CareerSource Florida, we have been able to build our core team, train them and give them a brighter future, as we grow the company here in Florida."

— KYLE HUDSON,
Probes Unlimited Florida Operations Manager

INCUMBENT WORKER TRAINING

When businesses experience skills gaps, the ability to retain workers, grow and prosper can be compromised. CareerSource Florida's Incumbent Worker Training grants can help. The program provides grants for continuing education and training of current full-time employees at Florida companies.

Summation Research, Inc., a small business in Melbourne, Florida that designs and manufacturers communications equipment, has used Incumbent Worker Training grants to pursue quality standard accreditation and certify employees in the field, increasing the business's competitiveness.

"It's really a no-brainer for any company in Florida, particularly small businesses, to take advantage of a very flexible and generous program with a very helpful staff. With CareerSource Florida, it really feels like we have somebody in our corner who understands the needs of small business."

— TODD GROSS,
Summation Research, Inc. President

JOB SEEKER SERVICES

JOB SEEKERS ASSISTED BY THE CAREERSOURCE FLORIDA NETWORK NOW EMPLOYED

86,503

4,123 military veterans assisted,
now employed

ONLINE JOB POSTINGS

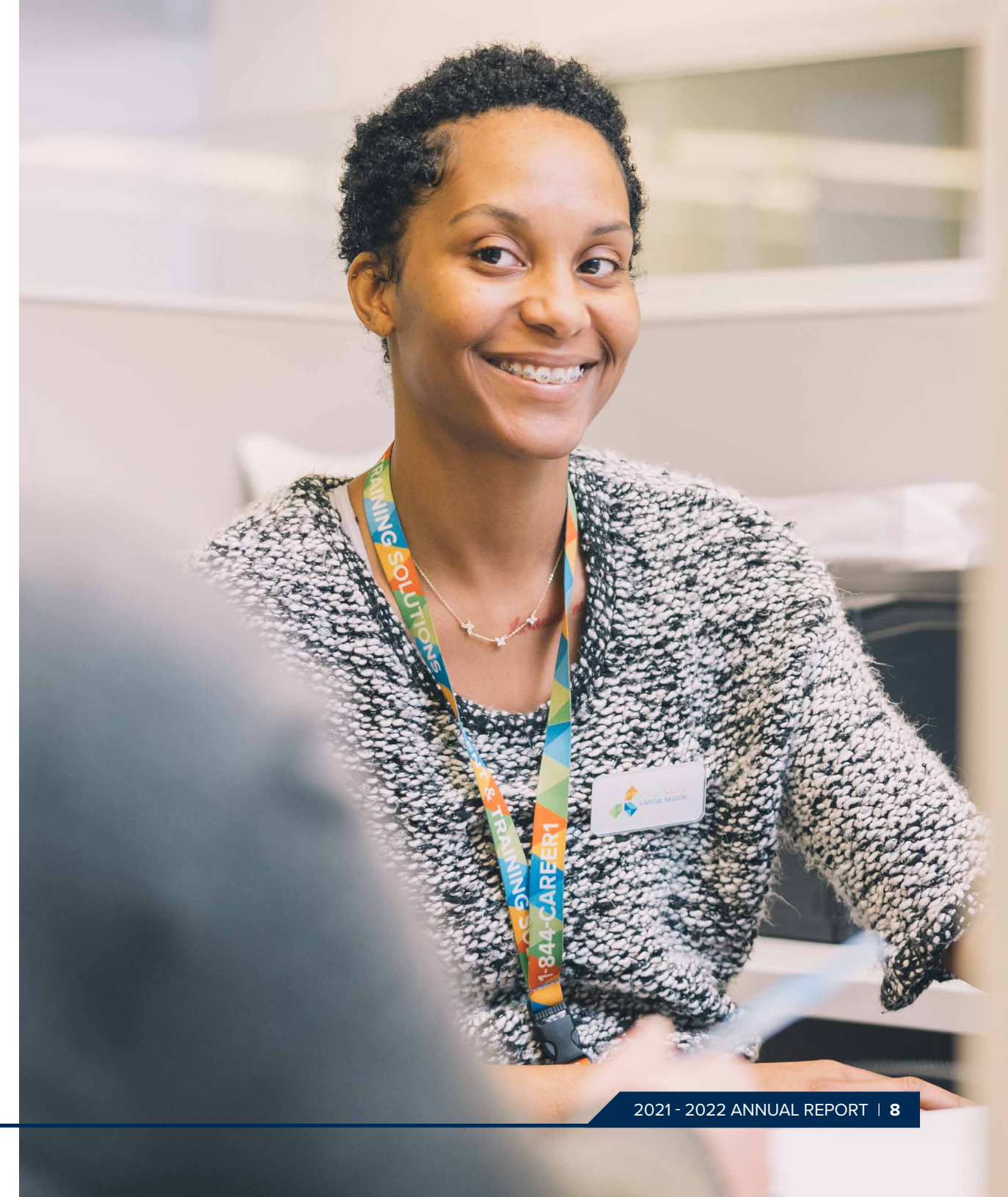
(June 2022)

603,000

JOBS GAINED

(July 2021 - June 2022)

452,100



REACH ACT: STRENGTHENING WORKFORCE THROUGH COLLABORATION, ACCOUNTABILITY AND TRANSPARENCY

Florida's Reimagining Education and Career Help Act, known as the REACH Act, is a comprehensive blueprint for enhancing access, alignment and accountability across the state's workforce development system. Signed into law by Governor DeSantis in June 2021, the REACH Act creates a consumer-first workforce system that assists people looking for jobs, education, training, and support services. The law also fosters continued collaboration among agencies responsible for education and workforce development, such as CareerSource Florida, local workforce development boards, one-stop career centers, the Department of Economic Opportunity, the Department of Education, the Board of Governors and the Department of Children and Families.



Students in Lively Technical College's Aviation Airframe Mechanics program in Tallahassee, FL.

"With the implementation of the REACH Act, Florida is further elevating workforce education and training by strengthening our state's emphasis on collaboration among workforce agencies. By working together to develop the most robust talent development pipeline possible, we help ensure that every Floridian has access to quality education and the training needed to succeed in our ever-evolving economy."

— MICHELLE DENNARD
CareerSource Florida President and CEO

As required under the REACH Act, the CareerSource Florida Board of Directors appointed the state's first Credentials Review Committee, charged with identifying the most in-demand credentials for inclusion in a Master Credentials List. These 18 leaders in business, state and local government, education, economic development, community development and labor are working to establish a definition for credentials of value and create a framework of quality that incentivizes enrollment and completion.

The Master Credentials List will serve as a foundational and direction-setting tool in Florida's talent supply system, creating an accessible, transparent inventory of state-approved credentials and directing federal and state funds for workforce education and training programs. The list will best align Florida's workforce education systems with high-demand and high-wage workforce needs. Notably, the list can be amended periodically in response to emerging workforce gaps.

CareerSource Florida is also exploring approaches to aligning Florida's 24 local workforce development boards, consistent with the charge for reducing the number of local boards under the REACH Act, to achieve a more coordinated approach in delivering and using essential workforce development resources and services through enhanced alignment and accountability.

As part of this alignment evaluation process, CareerSource Florida has contracted with EY (Ernst & Young LLP) to conduct research and discovery. Work underway includes listening to stakeholders, analyzing data and examining solutions implemented in other states. Initial findings were presented to the CareerSource Florida Board of Directors in June, with a more in-depth evaluation including additional local and state listening sessions and opportunities for engagement planned. Alignment considerations that will affect the redesignation of local workforce development areas and the potential consolidation of local workforce development boards is anticipated to be provided to the CareerSource Florida Board of Directors by early 2023. All recommendations will comply with federal Workforce Innovation and Opportunity Act requirements.



CREDENTIALS REVIEW COMMITTEE ALIGNS EDUCATION AND TRAINING WITH INDUSTRY NEEDS



Florida’s future economic success depends upon our ability to build a skilled talent pipeline to support the growth of high-demand, high-wage industries. To ensure Florida’s education system aligns with projected talent needs, several of Florida’s top industry, workforce and education leaders are members of a new committee working with the state’s businesses and educational institutions to identify the most in-demand credentials for inclusion in a Master Credentials List. The Master Credentials List will be used to prioritize and direct funding for workforce education in the state of Florida.

This Credentials Review Committee has engaged in timely, rigorous, and collaborative analysis to assess future business needs. The committee was asked to develop a definition for credentials of value, create a framework of quality, and identify non-degree and degree credentials of value to ensure instructional programs prepare Floridians for in-demand occupations.

“Florida is ahead of the curve in this intersectional work. This effort puts us at the forefront of having a true talent supply system that allows us to be proactive in developing the talent we need to drive the economic growth we seek. The development of a Master Credential List will establish Florida as a national model for using dynamic occupational demand and supply data, layered with local, real-time workforce insights, to direct and braid funding to meet the needs of both job seekers and employers.”

— JENNIFER GROVE
Vice President for External Relations at Baptist Health Care
and a member of the Credentials Review Committee

Established under Florida’s Reimagining Education and Career Help (REACH) Act of 2021, the Credentials Review Committee is tasked with identifying credentials of value and approving a Master Credentials List for presentation to the CareerSource Florida Board of Directors and State Board of Education. Such credentials must include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees and baccalaureate degrees.

To date, the committee has created an extensive list of more than 500 degree and non-degree credentials for careers in healthcare, manufacturing, public safety, construction, information technology, transportation and more. Additions to the list are planned on a quarterly basis once the definition for credentials of value has been established. Annual updates will occur when new labor market information becomes available.

Thank you to all Credential Review Committee members for your contributions across four workgroups: Credential Sequencing, Credential Identification, Wage Thresholds and Demand Thresholds. Workgroup members include senior representatives from the Florida Department of Education, Florida Department of Economic Opportunity, CareerSource Florida, REACH Office, local school districts and postsecondary institutions, the Florida Council of 100, and the Florida Chamber Foundation.

CREDENTIALS REVIEW COMMITTEE MEMBERS

CHAIR KATIE CROFOOT
REACH Office, Executive Office of the Governor

TIMOTHY BEARD
Pasco Hernando State College

MICHAEL BISKIE
B & I Contractors

ROBERT BOYD
Independent Colleges and Universities of Florida

ADAM CALLAWAY
*Florida Department of Economic Opportunity**

HUGH CAMPBELL
AC4S Technologies

KEVIN CARR
FloridaMakes

KATHERINE GOLETZ
Florida Department of Agriculture and Consumer Services

LLOYD GREGG
ASRC Federal

JENNIFER GROVE
Baptist Health Care

DIANE HEAD
CareerSource North Florida

KATHY HEBDA
Florida College System

ADRIENNE JOHNSTON
Florida Department of Economic Opportunity

DEBBIE MAGRUDER
Full Sail University

KEVIN O’FARRELL
Florida Department of Education Division of Career and Adult Education

JACOB OLIVA
Florida Department of Education Division of Public Schools

RAY RODRIGUES
State University System

JAMES TAYLOR
Florida Technology Council

**Appointed Sept. 12, 2022*

With gratitude to former members Marshall Criser, State University System, Henry Mack, Florida Department of Education, and Casey Penn, previously with the Florida Department of Economic Opportunity.

CLIFF DASHBOARD CHARTS A PATH TO SELF-SUFFICIENCY

For Floridians on public assistance, getting a job with livable wages and the potential for upward mobility is key to getting on a path to self-sufficiency. However, as these individuals attain the necessary training and begin climbing the career ladder, they may encounter “fiscal cliffs” that deter them from progressing. For people receiving subsidies for childcare, food or housing, taking a job with even slightly higher wages can reduce eligibility for these benefits and result in a lower net income, leaving them unable to pay for day-to-day necessities.



In partnership with the Federal Reserve Bank of Atlanta, CareerSource Florida debuted a digital tool to predict and plan for these moments. [The Florida Career Ladder Identifier and Financial Forecaster \(CLIFF\) Dashboard](#) creates a financial forecast that predicts periods of financial shortfall, as well as long-term wage growth along two chosen career paths. These benefit cliffs identified in the Dashboard can then be addressed with wraparound services until education and training result in higher wages that render public assistance unnecessary.

More than one in five children in Florida live in poverty, with many households headed by a single parent experiencing root causes of poverty such as lack of education, housing, transportation, healthcare, food, and child and family care. The CLIFF Dashboard addresses these challenges. The data-rich tool improves the job seekers’ understanding of precisely when benefit cliffs may occur across different counties as wages increase in their chosen career paths.

Brittany Birken, Ph.D., principal advisor at the Federal Reserve Bank of Atlanta and previous member of the CareerSource Florida Board of Directors, co-led a presentation on the CLIFF Dashboard at the National Association of Workforce Boards in April. She recalled encountering a benefits cliff for the first time while working as Florida’s childcare state administrator.

“I had a single mother of two contact me and say, ‘I was just offered a 10-cent an hour wage increase from my employer and if I’ve done my math right, I think I’m going to lose access to the childcare subsidy,’” Birken said. “We confirmed her math. For that annual wage increase of just over \$200, she was going to lose access to \$9,000 in childcare support — and it was before she could afford it independently. And she said, ‘What do I do?’”

— BRITTANY BIRKEN, PH.D.
Principal Advisor at the Federal Reserve Bank of Atlanta
and previous member of the CareerSource Florida Board of Directors

CareerSource Florida launched a pilot program that included nine local workforce development boards, in rural and urban areas, using the CLIFF Dashboard with customers from January through April. The Anita Zucker Center at the University of Florida gathered and analyzed data. In their research report, they found that 79% of clients said the tool impacted their career-related decisions. CareerSource Florida staff said clients who derive the most benefit from the CLIFF Dashboard are those with a minimum of a high school diploma or GED who are interested in a career change. Findings from the pilot are advancing improvements to the Dashboard, including the addition of more occupations, the identification of in-demand occupations, and making available a Spanish version of the tool.

The pilot had an immediate impact at CareerSource Research Coast, at which grant dollars were arranged to support a mother of two who wanted to complete her final two semesters toward an associate degree in nursing. She had not been formally employed in nearly a decade.

“After training, her salary increased and she was no longer eligible to receive subsidized childcare, but we were able to use grant funds to put her on a three-year childcare payment phase-out plan. This assistance helped her fulfill a lifelong dream of becoming a registered nurse and also brought another much-needed healthcare worker into our community.”

— BRIAN BAUER
President and CEO of CareerSource Research Coast

Recent enhancements to the Florida CLIFF Dashboard include options for modeling public benefit scenarios based on larger household sizes. Statewide implementation of this powerful tool, continuing in the 2022-2023 program year, will result in expanded use across both the CareerSource Florida and external partner networks. Ultimately, the Florida CLIFF Dashboard represents a distinctive element within the integrated, cross-partner efforts currently being developed and deployed to achieve the objectives of the state’s landmark REACH Act, supporting our shared customers’ progress toward economic self-sufficiency and stability for themselves and their families.



REGISTERED APPRENTICESHIPS: AN INDUSTRY-DRIVEN, FLEXIBLE TALENT SOLUTION

Florida needs talent in a wide variety of industries, including healthcare, aviation, advanced manufacturing and cybersecurity. Registered apprenticeship programs enable employers to develop and train their own talent. This proven approach enables employers to draw from a more diverse talent pool and ensure they can build a talent pipeline, resulting in improved productivity, loyalty and profitability. For job seekers, registered apprenticeships provide a high-quality career pathway resulting in higher wages and a nationally-recognized credential. Registered apprenticeships have been used in the U.S. for nearly 100 years, more employers are finding this work-based talent development strategy to be a proven way to train and retain talent.



Florida's registered apprenticeship and preapprenticeship programs continue to grow, with 328 registered programs, more than 17,000 registered apprentices and preapprentices and nearly 3,600 participating employers. The types of apprenticeships grew as well, with eight additional occupations registered for a total of 99 apprenticeable occupations in well-paying fields including energy, finance and information technology.

"Registered apprenticeship and pre-apprenticeship training programs are a key component of Florida's workforce education. They provide excellent opportunities for employers to develop and apply industry standards to training programs that can increase productivity, attract and retain highly qualified employees, and improve their retention and overall performance."

— GOVERNOR RON DESANTIS
State of Florida

CareerSource Florida, the Florida Department of Economic Opportunity and the Florida Department of Education collaborate on [Apprentice Florida](#), an initiative to encourage and assist businesses in establishing apprenticeships and educate Floridians about pursuing these earn-while-you-learn opportunities.



The CareerSource Florida Board of Directors has allocated \$2.75 million since 2020 to expand registered apprenticeships, including \$1.5 million to support an Apprenticeship Navigator at each of the 24 local workforce development boards. As registered apprenticeship programs grow, more Floridians are completing them: 1,917 individuals completed an apprenticeship this year, an increase of 42 percent. With 328 registered apprenticeship and preapprenticeship programs active during the program year, a total of 17,179 apprentices and preapprentices received training.

The apprentices who completed their program and received an apprenticeship certificate of completion earned an average exit wage of \$23.86 per hour, which equates to an annual salary of nearly \$50,000.

As CareerSource Florida and partners throughout the state work to implement the 2021 REACH Act, apprenticeships will continue to expand as a proven solution that meets local demand for labor in occupations that lead to self-sustaining jobs.

REGISTERED APPRENTICESHIP BRINGS FATHER FROM FOOD STAMPS TO \$24 AN HOUR

Ariel Perez was a 32-year-old married father on the Supplemental Nutrition Assistance Program (SNAP) until he gained the job skills to achieve self-sufficiency through a registered apprenticeship program.

When he began working at A-1 Roof Trusses for \$12 per hour, Perez didn't even know what a truss was. But he had a goal to learn more, earn more and advance. After a few months of experience, Perez completed the on-the-job training program and enrolled in the Industrial Manufacturing Technician Apprenticeship program through CareerSource Research Coast. His salary jumped to \$17.50 per hour.

He has since been promoted to Quality Control Supervisor, a position that earns \$24 per hour and his family no longer needs public assistance.

"Now I am in a position to encourage and train others at A-1 Roof Trusses and assist them to take a similar path that was successful for me."

— ARIEL PEREZ
A-1 Roof Trusses



MIAMI COLLABORATION PRODUCES UNIQUE REGISTERED APPRENTICESHIP PROGRAM

In Miami, numerous stakeholders worked together to help an automotive dealer build a registered apprenticeship program to train the service technicians it desperately needs.

The resulting partnership is a textbook example of workforce, education and economic development sectors working together to support industry needs. Miami Dade College, the Miami Dade County Beacon Council and Miami Community Ventures partnered with CareerSource South Florida, which invested \$97,200 in the business-led program to launch the first Automotive Technician apprenticeship in the area. The first cohort graduated in September 2022 and graduates are successfully employed throughout the Warren Henry group of auto dealers.

"The automotive industry has experienced a technician shortage of over 40,000 for the past few years. Warren Henry is proud to bring another apprenticeship program to Miami and be part of the solution."

— ERIK DAY
Chief Financial Officer at Warren Henry Auto Group

The earn-while-you-learn program benefits include an entry wage of \$18 per hour and health insurance, as well as free tuition, books and tools. Successful apprentices received an Apprenticeship Certificate of Completion issued by the Florida Department of Education.

OUR CHAMPIONS



In celebration of the dedicated and accomplished team members from each local workforce development board, leaders of the CareerSource Florida network recognized the following 2021-2022 Leadership Award winners at the annual Workforce Professional Development Summit:



BARBARA K. GRIFFIN AWARD

PASTOR GERARD DUNCAN



LEADERSHIP AMBASSADOR

STACY BART



**CAREERSOURCE FLORIDA
PROFESSIONAL WORKFORCE
EXCELLENCE AWARD**

WARREN DAVIS



SERVICE INNOVATOR

LOIS THOMAS



**FLORIDA WORKFORCE CHAIRS'
ALLIANCE LIGHTHOUSE AWARD**

TIM MOSS



WORKFORCE ADVOCATE

BRANDON ELKINS



GOODWILL EMISSARY

DONNA BAINES



WORKFORCE PARTNER AWARD

ANN EVERLY



ACCOUNTABILITY AND TRANSPARENCY



Accountability and transparency are top priorities for CareerSource Florida as an organization and as a network of local workforce development boards dedicated to delivering meaningful performance outcomes while ensuring investments and actions earn and protect the public trust.

Please see the following required audits and reports at this link:

careersourceflorida.com/about-us/public-records/

- ▶ [2021-2022 Financial Statements and Audit Report](#)

Please see the following required investigations and reports at this link:

floridajobs.org/local-workforce-development-board-resources/program-monitoring-and-reports/2020-usdol-s-compliance-review-and-responses

- ▶ [Florida Department of Economic Opportunity Compliance Review Response - September 30, 2020](#)
- ▶ [USDOL Compliance Review Report - January 15, 2021](#)
- ▶ [USDOL Compliance Review Report - February 18, 2021](#)



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careersourceflorida.com

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