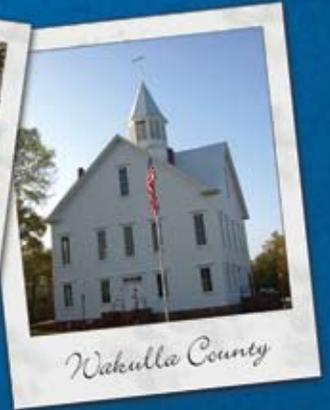
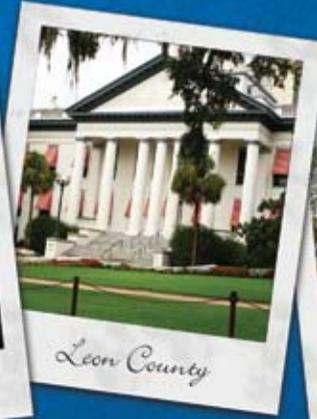
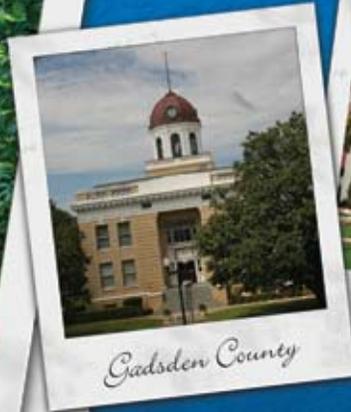


WORKFORCE
plus



OPPORTUNITIES
AT EVERY TURN



Letter from Chairman William D. Colledge

On behalf of the **WORKFORCE plus** Board of Directors, it is my pleasure to serve as Chairman. In this capacity, I would like to extend my sincere appreciation to the dedicated board members, partners and staff that have worked hand in hand to make a positive difference in our local community. Through our shared vision to advance the economic well-being of the region, we have been successful in developing strong partnerships with our employer community to ensure a robust local economy with economic opportunity.

Since our last report, another fast moving and productive year has passed. We are pleased with the opportunity to share our accomplishments as well as make you aware of the challenges we faced. Through it all, we have continued our strong focus on generating meaningful, measurable outcomes that support our mission and priorities. As reflected in our report, we worked diligently to ensure that meeting the needs of our local employer community remained paramount along with our broader community throughout the year.

I would strongly encourage you to continue your review of the report to learn more about our shared successes. Despite our many achievements, we are not content to rest on our laurels. There remains much work to be accomplished: continuing to look for opportunities to increase private sector business involvement, further expanding the benefits of our services to a broader array of job seekers and employers and finally diversifying our primary sources of funding.

In order to remain successful, we must have the engagement of our community. Your ideas and feedback allow for the continuous improvement of our system.

In closure, we are thankful for the many partners and advocates who share in our mission of creating a strong workforce and we invite all others to join us in this worthy endeavor.

A handwritten signature in black ink that reads "Wm. D. Colledge". The signature is written in a cursive, slightly slanted style.

Bill Colledge,
Chairman, **WORKFORCE plus**



Letter from CEO Kimberly A. Moore, MBA

As the Chief Executive Officer of **WORKFORCE plus**, it is my distinct pleasure to present the 2007-2008 Annual Report. We are proud of the accomplishments and progress made thus far. However, we maintain a clear understanding that building an agile and responsive workforce system for the future will require that we take advantage of our successes, but also turn challenges into learning opportunities.

Addressing critical skills shortages remains our highest priority. In particular, we are committed to building a seamless system of programs, initiatives, and services that allow all workers to maximize their career potential and provide all businesses with the resources necessary for success and growth.

As we move forward, we will continue to explore and implement creative tools designed to provoke economic progress. Regardless of experience or background, if someone wants to work, then we want to help that person achieve a personal level of excellence and contribute to the State of Florida's expanding economy. In this report, we highlight a variety of programs which clearly demonstrate the power of public-private partnerships to improve our opportunity for shared success.

The economic outlook for our region is optimistic, and we are confident that more and greater successes are in front of us. With continuing support and leadership from our business and community stakeholders, we are confident that the Board's vision to serve as the region's local employment solution will be achieved.

Please visit us at www.wfplus.org to learn more about our programs and partners, share opinions, or contribute ideas that you believe will help us with creating a strong workforce.

Finally, our progress and success would not be possible without the dedication and professionalism of our staff and contributions from our partners. On behalf of the **WORKFORCE plus** Board of Directors, thank you for a job well done.

A handwritten signature in black ink that reads "Kimberly A. Moore". The signature is written in a cursive, flowing style.

Kimberly A. Moore, MBA
Chief Executive Officer, **WORKFORCE plus**

Board of Directors 2007-2008

- **Armstrong, Ken** *United Way*
- **Barkley, Robert** *Barkley Security Agency*
- **Becker, Melanie** *EMBARQ*
- **Black, Lynn** *St. Marks Powder*
- **Carter, Iris** *Tallahassee Firefighters Union*
- **Carter, RH** *Wakulla Senior Citizens Center*
- **Colledge, Bill** *Capital City Bank Group*
- **Cyrus, Charles** *Capital City Chamber of Commerce*
- **DuPont-Butler, Janey** *DuPont Trucking*
- **Edwards, Barb** *Comcast*
- **Fedd, Anthony L.** *BASF – The Chemical Company*
- **Freeland, Allen** *Wakulla County Development Council*
- **Gardner, David** *Gadsden County Development Council*
- **Garrett, Phyllis** *Florida AFL-CIO*
- **Ham, Donald** *Plumbers & Pipefitters Local 592*
- **Harvey, Lee** *Lee Harvey Insurance Agency*
- **Hunter, Marlon** *Gadsden County Health Department*
- **James, Reginald** *Gadsden County School Board*
- **King, Darlene** *Regional Consortium – Department of Children & Families*

- **Kirkland, Beth** *Tallahassee/Leon County Economic Development Council*
- **Kiser-Burch, Pamela** *Tri Eagle Sales*
- **Law, William** *Tallahassee Community College*
- **Mead, Maria** *Keiser University*
- **Meenan, Timothy** *Blank, Meenan, & Smith, P.A.*
- **Miller, David** *Wakulla County School Board*
- **Overstreet, David** *Children's Home Society*
- **Pons, Jackie** *Leon County School Board*
- **Rishell, Larry** *The Printing House*
- **Routa, Robert** *Robert A. Routa P.A.*
- **Seamon, Fred** *MGT of America*
- **Shipman, Martin** *Tallahassee Orthopedic Clinic*
- **Williams, Alan** *MW Land & Investment*

Designees:

- **John Chapin** *for William Law*
- **Sarabeth Jones** *for David Miller*
- **Randy Pridgeon** *for Jackie Pons*
- **Debra Rackley** *for Reginald James*

Our Mission, Our Vision and Our Priorities

WORKFORCE *plus* serves as the workforce development board for Gadsden, Leon and Wakulla counties. Along with numerous community stakeholders, world-class employees and proactive education providers, **WORKFORCE** *plus* is Your Employment Solution!



WORKFORCE *plus*, through employment, education and economic development investments, added \$4,907,877 into the local economy.

In September 2007, the **WORKFORCE** *plus* Board of Directors gathered together to strategically plan the priorities to enhance the many services already provided locally. The six priorities include:

- Build strong partnerships with the business and educational community throughout all aspects of the employment process
- Align the local workforce development system and programs with regional economic development needs

- Pursue partnerships and grants that create alternative sources of revenue that will enhance workforce development
- Implement an integrated approach to marketing and a branding initiative that will increase awareness of the services provided and enhance the image of **WORKFORCE** *plus* within the community
- Create new value-added partnerships and strengthen existing partnerships with community organizations that will enhance workforce development
- Serve as an advocate for public policy and government funding decisions that will support the development of a highly-skilled workforce and promote regional economic development

Through commitment to these six priorities and dedication to the workforce and economic development of our community, **WORKFORCE** *plus* provides comprehensive services to businesses and jobseekers through multiple access points. By utilizing the statewide on-line job bank, Employ Florida Marketplace, **WORKFORCE** *plus* provides information on employment services, training, public information, labor market information and much more!

Providing Direction for Secondary Education

Training the Area's Guidance Counselors

WORKFORCE plus through partnerships with the school boards of Gadsden, Leon and Wakulla counties, has accepted the challenge put forward under the Florida Career and Professional Education Act. The Act was created to provide a statewide planning partnership between business and education communities, to expand and retain high-value industry, and sustain a vibrant state economy with the infrastructure to compete globally.

WORKFORCE plus, through assistance from the Agency for Workforce Innovation – Labor Market Unit implemented the “Bridging the Gap between Workforce and Education - Guidance Counselor Training” This one of a kind training provides educators with the tools they need to empower youth regarding their role in the workforce. Additionally, it provides educators with the information needed to develop strategic education plans that demonstrate a connection to workforce.



“The Guidance Counselor training serves to highlight the commitment that education and workforce have made to ensuring that the instruction provided to our children is both relevant and rigorous...”

Debra Rackley,
Gadsden Technical Institute Director

Workforce Florida Inc. CHOICE Grant

WORKFORCE plus was awarded \$92,578 from Workforce Florida Inc. for The Academy of Architecture, Engineering and Construction (AAEC) at Leon High School in Leon County to replicate the successful Okaloosa CHOICE model.

The goal of the Academy is to produce high-school graduates who are qualified for entry-level positions in the construction industry and who are also ready for continued post-secondary education and training.

To ensure that the goals of the WIRED initiative are met, a partnership was created between **WORKFORCE plus**, the Leon County School District, Leon High School, the Florida Homebuilders Association, the Tallahassee Homebuilders Association, Associated Builders and Contractors, Inc. and area post-secondary schools.

Working with business and industry partners and the other stakeholders, Leon High School implemented a rigorous, relevant, research-based curriculum that will ultimately result in an industry-recognized certification for academy graduates.

In addition to an industry credential, AAEC students will receive real-world training through a partnership with Habitat for Humanity. AAEC students will serve as construction volunteers for a variety of Habitat projects and receive experience in all phases of construction.

Florida's Great Northwest WIRED Grants

In the 2007/2008 Program Year, **WORKFORCE plus** received over \$500,000 in grant dollars from Florida's Great Northwest to assist three local high schools in creating career academies. Each school involved provided over a 100% match for an over one million dollar investment to our local community education system.

Florida's Great Northwest, a regional economic development organization that serves 16 counties in the Northwest Florida area, provided the funding to promote career skills training for post-graduation employment in targeted industries.

The grants were awarded to Wakulla County Schools, The Academy of Academics & Technology at Godby High School, The Academy of Architecture, Engineering & Construction at Godby High School and the Gadsden County School District.



Wakulla County Schools was awarded \$130,000 to expand the existing medical academy. At full implementation of the program, 150 students are expected to be enrolled in the Biomedical Science curriculum. The Academy of Academics and Technology at Godby High School was awarded \$172,143 to expand the existing Information Technology Career Academy program to include a Geospatial Technology (GIS) curriculum. The Academy of Architecture, Engineering and Construction (AAEC) also at Godby High School was awarded \$98,493 to enhance their current construction program. The AAEC completed construction of a home that was built with these grant funds and promoted the sale of the house to return funds to the project in order to ensure sustainability of the program. Lastly, the Gadsden County School District was awarded \$110,000 to create an Information Technology Institute at West Gadsden High School. The program enrollment is intended to grow to 100 students in the coming years.



G*STARS – Gadsden Student Training Academy for Reaching Success

Beginning in 2005, **WORKFORCE plus** partnered with the Gadsden County Commission to ensure that economic opportunities were available to all residents. **WORKFORCE plus**, the Gadsden County Board of Commissioners and Tallahassee Community College (TCC) again joined forces to provide young residents with work experience through job shadowing in the G*STARS program. This career exploration activity, funded by the Gadsden County Commission, gave the students an opportunity to see the diverse employment opportunities available in Gadsden County. Prior to going out to work with local businesses, the young people attended workshops and other activities designed to prepare them for the world of work. Students from Chattahoochee, Greensboro, Havana, Midway and Quincy benefit from learning job skills, citizenship skills, and earning money throughout the summer. The program was offered May through July 2008 and provided Workshop activities to 75 youth and Job Shadowing experience to 65 youth in the county.



“G*STARS means a chance to make a change in my life and better my work skills for the future”

Student Participant

Giving Back to Wakulla

WORKFORCE plus, in partnership with the Wakulla County School District and local businesses, was excited to provide the “Giving Back to Wakulla” initiative for the third consecutive summer. Over the last three years, thirty students have been placed in summer job shadowing.

There are three exciting goals of this project. First, it provides an introduction to work for many of these youth. Secondly, it creates exposure to various industries located in Wakulla County. Lastly, it creates an opportunity for these youth to get experience in their desired field while exposing employers to their future workers.

Employers who participated in this initiative were the Dick Howser Center, Shields Marina, Wakulla Middle School, Wakulla Senior Citizen’s Center, **WORKFORCE plus**, Wakulla County Commission, The Wakulla News and Wakulla County Planning & Zoning.



“ Wakulla County government has truly enjoyed the continuation of our relationship with **WORKFORCE plus** in training and mentoring our emerging professionals of tomorrow’s workforce. These are unique and talented kids with positive attitudes and bright futures ahead of them. We encourage these mentoring programs and hope to keep this training partnership strong for many summers to come. ”

Ben Pingree, Wakulla County Administrator

Providing *Specialized* Employment Solutions

Since its inception in March 2007, the **WORKFORCE plus** Executive Center has been a valuable resource to professional candidates seeking resources to obtain employment. It has proven to be a useful tool for self-directed individuals eagerly seeking employment.

The Executive Center has assisted job seekers in development of soft skills through workshops and one on one career planning to quickly transition professional candidates back into the workforce.

Job Seeker Workshop Attendance	170
Job Seeker Seminars Conducted	40
Career Planning Sessions	161

During the 2007/2008 program year, 320 job seekers utilized services of the **WORKFORCE plus** Executive Center:

- 49% held Bachelor's Degrees
- 24% held a Master's Degree or higher
- 27% held an Associate's Degree or less with specialized certifications

The Executive Center strives to align local business partners with highly skilled individuals with proven expertise in:

Banking and Finance
Education
Engineering
Government
Healthcare
Information Technology
Office Administration
Mid and Upper Level Management
Sales and Marketing
Social Sciences

The Executive Center provides specialized solutions to local employers through on-site trainings to promote continuous learning and staff development. During the 2007/2008 program year, 30 on-site employer specific trainings were conducted for local businesses in the area. In addition to training resources, the Executive Center hosts a quarterly seminar called “*The Power Hour*” in which industry advocates discuss topics of interest in a RSVP luncheon with topics such as Employment Law, Marketing and Branding and Identity Theft solutions.

Along with seminars for employers, the Executive Center also provides specialized recruitments at the employers request to businesses seeking to hire candidates and in need of facility usage. The **WORKFORCE** *plus* Executive Center's core focus is sustaining competitive and talented professional candidates to the Tallahassee area to support the needs of local businesses.



“ I commend **WORKFORCE** *plus* for offering Power Hour to our community. I think professionals here in Tallahassee desire these types of educational sessions that encourage us to re-evaluate and improve our current strategies. The tips were very useful. ”

Erica Wasylshyn, Marketing Director
BOOTH COMPANIES

Employers - Making the Connection

WORKFORCE plus recognizes the challenges that public and private organizations face everyday. Our dedicated Business Consultants provide employers access to local workforce solutions such as: assistance in recruitment, interviewing, job matching and screening. They meet with local chambers of commerce, economic development councils, educational institutions and professional associations to evaluate employer needs and respond with strategic workforce solutions.

WORKFORCE plus values its relationship with our business community and actively seeks opportunities to recognize those who have worked in tandem to create an economic climate that provides opportunity and advancement for local residents. Throughout the year, we recognize employers based on their contributions to our local workforce system which includes job creation and accessing a multitude of other services provided. The award process includes the identification of Employers of the Quarter and culminating with an Employer of the Year award.

Through these coordinated efforts, **WORKFORCE plus** has been able to distribute over \$115,000 in grant funds to local employers for skills upgrade training and occupation specific training for their existing employees.

As a result of Incumbent Worker Training and Quick Response Training grants, an additional \$368,000 has been infused into the local economy for employee training.

WORKFORCE plus, in partnership with Florida's Great Northwest, invested over \$1.3 million dollars through education and employer grants locally.

Kelly Services, a world leader in human resource solutions, has been an integral partner with **WORKFORCE plus**. Through participating in many of the local employment events such as job fairs, Spotlight sessions and focus groups, Kelly Services has helped numerous jobseekers find part time, temporary and full-time positions locally. Kelly Services was awarded the Employer of the Quarter Award by **WORKFORCE plus** for the 1st Quarter 2007/2008.



Corrections Corporation of America (CCA) specializes in the design, building and management of prisons, jails and detention facilities. Through the local facility, Gadsden Correctional Facility, houses over 1,500 inmates and has a staff of over 350.



CCA has held numerous recruitments locally for both correctional officers as well as medical staff resulting in a number of placements. CCA was recognized as Employer of the Quarter for the 2nd Quarter 2007/2008.



Golden Lighting, a worldwide company, specializes in the design and manufacturing of lighting products and accessories. Golden Lighting has required that all applicants complete the statewide assessment tool, Ready to Work, prior to job referral.

Their willingness to provide employment, with competitive wages, exemplifies their dedication to our community. Golden Lighting was recognized as Employer of the Quarter for the 3rd Quarter 2007/2008.

Employer of the Year

Collectively weighing a variety of factors, **WORKFORCE plus** is pleased to present The 2007-2008 Employer of the Year Award to the **Department of Corrections - Wakulla Correctional Institution**.

The Department of Corrections is a state agency that has been in existence since 1821 and is headquartered here in Tallahassee. This agency employs over 26,000 personnel statewide who have been charged with maintaining public safety for all Floridians through the incarceration and supervision of offenders. Of the 83,500 inmates that are



housed in state of Florida prison facilities, nearly 1,500 inmates are housed at Wakulla Correctional Institution. In order to fully support this ever-growing population, the Department of Corrections identified an urgent need to hire additional personnel, specifically Corrections Officers. After identifying the critical need, Wakulla Correctional Institution officials immediately sought out the services of **WORKFORCE plus**.

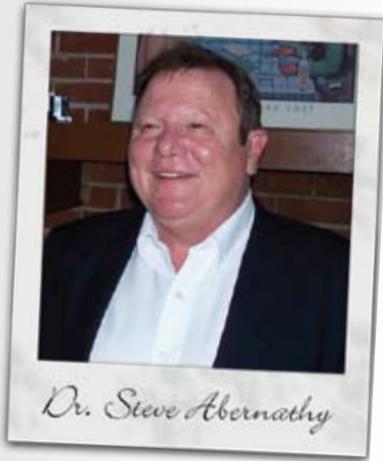
Upon conferring with **WORKFORCE plus**, the Department of Corrections agreed to conduct several job seeker recruitments in an effort to identify potential candidates for their various positions. Several recruitments were held at the **WORKFORCE plus** Wakulla County office in Crawfordville which resulted in over 1,000 job seeker applications being received by Corrections personnel and a number of positions being filled by the Department.

The Wakulla Department of Corrections willingness to provide employment opportunities, with very competitive wages is a clear indication of their dedication to the stabilization of the Wakulla County community.

“The service you provided to Wakulla in the hiring of correctional officers is the best I’ve ever witnessed, hiring 170 employees in less than four months has to be a record.”

Russell Hosford, Warden

Highlighting Our Shared Success



Dr. Steven Abernathy is a combat veteran of the Vietnam War. After being injured and discharged, he returned to his native State of Oklahoma to attend college under the GI Bill. While working and pursuing higher education, he attained a BA from the University of Arkansas, a MS from Vanderbilt in Developmental Psychology, and eventually a MS and PhD in Clinical Psychology from Oklahoma State University. Steve worked for Oklahoma Indian Tribes for several years, developing pioneering community health and juvenile justice programs.

In 2002, Steve, with his wife Melissa and daughter Savannah relocated to Tallahassee after economic and health issues forced closure of his forensic and clinical psychology practice in Oklahoma. Before leaving, Dr. Abernathy was awarded citations of merit by both houses of the Oklahoma legislature and was named Outstanding Psychologist in the Public Interest in 2000 by the Oklahoma Psychological Association. An anticipated merger with a group of Georgia and Florida psychologists did not pan out, so after struggling along with piecemeal work and dealing

with service-related disabilities, Steve registered with Employ Florida for assistance. Personnel from the Veteran's Unit referred him to the Resume Writing and Interviewing skills workshop at the Executive Center, and also provided employment leads and job seeking counseling along with a referral to the Vocational Counselor at the Vet Center.

"Once the Executive Center Staff assisted in developing an attention grabber version of my resume, employers who no longer had positions open renewed interest in hiring me, and I continue to receive job announcements at least weekly," says Dr. Abernathy. In addition, Dr. Abernathy said that the advice he received to network with other professionals and to perform volunteer work while seeking paid employment was critical for maintaining motivation, confidence, and interpersonal skills. After working much of February 2008 with the Red Cross providing disaster mental health services to tornado victims in Tennessee, Dr. Abernathy's job search continued until he landed employment in June 20, 2008, as a Forensic Adolescent Psychologist for a private corporation near Tallahassee.

“Thank you **WORKFORCE plus** and the Vet Center for all the help that you provided in my endeavor to find meaningful employment.”

Dr. Steven Abernathy



Kenyatta Moore-Thomas is originally from Albany, GA, but relocated to Tallahassee with her mother in 1995 at the age of 15. Ms. Moore-Thomas is a 1998 graduate of James A. Rickards High school, where she participated on the swim team and was an active member of the Diversified Cooperative Training (DCT) Program. As a member of the DCT program, she worked part-time as a Patient Representative at Tallahassee Memorial Healthcare.

After completing high school, she moved to San Diego, California to live with family in order to explore possibilities that she believed were not available in Tallahassee. After experiencing difficulties out West, she decided to move back to the Tallahassee area. She then received her Commercial Driver's License (CDL) and worked as a long haul truck driver for 2 years. At this point, she had numerous responsibilities as a new mother, so she determined that she needed to be home with her daughter. Not knowing what to do without childcare, unemployed and no place to live, she moved in with her mother. Soon after moving in with

her mother, she learned about the services that were offered through the Welfare Transition Program at **WORKFORCE plus**.

Ms. Moore-Thomas completed workshops such as Application How To's, Resume Writing, Finding a Job, and the e-CHOICES Assessment. While completing program requirements, she landed a job as a childcare worker making minimum wage. Ms. Moore-Thomas realized that she was underemployed and could not stabilize her financial situation, so she began job hunting using the skills that she had learned in the workshops. One month later, she was hired at the Department of Agricultural Consumer Services (DOACS) as an OPS Office Clerk. After 3 months of working OPS, her employment status has changed to Career Service.

“**WORKFORCE plus** provided the tools to help me find employment and I am truly grateful for being at the right place at the right time. In the beginning, I had no job, no house and no transportation, but now I have it all!”

Kenyatta Moore-Thomas



Precious Hall is the daughter of a disabled father and a mother who works two jobs to support the family. Precious came to the Youth program at the age of 16. She was a high school dropout who had been kicked out of the alternative school for fighting. She had no real direction and goals for herself.

When Precious came to the Youth program, we were able to sit down together and develop an Individual Service Strategy and set realistic goals. She enrolled in school to work towards her GED. While in the program, she had good attendance and a positive attitude. This led to Precious receiving her high school diploma in May 2008. Precious became a source of pride for her family when she became the first member to graduate from high school.

Precious participated frequently with workshops and activities for the WIA Youth program. She completed Employability Skills and Microsoft Digital Literacy and CPR and First Aid. By completing these components, Precious was able to take with her a variety of skills and certifications to enhance her resume.

Precious also participated in the Fashion show at the Get A Job 101 Annual Youth Expo. Prior to the event she starred in the promotional Expo commercial alongside Kimberly Moore, CEO of **WORKFORCE plus**.

Since obtaining her diploma, Precious has found employment within her field of interest at a beauty shop. Currently, Precious is attending Lively Technical Center in the Cosmetology program in pursuit of her dream to be a cosmetologist. She continues to express her gratitude by stating how beneficial the program was in helping her reach her goals. Precious said "When I came to this program I felt that it was my last chance. Everyone was so nice and it has really helped me to get my life together after everything I have been through. I am the first to actually finish high school and go on to college. The program has helped me to reach my goals and set some more". Precious is a self-proclaimed model of Success for the WIA Youth program.

We receive frequent updates from Precious regarding her progress and continue to provide encouragement and feedback as she pursues her goals. Precious is an excellent example of how a person can move in a direction of success when the right environment and services are available. **WORKFORCE plus** is happy to have been a catalyst for change and inspiration for Ms. Hall.

Ready to Work Initiative

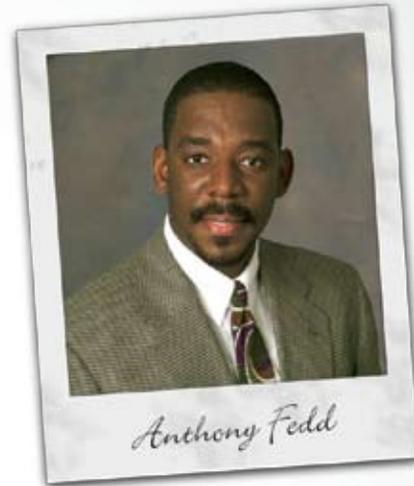
Are you an employer looking for skilled employees to make a difference in your organization, or are you seeking that advantage to land your next job? Those are just a few of the questions we can ask now and know we have the answer to meet their needs!

WORKFORCE plus has the solution for every employer and job seeker's needs. Through the Ready to Work program, **WORKFORCE plus** has simplified the process to successfully match employers and employees through a credential process.



Employees who earn a Ready to Work credential are considered equipped with the skills needed to enter the workforce. This credential demonstrates to current and future employers that perspective employees have the necessary skills for successful job performance.

In 2007/2008, **WORKFORCE plus** assessed a total of **911** job seekers with **432** gaining credentials. This captures an average of **47%** of those who have tested and gained credentials. **WORKFORCE plus** also conducted over 90 one-on-one employer presentations regarding the Ready to Work program.



“Hiring the right person for the right job, that is what businesses and the Ready to Work program have in common. Work environment, employee performance, retention rate; these are the positive aspects we have seen since utilizing the Ready to Work program.”

Anthony Fedd, Plant Manager
BASF CORPORATION

Assisting Those With Work Challenges

For the second year in a row, **WORKFORCE** *plus* was provided funds to employ a Disability Program Navigator responsible for coordinating efforts between disabled job seekers and the employer community.

In 2007/2008, the Disability Program Navigator assisted over 160 individuals as they prepared to enter the workforce.

In June 2008, **WORKFORCE** *plus* received designation as an Employment Network provider for the National Ticket to Work Program. Through this program, eligible SSI/SSDI recipients can receive a “ticket” to assist them with retaining employment without jeopardizing their medical benefits.

Matt Brown, President of Premier Bank, eagerly shared his thoughts of the Disability Navigator program, as “inspiring to those with disabilities.”



Return on Investment

Customer Group	Number Employed	Hourly Wage* (Average)	Annual Wage	Total Wages Paid
Welfare Customers	397	\$ 8.40	\$ 17,472.40	\$ 6,936,542.80
Adults Trained	14	\$ 16.69	\$ 37,715.20	\$ 528,012.80
Laid Off (Dislocated) Customers	3	\$ 18.05	\$ 37,544.00	\$ 112,632.00
General (Universal) Customers	14,018	\$ 9.80	\$ 20,384.00	\$ 285,742,912.00
Total Employed	14,432			\$ 293,374,099.60

**Data Extracted from the Agency for Workforce Innovation Performance Reports and the Employ Florida Marketplace System*

In calculating taxes, several family scenarios were analyzed:

- For Welfare Applicants:
 - Single adult and two children
- Adults Trained (WIA Dislocated Worker and Adult), Dislocated and General (Universal) Customers
 - One adult, two children
 - Two adults, no children
 - One adult, two children
 - Two adults, two children

Other assumptions:

- For a two parent family
 - One adult at the wage of the group (Adults, laid off)
 - The other at the General Applicant rate
 - Wage earners were assumed to have worked one whole year at the average wage rate.

After testing these scenarios, Federal taxes paid were between 13 and 14 percent. In order to ensure that, in approximating taxes paid, taxes are not overstated, we have selected to use the 13 percent number:

Based upon the above assumptions:

- Taxes paid by **WORKFORCE plus** customers:
 $\$293,374,099.60 \times 13\% = \$38,138,632.95$
- Actual audited expenses, June 30, 2008 = \$4,862,629.00
- Return on Investment:
 $\$38,138,632.95 / \$4,862,629.00 = 7.84$
- **WORKFORCE plus**' ROI = 7.84 to 1

Our Success in Numbers

Adults — Provides intensive and training services to individuals age 18 and older who are at or lower than a level of self-sufficiency.

- Number of customers who received services - 72
- Number of customers who were employed at time of application for service - 36
- Number of customers gaining employment - 14
- Average wage rate for those gaining employment - \$16.69

Dislocated Workers — Provides services to individuals who have been terminated or laid off, or have received notice of termination or layoff from employment.

- Number of customers who received services - 6
- Number of customers gaining employment - 3
- Average wage rate for those gaining employment - \$18.05

Youth* — Provides services to youth ages 14-21 to increase the focus on longer-term academic and occupational learning opportunities and provide long-term comprehensive service strategies.

- Number of customers who received services - 158
- Number of in-school youth customers who exited from the program with positive outcomes - 7
- Number of out-of-school youth customers who exited from the program with positive outcomes - 9

Wagner Peyser Program — Provides universal access to an integrated array of labor exchange services so that workers, job seekers and businesses can find the services they need

***Note:** For the Workforce Investment Act program, these are new enrollments based on the closure of all cases in the prior program year.

- Number of new customers registered – 11,344
- Number of customers gaining employment – 13,840
- Number of job orders received – 2,668
- Average wage rate for those gaining employment – \$9.80

Veterans Program — Provides employment and training services to eligible veterans

- Number of customers who received services - 545
- Number of customers gaining employment - 139

Welfare Transition Program — Emphasize work, self-sufficiency, and personal responsibility; as well as enable welfare recipients to move from welfare to work.

- Number of customers who received services – Mandatory - 204, Transitional - 185, Total - 389
- Number of customers gaining employment - 397
- Average wage rate for those gaining employment- \$8.40

Special Projects

Community High Okaloosa Institute for Career Education (CHOICE) Replication – Leon High School

- Number of youth customers who enrolled in occupational skills training services – 143

Targeted Persons- Homeless Grant

- Number of customers who gained employment - 25

Job Corps - Education and vocational training program administered by the U.S. Department of Labor that helps young people ages 16 through 24

- Number of youth enrolled to Job Corp. Center - 82

Employed Worker Training — Employed worker training programs aimed to increase the skill levels and earnings potential of the current workforce as well as ensuring job retention of workers for the future

Targeted Industries Support

- Number of customers who received services – 64
- Number of customers who completed skill upgrade training - 64

Workplace Investment Now (WIN)

- Number of customers who received services – 40
- Number of customers who completed training - 40

Job Fairs

**Opportunities 2008: Tallahassee's Got Talent Job Fair
January 16, 2008**

- Employers/Organizations Registered – 115
- Job seekers Attended – 1000+

Get A Job 101 Career Expo - May 3, 2008

- Employers/Organizations Registered – 24
- Youth Attended – 349

Gadsden J.O.B.S. Fair - June 12, 2008

- Employers/Organizations Registered – 28
- Job seekers Attended - 170



“ I think the services that **WORKFORCE plus** offers are awesome! I have had nothing but pleasurable experiences dealing with your staff. These summer months have been very hard on our company due to budget cuts which led to layoffs. We recently had to close one of our Tallahassee programs which housed up to 30 employees. Derrick Sykes and his team along with Bert Mitchell were lifesavers. They established a sense of hope with the employees who were facing unemployment by introducing the **WORKFORCE plus** programs and the unemployment claim process.”

BenDette M. McCaskill, HR Manager
HENRY & RILLA WHITE FOUNDATION

Statement of Financial Position

As of June 30, 2007

ASSETS

Cash and cash equivalents	\$ 417,344
Receivables	681,532
Prepays	130,304
Capital assets, net	424,172
Total Assets	<u>\$ 1,653,352</u>

LIABILITIES

Accounts payable and accrued expenses	1,042,065
Accrued liabilities	26,179
Due to grantor	8,991
Total Liabilities	<u>\$ 1,077,235</u>

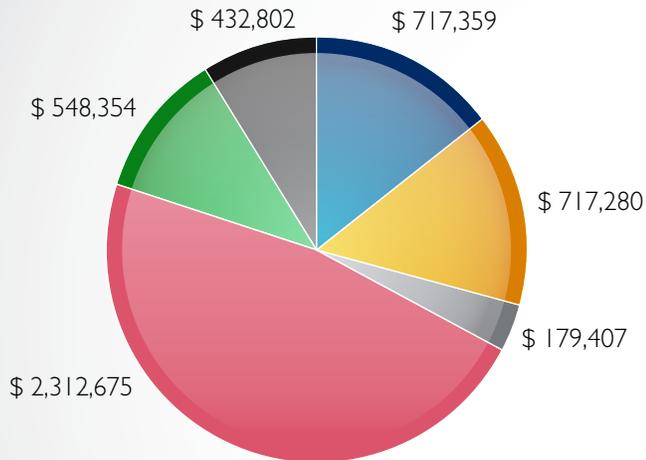
NET ASSETS

Invested in capital assets	\$ 424,172
Unrestricted	151,945
Total Net Assets	<u><u>\$ 1,653,352</u></u>



Financial Report

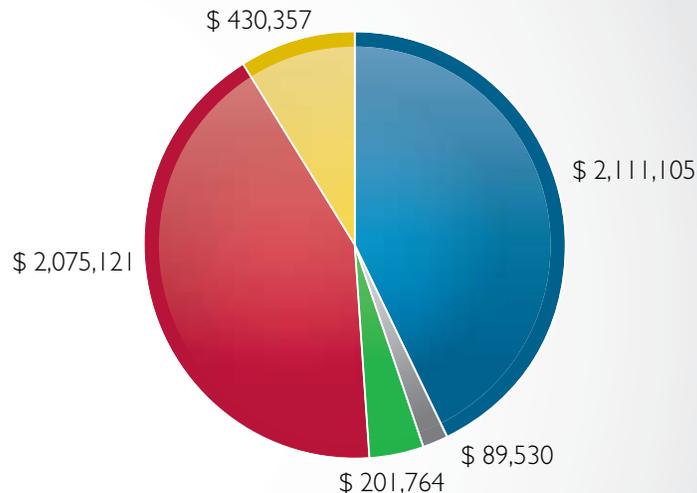
2007-2008 Program Expenses & Revenue



- WIA Adult
 - WIA Dislocated Worker
 - State Programs
 - WIA Youth
 - Welfare Transition
 - Grants
- FSET, DVOP, LVER, UNEMPLOYMENT COMPENSATION, JOB CORPS., WAGNER-PEYSER, DISABILITY NAVIGATOR*
- READY TO WORK, TARGETED GROUPS, REED ACT, GADSDEN STARS, FL. ACCESS, FL. REBUILDS*

As revenue from our recurring base allocations continue to decrease, we have been able to maintain the same level of quality service by obtaining other sources of revenue through sponsorships, grants and by earning unrestricted funds.

2007-2008 Functional Expenses



- One Stop Services
- Contractual Expenses
- Support Services
- Program Support Costs
- Administration

WORKFORCE *plus*

ADMINISTRATIVE OFFICES

WORKFORCE *plus*

325 John Knox Road, Building B100
Tallahassee, Florida 32303
850.414.6085

GADSDEN COUNTY

WORKFORCE *plus*

1140 West Clark Street
Quincy, Florida 32351
850.875.4040

LEON COUNTY

WORKFORCE *plus*

2525 South Monroe Street, Suite 3A
Tallahassee, Florida 32301
850.922.0023

WAKULLA COUNTY

WORKFORCE *plus*

3278 Crawfordville Highway, G
Crawfordville, Florida 32327
850.926.0980

CENTER FOR BUSINESS & EMPLOYER SERVICES

WORKFORCE *plus*

2525 South Monroe Street, Suite 3A
Tallahassee, Florida 32301
850.413.0315

EXECUTIVE CENTER

WORKFORCE *plus*

325 John Knox Road, Building B100
Tallahassee, Florida 32303
850.414.6085

