



Addressing *Talent* Challenges



Annual Report 2018-2019

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Beth Cicchetti
Beth Kirkland Consulting, LLC
Chairperson

Message from the Outgoing Chair

These past two years have been an incredible journey of connecting career seekers with regional in-demand employment opportunities in Healthcare, IT, Education, and Manufacturing, Construction, Logistics and the Trades. This sector strategy approach responds to the needs of business while helping career seekers choose a path for which there is available training and job openings.

Collaboration is critical to our success. As a region, Gadsden, Leon and Wakulla counties have partnered to promote our vibrant economy and competitive assets through advertising, social media, national leadership and speaking engagements. I hope you will join us by following our social media channels and engaging with our partners in conversations to grow jobs, wages and the quality of life for our residents.

I am proud to serve as a Director on the National Association of Workforce Boards (NAWB). NAWB is our partner in advocacy for the 2020 reauthorization of the Workforce Innovation and Opportunity Act (WIOA) – the guiding principles of the national workforce system. NAWB is a training ground for directors serving on the 550 local workforce boards across the nation. Annually, CareerSource Capital Region board members receive training, technical assistance, and communications tools that shape the way we govern and deploy resources to businesses and career seekers throughout our region.

Thank you for your continued partnership and commitment to aligning WIOA with local business needs, identifying the gaps and creatively implementing talent solutions that will ensure a vibrant Capital Region economy.

Message from the Incoming Chair



Scott Watson
CSI Contracting, Inc.

As the incoming Board Chairperson, I look forward to continuing to work with our professional talented staff and fellow board members to deliver valuable employment and training solutions for our clients. In the face of new budget challenges, this endeavor will require creativity, efficient operations, and cooperation. CareerSource Capital Region (CSCR), in an effort to meet these challenges head-on, has already begun to implement changes to reduce costs with minimal impact to service delivery. We will work together to continue to evaluate these possibilities. My goal as Chairperson is to work with the other dedicated board members to determine how we have the most positive impact in Gadsden, Leon, and Wakulla counties while meeting all the metrics and performance standards the organization is charged with. The goals established by the Board of Directors for the 2019-2020 program year are:

- ▶ Grow the CSCR unrestricted funds through a Money Market account
- ▶ Champion work-based learning by engaging and educating parents
- ▶ Improve awareness of Career Source Capital Region in the general business community beyond the Sectors through three tactics: the Talent Innovation Summit, Investment, and through collaboration with the Economic Development Organizations in our area.
- ▶ Board Development: Fill the Board of Directors with committed and engaged members, and continue to educate our current board members.

I am excited about working with you all to make the 2019-2020 program year productive and successful. Through our continued service and commitment to the employers and career seekers in our service area, we have an opportunity to be life changers. Let us seize this opportunity.



Message from the CEO

In my sixth year here as the CEO for CareerSource Capital Region (CSCR), I am pleased to share with you the results of the past program year, July 1, 2018 – June 30, 2019.

The staff continued to work under the new integrated service delivery model in our career centers. This model gives our career seekers a single point of contact no matter which federal funding stream under which they may qualify. Integrating the four funding streams is a challenge for staff because of the complexity of each funder's requirements. Our model is catching on throughout the workforce system as a best practice.

You will see in this report the measures CSCR is required to meet to maintain funding and show accountability for our use of funds. The Board staff is tasked with ensuring that our service delivery system performs at acceptable levels or exceeds them. I can assure you that CSCR is one of the best led and run workforce boards in the State of Florida. We focus on quality and continuous improvement to be of value to our customers: employers and career seekers.

The Board of Directors meets quarterly to oversee the organization and each member contributes their time and talents to ensure we are working toward meeting the employers' need for talent with a skilled workforce. We work closely with many training providers to ensure that the training opportunities offered to career seekers also meets the needs of our employers. The workforce system is a structure of collaborating entities across all sectors of the local economy. Our motto is #changinglives.

Thank you for your support, and we look forward to the next program year with excitement as we continue to serve the communities in which we live.

Business Solutions: Addressing Talent Challenges



Employer Testimonial:

"Iconic Group Inc. celebrates success as a multi-brand, international leader in education and endurance sport photography. Our mission to, "Help people celebrate and share the defining moments of their lives" exemplifies this success. Our photographers capture must- have, must-share images no one else can get, but everyone will cherish.

In order to maintain our world-class customer service, we rely upon CareerSource Capital Region. The expertise and support provided by this organization and its' staff is critical to ensure we meet our recruiting goals. Hiring hundreds of seasonal support staff, combined with the challenge of low unemployment, CareerSource Capital Region is undoubtedly our partner in success." Taylor Moore



ICONIC
GROUP

Talent Innovation Summit

During the 2018 – 2019 program year, CareerSource Capital Region held its second annual Talent Innovation Summit on October 10th, exactly one week after Hurricane Michael made landfall in the region.

Although it was challenging to hold the event while the region was still recovering, 90 of the 125 individuals who were pre-registered were able to attend. The event sponsors included CareerSource Florida, Inspired Technologies, Keiser University, Tallahassee-Leon Federal Credit Union, Tallahassee Community College, Gadsden County Development Council, Office of Economic Vitality, CSI Contracting, Talquin Electric and 850 Magazine. The keynote speakers were Dustin Rivest from Tallahassee, FL and Stephen Tucker from Buffalo, NY.



LEAD

After two years of development, the first cohort of LEAD (Leaders Emerge & Develop) completed the leadership development training this year. We are pleased that 23 LEADers attended. LEAD was designed to maximize the leadership capabilities of emerging, new and existing managers. Based on modern, research-based, leadership theories, LEAD delivers critical concepts that can be immediately applied in the workplace. The curriculum was developed by Kevin Kellerjup, principal of Asher and Harper Consulting, in conjunction with CSCR staff, and was facilitated by Kevin Kjellerup, and our own Lorraine Wells, Jobs & Benefits Administrator and Trish Yahn, Client and Business Solutions Manager.

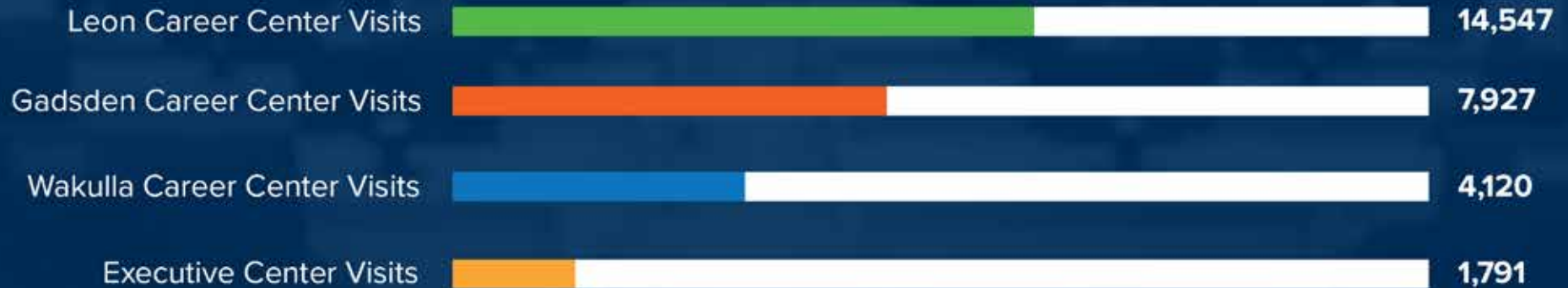


Sector Rounds

CareerSource Capital Region (CSCR) continues to develop sector partnerships throughout our business, education and economic development communities. CSCR's industry sector round discussions help promote partner engagement while gathering worthwhile industry intelligence on trends, issues, best practices and workforce needs. This information helps to develop viable solutions for both current and future regional workforce challenges. During the 2018 -2019 program year, CSCR introduced Sector Rounds to the region where over 50 individuals attended the sector round launch meeting and an average of 30 attended six sector round meetings in the Construction, Manufacturing and Transportation & Logistics, IT & Professional Services and Health Care Sectors.



Career Seeker Solutions



842
Career Center
Visits by Veterans

20,356
Direct Referrals
to Jobs Posted

84,450
Solutions Provided
to Career Seekers

Top Training Programs Based on Career Seeker Enrollment

Commercial Truck Driving	43
Practical Nursing	27
Firefighter	12
Registered Nursing	5
Medical Assisting	4
Nursing Assistant	4

Total
Enrolled
95

(Enrollment based on funding available.)

Top Schools Based on Financial Aid Allocation

Lively Technical College	\$100,759
Tallahassee Community College	\$97,334
National Training Inc.	\$79,786
Gadsden Technical Institute	\$21,970
Keiser University	\$20,199
Florida A&M University	\$13,871
Roadmaster's Drivers School	\$10,000

Workforce Development Partnerships In Action

ACE Transitions is a program for high school aged youth with disabilities aimed at teaching life skills and work readiness. This year, CareerSource Capital Region partnered with ACE Transitions to provide the Dynamic Futures curricula for career readiness to 4 students. The students transitioned into paid work experience opportunities to continue their work readiness training and CSCR will be assisting the students in finding permanent employment.

The **Leon County Junior Apprenticeship** program utilizes the Dynamic Futures curricula to prepare participants for their paid internships in county positions. CSCR staff deliver the program and utilized grant funds to provide the paid work-based training opportunities for 21 interns who gained work skills through this experience.

CareerSource Capital Region partners with the City of Tallahassee's **TEMPO** program to provide access to education and work opportunities including GED attainment and other post-secondary education along with paid work-based training opportunities. Graduates of the TEMPO program are provided the opportunity to enter CSCR's Dynamic Futures program to continue their career pathway.

REfire culinary training program is aimed at providing a career path for citizens in our community with felony backgrounds. Through a partnership with REfire and the Hope Community, CSCR subsidizes wages for participants to learn culinary skills on the job while training to earn permanent employment in the restaurant industry. For program year 2018-2019, CSCR assisted 16 individuals, including one youth, with gaining skills in the food service industry.

CSCR partnered with Leon County and its **Summer Youth Program** for the third consecutive year. This partnership provides work readiness training through Dynamic Futures and paid work experience opportunities for youth during the 6 week summer program where students serve as interns in county departments. This past summer saw 54 Leon County High School students successfully complete the program and gained valuable work skills.



TESTIMONIALS

“

Lazania Robinson joined the Dynamic Futures Program on October 24, 2018. Ms. Robinson came to CareerSource seeking employment and came across the Dynamic Futures Program. The way the Dynamic Futures program was presented to her, she felt as if the program was too good to be true. Ms. Robinson had a successful work experience at CareerSource Capital Region. Upon completing the work experience hours at CSCR, she was offered a temporary position through Kelly Services. When asked how she felt, she mentioned she was very ecstatic about the whole experience.



“

Joe Bowick came into the office with his fiancé for her appointment, however to his surprise he left with a job offer that very day! Joe states that he is currently employed but wanted a career change from landscaping to a position indoors utilizing his customer service skills. Customer Service Representative Ms. Thelma prompted him about the hiring event at the Leon Career Center. New recruiter Jeremy scheduled Joe as a walk-in for the interview. Joe has used CareerSource's services for job search assistance and referrals in the past. He likes to share with everyone who reads this that, "You always need to keep an open mind, open heart, open ear for all potential employment opportunities. You never know when your name will be called!"



“

Nick Elderkin was all smiles and confidence when he rang the job bell at the Wakulla center today when he announced Residential Elevator just hired him as a CDL Driver. Nick shared, "It's been a long three months. After an unfortunate mishap with Corrections and subsequent termination, I became worried. Your friendliness, encouragement and hands-on approach helped me find this job. Today, I'm happy and hopeful that my family, especially my 11 year old daughter, will have a Merry Christmas. Thank you for being a friend when I needed one the most."



“

Shaterika Bostick joined the Dynamic Futures Program on February 1, 2017. She enrolled into the program to find employment and to obtain her GED. Ms. Bostick remained determined to make sure she completed the Dynamic Futures Program and obtained her GED. Ms. Bostick was interested in work experience but her main goal has always been to finally obtain her education. There were many obstacles to overcome and Ms. Bostick felt like giving up many times. Through hard work and determination, Ms. Bostick was able to obtain her GED on September 25, 2018. When asked how she felt about the whole experience she stated "I'm just glad CareerSource did not give up on me, and I love the Dynamic Futures Program". Furthermore, Ms. Bostick was featured on WFSU Public Media for a series called What's Next? Breaking Barriers To Career And Technical Education". This was a live panel on January 29, 2019. Amongst the other guests on this panel was the CEO of CareerSource, Jim McShane.



“

Patricia Duke, a former Welfare Transition participant, was employed at The Meadows via our Work Experience program. After six weeks of hard work and dedication, Ms. Duke was hired on by The Meadows as a full-time Leasing Professional. Ms. Duke said, "No one asks to be fired one day and divorced the next but that's what happened to me.... But because of CareerSource Capital Region, I have my life back again. Every day when I am able to assist one of my tenants or help someone with directions, I truly feel I have found my calling. Thank you to everyone who has touched my life in a very real and profound way."



“

Colton Sheridan Colton Sheridan Achieves Results by Aiming High, Staying Focused Colton Sheridan, a US Army Vet, first visited CSCR in June 2018, with a single focus of obtaining his law enforcement credentials so he could protect and serve. He completed all pre-enrollment activities and provided eligibility documents in record time. In less than seven month, Colton successfully completed his law enforcement training at Pat Thomas Law Enforcement Academy and secured a job as a Wakulla County Deputy Sheriff. Don't underestimate the power of a mind that is made up. Colton effectively walked the talk – he set his goal, without wavering and increased his effort, which included double days at school as a result of the hurricane, until he achieved success. Colton said, "I appreciate CSCR. The help provided was a Big Deal. I am excited to get to work."



career connections

Hiring Fair Series

GADSDEN | LEON | WAKULLA

The **Gadsden County Hiring Fair** featuring jobs in manufacturing, construction, transportation, logistics, health care, retail & more was held on August 1, 2018. There were 25 employers present and 91 career seekers attended.

The **Paychecks for Patriots Hiring Fair** was held on November 15, 2018 with 43 employers present and 95 career seekers. This event highlighted the veterans in attendance and recognized the 2018 Preferred Veteran Employers in the capital region.

The **Wakulla County Hiring Fair** was held at the Wakulla Environmental Institute on February 21, 2019 with 20 employers present and 87 career seekers in attendance.

The largest hiring fair of the year, **2019 Career Connections**, was held at the Florida State Conference Center on June 13, 2019 and featured 38 employers with over 230 career seekers in attendance. Employers represented the Professional Services, Non-Profit, Education and Health Care sectors.



Employer comments regarding the fairs this year:

“ CareerSource is our number one hiring source! —

“ This will be our choice of job fairs. —

“ Beyond happy with services. THANK YOU!!!! —

Career Seeker comments regarding the fairs this year:

“ I thought this hiring fair was very positive. CareerSource staff were friendly, helpful and above all, encouraging. I have a renewed sense of confidence. —

“ I really like the fact that there is a system of people that help us find employment. I was trying to look on my own and was going nowhere fast. Thank you for your time and guidance. You hold the key to open the door for many of us looking for jobs. —

“ This was very helpful in knowing the employers that are hiring and getting a chance to actually talk with some of them and learn more about the job descriptions first-hand. —

2018 Preferred Veteran Employers

Military Veterans Offer Invaluable Skills to Employers

Each year, CareerSource Capital Region recognizes employers who demonstrate a commitment to putting our warriors back to work. Officials from CareerSource Florida and the Florida Department of Economic Opportunity joined CareerSource Capital Region in presenting the 2018 CareerSource Capital Region Veteran Friendly Employer Program Recognition Award to the following businesses:

- ▶ **C.W. Roberts Contracting, Inc.**
- ▶ **Datamaxx Group**
- ▶ **The Home Depot**



Datamaxx Group Recognition



C.W. Roberts Contracting Recognition

"We are honored to recognize these local businesses for their commitment to hiring veterans," said CareerSource Capital Region **CEO, Jim McShane**. *"Veterans bring a wealth of experience to the workplace and we encourage employers to connect with us for opportunities to hire veterans and career seekers in our community."*

Disabled Veterans Outreach Program

CareerSource Capital Region's Veterans Services Program continues to develop and enhance its impact to veterans in our community. Hosting a National Hire a Veteran Day event exclusively for veterans; spotlighting veterans in partnership with the Big Bend Society for Human Resources; and having the Disabled Veterans Outreach Program (DVOP) identified as an integral partner with the Tallahassee Veterans Legal Collaborative attests to the fostering of partnerships and efforts in the community. One of our DVOP Specialists serves as a mentor for the Tallahassee Drug Treatment Court which allows us to connect and facilitate employment services for veterans in the program.

Engagement in areas such as the North Florida Veterans Stand Down, Tallahassee's Veteran Truck Out, Paychecks for Patriots hiring fair, Kearney Center, Big Bend Homeless Coalition, Department of Veterans Affairs Vocational Rehabilitation Center, Vet village, FAMU Military and Veterans Affairs are a few examples of the collaboration and coordination that exists to help military veterans attain self-sufficiency.

Veterans Connect, a 2019 DVOP Program initiative in Gadsden County, creates a platform for veterans to network, gain relevant knowledge and awareness regarding CareerSource Capital Region and the plethora of services available that will ultimately help them obtain employment.

The DVOP Program served a total of 163 veterans with Significant Barriers to Employment (SBE) this program year, while providing 2,524 services, 22% (544) are Individualized Career Service (formerly Intensive Service). The outcome is an average of 15.4 services per person. These efforts aided in the provision of job placements for 59 veterans, 30% of the caseload. These placement are substantial given the challenges of an SBE; furthermore, the majority of the clients are in the age range of 55-64, compared to last year where the majority age represented was 45-54. The addition of Vietnam Era veterans as an added class that can receive DVOP service will continue to impact the complexities of placements.



Helping Veterans

Veteran Career Seekers

AGE 19-24	4%
AGE 25-32	10.4%
AGE 33-44	20%
AGE 45-54	22%
AGE 55-64	32%
AGE 65+	10.4%

Helping Veterans in Our Community

- North Florida Veterans Stand Down



- National Hire A Veteran Day Event

- Paychecks for Patriots Hiring Fair



SUCCESS STORY



Changing Lives! **Mr. Sam Hadley, Jr.**, a four-year Army Veteran Artillery Man, had his license suspended for 16 years. It was an employment barrier although he is well qualified as an electrician with over 20 years of experience.

Through the use of an Employment Plan and coordination with our community partners Tallahassee Veterans Legal Clinic, Bill Bridwell, Big Bend Homeless Coalition, TALLAHASSEE HOUSING AUTHORITY, Veteran's Affairs, Raymond Gissendaner at ParaSource Services, LLC, our Disabled Veteran Outreach Program staff at CareerSource Capital Region was able to obtain stable housing, have multiple fines & fees resolved and a driver's license in his hand. Mr. Hadley has since been employed as an electrician.

STEM Ready Grant Final Report

STEM Ready

The STEM Ready Grant was successfully completed in October 2018. This was a three year grant from the U.S. Department of Labor that provided training, internships, and job placement assistance in Science, Technology, Engineering and Math (STEM) careers.

Innovative initiatives utilized in the STEM Ready program included Startup Quest entrepreneurial training, Pathways to Employment 6-series workshops for long term un/underemployed career seekers, and a Reverse Hiring Fair where program participants showcased their skills to employers.

By the Numbers:

Total Career Seekers Enrolled	223
Total Enrolled in Training	161
Internships	44
Total Degrees/ Credentials Awarded	82
Total Worksite Agreements	35
Total Job Placements	140
Average Hourly Wage of Placed Participants	\$16.92/hour

“By providing me with competitive compensation for my work through the STEM Ready grant, I have been able to focus on my future without having to worry about my financial security. This sense of stability has provided me the ability to focus on my work, and allowed me to see the bigger picture.

James Keyes,
STEM Ready Intern

“I am deeply grateful for the support that CareerSource has provided me.

Dominique Tull,
Tuition Recipient

“The Stem Ready Program has been an awesome experience for Barkley Engineers. We just happened to get lucky with four awesome interns that are eager to learn and work hard.

Shanai Inns,
Project Coordinator,
Barkley Consulting Engineers

Apprenticeship Grant

CSCR was awarded a grant from CareerSource Florida in February 2019 to expand apprenticeships in the capital area, specifically in the Information Technology sector. The grant is worth \$150,000 over 1.5 years and its intent is to increase the number of businesses offering IT apprenticeships. One local business, Inspired Technologies, is leading the charge.



Help Desk Apprentices Connor Davis, Andrew Thomas, Zachary Potesta, along with Director of Business Development, Zack Dunlap pictured above



Our education system and business community are changing. With that change brings both positive and negative effects. The future workforce will need to be trained by not only our educational partners, but also the business community. Clearly defining the needs of business for qualified and trained workforce, coupled with creative partnerships with education, will be the catalyst for retaining talent and continued success for our community. We must focus on career centered training as young as middle school age students, all the way to adults retooling for the future workforce needs.

Zach Dunlap,
Director of Business Development,
Inspired Technologies

Sector Strategies Grant

In April 2019, CareerSource Capital Region (CSCR) was awarded a Manufacturing Sector Strategies grant in the amount of \$368,000 to support the manufacturing sector.

The goal of the initiative is to strengthen and advance our regional manufacturing sector and provide employers with a talent pipeline as well as a platform for collaboration within the sector. The grant has three main objectives:

- Objective 1:** Provide a forum for manufacturing employers to collaborate – Sector Round
- Objective 2:** Engage educational providers to understand business needs and provide solutions
- Objective 3:** Provide training to increase available talent in the manufacturing sector

The grant ends September 2020.

Hurricane Michael Response

In response to the devastation caused by Hurricane Michael, CareerSource Capital Region and CareerSource Northeast Florida in partnership with the Gadsden County Development Council, Florida Small Business Development Center Network, and the Wakulla County Economic Development Council provided employment and business services throughout Gadsden and Wakulla counties in October 2018 via a mobile assistance center which was equipped with Wi-Fi and 20 computer workstations.

The mobile unit traveled to Gadsden and Wakulla counties to provide assistance with re-employment services and on-site applications for available disaster recovery jobs, and applications for the Florida Small Business Emergency Bridge Loan Program.

"Unfortunately, residents in Chattahoochee, Gretna, Greensboro, Quincy, Havana, Midway, Panacea, Sopchoppy and other outlining areas are still without power," said Jim McShane, Chief Executive Officer for CareerSource Capital Region on October 18th. "We know that it is critically important for residents to have communication at their disposal after any storm. We hope that this service will help residents apply for public assistance more quickly for them to get the help that they need."

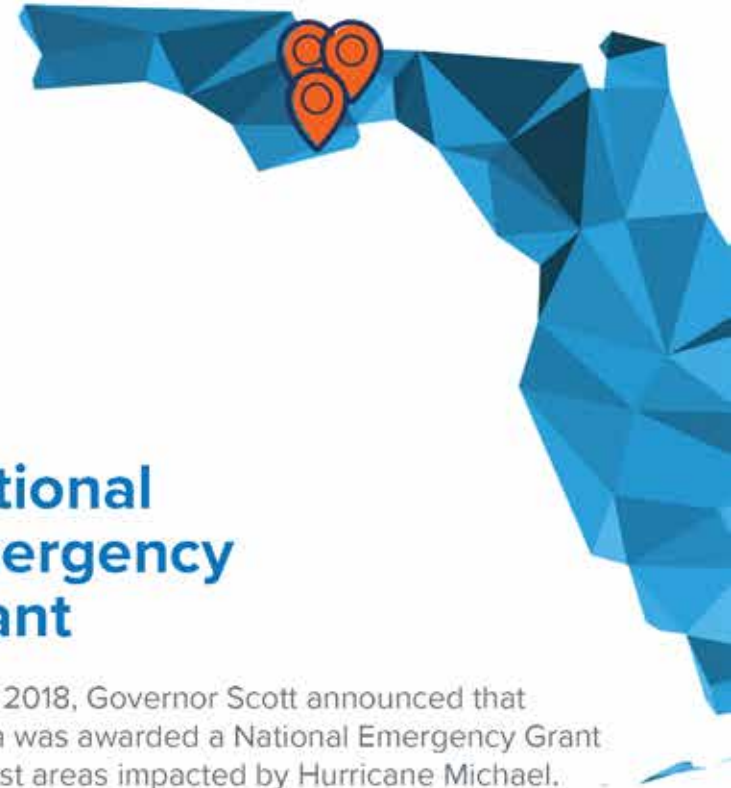


National Emergency Grant

In late 2018, Governor Scott announced that Florida was awarded a National Emergency Grant to assist areas impacted by Hurricane Michael. CareerSource Capital Region was one of four regions that received funding for residents of Gadsden, Leon, and Wakulla counties.

CSCR was awarded \$200,000 to provide eligible work-sites with assistance in the form of full-time or part-time temporary employment. The jobs are 100% dedicated to providing direct services to community members affected by the hurricane.

At the close of the program year, we had five confirmed temporary worksites and 13 career seekers enrolled in the project.



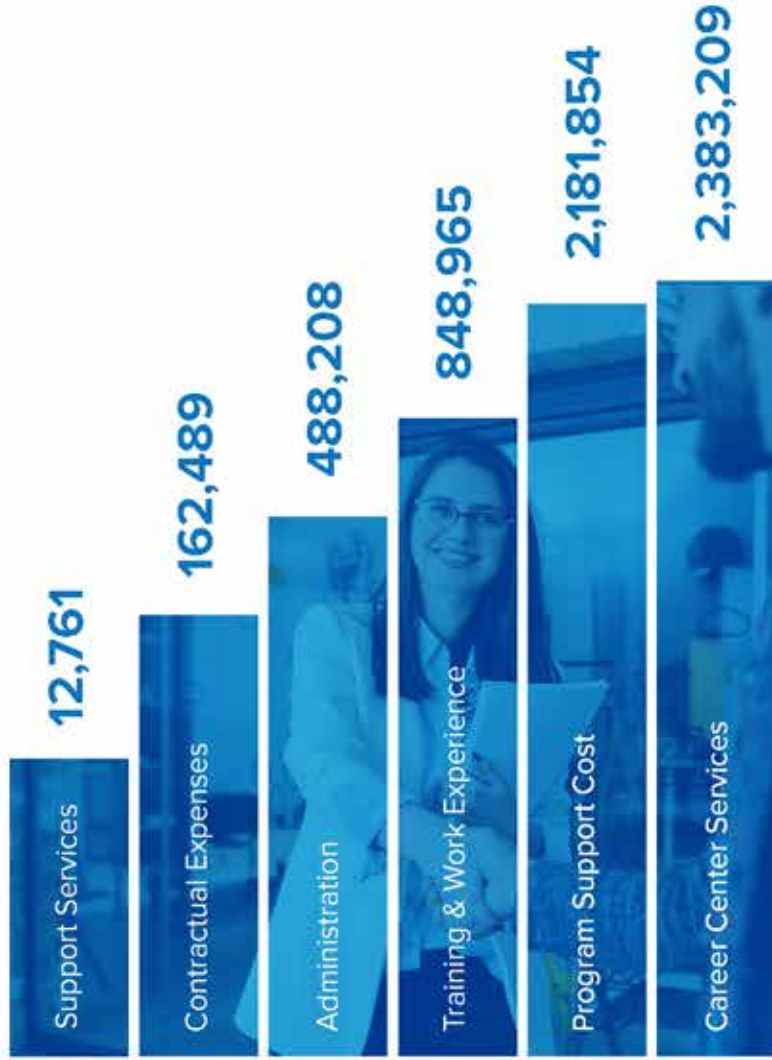


We continued to build out our Clothes for Careers initiative this year and collected thousands of gently used clothing, shoes, and accessories from the general public and the Men's Wearhouse National Suit Drive as well as Suits for Session. You may have even seen our public service announcements for this initiative on tv or on social media.

We've built partnerships with City Walk Urban Mission, ECHO and Goodwill to help us provide clothes to our career seekers when needed. This year, our major partner, City Walk Urban Mission, provided career seekers with clothing for interviews and jobs worth \$3,297.00 at no cost to the career seekers nor CSCR!



FINANCIAL REPORT



2018-2019 **Functional Expenses**

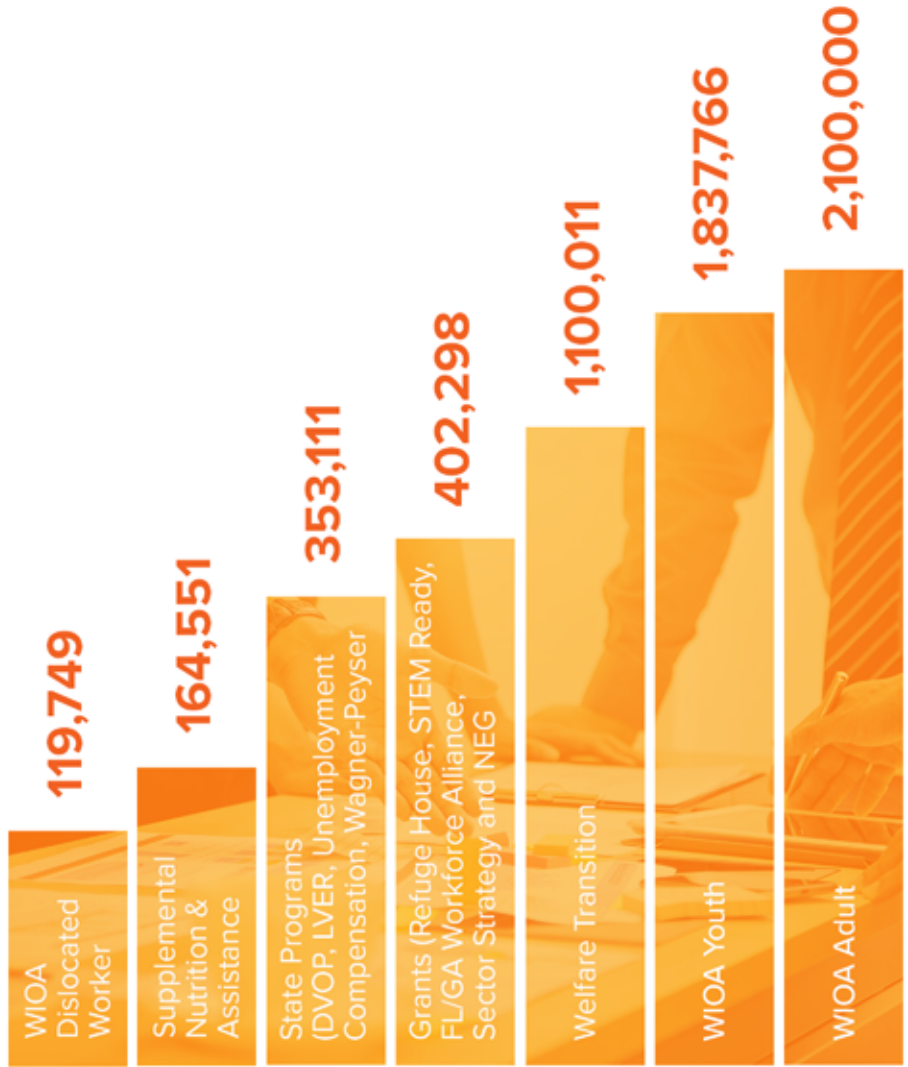
TOTAL 6,077,486



2018-2019 **Funding Availability**

TOTAL 8,098,545

FINANCIAL REPORT



TOTAL 6,077,486

2018-2019 Program Expenses and Revenue

Statement of Financial Position AS OF JUNE 30, 2018

Assets

Cash	\$337,140	TOTAL ASSETS \$857,384
Grants and Contracts Receivable	\$460,974	
Prepays	\$6,390	
Capital Assets, net	\$52,880	

Liabilities

Cash	\$475,149	TOTAL LIABILITIES \$601,648
Grants and Contracts Receivable	\$73,090	
Prepays	\$53,409	

Net Position

Cash	\$52,880	TOTAL NET ASSETS \$255,736
Grants and Contracts Receivable	\$202,856	



Spotlight on Staff

#CSCRGives
#Changing Lives

United Way Campaign

From penny wars to talent shows, Halloween costume contest and an agency excursion—compliments of Tallahassee Ford Lincoln, we raised over **\$12,000** and all the while having tons of fun doing it! CareerSource Capital Region continues to serve and support the capital area community in many ways. The proceeds will be used to help persons who are most in need in the Big Bend Area. Thank you for all you do United Way!



CareerSource Capital Region United Way Campaign Coordinators accept President's award from United Way of the Big Bend.



Walking Meeting: One way staff embraced the healthy initiative was to hold walking meetings.

Staff Health Initiative

Managing the overall health and wellness of staff, CSCR's Health Initiative ascended, enrolling 24 challengers (staff) and 11 successful graduates who lost a total of 140.3 lbs. Good health contributes to performance, ingenuity, community and family. CSCR continues to lean forward and embrace the challenges required to develop and sustain a healthy organization.

Investing in our Communities

There are many ways that CareerSource Capital Region system-wide staff help the communities in which we live at work, but did you know that many staff also serve in volunteer capacities with churches, youth programs, professional associations, philanthropic organizations, social services non-profits, veteran's organizations, and other commendable works?

Some of the organizations where staff serve as board members and/or volunteers include, but are not limited to, Capital Area Community Action Agency, Wakulla County Coalition of the Youth, Rotary International, Wakulla Optimist Club, Big Bend Society for Human Resource Management, Veterans Treatment Court, Sickle Cell Foundation, AARP Driver Safety, Community Human Services Partnership, Foundation for Leon County Schools, Leadership Tallahassee, World Class Schools Best and Brightest Scholarships Program and many, many more! You're likely to see staff in a variety of places, both for their jobs as well as in their leadership roles within community organizations.



CSCR Wins Tobacco Free Florida Award

At the Florida Workforce Development Summit in October 2018, CareerSource Capital Region received an award for the Tobacco Free Florida (TFF) project for smoking cessation. TFF is administered through the Florida's Department of Health's Bureau of Tobacco Free Florida and funded by money derived from the state's tobacco settlement agreement with major tobacco companies back in 1997. During the previous program year, CSCR referred 264 individuals to Tobacco Free Florida for assistance in their desire to quit smoking.



Local Nominees for the 2018 Florida Workforce Development Association Awards

Annually, the Florida Workforce Development Association asks for each local workforce investment board to nominate local staff for state-wide awards that are presented at the Workforce Development Summit. This year, the following individuals represented CareerSource Capital Region as nominees:



Billy Reddick - Barbara K. Griffin Workforce Excellence Award:
Overall, Billy Reddick is a true exemplar of what workforce development is all about. He embodies the CareerSource pillars - Collaborate, Innovate, and Lead – and is often sought for guidance not just from our local staff, but also from neighboring regions and even statewide entities.



Sherika Highman - Workforce Professional Champion Award:
For nearly seven years, Sherika Highman has brought her trademark enthusiasm to CareerSource Capital Region. In her current role, as an Internal Compliance Specialist for the SNAP & Welfare Transition programs, Sherika provides a critical function in providing exceptional service to our staff and career seekers by monitoring career seeker activity and eligibility, ensuring that supportive services are issued appropriately and program sanctions are processed in a timely fashion.



Heather O'Connor - FWCA Lighthouse Award:
Heather demonstrates an absolute commitment to excellence through her dependability, expertise, and exceptional internal customer service. As a result, our career seekers are sure to work with staff who are confident and consistent in their program delivery, experience minimal mistakes with their cases, and can progress toward their goals efficiently.



Katrina Tuggerson-Alexander - Workforce Partner Award:
Since joining our board of directors in 2017, Katrina's involvement has been a tour de force. From serving on the Talent Innovation committee to serving as a member of CSCR's Strategic Policy and Planning Council, she represents CareerSource Capital Region and workforce/economic development throughout our community helping to bridge partnerships with local officials, various players in the economic development arena.

Collaboration At It's Best

The Career Pathways Council was the proud recipient of a **2019 Florida Career Pathways Best Practice Award**. This award was presented for outstanding dedication and leadership in support of Florida's Career Pathways Initiatives as demonstrated through a Florida Best Practice entitled Career Pathways:

The Building Blocks for Creative Partnerships
Between Education, Employers and Community.

The Career Pathways Council Chair, **Kimberly Moore**,
and CSCR staff, **Tandria Edwards**, had the opportunity
to present information about the CSCR Career Path-
ways initiative as part of the Florida Career Pathways

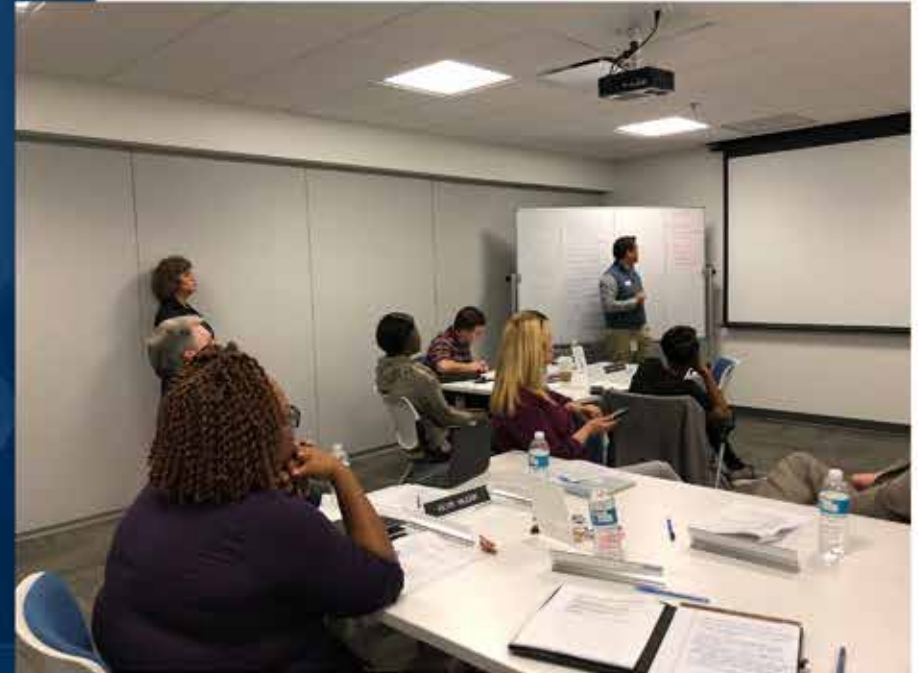
Network Annual Symposium, held in January 2019 in Jensen Beach, FL. The presentation highlighted the Council's unique ability to leverage relationships and bring partners in education, government, economic development and industry together and keep them engaged for a common purpose, building career pathways that lead to self-sufficient employment. The annual symposium offers attendees the chance to hear about best practices happening around the state, in areas such as STEM pathways, Secondary/Post-Secondary/Adult education, Models for Collaboration/Partnerships, Professional Development, and Development & Implementation.



REALIZING OPPORTUNITIES

Board Strategy Meeting

In January 2019, the board held a strategy session to determine areas the board wanted to further nurture, develop, and implement in the coming year. Members determined there are many areas in which progress could be made including resource development, ensuring parents and school counselors are aware of options available to students that include trades and occupations requiring short-term or on the job training, further developing the board's Talent Innovation Summit, and enhancing board member engagement. This meeting led to the board subsequently approving four goals for the coming year:



- 1 Grow the unrestricted funds through a money market account;
- 2 Champion work-based learning by engaging and educating parents;
- 3 Improve the awareness of CSCR in the general business community beyond the sectors through three tactics: the Talent Innovation Summit, Investment "cafeteria menu," and Collaborating with the Economic Development Organizations; and
- 4 Board development by bringing in new members and the education of all members.

BOARD OF DIRECTORS

The following individuals served on the CSCR board of directors during the 2018-2019 program year. We are thankful for their service and support!

Officers

Beth Cicchetti, Beth Kirkland Consulting, LLC, Chair
Scott Watson, CSI, Inc., Vice Chair
Nina Singleton Self, Capital Area Community Action Agency, Treasurer
Kevin Vaughn, Rogers, Gunter and Vaughn, Secretary

Chief Elected Officials

Commissioner Nick Maddox, Leon County
Commissioner Eric Hinson, Gadsden County
Commissioner Quincee Messersmith, Wakulla County

Members

Don Alveshere, Florida VR-DOE
Shelly Bell, Lively Technical College
Benjamin Boyd, Waffle House
Steve Capenos, Tallahassee Memorial Hospital
Brad Coburn, Capital Regional Medical Center
Tom Eisel, Capital Regional Medical Center
Mauricio Endara, Tallahassee Police Union, Local 167
Renisha Gibbs, Florida State University
Tawana Gilbert, Florida VR-DOE
Jonathan Gray, Cal-Maine Foods, Inc.
Holly J. Henderson, Gulf Power
Rebecca Kelly-Manders, Street Chefs
Maria Mead, Keiser University
Jim Murdaugh, Tallahassee Community College
Sarah Murphy, St. Marks Powder
Jeanna Olson, State of Florida, Department of C & F
Cristina Paredes, Office of Economic Vitality
Katrina Rolle, United Way of the Big Bend
Melissa Rudd, Wakulla School Teachers Association
John Shuff, Wakulla Economic Development Council
Katrina Tuggerson, Tallahassee-Leon Federal Credit Union

In addition, the following community members served on one of the board committees or councils during the year:

Monique Akanbi
Susan Backofen
Linda Barineau
Holly Bernardo
Keith Bowers
Freddy Branham
Christina Brown
Regina Browning
Andre Bryant
Michael Byrd
Tim Center
Jesse Clark
Jay Connelly
Graham Demont
Tom Derzypolski
Stephen Dunnivant
Natalie DuPont-Bradwell
Monique Ellsworth
Pamela Fisher
Jeanne Freeman
Eric Friall
David Gibson
Allison Gill
Catie Goodman
Tony Guillen, Jr.
Shereada Harrell

Bonnie Hazleton
Matthew Hollern
Mary Rayshell Holmes
Suzanne Hudson
Dr. Sylvia Jackson
Wayne Jennings
Daryl Jones
Lisa Jones
Travis Jones
Kim Kelling
Ann Landis
Libby Lane
Andy Lloyd
Nick Maddox
Judy Madsen
Scott Maynard
Martina McDowell
Chiquita McKnight
Kimberly Moore
Beth Nichols
Randy Nicklaus
Marcus Nicolas
Beth Oberacker
Danielle Price
Kevin Priest
Tiffany Randolph

Vernea Randolph
Jay Reeve
Jacob Reiter
Hurb Roberts
Angela Sapp
Fred Seamon
Claude Shipley
Sylvia Smith
Stephanie Solomon
Alva Striplin
Kristina Tutton
Amber Tynan
Dalynda Vause
Dod Walker
Rebecca Weaver
John Wilson
Kevin Winship



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