



Building & Sustaining Your Talent Pipeline

**ANNUAL
REPORT**
2019/2020

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Leadership Message

To say this program year wasn't business as usual is an understatement. While the 2019-2020 year began simply enough, the last quarter was anything but expected. As you will see throughout this report, nearly every facet of how CareerSource Capital Region (CSCR) provided solutions to employers and career seekers abruptly changed in March 2020.

The program year began as usual with the offering of professional development trainings, recruitment events for employers, collecting and distributing donations from Men's Wearhouse through our Clothes for Careers initiative, and hosting the Gadsden Hiring Fair, Dynamic Futures (young adult) Celebration, and Talent Innovation Summit. CSCR was moving full-steam ahead, assisting career seekers and employers in creating opportunities toward each other's success. By September, there were already enough career seekers enrolled to fully obligate the WIOA training budget for the entire program year. And, due to the very low unemployment numbers, career center traffic was down by 22% year-over-year, forcing the career center staff to focus more on outreach and delivering services outside of the centers at high schools, libraries, partner agencies, and at community events. Additionally, staff began to provide services in the Leon County Detention Center two days per week to help ensure that incarcerated individuals have employment opportunities secured upon release.

However, in late March, like many other businesses, CSCR's career centers closed its doors to the public as the COVID-19 pandemic disrupted our communities with the closures of businesses and escalating unemployment. The CSCR team remained focused and committed to keeping its staff safe while serving all of its customers, through 100% virtual means at first and then by appointment-only for career seekers in the centers. Through the implementation of several digital platforms, CSCR successfully offered workshops to both employers and career seekers as well as held its first virtual job fair, all while supporting a very high volume of citizens with unemployment claims.

Due to the resilience of the staff and leadership at CSCR, the 2019-2020 program year was a success, and we are pleased to share with you some of the results and highlights through this annual report.



Scott Watson
Chair, Board of Directors



Jim McShane
CEO



Nick Maddox
Chief Local Elected Official



Business Solutions

- **7,683** staff-assisted solutions provided to employers
- **30** recruitment events representing **36** employers, **901** career seekers and **123** confirmed placements
- **17** Professional Development Workshops with **455** employees in attendance
- **3** Hiring fairs with **59** employers represented, **164** career seekers in attendance and **11** confirmed placements
- **50** Power Hour attendees
- **4** BPAC meetings with an average of **12** members attending
- **2** REACT projects – included one onsite Hiring Fair
- **\$10,000** - Fee for Service & Sponsorships

COVID-19 Pandemic



VIRTUAL TOOLS IMPLEMENTED FOR BUSINESS SOLUTIONS

With the onset of the COVID-19 pandemic, the Business & Employer Solutions (BES) team had to find innovative ways to provide solutions to employers and maintain engagement. Our Account Executives met virtually with employers via Zoom, Teams, and telephone. Employer focused events shifted to virtual platforms as well including three Industry Sector Round Meetings, two Chamber sponsored lunch & learn webinars, four professional development trainings, and one information session regarding Apprenticeships.



2019 Talent Innovation Summit: Building and Sustaining Your Talent Pipeline

In September, 150 business, education, economic and workforce development professionals joined us for the 2019 Talent Innovation Summit. Key innovative approaches and cutting-edge solutions to build and sustain our talent pipelines were shared.

Keynote speakers Carol McDaniel, Director of Global Talent Acquisition at Delta Airlines, and Ron Busby, CEO and Founder of U.S. Black Chambers, Inc. were outstanding, as were our panelists, Steve Capenos (TMH), Mike LePorin (Tri-Eagle Sales), Gina Reeves (Syntech Systems), and Leia White (League of Southeastern Credit Unions)!

Many thanks for all of the sponsors and partners for their support: CareerSource Florida, WFSU, Keiser University, Tallahassee Community College, Gulf Power Company, Inspired Technologies, Lively Technical College, Office of Economic Vitality, Centennial Bank, Florida State University, Tallahassee Memorial Healthcare, Beth Kirkland Consulting, CSI Contracting, Big Bend SHRM, and Capital City Chamber of Commerce.



Hiring Fairs & Recruitment Events



During the 2019 –2020 program year, CareerSource Capital Region held two region-wide Hiring Fairs. **The Gadsden County Hiring Fair & Paychecks for Patriots Hiring Fair** had a total of 58 employers present and 116 career seekers in attendance. These hiring fairs featured jobs in manufacturing, construction, transportation, logistics, health care, retail & more. The **Paychecks for Patriots Hiring Fair** highlighted military veterans and their eligible dependents.

In addition, CSCR hosted more than two dozen **Recruitment Events** throughout the year for individual employers, ranging from Popeye’s and Tri-Eagle Sales to General Dynamics Land Systems and Tallahassee Memorial Health Care. Recruitment events offer employers interview schedules pre-filled with qualified, skilled talent.

Employer comments:

“CareerSource provides a valuable service to employers - expanding their recruitment reach! We are so grateful for their resources.”

“It is a privilege to provide employment opportunities to Military Veterans in our community. They are a great asset to our workforce.”

“CareerSource Capital Region Nailed It!”

“This year we are working with Career Source and have had much better success at finding qualified candidates.... This improved process has doubled our success rate of getting qualified candidates.”

“For this event the quality of career seekers was great. We appreciate the assistance, the staff support, and the welcoming space to conduct interviews.”

2019 Veteran Friendly Employers Recognized

Each year, CareerSource Capital Region recognizes employers who demonstrate a commitment to putting our warriors back to work. Officials from the Florida Department of Economic Opportunity and CareerSource Florida joined CareerSource Capital Region in presenting the 2019 CareerSource Capital Region Veteran Friendly Employer Program Recognition Award to the following businesses:

211 Big Bend

Consolidated Dispatch Center

Williams Communications

“Paychecks for Patriots is a unique opportunity for veterans to meet employers face-to-face who are ready to hire in a variety of industries.”

CareerSource Capital Region
CEO Jim McShane



Industry Sector Round Meetings

CareerSource Capital Region (CSCR) continues to develop industry sector partnerships throughout our business, education, industry associations and economic development communities. In addition to the Construction, Transportation, & Logistics; Health Care; and IT & Professional Services; sector rounds, a stand-alone Manufacturing Sector Round was introduced during the year.

In total, 10 industry sector meetings were held with an average of 19 partners in attendance.

CSCR's industry sector round discussions help with partner engagement while gathering worthwhile industry intelligence on trends, issues, best practices and workforce needs that will help develop viable solutions for both current and future regional workforce challenges.



Significant Partnership Begins with Tallahassee Fire Department

In December, the Tallahassee Fire Department (TFD) met with the CareerSource Capital Region team to ask for assistance with their hiring needs. TFD was actively trying to increase diversity in their hiring, but their challenge was finding candidates who were able to complete and pay for the fire and Emergency Medical Service training. Vincent Palmer of CSCR's Dynamic Futures program discussed with TFD how the program could provide training dollars to participants to complete the required training. Two candidates completed the training in June 2019 and completed the TFD Firefighter Recruit Class graduation. Several additional Dynamic Futures participants have enrolled in the training program and are future candidates for TFD.

#ChangingLives

#CSCRconnects



Special Projects and Grants

National Dislocated Worker Grant - Hurricane Michael

The National Dislocated Worker Grant – Hurricane Michael was successfully completed this year. CareerSource Capital Region (CSCR) was one of four regions that received funding to operate this grant October 2018 through June 2020 to provide disaster relief employment in the form of temporary jobs that supported storm response and recovery efforts.

By the Numbers:

Total Career Seekers Enrolled:	Total Enrolled in Temporary Employment:	Total Support Services Provided:	Total Worksites/Agreements:	Total Permanent Job Placements:
28	11	21	7	21

Wages in Permanent Positions:

\$8.46 to \$18.00 per hour

“We most appreciated that CareerSource Capital Region was able to provide a most needed staff person. It was a great program, and the CareerSource staff was very supportive and helpful.”

“When I learned that I would be working with a local non-profit, I was very excited. I was already familiar with the agency and many of my skills lined-up with their mission to serve the community. I couldn’t have hoped for a better experience. Thank you again to everyone who took part in seeing me through this process.”

National Dislocated Worker Grant - COVID-19

In May 2020, CareerSource Capital Region was awarded \$210,000 to assist career seekers in the Capital Region who were impacted by the coronavirus pandemic. This grant provides temporary employment for workers who have lost their jobs due either temporarily or permanently as a result of the pandemic or individuals who are long term unemployed.

Florida-Georgia Workforce Alliance

To promote a thriving talent market to meet the demands of employers along the states' borders, the Florida-Georgia Workforce Alliance moved from a research study completed in 2018 to actionable goals for 2020 and beyond. Through a CareerSource Florida grant, the Alliance secured a consultant to assist with formalizing its committee structures, designating committee chairs, and establishing working committees. Quarterly, nearly 80 workforce development professionals met to work on committee goals as well as discuss industry sector strategies and training provider solutions. The Alliance also invited two additional workforce regions (FL Region 3 and AL Region 6) to join. In June, this tri-state leadership affiliation presented on its regional collaboration at the National Association of Workforce Boards. Following, implemented its first sector strategy conference for July 2020. Another presentation by the Alliance leadership regarding its regional collaboration is set for the Southeastern Employment & Training Association conference in March 2021. We are proud of the regional and national recognition garnered by the Alliance!

Apprenticeship Grant

During the 2019-2020 program year, the Apprenticeship Grant project established and enhanced the following partnerships: *Inspired Technologies, Florida Rural Water Association and Tallahassee Refrigeration & Air Conditioning Contractors Association*. CSCR also launched a webinar to educate employers and career seekers on the benefits of apprenticeships, a total of 67 registrants attended and 448 people engaged with this information.



Manufacturing Sector Strategies Grant

The Manufacturing Sector Strategies grant provides a platform for employers, educators, workforce developers and other stakeholders to connect and address the needs and challenges within the industry in the Capital Region. Manufacturing is now a modern, high-tech industry which is essential to the production of in-demand goods. This grant will assist in training-up the workforce and allow educators and employers a forum where they can partner to ensure training offered by education partners is up-to-date and customized. There are three objectives of this grant, to provide a forum for employers to collaborate, engage education providers to understand industry needs, and contribute training dollars to increase talent in the manufacturing sector.

“This grant is a good start to identifying a future trend. We are in the midst of the smart manufacturing revolution and I am glad see that we are part of the movement.”



Career Seeker Success!



Special Projects Coordinator for the National Dislocated Worker Grant (NDWG).

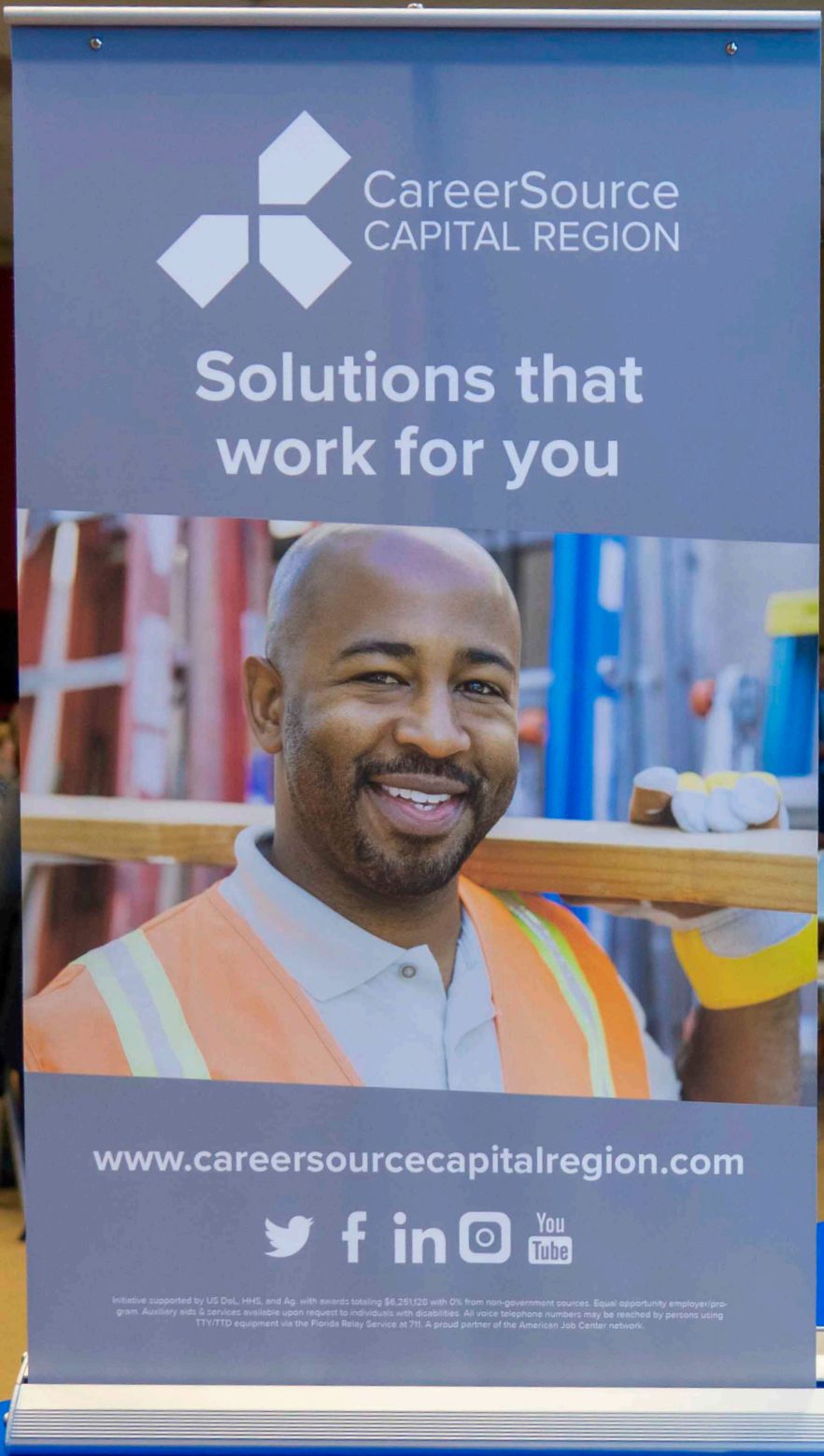
After acceptance into the program, Mr. Ford received an NDWG temporary assignment with the City of Gretna. During his 10-week tenure with the City of Gretna, he earned the reputation of having an excellent work ethic, being dependable, and worked well with permanent employees. He was offered a full-time position with Trulieve and exited the NDWG Program.


Later, he called Ms. Johnson to inform her that he was offered another full-time job with Big Bend Restaurant & Supply as a Delivery Driver; 40 hours per week; \$15 per hour; which was a higher salary. He was elated and very complimentary of CSCR staff and grateful for the opportunity to be a part of the NDWG Program. “Thank you again for everything!”

#ChangingLives

Gabriel Ford was referred to CareerSource Capital Region, by a previous career seeker success from our former STEM Ready program. At the time of the referral, Mr. Ford was living out of his car in his church’s parking lot because he had lost his CDL license due to the inability to pay traffic fines. As a result, he was terminated by the employer. Mr. Ford has a wife and three kids and was desperate to find a permanent job, with consistent income, when he met with Katrina Johnson,










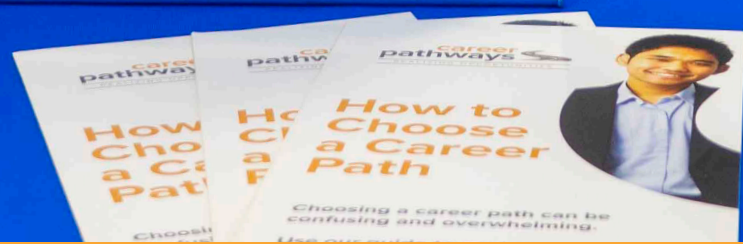
 CareerSource
CAPITAL REGION

Solutions that work for you

www.careersourcecapitalregion.com


Initiative supported by US DoL, HHS, and Ag. with awards totaling \$6,251,125 with 0% from non-government sources. Equal opportunity employer/program. Auxiliary aids & services available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711. A proud partner of the American Job Center network.



career pathway
CA pathw
Career Pathways

How to Choose a Career Path

Choosing a career path can be confusing and overwhelming.



Career Seeker Solutions

- 431** Executive Center Visits
- 9,034** Leon Career Center Visits
- 3,547** Gadsden Career Center Visits
- 2,589** Wakulla Career Center Visits
- 55,553** Solutions Provided to Individuals
- 12,471** Staff Referrals to Job Postings
- 11,152** Unique Individuals Receiving Solutions
- 1,479** Job Placements
- 93** Worksites Providing Work Experience Opportunities
- 380** Career Center visits by Veterans

Top Training Programs

- Commercial Truck Driving
- Registered Nursing
- Firefighter
- Law Enforcement
- Welding
- Medical Assistant

Top Schools Based on Financial Aid Allocation

Tallahassee Community College	\$30,680
National Training Institute	\$20,000
Keiser University	\$12,570
Roadmaster's Drivers School	\$10,000
Lively Technical College	\$7,371



Partnerships Elevating Talent

Success Academy

CSCR partnered with Success Academy to serve at risk youth to discuss careers and provide an overview of the solutions available through CSCR. Staff participated in the Success Academy's Career Day and met with students to share our solutions and labor market information on various careers available in our local area. The Success Academy staff were so pleased with the presentation and information offered that they extended an invitation for staff to serve as mentors to several students that need guidance on life and careers as well general support to meet their educational and career goals.



Cougars R.I.S.E



Through a partnership with Godby High School, Tallahassee Community College, Leon County School Board, Tallahassee Chamber of Commerce, WFSU, and Leon County government, CSCR was brought in to discuss career readiness with students in the Cougars R.I.S.E program. R.I.S.E which stands for Resourcing Individuals for Success and Empowerment, seeks to address the opportunity gap that exists in many communities. In particular, the arbitrary circumstances in which people are born—such as their race, ethnicity, zip code, and socioeconomic status—that

determine their opportunities in life, rather than all people having an equal chance to achieve the best of their potential. CSCR screened the students for WIOA eligibility to offer services. As a part of exposing the participants to careers and employment, employers discussed their industry and career opportunities. Students who were deemed eligible were enrolled in the Dynamic Futures program and provided work experience opportunities.

Leon Works Junior Apprenticeship Program



This program is an opportunity for Leon County to train its potential, future workforce in skilled careers. Through the program, Leon County high school students are provided with job readiness training and work experience opportunities through the partnership of Leon County Government, Leon County Schools and CSCR. This partnership allows for youth in both the Spring and the Fall to receive training in Leon County careers, under the supervision and mentorship of County employees, of their choosing that range from Paramedics to IT. Sixteen (16) young adults participated in Dynamic Futures for career readiness training. For those who met WIOA eligibility, the young adults were also enrolled in CSCR's Work Experience program and were placed on a worksite.

ACE Transitions



Our partnership with Adult & Community Education (ACE) Transitions continued this year. A total of three youth with other abilities are enrolled in the WIOA program. Through use of the Dynamic Futures Program curriculum, we were able to successfully exit the youth from the ACE Transitions program into a Work Experience opportunity and ultimately permanent placement. The training provided proved to be invaluable to these students on their goals for obtaining a job.

COVID-19 Pandemic



VIRTUAL TOOLS IMPLEMENTED FOR CAREER SEEKER SOLUTIONS

Career Edge

Career Edge is an online career development portal which offers users content covering job search strategies, interview techniques, professional development, life skills, virtual portfolios and a resume builder. Over 1,000 program participants from WT, SNAP and WIOA were bulk enrolled and provided access to the resources provided on the Career Edge platform.

Metrix Learning System

Metrix Learning is a comprehensive platform that delivers career exploration tools, career pathways, job search tools, assessments, and online skills training. Individuals have the ability to virtually register, update job skills via e-learning courses, track progress, earn skills badges and explore careers. In addition, there is an innovative Career Pathways Tool that is designed to assess skills, visualize their skills gap and remediate skills through recommended training. Metrix Learning includes Provelt! testing as well as over 100+ industry-recognized certification training tracks.

Dynamic Futures Work Experience (WEx) Virtual Hiring Fair

CSCR found an innovative way to continue to place youth in WEx opportunities. Due to COVID-19, we were not able to utilize the tried and true method of placing employers and youth in a room and allow for introductions. Through use of technology, CSCR was able to host its first WEx virtual fair on the Zoom platform. Youth were provided employment readiness workshops including how to interview, how to dress, and professional etiquette. 20 youth and 9 employers participated along with Dan McGrew (Operations Manager) and Jim McShane (CEO). By all accounts, the event was a success. Employers expressed that the participating youth were well-prepared and were ready to offer WEx opportunities on the spot.

Leon County Summer Youth Program

Due to COVID-19, the county was forced to cancel their annual Summer Youth Program. However, CSCR stepped in and provided eligible youth an opportunity to participate in our first Virtual Reverse Hiring Fair. CSCR used its various Work Experience worksites and community partnerships to place youth in work experience opportunities in summer 2020.

Career Seeker Success!

Deborah Sanders lost her home in Panama City as a result of Hurricane Michael. For a year, she bounced between homes of friends and family in Panama City, trying to survive through temp jobs, since the dental office where she worked permanently closed.

Following a year of frustration, she relocated to Wakulla County, where her son and grandchildren live, and visited the Wakulla Career Center.

When Deborah came in to tell us about her new job at the Red Hills Oral Surgery Center, she said, “Because of your help, I now have a job that pays me \$2/hour more than I was earning in Panama City. Plus the rent on my Crawfordville apartment is half the cost of what it was in PC. You fixed my resume, helped me with job searching and provided me with a list of food banks and a voucher to get interview clothes. I am so grateful for your help and kindness. God works wonders if we just keep believing.”



Deborah Sanders



Helping Veterans



This year, CSCR assisted a total of 647 veterans who received 3,140 services. Of these veterans served, 102 were able to obtain employment as a direct result of collaboration, community partnerships, coordination of efforts as well as our commitment to provide quality service.

Additionally, the Disabled Veterans Outreach Program (DVOP) realized a 16% increase in the number of veterans with significant barriers whom they assisted, which represented 194 of the 647 CSCR assisted. Additionally, placements of veterans with significant barriers rose by 32%, to 88, of which 24 were homeless veterans.

Finding Success Through Significant Partnerships and Events

Sound case management, coupled with

effective time management and a solid bond with community partners such as the Big Bend Homeless Coalition, Homeless Veterans Reintegration Program, County Veteran Service Officers and 2-1-1 Big Bend contributed significantly to CSCR's success in assisting veterans this year.

CareerSource Capital Region participated in and hosted several events this year bringing both veterans and partners to the table. At the 2019 North Florida Veteran Stand Down, CSCR once again partnered to bring various solutions for veterans such as our clothing closet and a headshot booth, so veterans wanting to update their online profiles would have a professional headshot. Additionally, CSCR coordinated two employers to be present: Esposito's and Tradesmen International. The 2019 event was a success.

Helping veterans gain suitable employment continues to be the focus of CSCR. Additional events for veterans hosted by CSCR this year included:

- Veterans Connect
- Veterans Helping Veterans
- Vets: We Know Where the Jobs Are
- Veterans Express
- Paychecks for Patriots Hiring Fair

The CSCR Local Veterans Employer Representative (LVER) collaborates with employers to promote and secure employment and training opportunities for military veterans and their family members. This year, the LVER collaborated with nearly 120 employers to create and/or identify potential employment opportunities for military veterans. In addition to partnering with local, state and national companies to post employment opportunities, the LVER has coordinated several hiring events to connect employers with career seeking military veterans.

Veteran Success

The **CSCR DVOP** met veteran Trent Almeter at the Kearney Center (Homeless Shelter). Mr. Almeter had done clean-up type work in Panama City, due to Hurricane Michael and had become a dislocated worker. After an assessment, the DVOP called the Big Bend Homeless Coalition for Mr. Almeter and contacted a local business owner who the DVOP knew was hiring. Mr. Almeter went to work that same day. The DVOP continued to aid in the process of getting Mr. Almeter out of the homeless center and into his own residence. The DVOP then job searched to find more suitable employment for Mr. Almeter who was able to begin working at Barber Construction. Due to Mr. Almeter having a suspended driver's license, the DVOP called the Tallahassee Veterans Legal Collaborative (TVLC) and set up a meeting to get assistance for the veteran to regain his driver's license. The TVLC was able to make the calls and assist with getting all the information needed to get Mr. Almeter's driver's license reinstated. This is a great example of community partners working together to assist our local veterans in becoming economically stable.

#ChangingLives





During the year, the Career Pathways Council was prepared to respond to the needs of the health care community, as communicated by local employers, by hosting a Health Care Hiring Event. Unfortunately, though, the plans had to be delayed due to the Covid-19 pandemic. While the Council was unable to carry out its major project this year, the group was still able to focus on the following:



- Continued partnerships with vital stakeholders, including those from the employee community, economic development, community development and secondary and post-secondary educational institutions.
- Distributed an employer survey in order to gain valuable feedback regarding their workforce needs, including hard-to-fill job openings (to determine if there are training gaps) and to buildout career pathways for the Capital Region.
- CSCR CEO, Jim McShane, outlined his vision to expand the council beyond this region, to include members of the Florida Georgia Workforce Alliance. This partnership will commence upon approval of the FGWA Executive Committee.
- Continued focus on ensuring the members are kept up-to-date on in-demand occupations, in order to aid in their response time to both current and future training opportunities.



Spotlight on Awards and Recognition

CSCR Awarded Wakulla County Chamber's Non-profit Business of the Year



CareerSource Capital Region was selected as the 2019 Non-profit Business of the Year by the Wakulla County Chamber of Commerce. The announcement was made in November at the Wakulla Chamber of Commerce annual Business Excellence Awards Banquet, presented by Ameris Bank.

“CareerSource Capital Region is proud to accept this honor and recognition as we continue to provide the best possible assistance to career seekers and businesses in Wakulla county,” said Karen Wells, Career Center Manager at CareerSource Capital Region. “Our job is to continually

help folks see the positive, make an introduction, put in a good word, give advice and remind folks they are good enough when perhaps they forgot. We all struggle. At CareerSource Capital Region, we believe the solution is to help one another.”

Bell Named Florida's Workforce Partner of the Year



Congratulations to Shelly Bell, Director of Career, Technical and Adult Education at Lively Technical College for being selected by the Florida Workforce Development Association in partnership with the Department of Education as Florida's Workforce Partner of the year! The announcement was made at the Florida Workforce Professional Development Summit in Orlando, FL, in September 2019.

Ms. Bell was nominated for this award by CareerSource Capital Region for her strong advocacy for workforce development and training. Ms. Bell has taken an aggressive approach within the Leon County K-12 system to reinvigorate Career and Technical Education; promote and help coordinate training for apprenticeships as well as quickly adjust course offerings to meet the needs of employers in the capital area.

We couldn't be more thrilled that she was selected! Congratulations, Shelly!

Staff Nominees for the 2019 FWDA Awards

Each year, the Florida Workforce Development Association (FWDA) calls for staff nominations from each local workforce investment board for state-wide awards that are presented at the Florida Workforce Professional Development Summit. This year, the following individuals represented CareerSource Capital Region:

Workforce Professional Champion Nominee – Patrick Medlock



Driven. Gregarious. Effective. As a Workshop Facilitator, Patrick inspires professional competence. He epitomizes Innovation and Peer Leadership. Patrick has proven himself not only as a talented and invaluable employee and workforce champion, but a trusted community resource whose impact is immeasurable.

Barbara K. Griffin Workforce Excellence Nominee – Ron Fedd



For the past 20 years of his professional career, Ron has been devoted to selflessly helping others step into their next stage in life. His infectious smile and effervescent personality calms fears and ignites hope in the lives of others, particularly during the times when there appears to be no hope. Whether he is assisting career seekers with Unemployment Insurance claims, Employ Florida registration, or Employ Florida job searches and/or simply lending a listening ear, Ron's delivery of exemplary customer service to all is consistently superior.

FWCA Lighthouse Nominee – Heather O'Connor



Heather is the consummate "behind-the-scenes" professional. She is responsible for executing our regional quality plan. Heather has established herself as a first-line resource for front-line staff when it comes to compliance and knowledge of programs. 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.

Investing in Our Communities

CareerSource Capital Region system-wide staff served our communities in a variety of ways, both inside and outside the organization this year. We are proud to acknowledge our team members who volunteered with philanthropic organizations, social service non-profits, veterans organizations, churches and professional associations.

Some of the organizations where staff served as board members and/or volunteers this year include, but are not limited to, Chelsea House, Big Bend After Reentry Coalition, Tallahassee Federal Correctional Institution and Marianna Federal Prison Camp for Women, US Conference of Mayors Workforce Development Council, National Association of Workforce Boards, Florida Workforce Development Association, Opportunity Florida, Florida Economic Development Association, Big Bend Continuum of Care, Early Learning Coalition of the Big Bend, Florida Georgia Workforce Alliance, City of Tallahassee Affordable Housing Advisory Committee, Big Bend Society for Human Resource Management, Sickie Cell Foundation, Veterans Treatment Court, Closing the Achievement Gap, Inc., Community Human Services Partnership, Foundation for Leon County Schools, Leadership Tallahassee, World Class Schools Best and Brightest Scholarships, Leon County Sheriff's Advisory Council, Tallahassee Veteran Legal Collaborative, Dale Mabry Army Airfield Museum, and many more!

You're likely to see our staff members throughout our community, serving others both in their jobs as well as in leadership roles with other community organizations.



Top 25 Women You Need to Know



In February, our own Kara Palmer Smith, Senior Director, was named among the 2020 class of 25 Women You Need to Know! Now in its 14th year, this program is the Tallahassee Democrat's way of honoring women who lead from the front or from behind the scenes. They represent the best of Tallahassee and the other surrounding areas, and we couldn't agree more. Congrats, Kara!

Brown Honored as Big Bend SHRM 2019 Volunteer of the Year



In December, Big Bend SHRM presented its 2019 Volunteer of the Year award to Charlotte Brown, HR & Communications Manager. The Volunteer of the Year is an annual award that recognizes a chapter member who actively supports, promotes, and develops the human resource profession through volunteerism. In 2019, Brown worked tirelessly with Big Bend SHRM's certification program. Way to go, Charlotte!

United Way Workplace Campaign

Making a Difference In Our Community

From bake sales to themed attire, jean days and an amazing talent show, CareerSource Capital Region system-wide staff raised \$8,471.30 during the 2019 United Way of the Big Bend campaign! Many thanks to Rachel Oliver, Leon Career Center Manager, for serving as our campaign Chair this year, along with the following local campaign captains:

Nekeshia Harris - Gadsden

Vincent Palmer & Jecheta Blackshear - Leon

Asha Baity - Wakulla

Reenee Williams & Tekela Miles - Admin

The generosity and competitive spirit of our staff continues to amaze! Always supporting the community we serve and helping people who are most in need in the Big Bend Area.





Financial Highlights

Statement of Financial Position As of June 30, 2019

2019

ASSETS

Cash	\$399,628
Grants and contracts receivable	\$345,598
Prepays	\$6,410
Capital assets, net	\$60,397
Total Assets	\$812,033

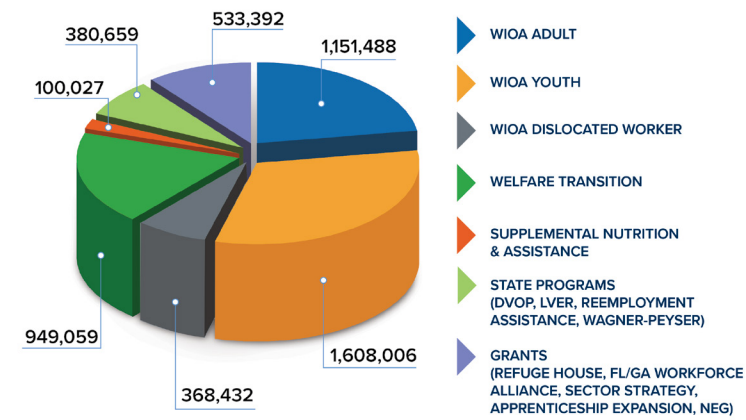
BALANCE SHEET DATA

Accounts payable	\$412,580
Unearned revenue	\$71,460
Noncurrent liabilities	\$56,755
Total Liabilities	\$540,795

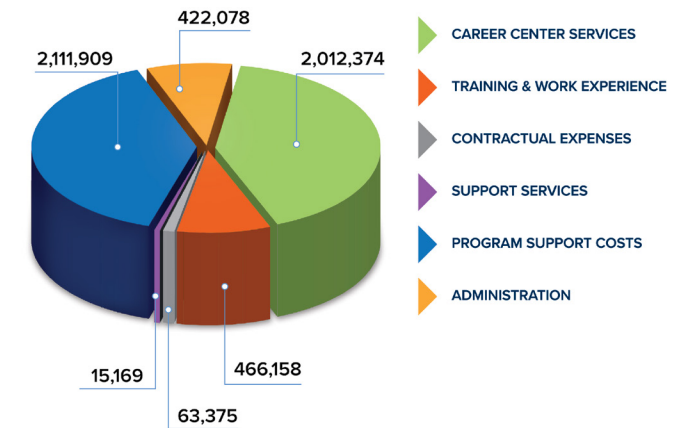
NET POSITION

Invested in capital assets	\$60,397
Unrestricted	\$210,841
Total Net Assets	\$271,238

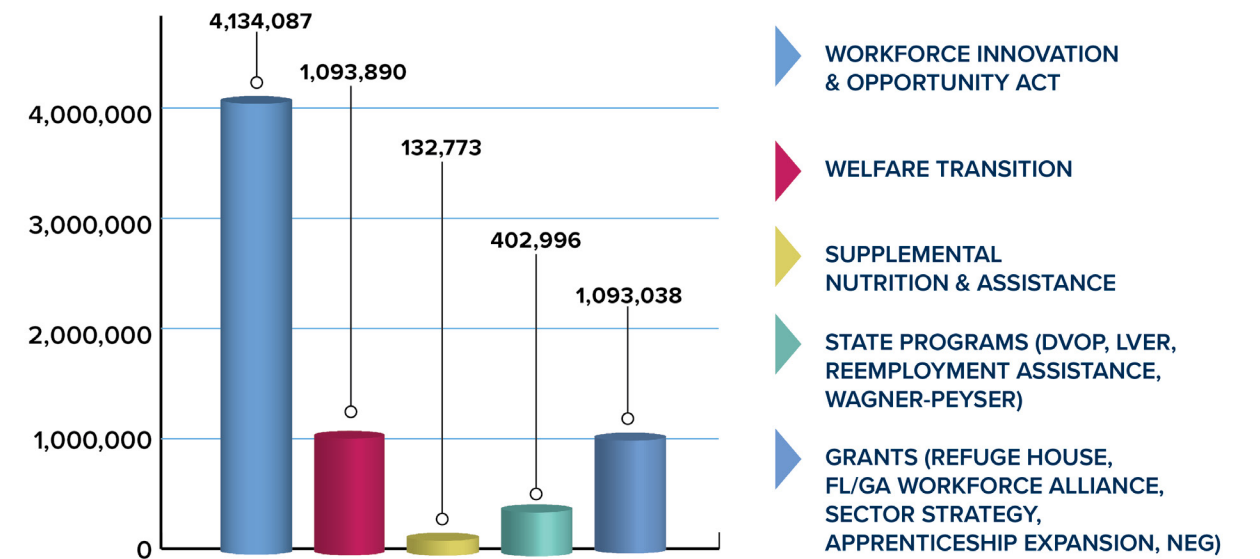
2019-2020 PROGRAM EXPENSES / REVENUE



2019-2020 FUNCTIONAL EXPENSES



2019-2020 FUNDING AVAILABILITY



Board of Directors, Chief Elected Officials, Committee Members

The following individuals served on the CSCR board of directors during the 2019-2020 program year. We are thankful for their service and support!

Board Officers

Chair – Scott Watson, CSI Contracting, Inc.
 Vice Chair – Jonathan Gray, Cal-Maine Foods, Inc.
 Secretary – Kevin Vaughn, Rogers, Gunter, Vaughn, Inc.
 Treasurer – Nina Self, Capital Area Community
 Action Agency
 Past Chair – Beth Cicchetti, Beth Kirkland Consulting, Inc.

Board Members

Shelly Bell, Leon Co. Schools – Lively Technical College
 Lisa Blaser, Tallahassee Memorial Healthcare
 Steve Capenos, Tallahassee Memorial Healthcare
 Stephen Copper-Butler, Walmart, Inc.
 Tom Eisel, Capital Regional Medical Center
 Mauricio Endara, Tallahassee Police Union, Local 167
 Amy Geiger, Wakulla Economic Development Council
 Renisha Gibbs, Florida State University
 Tawana Gilbert, DOE – Florida Vocational Rehabilitation
 Holly Henderson, Duke Energy
 Patrick Hutto, St. Marks Powder
 Rebecca Kelly-Manders, Street Chefs, LLC.

Martina McDowell, Manpower
 Maria Mead, Keiser University
 Sarah Murphy, St. Marks Powder
 Jeanna Olson, Florida Dept. of Children & Families
 Cristina Paredes, Office of Economic Vitality
 Katrina Rolle, United Way of the Big Bend
 Melissa Rudd, Florida Education Association/
 Wakulla High School
 John Shuff, Wakulla Economic Development Council
 Theresa St. Jean, BASF
 Katrina Tuggerson, Tallahassee-Leon
 Federal Credit Union
 Amber Tynan, United Partners, for Human Services

Chief Elected Officials

Commissioner Erick Hinson – Gadsden Co.
 Commissioner Nick Maddox – Leon Co.
 Commissioner Quincee Messersmith – Wakulla Co.

Volunteer Leaders

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

Allison Gill	Hurb Roberts	Monique Ellsworth
Alva Striplin	Jacob Reiter	Natalie DuPont-Bradwell
Andy Lloyd	Jay Connelly	Nick Maddox
Angela Sapp	Jay Reeve	Officer Andre Bryant
Ann Landis	Jeanne Freeman	Pamela Fisher
Antonio Jefferson	Jesse Clark	Randy Nicklaus
Ashley Crowell	John Wilson	Rebecca Weaver
Benjamin Boyd	Jonathan Gray	Sarah Murphy
Beth Nichols	Joshua DeSha	Scott Maynard
Beth Oberacker	JR Harding	Shariden Lord
Bonnie Hazleton	Judy Madsen	Shereada Harrell
Catie Goodman	Keith Bowers	Shuntel Fuller
Chiquita McKnight	Kevin Gehrke	Stephanie Solomon
Claude Shipley	Kevin Priest	Stephen Dunnivant
Corrie Melton	Kevin Winship	Susan Backofen
Dalynda Vause	Kim Kelling	Susan Smith
Daryl Jones	Kim Moore	Suzanne Hudson
David Gibson	Kristina Tutton	Sylvia Smith
Dod Walker	Libby Lane	Tiffany Randolph
Don Alveshere	Linda Barineau	Tim Center
Dr. Sylvia Jackson	Lisa Jones	Tom Derzypolski
Drew Dietrich	Marcus Nicolas	Tony Guillen, Jr.
Eric Friall	Mary Rayshell Holmes	Travis Jones
Freddy Branham	Matthew Hollern	Vernea Randolph
Graham Demont	Michael Byrd	Wayne Jennings
Holly Bernardo	Monique Akanbi	



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