



**Consortium Meeting**

**Thursday, March 19, 2026 – 3:30 p.m.  
2703 NE 14<sup>th</sup> Street, Ocala, FL 34470**

**Zoom Meeting: <https://us02web.zoom.us/j/81569475476>  
Phone 1-646-558-8656 Meeting ID: 815 6947 5476**

**AGENDA**

Call to Order Roll Call Approval of Minutes, December 18, 2025	Pages 2 - 3	C. Zalak C. Schnettler C. Zalak
<b><u>ACTION ITEMS</u></b> Regional Planning Area Expansion Powell and Jones Audit Report Local Area Designation / Direct Services Provider Extension Member Appointment Membership Terms Member Reappointment Membership Reappointment Reduction of Board Size Term Adjustments	Pages 4 - 6 Page 7 Pages 8 - 21 Pages 22 - 24 Page 25 Page 26 Page 27 Page 28 Page 29	R. Skinner R. Skinner R. Skinner R. Skinner R. Skinner R. Skinner R. Skinner R. Skinner R. Skinner
<b><u>DISCUSSION ITEMS</u></b> State Update Workforce Issues Important to Our Community PIP Update		R. Skinner R. Skinner R. Skinner
<b><u>PUBLIC COMMENT</u></b>		
<b><u>PROJECT UPDATES</u></b> Indicators of Performance Letter Grade Board Member Agenda – 3/4/2026	Page 30 Pages 31 - 34 Pages 35 - 37	D. French D. French R. Skinner
<b><u>MATTERS FROM THE FLOOR</u></b>		
<b><u>ADJOURNMENT</u></b>		

**OUR VISION STATEMENT**

*To be recognized as the number one workforce resource in the state of Florida by providing meaningful and professional customer service that is reflected in the quality of our job candidates and employer services.*



**CAREERSOURCE CITRUS LEVY MARION  
Consortium**

**MINUTES**

DATE: December 18, 2025  
PLACE: CareerSource CLM – 14 Street Career Center  
TIME: 2:00 p.m.

**MEMBERS PRESENT**

Commissioner Barek  
Commissioner Hodge  
Commissioner Zalak

**MEMBERS ABSENT**

**OTHER ATTENDEES**

Dale French, CSCLM  
Cira Schnettler, CSCLM

Bob Stermer, CSCLM Attorney

**CALL TO ORDER**

The meeting was called to order by Commissioner Zalak, Chair, at 2:04 p.m.

**ROLL CALL**

Cira Schnettler called roll, and a quorum was declared present.

**APPROVAL OF MINUTES**

Commissioner Barek made a motion to approve the minutes from the September 15, 2025, meeting. Commissioner Hodge seconded the motion. Motion carried.

**ACTION ITEMS**

None

**DISCUSSION ITEMS**

State Update

- Dale French reviewed the performance improvement plan response letter. The letter was sent to State representatives on December 10, 2025. We are awaiting their response and suggestions. We are working with staff to develop goals to address the issues and will create a performance dashboard spreadsheet for these quarterly meetings.

**Workforce Issues Important to Our Community**

Commissioner Barek stated that Citrus County continues to struggle with high

unemployment. There was discussion about the factors that contribute to the unemployment rate. Citrus County also has created a program through public transportation that will assist job seekers with transportation to and from work.

Board Membership Status

Dale French reviewed the four vacancies. One private sector vacancy in Marion, one economic development vacancy, and two private sector in Levy. He encouraged members to identify members in their communities that would be a good fit for the board.

**PUBLIC COMMENT**

None

**PROJECT UPDATES**

Broadband Scorecard

Dale French explained that the Broadband program continues to have successful enrollments. The grant serves Levy County and nine other counties along the rural corridor going north. Several young adults are making good salaries through the program. The committee agreed that using their testimonials would have a positive impact to encourage high school students to explore broadband career paths.

YouthBuild Marion/Citrus

Dale French was happy to share that the Marion YouthBuild participants are working on their second of four houses in the grant with 23 enrollments.

The Citrus County program has 4 participants that are working on the Habitat of Citrus Springs project.

Board Member Agenda – 12/10/2025

The board agenda was available for review.

**MATTERS FROM THE FLOOR**

None

**ADJOURNMENT**

There being no further business, the meeting was adjourned at 2:24 p.m.

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



## **RECORD OF ACTION/APPROVAL**

**Consortium Meeting, Thursday, March 19, 2026  
Board Meeting, Wednesday, March 4, 2026 Executive  
Committee, Wednesday, February 25, 2026**

### **TOPIC/ISSUE:**

Regional Planning Area Expansion

### **BACKGROUND:**

CareerSource Florida mandates that each of Florida's 21 local workforce areas be part of a regional planning area. In our initial formation, CS NE Florida deferred as they were arguing that their size (6 counties) should qualify them as a regional area. CSF did not accept their argument. With their location, our RPA is their logical option

### **POINTS OF CONSIDERATION:**

In analyzing the CS NE Fla's joining our RPA, their targeted sectors and the workforce commuting data show a relationship with counties in our RPA

### **STAFF RECOMMENDATIONS:**

Accept CS NE Florida into the RPA. Approve amendment to our existing RPA agreement for their inclusion

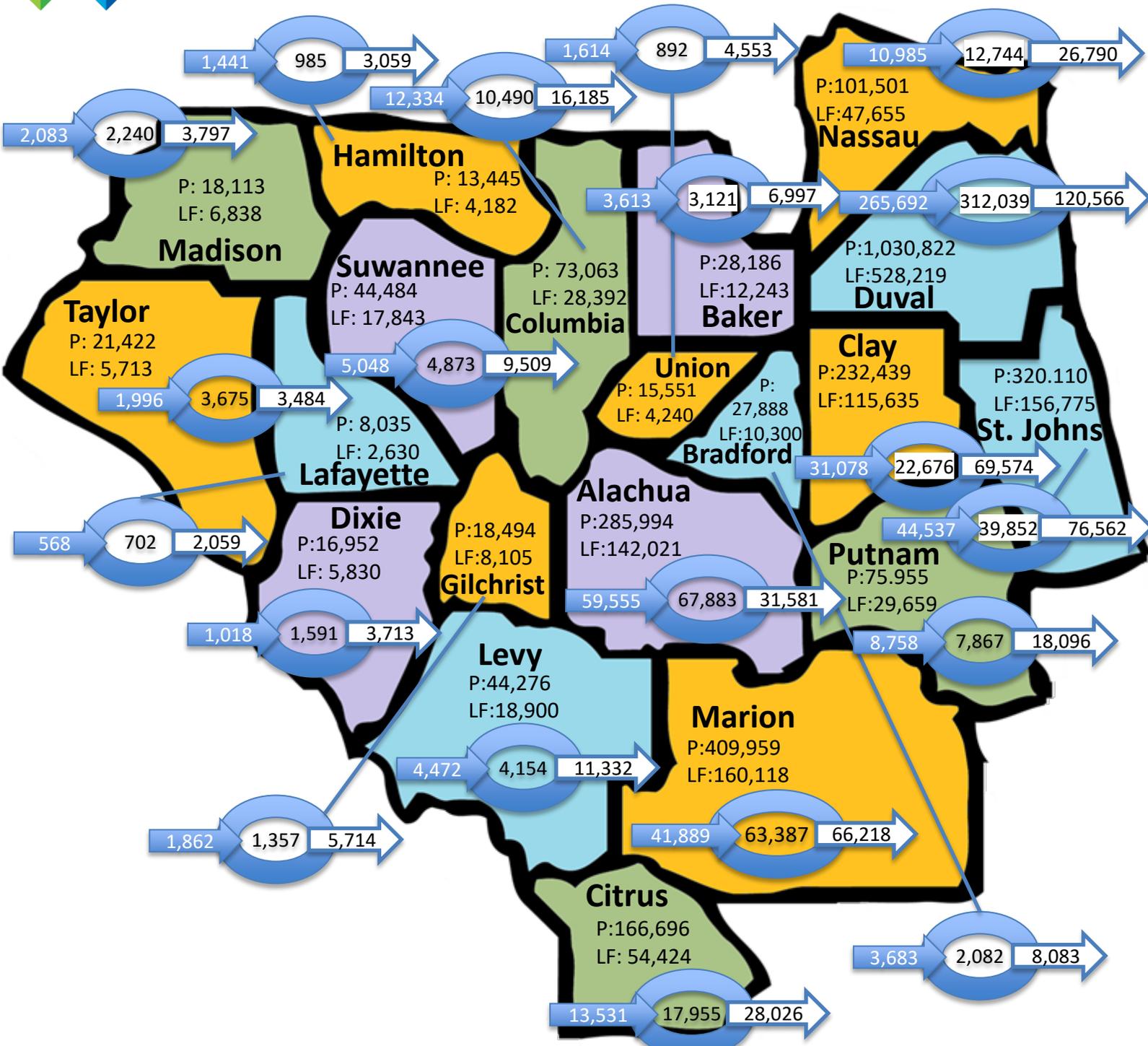
### **COMMITTEE ACTION:**

Executive Meeting: Arno Proctor made a motion to approve the amendment to the existing RPA agreement accepting CS NE Florida into the RPA. Charles Harris seconded the motion. Motion carried.

### **BOARD ACTION:**

This item was listed on the board agenda as a consent agenda item. Steven Baham made a motion to approve the Executive committee consent agenda items. Theresa Flick seconded the motion. Motion carried.

# WORKFORCE INFLOW/OUTFLOW PATTERNS



Key/Source

P: Population – 2023: American Community Survey 1-Year Estimates (5-Year Est for Populations Under 65,000) Table DP05

LF: Labor Force – Local Area Unemployment Statistics June 2025 (not seasonally adjusted)

 Inflow: Employed in the county but living outside (Census on the map, 2022 – Primary Jobs)

 Outflow: Living in the county, but employed outside (Census on the map, 2022 – Primary Jobs)

 Employed and living in the county (Census on the map, 2022 – Primary Jobs)

# INFLOW/OUTFLOW BY COUNTY

	Top 5 Inflow		Top 5 Outflow	
Alachua	Marion	5,998	Duval	4,549
	Duval	4,503	Orange	2,688
	Columbia	4,298	Marion	2,429
	Levy	3,845	Hillsborough	2,117
	Clay	2,537	Pinellas	1,356
Baker	Duval	936	Duval	2,909
	Clay	464	Clay	450
	Nassau	219	Alachua	390
	Columbia	201	Columbia	379
	Bradford	143	Orange	270
Bradford	Clay	732	Alachua	2,206
	Alachua	450	Duval	1,735
	Duval	362	Clay	745
	Union	278	Columbia	289
	Putnam	267	Orange	263
Citrus	Marion	2,336	Marion	4,802
	Hernando	1,653	Hernando	2,531
	Pasco	918	Hillsborough	2,261
	Hillsborough	852	Orange	2,095
	Pinellas	663	Lake	2,022
Clay	Duval	13,955	Duval	42,003
	St. Johns	3,473	St. Johns	3,590
	Putnam	1,235	Orange	3,045
	Nassau	859	Alachua	2,537
	Orange	797	Hillsborough	2,056
Columbia	Suwannee	2,173	Alachua	4,298
	Alachua	1,051	Duval	3,211
	Duval	976	Suwannee	917
	Union	525	Orange	627
	Hamilton	451	Hillsborough	523
Dixie	Levy	203	Alachua	699
	Gilchrist	183	Levy	341
	Taylor	72	Gilchrist	275
	Alachua	50	Duval	248
	Suwannee	40	Columbia	216
Duval	St. Johns	45,231	St. Johns	17,141
	Clay	42,003	Clay	13,955
	Nassau	16,662	Orange	12,860
	Orange	11,219	Hillsborough	8,997
	Hillsborough	9,678	Broward	4,969
Gilchrist	Levy	469	Alachua	2,438
	Dixie	275	Levy	388
	Alachua	266	Duval	278
	Columbia	129	Columbia	275
	Suwannee	112	Marion	244
Hamilton	Suwannee	364	Columbia	451
	Columbia	320	Suwannee	404
	Lowndes (GA)	132	Alachua	280
	Taylor	48	Duval	215
	Duval	38	Madison	163

	Top 5 Inflow		Top 5 Outflow	
Lafayette	Suwannee	184	Suwannee	354
	Columbia	38	Alachua	218
	Madison	31	Columbia	215
	Taylor	30	Taylor	163
	Dixie	21	Duval	124
Levy	Alachua	812	Alachua	3,845
	Marion	765	Marion	1,577
	Citrus	395	Duval	591
	Gilchrist	388	Gilchrist	469
	Dixie	341	Citrus	467
Madison	Suwannee	189	Leon	673
	Hamilton	163	Suwannee	353
	Lowndes (GA)	163	Lowndes (GA)	352
	Leon	152	Gadsden	301
	Taylor	143	Taylor	224
Marion	Citrus	4,802	Orange	7,694
	Lake	3,154	Sumter	7,307
	Orange	2,684	Lake	6,632
	Alachua	2,429	Alachua	5,998
	Duval	2,132	Hillsborough	5,141
Nassau	Duval	4,362	Duval	16,662
	Camden (GA)	1,099	Orange	1,084
	Clay	478	St. Johns	916
	St. Johns	452	Clay	859
	Charlton (GA)	328	Hillsborough	765
Putnam	St. Johns	1,306	St. Johns	2,496
	Clay	1,230	Duval	2,478
	Duval	863	Volusia	2,039
	Marion	571	Orange	1,326
	Volusia	527	Clay	1,235
St. Johns	Duval	17,141	Duval	45,231
	Flagler	4,155	Orange	3,900
	Clay	3,590	Clay	3,473
	Putnam	2,496	Hillsborough	2,612
	Volusia	1,516	Flagler	1,531
Suwannee	Columbia	917	Columbia	2,173
	Hamilton	404	Alachua	1,258
	Lafayette	354	Duval	604
	Madison	353	Marion	426
	Duval	219	Orange	411
Taylor	Madison	224	Leon	917
	Leon	220	Gadsden	173
	Lafayette	163	Duval	169
	Suwannee	118	Madison	143
	Dixie	113	Orange	130
Union	Duval	235	Alachua	1,255
	Columbia	220	Duval	712
	Bradford	210	Columbia	525
	Alachua	155	Bradford	278
	Clay	84	Clay	137



## **RECORD OF ACTION/APPROVAL**

**Consortium Meeting, Thursday, March 19, 2026  
Board Meeting, Wednesday, March 4, 2026 Executive  
Committee, Wednesday, February 26, 2025**

### **TOPIC/ISSUE:**

2025 Year End Finance Audit

### **BACKGROUND:**

Powell and Jones concluded their financial audit for the year ending June 30, 2025. This audit is conducted annually. The full report is attached for review.

<https://careersourceclm.com/storage/uploads/2ace4830-0931-4c79-99ea-f4d753235e79.pdf>

### **POINTS OF CONSIDERATION:**

No issues were identified in the report as detailed on pages 41 and 42.

### **STAFF RECOMMENDATIONS:**

Accept the monitoring as presented.

### **COMMITTEE ACTION:**

Executive: Al Jones made a motion to accept the 2025 finance audit. Jeff Chang seconded the motion. Motion carried.

### **BOARD ACTION:**

Steven Baham made a motion to accept the 2025 finance audit. Mark Paugh seconded the motion. Motion carried.



## **RECORD OF ACTION/APPROVAL**

**Consortium Meeting, Thursday, March 19, 2026  
Board Meeting, Wednesday, March 4, 2026**

### **TOPIC/ISSUE:**

State Certifications

### **BACKGROUND:**

Local workforce areas and Boards are required to periodically renew their local area designation, have their board composition certified as meeting federal and state requirements and, in our case, gain approval to be a direct service provider.

### **POINTS OF CONSIDERATION:**

Florida Commerce has requested that local boards whose certifications expire on June 30, 2026, submit documents required to renew their status and ability by March 23, 2026.

### **STAFF RECOMMENDATIONS:**

Approve the following to be submitted to the Consortium for their action.

- Board certification documents
- Local Area Redesignation request
- Intent to serve as the Direct Service Provider

### **COMMITTEE ACTION:**

### **BOARD ACTION:**

Kathy Judkins made a motion to approve the Chair's signature on the board certification documents, Local Area Redesignation request, and the intent to serve as the Direct Service provider, as well as submitting the documents to the Consortium for their action. Theresa Flick seconded the motion. Motion carried.

## Request for Subsequent Local Workforce Development Area Designation

**Name of Local Workforce Development Area:** Citrus Levy Marion Region Workforce Development DBA  
CareerSource Citrus Levy Marion - LWDB 10

<b>Name of Contact Person:</b> Thomas E. Skinner Jr.	<b>Phone Number:</b> 352-538-5445
<b>Title:</b> CEO	<b>Email Address:</b> rskinner@careersourceclm.com

**Date of Request:**

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

### Performed Successfully

The term “Performed Successfully” means the local workforce development area met or exceeded the identified levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

### Sustained Fiscal Integrity

The term “Sustained Fiscal Integrity” means that the Secretary of Labor has not made a formal determination, during either of the last two consecutive years preceding the determination regarding such integrity, that either the grant recipient or the administrative entity of the local workforce development area has mis-expended funds provided.

## LOCAL AREA LEVELS OF PERFORMANCE

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

<b>Name of Local Workforce Development Area: CareerSource Citrus Levy Marion</b>				
<b>Measures</b>	<b>Negotiated</b>	<b>Actual</b>	<b>Negotiated</b>	<b>Actual</b>
	PY: <u>2023-24</u>	PY: <u>2023-24</u>	PY: <u>2024-25</u>	PY: <u>2024-25</u>
<b>Adult</b>				
Employed 2 <sup>nd</sup> Quarter After Exit	92.00	80.60	86.00	87.92
Median Wages 2 <sup>nd</sup> Quarter After Exit	\$9,643.00	\$11,023.90	\$9,650.00	\$10,898.08
Employed 4 <sup>th</sup> Quarter After Exit	90.00	90.7	85.00	84.86
Credential Attainment Rate	75.00	72.30	70.90	59.38
Measurable Skill Gains	79.70	94.90	60.40	89.07
<b>Dislocated Worker</b>				
Employed 2 <sup>nd</sup> Quarter After Exit	82.00	0.00	82.00	66.67
Median Wages 2 <sup>nd</sup> Quarter After Exit	\$9,000.00	0.00	\$8,070.00	\$14,223.50
Employed 4 <sup>th</sup> Quarter After Exit	86.80	66.70	77.40	0.00
Credential Attainment Rate	83.80	100.00	75.10	0.00
Measurable Skill Gains	75.00	66.70	75.00	100.00
<b>Youth</b>				
Employed 2 <sup>nd</sup> Quarter After Exit	80.60	67.50	79.30	81.32
Median Wages 2 <sup>nd</sup> Quarter After Exit	\$3,737.00	\$4,017.00	\$3,759.00	\$4,767.75
Employed 4 <sup>th</sup> Quarter After Exit	78.60	75.80	77.10	67.44
Credential Attainment Rate	91.20	97.80	86.70	86.84
Measurable Skill Gains	89.20	93.60	91.70	94.34
<b>Wagner-Peyser</b>				
Employed 2 <sup>nd</sup> Quarter After Exit	69.40	67.70	70.50	66.17
Median Wages 2 <sup>nd</sup> Quarter After Exit	\$5,122.00	\$6,432.00	\$5,979.00	\$7,090.00
Employed 4 <sup>th</sup> Quarter After Exit	68.10	68.70	67.10	66.6

## CERTIFICATION AND APPROVAL OF REQUEST

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Development Board Chairperson	
<b>Name:</b> Carl Flanagan	
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b> Carl Zalak	<b>County:</b> Marion
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

Chief Local Elected Official	
<b>Name:</b>	<b>County:</b>
<b>Signature:</b>	
<b>Date:</b>	

The completed request and certification page(s) must be submitted to: [LWDBGovernance@commerce.fl.gov](mailto:LWDBGovernance@commerce.fl.gov).

**STATEMENT OF INTENT  
(Requesting Permission to Serve As a Direct Service Provider)**

**LOCAL WORKFORCE AREA INFORMATION**

Name of Local Area: CareerSource Citrus Levy Marion	
LWDB Number: 10	
Date of Submission:	
Contact Person Name: Thomas E. Skinner, Jr.	Phone: 352-538-5445 Email Address: rskinner@careersourceclm.com

**AMENDMENT TO THE LOCAL WORKFORCE SERVICES PLAN**

This amendment authorizes designation of the Local Workforce Development Board as a direct provider of certain services by agreement of the Chief Elected Official and the Governor.

The Local Workforce Service Plan will be amended to include designation of the Local Workforce Development Board as a direct provider of workforce services (other than training services). This amendment to the Local Workforce Service Plan will be effective for the period from \_\_\_\_\_ through \_\_\_\_\_.

The signatures below certify agreement to the plan amendment submitted by the Local Workforce Development Board and the assurance that the Local Workforce Development Board will operate in accordance with this plan amendment and applicable federal and state laws and regulations.

**LOCAL WORKFORCE DEVELOPMENT BOARD CHAIRMAN**

Name: Carl Flanagan	Title: Board Chair
Signature:	Date:

**LOCAL CHIEF ELECTED OFFICIAL**

Name and Title: Carl Zalack, Commissioner	County: Marion
Signature:	Date:

<b>LOCAL CHIEF ELECTED OFFICIAL</b>	
Name and Title: Carl Zalak, Commissioner	County: Marion
Signature:	Date:

<b>LOCAL CHIEF ELECTED OFFICIAL</b>	
Name and Title:	County:
Signature:	Date:

<b>LOCAL CHIEF ELECTED OFFICIAL</b>	
Name and Title:	County:
Signature:	Date:

<b>LOCAL CHIEF ELECTED OFFICIAL</b>	
Name and Title:	County:
Signature:	Date:

<b>LOCAL CHIEF ELECTED OFFICIAL</b>	
Name and Title:	County:
Signature:	Date:

<b>LOCAL CHIEF ELECTED OFFICIAL</b>	
Name and Title:	County:
Signature:	Date:



[careersourceclm.com](http://careersourceclm.com)

February 24, 2026

CareerSource Florida  
2308 Killearn Center Blvd, Ste 101  
Tallahassee, FL 32309

CareerSource Florida:

In accordance with CareerSource Florida's Administrative Policy 083 "Direct Provider of Workforce Services", LWDB10 is submitting a request for extension of our Direct Service Provider status.

The attached request includes all necessary items as specified in the guidance. These items are consistent with those provided in our local plan.

Please contact me with any questions.

Sincerely,

Thomas "Rusty" Skinner  
CEO

3003 SW College Road | Suite 205  
Ocala, Florida 34474  
p: 352-873-7939 | 800-434-5627



# **LWDA 10 – CareerSource Citrus Levy Marion**

## **Direct Services Provider Waiver Request**

### **Business Model**

The Citrus Levy Marion Regional Workforce Development Board d/b/a CareerSource Citrus Levy Marion has continued to provide services under the business model described in our previous service provider requests. Direct service provision was originally requested to reduce overhead costs created through the procurement of a service provider. Since 2011 when we requested direct service provision status, we have experienced a significant cost savings that allows for additional services provided to the residents in our three-county area. Our management structure remains streamlined without redundant overhead. Under our current structure we can provide a full menu of all workforce services in each of our three brick and mortar facilities and most available services through our two mobile resource units.

### **Effective Dates**

The effective date of this extension request will begin July 1, 2026  
This extension will be valid through June 30, 2029

### **Reasoning for request**

Since our original re-organization in 2011 we have established streamlining in management of services and staff by removing a secondary layer of organizational hierarchy. Our current structure allows for direct communication between the board of directors, management and front-line staff creating cohesive practices across all levels of the organization. This direct communication eliminates a 'middleman' and provides a clean, consistent, and unfiltered conduit of information to staff, ensuring quick turn around on directives and changes in business. It allows us to be more proactive to changes in the economy and business environment by being a more lean and agile organization.

Additionally, we have found that consistent messaging to front line staff has eliminated most perceived communication issues within the organization. Because administrative and One Stop Operator staff closely plan and implement any changes to the organization, the consistency of messaging provides a clear and concise vision to all staff. All CareerSource CLM and One Stop Operator staff receive the same messaging, so all expectations and service delivery requirements are managed and delivered to the same high standard across all programs of the organization.

## **Firewall:**

The Workforce Innovation and Opportunity Act (WIOA) requires that workforce boards that provide direct services must provide adequate internal firewalls to ensure the integrity of public funding.

CareerSource CLM's organizational structure allows for a clear delineation between administration and operations. Career Center operations are managed by the Director of Operations. Programmatic support and continuous improvement are driven by the Assistant Director of Career Development and the Director of Continuous Improvement. These directors ensure that all partner programs within the One Stop 'system' are performing at maximum efficiency and work directly with the Assistant Director of Workforce Initiatives and EO Officer on internal programmatic reviews and monitoring. The Director of Operations acts as the liaison between the One Stop Operator (currently being procured anew) and CSCLM senior management. The One Stop Operator reports to the CSCLM board of directors. Each of these directors act as a firewall for quality and monitoring of the services provided within the One Stop centers. Financial staff report to the Executive Vice President and functions between finance and operations are clearly delineated.

Administration consists of EO/Human Resources, Information Technology and Finance. The staff members within these departments are not directly involved in the daily execution of services within the One Stop centers, but act as support to general operations of the organization. Below are the primary roles of each department:

- EO/Human Resources – manages all facets of employee record keeping and staff training and development.
- Finance – daily management and processing of all financial budgeting and AR/AP activities generated by Operations and Administration.
- Information Technology – manages all facets of technology and communications for the organizations. Provides support to staff members in all departments and monitors activities within our system to provide a secure network for customers and staff. Information being transmitted through our network is routinely monitored to ensure that all activities fall within the requirements of applicable State and Federal laws.
- Operations – Conducts ongoing internal monitoring for programs, service accessibility and One Stop Credentialing. Acts as technical assistance to program management and staff in the One Stop career centers and oversees the development, activities, performance and deliverables for all competitive grants. Primary areas of technical support responsibility include: Welfare Transition/SNAP, WIOA AD/DW/Youth, TAA.

- Continuous Improvement – conducts ongoing internal monitoring of all programs beyond that conducted by the operations staff. This unit also manages customer and employer surveys through the Net Promoter Score to monitor and maintain a high level of services throughout the system. Primary areas of technical support responsibility: Wagner Peyser, JVSG, RESEA and mobile unit service provision.
- Independent Monitoring – in addition to internal reviews conducted by staff, CSCLM also engages in independent monitoring conducted by a procured third party that reports directly to the board of directors. Independent monitoring covers all facets of our organization including programmatic and financial practices. Independent monitoring provides a transparent approach of all facets of our business and assists senior management in quickly identifying systemic issues and embracing best practices.

All departments report to the Executive Vice President who in turn reports to the Chief Executive Officer.

### **Funding:**

The services provided by CareerSource Citrus Levy Marion are funded by the following grants/programs:

- Wagner Peyser
- Veteran Outreach
- WIOA – Workforce Innovation and Opportunity Act (Adult, Dislocated, Youth)
- TANF – Temporary Assistance for Needy Families
- SNAP – Supplemental Nutrition Assistance Program
- TAA – Trade Assistance Act
- RESEA
- JVSG
- Recently received federal grant: YouthBuild
- Recently received foundation grant: United Healthcare Community Fund

### **Overview and Analysis of Cost Savings:**

CareerSource CLM (CSCLM) initially took over direct services in 2011. This change to our business model became a necessity due to continued cuts in formula funding and ongoing reduction of services as a direct result. The initial consolidation resulted in a cost saving of approximately \$455,000.00 by compressing the layer of management between the workforce board and the contracted service provider. This cost savings projected over the three year period of this extension is \$1,365,000.00. Since the restructuring of the organizational chart we have continued to reduce the level of management staffing

allowing for additional manpower to be added to our most crucial areas of service provision – front line staff and business development. Our intent is to maintain the current level of management and staffing while routinely monitoring effectiveness and efficiency through ongoing continuous improvement efforts.

As we learned during the COVID pandemic, more frontline staff permits us to react quickly to sudden economic impacts and meet the needs of our citizens.

**Performance:**

The following performance chart is for program year 2024-2025.

Our most recent performance pictured directly below begins to show the impact of the pandemic on our Adult and Dislocated Worker measures, as felt across the state due to the decrease in training and placements. This downturn is reflected in the Statewide report as well. We continue to perform strong on 13 of the 18 measures.

## WIOA INDICATORS OF PERFORMANCE

CareerSource Citrus Levy Marion  
July 1<sup>st</sup>, 2024 – June 30, 2025

Measures	PY2024-2025 1st Quarter Performance	PY2024-2025 % of Performance Goal Met For Q1	PY2024-2025 2nd Quarter Performance	PY2024-2025 % of Performance Goal Met For Q2	PY2024-2025 3rd Quarter Performance	PY2024-2025 % of Performance Goal Met For Q3	PY2024-2025 4th Quarter Performance	PY2024-2025 % of Performance Goal Met For Q4	PY2024-2025 Performance Goals
<b>Adults:</b>									
Employed 2nd Qtr After Exit	81.1	94.30	82.4	95.81	88.3	102.67	87.9	102.21	86
Median Wage 2nd Quarter After Exit	\$11,023.50	114.23	\$10,920	113.16	\$11,320	117.31	\$10,898	112.93	\$9,650
Employed 4th Qtr After Exit	84.4	99.29	78.5	92.35	80.2	94.35	84.8	99.76	85
Credential Attainment Rate	74.1	104.51	61.8	87.17	51.3	72.36	59.4	83.78	70.9
Measurable Skill Gains	77.9	128.97	70	115.89	74.8	123.84	89.1	147.52	60.4
<b>Dislocated Workers:</b>									
Employed 2nd Qtr After Exit	0	0.00	0	0.00	50	60.98	66.7	81.34	82
Median Wage 2nd Quarter After Exit	0	0.00	50	0.00	\$7,577	93.89	\$14,224	176.25	\$8,070
Employed 4th Qtr After Exit	0	0.00	0	0.00	0	0.00	0	0.00	77.4
Credential Attainment Rate	100	133.16	0	0.00	0	0.00	0	0.00	75.1
Measurable Skill Gains	66.7	88.93	50	66.67	80	106.67	100	133.33	75
<b>Youth:</b>									
Employed 2nd Qtr After Exit	68.4	86.25	72.1	90.92	75.6	95.33	81.3	102.52	79.3
Median Wage 2nd Quarter After Exit	\$3,425.75	91.13	\$4,106	109.23	\$4,015.5	106.82	\$4,767.8	126.84	\$3,759
Employed 4th Qtr After Exit	77.3	100.26	71.3	92.48	67.1	87.03	67.4	87.42	77.1
Credential Attainment Rate	95.9	110.61	93.9	108.30	91.9	106.00	86.8	100.12	86.7
Measurable Skill Gains	84.8	92.48	81.8	89.20	73.8	80.48	94.3	102.84	91.7
<b>Wagner Peysers:</b>									
Employed 2nd Qtr After Exit	65.9	93.48	66.1	93.76	67.5	95.74	66.2	93.90	70.5
Median Wage 2nd Quarter After Exit	\$6,696.50	130.74	\$6,742	112.75	\$6,694	111.96	\$7,090	118.57	\$5,979
Employed 4th Qtr After Exit	67.3	98.83	65.3	97.32	64.4	95.98	66.6	99.25	67.1

### Business Highlights and Best Practices:

#### Additional Online Learning Platforms

- Enhanced online learning presence for targeted and on-demand training for employed workers, WIOA trainees and Welfare Transition population
- Expanded training capabilities in all targeted industries
- Ability to provide educational opportunities without face-to-face contact

#### Internal Communications – In The Know!

- Continued use of our weekly staff communication newsletter
- Provides weekly updates, helpful hints for Employ Florida, programmatic updates, state, federal, and local policy changes and a weekly trivia question to bolster internal knowledge of all aspects of workforce
- We are also in process of rolling out a similar style of quarterly newsletter that will be broadcast to our board members, chief elected officials and local stakeholders

#### YouthBuild

- We were awarded our fifth YouthBuild program in 2024

- To date all performance measures have been met with the DOL for our previous YouthBuild grant
- Recently underwent monitoring by our Federal Project Officer and was commended for our program
- No Finding or Other Noncompliance Issues were cited

### **Florida Department of Corrections**

- Fully implemented pilot program in Florida in partnership with Worldwide Interactive Network (WIN)
- Provision of employment preparation for soon to be released inmates at the Lowell Correctional Facility located in Reddick within Marion County
- Coordination of services with other CareerSource workforce boards for inmates released to other areas of the state.

### **Apprenticeship Expansion**

- Assisted with launch of masonry apprenticeship program at Marion Technical College in Marion County.

### **College of Central Florida Partnership**

- Assisting by conducting in-classroom workshops to share soft skills, social media and resume writing tips for future graduates
- Partnering to provide paid internship opportunities for students
- Planned specialized hiring events for spring semester graduates in tandem with workshops focusing on soft skills and resume writing
- Partnering to assist in the development of a Engineering Apprenticeship

### **Youth Career Expos**

- Recently held our 10<sup>th</sup> Annual Youth Career Expos in Citrus and Marion counties
- Expos provide employability skills workshops and live interaction with local industry leaders to prepare the youth for their next steps in employment or education
- Attended by nearly 1000 students in the two counties

### **Agile Staffing Plan**

- Implementation of an Agile Staffing structure which encourages and incentivizes staff to become certified in more than one program (WT/SNAP, WIOA, WP, Business Services)
- Meant to develop well-rounded, cross-trained staffing that provides flexibility of resource needs across programs

- Provides for a whole-person approach by assessing the candidate's needs and determining what services best fit those needs

### **Continuum of Care**

- Participation in a community-based continuum of care which meets monthly to discuss community needs and how best to meet them
- Great resource for serving those with substance use disorders at different stages of recovery
- Allows for a non-duplicative approach to community services to ensure maximum reach of limited resources

### **Regional Partnerships**

- Cross regional partnerships on Job Fairs/Hiring Events with shared businesses and populations
- Use of Mobile Resource Centers to assist in other regions in times of need (Center closure, natural disasters, etc.)
- Regional planning to identify shared industries and labor sheds for strategic approach to regional services



**RECORD OF ACTION/APPROVAL**

**Consortium Meeting  
Thursday, March 19, 2026**

**TOPIC/ISSUE:**

Board Member Appointments

**BACKGROUND:**

Nomination to fill a private sector vacancy in Marion County and one in Citrus County.

**POINTS OF CONSIDERATION:**

See attached nomination forms for:

- Reuben Guinn
- Kelly Ellis

These appointments will bring us into compliance with state and federal board representation.

**STAFF RECOMMENDATIONS:**

Staff recommends approval of Mr. Guinn and Ms. Ellis.

**COMMITTEE ACTION:**

**BOARD ACTION:**



### NOMINATION FORM

FAX: 352 873-7956

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

Phone: 352 873-7939, Ext 1203

Name: Reuben Kent Guinn

Title: Director of Government Affairs

Name of Business: Douglas Law Firm

Address: 320 N.W. 3rd Ave

City: Ocala County: Marion Zip Code: 34475

Business Telephone-Ext: 1-800-705-5457 Fax \_\_\_\_\_

Private Business Owner/Chief Executive

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

Home Address: 2335 SE. 5th Street

City: Ocala County: Marion Zip Code: 34471

Cell #: 352-572-0312

E-Mail Address: Kent@dhclawyers.com

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

Sex: Male <input checked="" type="checkbox"/>	Female _____
Race: White <input checked="" type="checkbox"/>	Black _____ Other _____
White/Hispanic _____	Black/Hispanic _____
Veteran: Yes _____	No <input checked="" type="checkbox"/> Disabled _____





### NOMINATION FORM

FAX: 352 873-7956

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

Phone: 352 873-7939, Ext 1203

Name: Kelly Ellis

Title: Owner

Name of Business: Triton Construction LLC

Address: 2746 N Florida Ave

City: Hernando County: Citrus Zip Code 34442

Business Telephone-Ext: 352-860-4371 Fax \_\_\_\_\_

Private Business Owner/Chief Executive

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

Home Address: 5140 E Botany Ct

City: Floral City County: Citrus Zip Code: 34436

Cell #: 352-302-4484

E-Mail Address:

Business: Triton@FloridaPilingInstaller.com

Personal: DockLifeFL@gmail.com

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

Sex: Male _____	Female <input checked="" type="checkbox"/>
Race: White <input checked="" type="checkbox"/>	Black _____ Other _____
White/Hispanic _____	Black/Hispanic _____

3003 SW College Road | Suite 205  
Ocala, Florida 34474  
p: 352-873-7939 | 800-434-5627

CareerSource Citrus Levy Marion is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers listed above may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711. If you need accommodations, please call 800 434-5627, ext. 7878 or e-mail [accommodations@careersourceclm.com](mailto:accommodations@careersourceclm.com). Please make request at least three business days in advance.





## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Thursday, March 19, 2026**

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

Membership terms

#### **BACKGROUND:**

State law requires that Board members do not serve for more than 8 consecutive years. In establishing membership rotations, the first members subjected to this requirement will see their membership expire on June 30. Other member terms will expire on June 30 of 2027, 2028 and 2029.

As current members seek reappointment we evaluate whether they continue to meet the requirements of board membership established in Federal and State laws.

New member appointments are valuable in that they bring new perspective to services and their oversight of our operations. However, retention of “corporate knowledge” is also vital, especially on the oversight role.

Retaining the knowledge of those whose term limit has been reached can be achieved by keeping their engagement as community committee members. Federal law requires that at least one committee member be a non-board member. Our By-Laws allow for the Board Chair to appoint committee members that are non-Board members.

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

The appointment of out-going Board members as community members retains corporate knowledge and allows the membership of the board and its committees to meet federal requirements

#### **STAFF RECOMMENDATIONS:**

Concur with appointments of out-going board members as community committee members.

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Thursday, March 19, 2026**

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

Member – Reappointments

#### **BACKGROUND:**

Two currently serving board members are up for reappointment consideration.

- Steven Baham- Citrus County Economic Development
- Dr. Mark Paugh- College of Central Florida

Both of these members are classed as governmental organization representatives and not subjected to the 8-year consecutive year term limitation.

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

Both members were nominated by their organization to represent that organization.

#### **STAFF RECOMMENDATIONS:**

Reappoint Mr. Baham and Dr. Paugh for 4 year terms ending June 2030.

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Thursday, March 19, 2026**

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

Membership - Reappointment

#### **BACKGROUND:**

State law requires that Board members do not serve for more than 8 consecutive years. In establishing membership rotations, the first members subjected to this requirement will see their membership expire on June 30. Other member terms will expire on June 30 of 2027, 2028 and 2029.

As current members seek reappointment we evaluate whether they continue to meet the requirements of board membership established in Federal and State laws.

Private sector recruitment in Levy County has, over the years, been challenging. While technology has allowed member attendance avoid lengthy commutes, we are still facing challenges. There are currently three private sector seats vacant in Levy County.

At a previous meeting, the Consortium voiced its desire that members be off the Board for at least one year before their names are submitted for consideration for reappointment.

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

Levy County vacancies can impact our board certification of being at least 50% private sector if unfilled for a year.

#### **STAFF RECOMMENDATIONS:**

Staff requests that for Levy County private sector membership reappointment be considered after a 6 month period off the aBoard.

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Thursday, March 19, 2026**

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

Membership – Reduction of Board Size

#### **BACKGROUND:**

Under WIOA, at least 20% of our board membership must be from workforce agencies. Generally, these are non-profit members, labor organizations, or youth serving organizations, .

Currently 8 board members occupy seats in this category. With a board size of 33, 7 seats will meet this requirement

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

Term limits call for one member occupying a qualified seat to rotate off the Board. By eliminating that seat our membership will continue to meet federal requirements and since we are maintaining other membership seats, it will increase our private sector membership percentage.

#### **STAFF RECOMMENDATIONS:**

Staff request one workforce representative seat that is being vacated be eliminated from the board, reducing total board size to 32 members.

If approved staff will prepare amendments to the By-Laws and any other affected documents for Board and Consortium approval in June.

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**



## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Thursday, March 19, 2026**

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

Membership – Term Adjustment

#### **BACKGROUND:**

Three current private sector members are appointments whose terms did not align with the staggering of appointment terms and the 8 consecutive year term limit.

- Staci Bertrand-(Citrus County) was appointed in June 2023, to a term ending in June 2029. Her term should have allowed membership until June 2031.
- Larry White-(Citrus County) was appointed in June 2023 to a term ending June 2028. Hist term should have been through June 2030.
- Edd Sour- (Levy County) was appointed in January 2025 to a term ending June 2026. His term should have been through June 2030.

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

Adjusting terms will allow retention of board knowledge and properly align staggered membership terms.

#### **STAFF RECOMMENDATIONS:**

Adjust term end dates are as follows.

- Staci Bertrand- June 2031
- Larry White- June 2030
- Edd Sour- June 2030

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**



**INDICATORS OF PERFORMANCE**  
 CareerSource Citrus Levy Marion  
 October 1<sup>st</sup>, 2024 – December 31<sup>st</sup>, 2025

LWDB 10

Measures	PY2024-2025 2nd Quarter Performance	PY2024-2025 % of Performance Goal Met For Q2	PY2024-2025 3rd Quarter Performance	PY2024-2025 % of Performance Goal Met For Q3	PY2024-2025 4th Quarter Performance	PY2024-2025 % of Performance Goal Met For Q4	PY2024-2025 Performance Goals	PY2025-2026 1st Quarter Performance	PY2025-2026 % of Performance Goal Met For Q1	PY2025-2026 2nd Quarter Performance	PY2025-2026 % of Performance Goal Met For Q2	PY2025-2026 Performance Goals
<b>Adults:</b>												
Employed 2nd Qtr After Exit	82.4	95.81	88.3	102.67	87.9	102.21	86	88.6	100.68	87.4	99.32	88
Median Wage 2nd Quarter After Exit	\$10,920	113.16	\$11,320	117.31	\$10,898	112.93	\$9,650	\$9,730	98.28	\$9,583	96.79	\$9,900
Employed 4th Qtr After Exit	78.5	92.35	80.2	94.35	84.8	99.76	85	86.7	100.81	87.9	102.21	86
Credential Attainment Rate	61.8	87.17	51.3	72.36	59.4	83.78	70.9	63.6	89.70	75.8	106.91	70.9
Measurable Skill Gains	70	115.89	74.8	123.84	89.1	147.52	60.4	78.5	129.97	79.9	132.28	60.4
<b>Dislocated Workers:</b>												
Employed 2nd Qtr After Exit	0	0.00	50	60.98	66.7	81.34	82	75	89.29	75	89.29	84
Median Wage 2nd Quarter After Exit	\$0	0.00	\$7,577	93.89	\$14,224	176.25	\$8,070	\$9,285	115.06	\$9,285	115.06	\$8,070
Employed 4th Qtr After Exit	0	0.00	0	0.00	0	0.00	77.4	50	64.60	66.7	86.18	77.4
Credential Attainment Rate	0	0.00	0	0.00	0	0.00	75.1	0	0.00	50	66.58	75.1
Measurable Skill Gains	50	66.67	80	106.67	100	133.33	75	100	133.33	100	133.33	75
<b>Youth:</b>												
Employed 2nd Qtr After Exit	72.1	90.92	75.6	95.33	81.3	102.52	79.3	77.3	97.48	76.9	96.97	79.3
Median Wage 2nd Quarter After Exit	\$4,106	109.23	\$4,015.5	106.82	\$4,767.8	126.84	\$3,759	\$5,077.0	135.06	\$5,473.3	145.61	\$3,759
Employed 4th Qtr After Exit	71.3	92.48	67.1	87.03	67.4	87.42	77.1	64.4	83.53	68.1	88.33	77.1
Credential Attainment Rate	93.9	108.30	91.9	106.00	86.8	100.12	86.7	85	98.04	76.6	88.35	86.7
Measurable Skill Gains	81.8	89.20	73.8	80.48	94.3	102.84	91.7	89.8	97.93	79.7	86.91	91.7
<b>Wagner Peyser:</b>												
Employed 2nd Qtr After Exit	66.1	93.76	67.5	95.74	66.2	93.90	70.5	66.6	94.47	66.6	94.47	70.5
Median Wage 2nd Quarter After Exit	\$6,742	112.75	\$6,694	111.96	\$7,090	118.57	\$5,979	\$6,961	116.42	\$7,165	119.84	\$5,979
Employed 4th Qtr After Exit	65.3	97.32	64.4	95.98	66.6	99.25	67.1	66.2	98.66	66.5	99.11	67.1

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



**Measure 1 - Participants with Increased Earnings**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
516	1135	45.46	50	90.92	25	22.73

**Measure 2 - Reduction in Public Assistance**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
603	1,279	47.15	50	94.3	25	23.575

**Measure 3 - Employment and Training Outcomes**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
13	18	72.22	100	72.22	20	14.444

**Measure 4 - Participants in Work-Related Training**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
1,090	2,425	44.95	25	100	10	10

**Measure 5 - Continued Repeat Business**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
463	2,207	20.98	35	59.94	5	2.997

**Measure 6 - Year-Over-Year Business Penetration**

PreviousNum	PreviousDen	PreviousRate	CurrentNum	CurrentDen	CurrentRate	YOY	Target	TargetMet	Weight	WeightedPerf
926	11,165	8.29	684	11,326	6.04	-2.25	100	60	5	3

**Measure 7 - Completion-to-Funding Ratio**

Exiters_LWDB	Exiters_State	Num	Budget_LWDB	Budget_State	Den	Rate	Target	TargetMet	Weight	WeightedPerf
954	73,421	1.3	3,757,569	130,277,371	2.88	45.14	100	45.14	5	2.26

**Measure 8 - Serving Individuals in SNAP, TANF, Adult Education, Blind Services or Vocational**

Numerator	Denominator	Rate	Weighted Performance	WeightedGrade	LetterGrade
1,574	2,542	61.92	5	84	<b>B</b>

Local Workforce Development Board	Final Score 2025Q1	Letter Grade 2025Q1	Final Score 2024Q4	Letter Grade 2024Q4
01 - CareerSource Escarosa	73.34	C	85.38	B
02 - CareerSource Okaloosa Walton	85.2	B	93.38	A
03 - CareerSource Chipola	82.86	B-	90.49	A-
04 - CareerSource Gulf Coast	74.83	C	81.36	B-
05 - CareerSource Capital Region	79.68	C+	85.63	B
06 - CareerSource North Florida	78.28	C+	89.03	B+
08 - CareerSource Northeast Florida	88.86	B+	93.03	A
10 - CareerSource Citrus Levy Marion	84	B	86.11	B
12 - CareerSource Central Florida	85.49	B	93.56	A
16 - CareerSource Pasco Hernando	82.11	B-	88.45	B+
17 - CareerSource Polk	78.38	C+	83.44	B
18 - CareerSource Suncoast	91.22	A-	94.43	A
19 - CareerSource Heartland	85.27	B	91.64	A-
20 - CareerSource Research Coast	86.3	B	95.37	A
21 - CareerSource Palm Beach County	80.46	B-	86.52	B
22 - CareerSource Broward	92.91	A-	97.32	A+
23 - CareerSource South Florida	97.34	A+	103.27	A+
24 - CareerSource Southwest Florida	93.15	A	96.4	A
26 - CareerSource North Central Florida	84.77	B	87.38	B+
27 - CareerSource Brevard Flager Volusia	84.34	B	90.91	A-
28 - CareerSource Hillsborough Pinellas	87.43	B+	93.33	A

Letter Grade changed from previous quarter:

Decreased    Same    Increased

Metric	Weight
<p><b>1. Participants With Increased Earnings</b></p> <p>The percentage of participants who earned more in the second quarter after exit than before their participation with the local workforce development board.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of exiters from the denominator with higher earnings two quarters after exiting the program than in the earliest of the two quarters prior to participation.</li> <li>• <b>Denominator:</b> The number of distinct exiters from WIOA* (Adult and Dislocated Worker) and Wagner-Peyser programs included in the local workforce development board's federal Employment Rate – 2nd Quarter After Exit metric during the previous program year.</li> </ul> <p><b>Category:</b> Employment and Training Services, Self-Sufficiency  <b>Target:</b> 50%  <b>Data Source:</b> ETA 9173 Program Performance Reports  * Includes WIOA-funded grants</p>	0.25
<p><b>Reduction in Public Assistance</b></p> <p>The percentage of exiters who received Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) benefits during their active participation with the local workforce development board but were no longer receiving SNAP or TANF benefits in the fourth quarter after exit.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of individuals from the denominator who were no longer receiving SNAP or TANF benefits in the fourth quarter after exiting the workforce development program.</li> <li>• <b>Denominator:</b> The number of exiters from WIOA* (Adult, Dislocated Worker and Youth), Wagner-Peyser, SNAP Employment and Training (SNAP E&amp;T), and Welfare Transition programs who received SNAP or TANF cash assistance at any time during their participation with the local workforce development board.</li> </ul> <p><b>Category:</b> Employment and Training Services, Self-Sufficiency  <b>Target:</b> 50%  <b>Data Source:</b> Employ Florida, One-Stop Service Tracking (OSST) and DCF Recipient Data  * Includes WIOA-funded grants</p>	0.25
<p><b>3. Employment and Training Outcomes</b></p> <p>Comprises the existing 18 federal accountability measures for local workforce development boards within the WIOA Primary Indicators of Performance (Employment Rate – 2nd Quarter After Exit, Employment Rate – 4th Quarter After Exit, Median Earnings – 2nd Quarter After Exit, Credential Attainment, and Measurable Skill Gains) for Adult, Dislocated Workers, Youth and Wagner-Peyser programs.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of federal metrics from the denominator for which the local workforce development board reached at least 90% of its negotiated target.</li> <li>• <b>Denominator:</b> The number of federal WIOA Primary Indicators of Performance metrics in the current program year for WIOA (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs.</li> </ul> <p><b>Category:</b> Employment and Training Services  <b>Target:</b> 100%  <b>Data Source:</b> ETA 9173 Program Performance Reports</p>	0.20
<p><b>4. Participants in Work-Related Training</b></p> <p>The percentage of all job seekers who received work-related training including occupational skills training, on-the-job training and other work-based learning models, registered apprenticeships, and customized training for employers.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of participants from the denominator who received work-related training services.</li> <li>• <b>Denominator:</b> The number of participants served in the current program year by a local workforce development board within the following programs: SNAP E&amp;T, Welfare Transition, WIOA* (Adult, Dislocated Worker and Youth), National Dislocated Worker Grant, Wagner-Peyser and Trade Adjustment Assistance (TAA).</li> </ul> <p><b>Category:</b> Training Services  <b>Target:</b> 25%  <b>Data Source:</b> ETA 9173 Program Performance Reports, One-Stop Service Tracking (OSST)  <b>Cohort Used:</b> July 2021-June 2022  * Includes WIOA-funded grants.</p>	0.10

<p><b>5. Continued Repeat Business</b>  Percentage of business establishments served in prior three years that continued to be served in the current program year.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of employer worksites from the denominator that received a core business service in the current program year.</li> <li>• <b>Denominator:</b> The number of employer worksites that received a core business service from the local workforce development board in the previous three program years.</li> </ul> <p><b>Category:</b> Business Services  <b>Target:</b> 35%  <b>Data Source:</b> Employ Florida</p>	0.05
<p><b>6. Year-Over-Year Business Penetration</b>  The percentage point difference in the number of business establishments served in the current program year compared to the prior year. Each local workforce development board is assigned a percentage as the percent target met based on the year-over-year business penetration rate difference, as follows:</p> <ul style="list-style-type: none"> <li>• <math>\geq 4 = 100\%</math></li> <li>• <math>2 \text{ to } &lt; 4 = 90\%</math></li> <li>• <math>0 \text{ to } &lt; 2 = 80\%</math></li> <li>• <math>-2 \text{ to } &lt; 0 = 70\%</math></li> <li>• <math>-4 \text{ to } &lt; -2 = 60\%</math></li> <li>• <math>-6 \text{ to } &lt; -4 = 40\%</math></li> <li>• <math>-8 \text{ to } &lt; -6 = 20\%</math></li> <li>• <math>&lt; -8 = 0\%</math></li> </ul> <p>Local workforce development boards achieving greater than 90% overall business penetration will not be penalized for maintaining year-over-year comparable business penetration.</p> <p>Annual Business Penetration Calculation:</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of employer worksites from the denominator that received a core business service from the local workforce development board during the program year.</li> <li>• <b>Denominator:</b> The number of active employer worksites in Employ Florida for each local workforce development board during the program year.</li> </ul> <p><b>Category:</b> Business Services  <b>Target:</b> 100%  <b>Data Source:</b> Employ Florida</p>	0.05
<p><b>7. Completion-to-Funding Ratio</b>  Compares a local workforce development board's share of statewide WIOA and Wagner-Peyser exiters with the local workforce development board's share of statewide funding allocations.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The percentage of distinct exiters from WIOA* (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs.</li> <li>• <b>Denominator:</b> The percentage of the local workforce development board's share of statewide WIOA*, Supplemental WIOA Dislocated Worker, Wagner-Peyser, Reemployment Services and Eligibility Assessment (RESEA), and Veteran annual funding allocation for the current program year.</li> </ul> <p><b>Category:</b> Employment and Training Services  <b>Target:</b> 100%  <b>Data Source:</b> DEO Finance and Accounting, ETA 9173 Program Performance Reports  * Includes WIOA-funded grants</p>	0.05
<p><b>8. Serving Individuals in SNAP, TANF, Adult Education, Blind Services or Vocational Rehabilitation</b> The percentage of individuals served who are on SNAP or TANF or those in Adult Education, Blind Services, or Vocational Rehabilitation programs. This metric is calculated as follows:</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of individuals from the denominator who received SNAP or TANF benefits, received services from Vocational Rehabilitation or Blind Services, or were enrolled in Adult General Education programs during their participation period. Individuals who received SNAP or TANF services AND Adult Education, Blind Services, or Vocational Rehabilitation services will be weighted with a value of 1.5 in the numerator.</li> <li>• <b>Denominator:</b> The number of distinct participants served in the current program year by a local workforce development board within the following programs: SNAP E&amp;T, Welfare Transition, WIOA (Adult, Dislocated Worker and Youth) and Wagner-Peyser.</li> </ul> <p>Points will be awarded as follows:</p> <ul style="list-style-type: none"> <li>• <math>\geq 55\% = 5 \text{ points}</math></li> <li>• <math>51\% \text{ to } &lt; 55\% = 4 \text{ points}</math></li> <li>• <math>49\% \text{ to } &lt; 51\% = 3 \text{ points}</math></li> <li>• <math>47\% \text{ to } &lt; 49\% = 2 \text{ points}</math></li> <li>• <math>45\% \text{ to } &lt; 47\% = 1 \text{ point}</math></li> </ul> <p><b>Category:</b> Employment and Training Services, Self-Sufficiency  <b>Data Source:</b> ETA 9173 Program Performance Reports, OSST, DCF Recipient Data, Florida Education Training Placement Information Program</p>	0.05



**BOARD MEETING REVISED AGENDA**  
**Wednesday, March 4, 2026 – 11:30 a.m.**  
**College of Central Florida – Lecanto Campus**  
**3800 S Lecanto Hwy, Lecanto, FL 34461**

Join Zoom Meeting: <https://us02web.zoom.us/j/83259605372>

Conference Line: 1 646 558 8656 Meeting ID: 832 5960 5372

Call to Order		C. Flanagan
Invocation and Pledge of Allegiance		R. Stermer
Roll Call		C. Schnettler
Public Comment		C. Flanagan
Approval of Minutes, December 10, 2025	Pages 4 - 21	C. Flanagan

**ACTION ITEMS**

Powell and Jones Audit Report	Pages 22	R. Skinner/B. Hough
Local Area Designation / Direct Services Provider Extension	Pages 23 – 36	R. Skinner
Drone Training Program	Page 37	R. Skinner
Mid- Year Budget Update	Pages 38 – 42	D. French
Insurance Benefits RFP	Page 43	D. French
Payroll Services RFQ	Page 44	D. French

**CONTRACTS**

<u>Master Contracts Requiring 2/3rds Vote</u>	Pages 45 - 46	C. Flanagan / R. Skinner
1. Citrus County Chamber of Commerce		
2. College of Central Florida		
3. Marion County School Board		

Master Contracts Requiring 2/3rds Vote - OJT, CBT, or  
Apprenticeship Training Opportunities - \$20,000

4. Citrus County BOCC
5. Novari Care
6. Lockheed Martin
7. Key Training Center
8. Ancorp
9. Ocala Housing Authority

Contracts Not Requiring 2/3rds Vote

10. Southern Indiana Works
11. Powell and Jones – Subrecipient Monitoring
12. Region 6 Financial Services Agreement

**OUR VISION STATEMENT**

*To be known as the number one workforce resource in the state of Florida by providing constructive tools and professional supportive services that are reflected in the quality of our job candidates and meet the needs of the business community.*



- 13. Underwood and Sloan
- 14. Ocala Metro Chamber and Economic Partnership
- 15. Levy County Schools
- 16. Levy County BOCC
- 17. Powell and Jones - Joint Audit

**DISCUSSION ITEMS**

State Update R. Skinner  
 Workforce Issues that are Important to our Community R. Skinner

**CONSENT AGENDA**

Performance and Monitoring – 2/3/2026 J. Chang  
 No Action Items

Business and Economic Development – 2/4/2026 P. Beasley  
 No Action Items

Career Center – 2/5/2026 C. Harris  
 No Action Items

Marketing and Outreach – 2/11/2026 A. Jones  
 No Action Items

Education and Industry Consortium – 2/12/2026 Page 47 – 59 R. Skinner  
 No Action Items  
 Minutes attached

Executive Committee – 1/30/2026, 2/25/2026 Pages 60 - 65 C. Flanagan /  
 Insurance Benefits RFP Release R. Skinner  
 Bronson Lease  
 Regional Planning Area Expansion  
 Williston Airport Labor Study  
 Form 990

**PROJECT UPDATES**

**MATTERS FROM THE FLOOR**

**ADJOURNMENT**

**LUNCH**

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2025 – 2026 MEETING SCHEDULE							
Performance/ Monitoring	Business and Economic Development	Career Center	Marketing / Outreach	Education and Industry Consortium	Executive	Full Board	
Unless noted otherwise all committee meetings are held at CareerSource CLM, 2703 NE 14 <sup>th</sup> Street, Ocala, FL 34470							
Tuesday 9:00 am	Wednesday 9:00 am	Thursday 9:30 am	Wednesday 9:00 am	Thursday 9:00 am	Wednesday 9:30 am	Wednesday, 11:30 am	
8/5/2025	8/6/2025	8/7/2025	8/13/2025	8/14/2025	8/27/2025	9/3/2025	CF Levy
11/4/2025	11/5/2025	10/30/2025	11/12/2025	11/13/2025	11/19/2025	12/10/2025	CF Ocala
					1/30/2026		
2/3/2026	2/4/2026	2/5/2026	2/11/2026	2/12/2026	2/25/2026	3/4/2026	CF Lecanto
5/5/2026	5/6/2026	5/7/2026	5/13/2026	5/14/2026	5/27/2026	6/10/2026	CF Ocala

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