



Program Review Committee Meeting Agenda

Friday, January 9, 2015
10:30 a.m. to 12:00 p.m.

CareerSource Central Florida Admin Office /
707 Mendham Blvd., Suite 250, Orlando, FL 32825

Conference Call-in phone number: (866) 576-7975 / Participant Access Code: 299848

Strategic Goals developed by the Board:

- *CareerSource Central Florida will become business focused in all efforts*
- *CareerSource Central Florida will identify ways to measure progress and Return On Investment (ROI)*
- *CareerSource Central Florida will become the backbone organization for workforce development in Central Florida*

1. Welcome & Chair's Remarks

- A. Roll Call/Establishment of Quorum
- B. Public Comment

2. Approval of Minutes from Previous Meeting (12/5/14)

3. CareerSource CF Program Review (*What is currently in place?*)

- A. Mission Moment - FI Trade Grant Success Story
- B. Sector Spotlight - Advanced Manufacturing
- C. Short Term Training Contracts

4. Budget / Program Metrics (*How are we doing?*)

- A. Operations Report

5. CareerSource CF Program Strategy (*What do we need to do?*)

- A. Strategies to Improve Service Delivery
 - 1) Individual Training Accounts
 - 2) Regional Targeted Occupational List

6. Action Items

- A. Review of Program Review Committee meeting schedule
 - 1) Remainder of PY14/15
 - 2) New Program Year 15/16

7. Other Business

8. Adjourn

Upcoming Meetings:

- Joint Consortium & Board of Directors – Thursday, January 22, 2015 / 9:00am to 11:00am
CareerSource Central Florida, 707 Mendham Blvd., Suite 250, Orlando, FL 32825
- Program Review Committee – Wednesday, April 8, 2015 / 8:30am to 10:00am / Location: TBD

DRAFT

Program Review Committee Meeting

**CareerSource Central Florida Admin Office
707 Mendham Blvd., Suite 250
Orlando, FL 32825
Friday, December 5, 2014
8:30 a.m.**

MINUTES

MEMBERS PRESENT: Dr. Sanford Shugart, Greg Beliveau, Paul Bough, Eric Ushkowitz and Larry Walter

MEMBERS ABSENT: Dr. Angela Adams, Leslie Hielema, Brian Michaels, and Tirso Moreno

STAFF PRESENT: Pam Nabors, Mimi Coenen, Homer Boone, Nilda Blanco, Chad Kunerth, David Lowell, and Kaz Kasal

1. WELCOME & CHAIR'S REMARKS

Dr. Shugart called the meeting to order at 8:33 am and welcomed those in attendance.

A. Roll Call/Establishment of Quorum

Ms. Kasal commenced with roll call and established that there was a quorum present.

B. Public Comment

None offered.

2. APPROVAL OF THE MINUTES FROM 9/12/14

Mr. Walter made a motion to approve minutes from the 9/12/14 meeting. Mr. Beliveau seconded, motion passed.

3. CareerSource Central Florida Program Review (What is currently in place?)

A. 90-Day Assessment, Initial Observations Since Becoming Operations Officer

Ms. Coenen referred to the document entitled "90-Days On-The-Job Observations" and discussed her observations of the last three months on the current overall programmatic operations of CareerSource Central Florida. These observations were broken down in the following categories: in-house talent, business services, training providers, community partnerships and overall climate. Ms. Coenen stated that overall, staff need to collaborate better across each other's teams and as well as with community stakeholders and training providers in order to better impact the effectiveness and quality of the organization's deliverables. Dr. Shugart commented that the Program Committee has been instrumental in stabilizing and rethinking the metrics. It will be important to keep in alignment with community needs and have more strategic program planning to feed to the rest of the organization.

B. Pre-Screening Pilot Project

Ms. Coenen explained that positions can be posted in Employee Florida Marketplace (EFM)

two ways: 1) with the employer's information provided and applicants can apply directly, or 2) posted with the employer's information not shown or "suppressed" and applicants are pre-screened by CareerSource Central Florida staff. Ms. Coenen referred to the "New Job Order Suppression Flow Chart" which shows the process flow of a "suppressed" posting (job order): from the employer communicating their needs/expectations of the job candidate to the Business Account or Local Veteran Rep, to staff using their expertise to screen and provide the top candidates back to the employer. Ms. Coenen stated that pilots on this process are currently running at the centers. Dr. Shugart asked how success and employer satisfaction will be measured. Ms. Coenen replied that staff will compare placements made with this pilot process vs. prior to this process, and also measure the length of time it takes to fill a job. Staff will also conduct employer satisfaction as we get more strategy with WIOA. Ms. Coenen stated that this pre-screening process will provide a service of more value and quality to the employer. Also, for those applicants who did not get through screening process, staff will work with those individuals to improve their job readiness skills.

C. Sector Spotlight – UCF STEM Sponsored Internships – Fall 2014 Student Showcase

Ms. Coenen stated that goal with the UCF STEM internship program is to get junior and senior students, who are qualified as WIA eligible, into the work environment through paid internships, giving them valuable work experience and connection with employers. A video clip was shown of an employer, NexGen Global Technologies, which Peggy DeFilippo, Chief Operating Officer commended the two interns that worked at their company. Both had a strong technical background and willingness to learn about the business, and in particular working as a team to resolve challenges. Ms. DeFilippo stated that NexGen Global Technologies hired one of the interns who completed the program, and they are hoping to hire the second intern as well. Ms. DeFilippo stated that their company has been proud to be part of this great program.

4. Budget / Program Metrics (How are we doing?)

A. Operations Report/Local Dashboard-Federal Measures

Ms. Coenen reviewed the "Operations Report – Data as of 7/1/14 to 10/31/14" and reviewed enrollment goals and budget vs. actual as well as placement outcomes on short term training contracts, grants and partnerships. Dr. Shugart asked if the short term training contracts were performance-based. Mr. Boone replied that the training providers are paid per person. Dr. Shugart commented that outcomes are important and a balance between volume and value should be factored in to the reimbursement. Ms. Nabors suggested that the committee could review to determine continuance of these short term training contracts. Dr. Shugart affirmed the committee should be involved in these discussions, especially trainings in areas of high demand that provide quick training for higher pay. Ms. Coenen also reviewed business services performance, which is a state-driven metric and data from the State's monthly management report which included CareerSource Central Florida's rankings per measure in the State. The federal measures are not included, as there is much more lag time with this data. Dr. Shugart suggested that staff should plan expenditure goals per quarter, since each quarter is not equal – this will provide a better sense on the plan's performance.

5. CareerSource Central Florida Program Strategy (What do we need to do?)

A. Increase Efficiency of ITA Protocols – Establish Distinct Open Enrollment Periods

Ms. Coenen stated that training providers need to have a better understanding that

CareerSource Central Florida provides funds to those who are in need of training in order to attain work vs. being a source of financial aid. Staff is recommending that there be two distinct open enrollments periods during the program year, which fall in line with the school period/semester. In between these enrollment periods, staff will work with and coach customers to make them job ready. This proposed process will switch the focus more strategically towards quality and job attainment outcomes vs. quantity/enrollments. Enrollments will not be limited; there is still a target number of ITAs to reach; this is just a more strategic enrollment pattern and more in alignment with new WIOA legislation. Staff will bring back ideas on how to operationalize this process. Ms. Coenen stated that staff will be meeting with training providers next week to review ITA protocols.

B. Develop ROI for Better Client Choice/Guided Pathway

Ms. Coenen will be working with staff to develop more strategies on program delivery. She shared that the committee is encouraged to weigh in on all concepts presented for better service delivery.

Dr. Shugart commented that “guided pathway” is the new buzz word in employment/training – vs. implied value of “choice.” Customers will still be offered options but less choice once a pathway is identified for the individual.

6. Action Items

Eligible Training Providers

- 1) I.T. of Central Florida Vocational School (Medical Assistant, Medical Billing and Coding)
- 2) J & J Healthcare Institute (Medical Assistant, Patient Care Technician, Pharmacy Technician, Phlebotomy Technician, Practical Nurse)
- 3) Med-Life Institute (Practical Nursing, Nursing (A.S.))
- 4) Sumter District Schools: Career & Adult Education (Nursing Assistant (Long-Term Care), Air Conditioning Refrigeration & Heating technology 1)

After review and discussion, Mr. Bough made a motion to move for Board approval the above eligible training providers and their programs, as listed. Mr. Ushkowitz seconded, motion passed.

Ms. Nabors stated that with the new WIOA legislation, workforce boards will have the ability to guide on decisions relating potential student debt – this can be factored in as part of criteria in programs to be approved. Also, the President signed an executive order on student debt – this will serve as additional guidance to support these decisions. Dr. Shugart added that the eligibility criteria for training providers will be further reviewed/refined over the next several months, especially in consideration with the new WIOA legislation. It is important to make good decisions on this in support of helping students make good decisions. The committee concurred.

7. Other Business

Ms. Coenen stated that CareerSource Central Florida is looking for a candidate to fill the new position of Director of Business and Professional Services. It is important that this candidate have an economic development/sales background and experience in running a sales team, as well as an ability to engage in the community.

At the committee's concurrence, in the event that Dr. Shugart is not able to attend the 12/11/14 Board Meeting, that Ms. Coenen would present the Program Review Committee's report.

CHAIR'S CLOSING REMARKS

Dr. Shugart thanked those in attendance.

There being no further business, meeting adjourned at 9:48 am.

Respectfully submitted,

Kaz Kasal
Administrative Supervisor



SHORT-TERM TRAINING OPPORTUNITIES

CareerSourceCentralFlorida.com/ShortTermTraining

CareerSource Central Florida's short-term training programs generally last for six months or less. Upon successful completion of short-term training programs, individuals will typically earn an industry recognized certification. The short-term training opportunities are perfect for those who want to train for an in-demand career, but aren't able to commit to long-term education or training. Short-term training opportunities are offered to eligible individuals who qualify under the Workforce Investment Act.



Cable Installation

Global One will provide two weeks of entry-level cable installation training. Participants will receive instruction on cable industry standards, industry terminology, and learn about the pulling down of cable as well as having hands on experience opportunities. At the end of the training, the candidate will earn a credential as a Certified Premises Cabling Technician.



Construction

HBI (Home Builders Institute) will provide basic construction training that is self-paced and lasts an average of 4 to 6 weeks (160 hours). While the training is unpaid, it operates on an open-entry/skilled exit basis, which provides flexibility for more advanced students to complete earlier and accommodates those requiring additional time to achieve required competencies. At the end of the training candidates will be able to earn OSHA Certification and Basic Principles of Construction Certificate.



Water and Wastewater Operations, Land Surveying and Construction Inspection

BFA Environmental will provide two weeks (46 hours) of unpaid work readiness and short-term, pre-vocational training in construction inspection, water and wastewater operations, and geotechnical testing. By completing this program, you have the ability to obtain OSHA certification for hazardous waste operations and/or construction safety, and will be able to enter the water/wastewater, environmental or construction industry as an entry-level technician.



GED Training

Paxen will utilize the Steck-Vaughn 2014 GED test prep curriculum, as well as other approved materials for special instruction, such as Spanish, to provide participants with an accelerated approach to providing test preparation instruction. Participants in need of remediation will utilize Skills Tutor, a web-based product that offers access to 16 remediation courses. Paxen will utilize its proprietary GED Prep Xcelerator® that will provide participants with an accelerated approach to providing test preparation instruction.

To discover more about these exciting programs, visit us online and complete a short interest form.

CareerSourceCentralFlorida.com/ShortTermTraining

CSCF is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.
All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 771

Operations Report
Data as of July 1, 2014 to December 31, 2014

State Monthly Management Report	Performance Goal	Actual as of 11/30/14	Ranking in State YTD	More Detail		
WIA A/DW Entered Employment	80%	100.0%	1	667 - Total Participant Closures Due to Employment		
WIA AD EE Wage Rate	\$13.58	92.9%	23	\$12.62 - Avg Placement Wage		
WIA DW EE Wage Rate	80%	123.0%	9	\$16.70 - Avg Placement Wage		
WP EE Rate	80%	31%	19	9263 - Actual Number Employed		
WP EE Wage Rate	80%	74.4%	19	\$10.11 - Avg Placement Wage		
WT Entered Employment	80%	41.7%	1	738 - Participants Closed Due to Earnings		
WT Participation Rate - All Families	50%	52.6%	4	# of Work Eligible Families Receiving TANF who are Engaged in Work/Work Activities for the Month		
SHORT TERM TRAINING CONTRACTS	Enrollment Goal	Planned by 12/31/14	Actual	Placement Outcomes	Budget	Expenditure to Date
BFA Environmental	180	90	32	3	\$ 262,260.00	\$ 33,511.00
Global One	50	25	51	2	\$ 110,000.00	\$ 86,900.00
Home Builders Institute	120	60	49	0	\$ 240,000.00	\$ 44,000.00
Paxen (GED)	120	60	35	0	\$ 181,560.00	\$ 31,773.00
GRANTS						
FL Trade (TAACCT)	90	45	46	16	\$ 150,000.00	\$ 85,130.00
H1B	50	25	65	8	\$ 150,000.00	\$ 91,376.00
PARTNERSHIPS						
Advance - Degreed LT unemployed	50	25	21	11		
City of Orlando - Venues	10	5	8	0	\$ 74,284.00	
Second Harvest Culinary	22	11	14	9	N/A	
STEM Internships (UCF)	60	30	55	2	N/A	
BUSINESS SERVICES						
Employer Penetration Continuous Improvement (10%)	Goal	Planned by 12/31/14	Actual	% to Goal		
Employer Retention Quality Services (20%)	8652	4326	4024	46.51%		
On-the-Job Training (OJT)	\$994,000	\$497,000	\$20,065	2.0%		
Employed Worker Training (EWT)	\$50,000	\$25,000	\$925	1.9%		
Job Order Fill Rate (YTD)	80%		10.8%	State Rank = 20th		
Veteran Services						
# of Intensive Services Given to Veterans	691	340	424	61%	EFM Service code 200	
Veteran Entered Employment	80%	40%	29.6%	State Rank = 19th	SW Avg 30.6%	

Strategies to Improve Service Delivery

1. Individual Training Accounts (ITA's):

- Redefine – Financial Aid versus ITA Scholarship
- Require quarterly Provider meetings
- Host periodic on-boarding orientation for new Provider staff
- Create an application/enrollment schedule for participants seeking scholarships
- Develop a communication protocol for placement strategies as participants near the end of training

2. Preparing for WIOA:

- Operations is evaluating level of case activity
- Participants found on caseloads over 12 months may be exited without outcomes in the next two quarters
- Utilize technology to get updates on progress as participants are going through training
- Working with the state and the other Regions to study reporting and anticipated performance standards so adjustments can be made prior to WIOA implementation.
- Foster community partner meetings with Vocational Rehabilitation and Literacy providers to discuss common assessments, intake and inter agency referral systems

3. Regional Targeted Occupations List

- Sector focused or offer full list?
- Value in developing “guided pathways” while maintaining participant choice

4. Return on Investment:

- Revise Training Provider contract language for Program Year 2015/2016 to include performance expectations, program compliance and cost containment
- Align training options annually based on local need
- Utilize saturation reports to confirm the viability of job opportunities post training with significant local demand

2014-15 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Region 12 - Lake, Orange, Osceola, Seminole, and Sumter Counties

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 25 annual openings and positive growth
- 3 Mean Wage of \$13.42/hour and Entry Wage of \$10.91/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$21.03/hour and Entry Wage of \$13.42/hour

SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2013 Hourly Wage		FLDOE	In EFI	Data
			Percent		Openings	Mean			
			Growth				Code	Industry?	
132011	HSHW	Accountants and Auditors	2.18	484	31.38	20.37	5	Yes	R
113011	HSHW	Administrative Services Managers	1.91	69	50.07	31.70	4	Yes	R
413011	HSHW	Advertising Sales Agents	1.06	74	23.61	14.20	3	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	1.24	71	25.04	15.67	3	Yes	R
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	NA	NA	83.75	48.92	4	Yes	R
173011	HSHW	Architectural and Civil Drafters	0.70	30	23.90	17.36	3	Yes	R
274011		Audio and Video Equipment Technicians	1.79	49	18.04	10.98	4	No	R
493021		Automotive Body and Related Repairers	2.11	45	20.62	14.87	3	No	R
493023		Automotive Service Technicians and Mechanics	2.08	266	17.50	11.38	3	Yes	R
433031		Bookkeeping, Accounting, and Auditing Clerks	1.82	414	16.13	11.46	4	Yes	R
472021		Brickmasons and Blockmasons	4.49	227	16.37	11.43	3	No	S
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.49	43	21.01	15.38	3	Yes	R
533022		Bus Drivers, School	0.59	61	NA	NA	3	No	R
131199	HSHW	Business Operations Specialists, All Other	2.36	399	30.46	16.74	4	No	R
251011	HSHW	Business Teachers, Postsecondary	3.68	43	56.58	30.06	5	No	R
292031	HSHW	Cardiovascular Technologists and Technicians	3.42	29	24.86	15.11	3	Yes	R
435011		Cargo and Freight Agents	2.04	54	19.86	12.69	3	Yes	R
472031		Carpenters	2.55	333	17.10	12.47	3	No	R
351011	HSHW	Chefs and Head Cooks	1.36	39	25.47	15.21	3	No	R
111011	HSHW	Chief Executives	1.06	85	90.97	46.25	5	Yes	R
172051	HSHW	Civil Engineers	3.09	125	39.86	27.46	5	Yes	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	1.38	119	31.03	20.15	3	No	R
212011		Clergy	2.53	64	21.80	13.36	5	No	R
532012	HSHW	Commercial Pilots	2.68	26	42.46	20.19	3	Yes	R
131041	HSHW	Compliance Officers, Exc. Safety, Agri, Constr & Transp.	2.56	47	28.52	18.37	3	No	R
113021	HSHW	Computer and Information Systems Managers	1.89	56	61.28	42.31	5	Yes	R
151143	HSHW	Computer Network Architects	2.17	106	35.30	23.77	3	Yes	R
151152	HSHW	Computer Network Support Specialists	2.07	56	24.19	14.26	3	Yes	R
151199	HSHW	Computer Occupations, All Other	1.70	32	34.14	22.32	3	Yes	R
151131	HSHW	Computer Programmers	1.11	107	38.78	23.06	3	Yes	R
151121	HSHW	Computer Systems Analysts	1.77	157	43.56	30.25	4	Yes	R
151151	HSHW	Computer User Support Specialists	1.94	236	21.35	14.05	3	Yes	R
492011		Computer, ATM, and Office Machine Repairers	0.82	51	20.31	12.00	3	Yes	R
474011	HSHW	Construction and Building Inspectors	2.80	63	24.69	18.48	3	No	R
119021	HSHW	Construction Managers	2.17	201	40.00	24.51	4	No	R
333012		Correctional Officers and Jailers	0.79	90	19.89	16.09	3	No	R
131051	HSHW	Cost Estimators	4.11	100	27.64	19.21	4	No	R
151141	HSHW	Database Administrators	3.00	47	35.81	23.60	4	Yes	R
319091		Dental Assistants	2.71	98	15.99	12.82	3	Yes	R
292021	HSHW	Dental Hygienists	3.34	56	28.90	19.61	4	Yes	R
333021	HSHW	Detectives and Criminal Investigators	1.54	33	29.95	20.12	3	No	R
292032	HSHW	Diagnostic Medical Sonographers	4.79	42	31.32	22.82	3	Yes	R
212021		Directors, Religious Activities and Education	2.44	36	19.65	13.42	5	No	R
472081		Drywall and Ceiling Tile Installers	2.87	46	20.19	15.13	3	No	R
119032	HSHW	Education Administrators, Elementary and Secondary	1.83	28	42.02	30.86	5	No	R
173023	HSHW	Electrical and Electronic Engineering Technicians	1.52	38	25.78	18.33	4	Yes	R
172071	HSHW	Electrical Engineers	1.96	44	37.66	24.95	5	Yes	R
499051	HSHW	Electrical Power-Line Installers and Repairers	2.88	59	27.67	19.89	3	Yes	R
472111		Electricians	2.88	234	18.71	14.30	3	No	R

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Mean Wage of \$21.03/hour and Entry Wage of \$13.42/hour

SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2013 Hourly Wage		FLDOE	In EFI	Data
			Percent Growth	Openings	Mean	Entry	Training Code	Targeted Industry?	Source†††
172072	HSHW	Electronics Engineers, Except Computer	1.24	35	45.12	33.23	5	Yes	R
492094	HSHW	Electronics Repairers, Commercial and Industrial Equip.	0.88	31	23.29	17.99	3	No	R
252021	HSHW	Elementary School Teachers, Except Special Education	2.60	491	28.91	22.60	5	No	R
292041		Emergency Medical Technicians and Paramedics	3.00	467	15.99	11.37	4	Yes	S
119041	HSHW	Engineering Managers	2.44	59	56.28	38.60	5	Yes	R
192041	HSHW	Environmental Scientists & Specialists, Including Health	1.46	29	23.87	15.02	5	No	R
436011		Executive Secretaries and Administrative Assistants	1.89	225	20.92	15.22	3	No	R
132051	HSHW	Financial Analysts	2.25	48	31.83	23.36	5	Yes	R
113031	HSHW	Financial Managers	1.18	70	60.37	34.99	5	Yes	R
332011		Fire Fighters	1.79	140	19.95	14.03	3	No	R
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	3.19	267	27.65	18.57	4	No	R
351012		First-Line Superv. of Food Preparation & Serving Workers	1.71	320	16.70	11.34	3	No	R
371012		First-Line Superv. of Landscaping and Groundskeeping	2.03	134	17.60	11.35	3	No	R
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.61	51	26.59	18.62	3	Yes	R
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.80	161	29.35	19.67	3	No	R
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.78	490	23.79	15.69	4	Yes	R
511011	HSHW	First-Line Superv. of Production and Operating Workers	0.98	60	26.42	17.08	3	Yes	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.87	186	38.46	20.54	4	No	R
391021		First-Line Supervisors of Personal Service Workers	1.41	96	19.87	11.72	3	No	R
411011		First-Line Supervisors of Retail Sales Workers	1.20	602	19.82	13.06	3	No	R
119051	HSHW	Food Service Managers	1.23	80	28.16	18.76	4	No	R
131131	HSHW	Fundraisers	2.31	33	26.99	17.37	2	No	R
111021	HSHW	General and Operations Managers	1.08	330	52.49	27.31	4	Yes	R
472121		Glaziers	4.55	221	17.35	11.38	3	No	S
271024	HSHW	Graphic Designers	1.79	138	22.20	14.34	4	Yes	R
292099		Health Technologists and Technicians, All Other	2.56	28	18.33	12.92	3	Yes	R
499021		Heating, A.C., and Refrigeration Mechanics and Installers	3.68	139	20.36	14.96	3	No	R
492097		Home Entertainment Electronics Installers and Repairers	1.90	152	16.24	11.04	3	No	S
434161		Human Resources Assistants, Exc. Payroll	1.86	67	16.44	12.82	3	No	R
113121	HSHW	Human Resources Managers	1.87	28	52.21	35.13	5	Yes	R
131071	HSHW	Human Resources Specialists	2.24	156	24.63	15.89	4	No	R
172112	HSHW	Industrial Engineers	1.03	54	30.66	17.33	5	Yes	R
499041	HSHW	Industrial Machinery Mechanics	3.51	74	21.75	15.72	3	No	R
537051		Industrial Truck and Tractor Operators	1.52	142	14.53	11.01	3	Yes	R
151122	HSHW	Information Security Analysts	2.54	25	35.78	24.15	3	Yes	R
413021	HSHW	Insurance Sales Agents	2.21	203	33.67	16.99	3	Yes	R
132053	HSHW	Insurance Underwriters	1.16	34	28.04	19.84	3	Yes	R
271025		Interior Designers	1.88	215	22.30	11.73	4	Yes	S
273091		Interpreters and Translators	4.05	41	23.03	13.16	4	Yes	R
252012	HSHW	Kindergarten Teachers, Except Special Education	2.66	62	NA	NA	5	No	R
436012		Legal Secretaries	2.13	67	17.66	12.12	3	No	R
292061		Licensed Practical and Licensed Vocational Nurses	3.22	295	19.49	15.81	3	Yes	R
132071		Loan Counselors	3.48	28	19.36	13.17	4	Yes	R
434131		Loan Interviewers and Clerks	0.41	39	18.47	13.68	3	Yes	R
132072	HSHW	Loan Officers	1.75	106	32.20	19.84	4	Yes	R
119081	HSHW	Lodging Managers	1.16	28	31.14	21.58	4	No	R
131081	HSHW	Logisticians	3.91	32	37.01	25.13	5	Yes	R
292035	HSHW	Magnetic Resonance Imaging Technologists	2.53	152	29.64	23.61	3	Yes	S
131111	HSHW	Management Analysts	2.74	265	37.63	20.63	5	Yes	R

2014-15 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Region 12 - Lake, Orange, Osceola, Seminole, and Sumter Counties

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 25 annual openings and positive growth
- 3 Mean Wage of \$13.42/hour and Entry Wage of \$10.91/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$21.03/hour and Entry Wage of \$13.42/hour

SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2013 Hourly Wage		FLDOE	In EFI	Data
			Percent		Openings	Mean			
			Growth				Code	Industry?	
131161	HSHW	Market Research Analysts and Marketing Specialists	4.25	182	26.39	16.71	5	Yes	R
112021	HSHW	Marketing Managers	2.08	62	54.86	26.76	5	Yes	R
319011		Massage Therapists	2.66	80	16.15	11.58	3	Yes	R
172141	HSHW	Mechanical Engineers	1.68	41	34.78	23.09	5	Yes	R
292011	HSHW	Medical and Clinical Laboratory Technologists	1.47	45	27.91	23.50	4	Yes	R
119111	HSHW	Medical and Health Services Managers	2.68	75	47.82	32.10	5	Yes	R
319092		Medical Assistants	3.05	244	13.97	11.48	3	Yes	R
499062		Medical Equipment Repairers	3.03	180	20.17	13.19	3	Yes	S
292071		Medical Records and Health Information Technicians	2.39	60	16.50	11.97	4	Yes	R
436013		Medical Secretaries	3.98	124	15.15	12.39	3	No	R
131121	HSHW	Meeting and Convention Planners	3.68	48	24.18	14.68	4	No	R
252022	HSHW	Middle School Teachers, Exc. Special & Voc. Education	2.62	220	29.00	22.98	5	No	R
493042		Mobile Heavy Equipment Mechanics, Except Engines	2.71	45	20.12	15.41	3	No	R
271014	HSHW	Multi-Media Artists and Animators	1.32	28	23.78	19.66	4	No	R
151142	HSHW	Network and Computer Systems Architects and Administrators	3.01	142	41.61	26.33	4	Yes	R
472073		Operating Engineers/Construction Equipment Operators	3.67	95	17.29	13.97	3	No	R
519083		Ophthalmic Laboratory Technicians	1.15	26	15.51	12.50	3	Yes	R
292081		Opticians, Dispensing	1.75	158	18.08	12.24	4	Yes	S
472141		Painters, Construction and Maintenance	2.19	165	17.43	11.57	3	No	R
232011	HSHW	Paralegals and Legal Assistants	3.78	161	23.33	15.77	3	Yes	R
412022		Parts Salespersons	1.89	86	17.45	11.33	3	No	R
132052	HSHW	Personal Financial Advisors	2.51	92	30.96	15.26	5	Yes	R
372021		Pest Control Workers	2.60	93	15.05	11.90	3	No	R
312021	HSHW	Physical Therapist Assistants	4.77	25	27.58	22.31	4	Yes	R
291071	HSHW	Physician Assistants	3.50	29	49.31	37.05	5	Yes	R
472151		Pipelayers	3.46	40	15.96	12.01	3	No	R
472152		Plumbers, Pipefitters, and Steamfitters	2.83	161	17.72	13.68	3	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	1.67	192	24.01	18.50	3	No	R
435031		Police, Fire, and Ambulance Dispatchers	1.88	35	17.24	12.74	3	No	R
272012	HSHW	Producers and Directors	1.81	49	37.55	20.59	5	No	R
119141	HSHW	Property, Real Estate & Community Association Managers	1.19	168	26.47	14.50	4	No	R
273031	HSHW	Public Relations Specialists	2.52	95	28.54	18.27	5	Yes	R
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.38	87	28.82	17.89	4	Yes	R
492021	HSHW	Radio Mechanics	5.03	26	27.78	20.04	3	Yes	R
292034	HSHW	Radiologic Technologists	3.19	56	22.98	16.60	3	Yes	R
419021	HSHW	Real Estate Brokers	1.55	46	36.10	17.37	3	No	R
419022		Real Estate Sales Agents	2.03	471	16.96	10.95	3	Yes	R
291141	HSHW	Registered Nurses	3.22	980	29.48	23.46	4	Yes	R
291126	HSHW	Respiratory Therapists	3.23	42	27.55	22.63	4	Yes	R
472181		Roofers	2.36	80	16.11	12.14	3	No	R
112022	HSHW	Sales Managers	1.50	116	58.58	31.97	5	Yes	R
414011	HSHW	Sales Representatives, Wholesale & Mfg, Tech. & Sci. Products	1.57	165	42.62	25.12	3	Yes	R
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Nontechnical	1.77	446	26.64	13.76	3	Yes	R
252031	HSHW	Secondary School Teachers, Exc. Special and Voc. Ed.	1.58	262	29.42	23.96	5	No	R
413031	HSHW	Securities and Financial Services Sales Agents	1.21	98	35.57	19.16	5	Yes	R
492098		Security and Fire Alarm Systems Installers	3.44	46	17.00	13.46	3	No	R
253021		Self-Enrichment Education Teachers	1.94	64	18.59	11.72	3	No	R
472211		Sheet Metal Workers	2.74	32	18.49	14.55	3	No	R
194061		Social Science Research Assistants	1.73	51	14.99	11.44	4	Yes	R

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SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	2013 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
					Mean	Entry			
151132	HSHW	Software Developers, Applications	2.45	143	35.91	22.38	4	Yes	R
151133	HSHW	Software Developers, Systems Software	3.21	72	40.20	27.04	5	Yes	R
252053	HSHW	Special Education Teachers, Middle School	3.01	32	NA	NA	5	No	R
292055		Surgical Technologists	2.32	27	17.90	14.44	3	Yes	R
173031	HSHW	Surveying and Mapping Technicians	2.42	32	21.54	14.58	3	Yes	R
492022	HSHW	Telecommunications Equipment Installers and Repairers	1.09	59	22.84	15.68	3	Yes	R
131151	HSHW	Training and Development Specialists	3.37	89	27.39	17.48	5	Yes	R
339093		Transportation Security Screeners	4.16	63	17.64	15.43	3	No	R
533032		Truck Drivers, Heavy and Tractor-Trailer	1.85	401	17.29	11.08	3	Yes	R
251194	HSHW	Vocational Education Teachers, Postsecondary	2.45	57	28.10	17.39	4	No	R
518031	HSHW	Water and Liquid Waste Treatment Plant Operators	2.04	34	21.14	13.80	3	No	R
151134	HSHW	Web Developers	1.90	44	26.31	17.67	3	Yes	R
514121		Welders, Cutters, Solderers, and Brazers	2.03	62	17.73	12.35	3	Yes	R
273043	HSHW	Writers and Authors	1.16	72	28.59	14.28	5	No	R

†SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

††HSHW = High Skill/High Wage.

†††Data Source:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data. Regional data are shown.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data. Statewide data are shown.

NA = Not Available.

EFI - Enterprise Florida, Inc.

CareerSource Central Florida Board, Consortium and Committee Meeting Dates 2014 -2015

Meeting	Jul 2014	Aug 2014	Sep 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	Jun 2015
CareerSource Central Florida Board of Directors	X	X	9/26/2014 9-10:30am	10/16/14 1-5pm	X	12/11/2014 9-10:30am	See Joint Consortium/ Board	X	X	4/23/2015 9-10:30am	X	See Joint Consortium/ Board
Executive Committee	7/31/2014 9-10:30am	X	9/15/2014 1:30-3pm	X	11/6/2014 10-1pm	12/4/2014 10:00-11:30am	1/14/2015 9-10am	X	3/19/2015 9-10:30am	4/16/2015 9-10:30am	X	6/18/2015 9-10:30am
Joint Consortium/Board	X	X	X	X	X	X	1/22/2015 9-11:00am	X	X	X	X	6/25/2015 9-11:00am
Meetings will be posted on website 1 week prior to date; materials will be distributed to Board members 1 week prior to meeting												
Committee Meeting Dates												
Finance Committee	X	8/12/2014 2:30-4pm	X	10/21/2014 2:00-3:30pm	X	X	X	TBD	X	4/7/2015 2:30-3pm	X	6/2/2015 2:30-4pm
Audit Committee	X	8/12/2014 2:30-4pm	X	X	X	X	X	TBD	X	X	X	X
Program Review Committee	X	X	9/12/2014 8-9:30am	X		12/5/2014 8:30-10:00am	1/9/2015 10:30-12:00pm	X	X	4/8/2015 8:30-10:00am	5/22/2015 8:30-10:00am	X
Governance Committee	X	8/20/2014 2-3:30pm	TBD	X	11/4/2014 2-3:00pm	X	X	2/11/2015 2-3:30pm	X	X	5/13/2015 2-3:30pm	X
Youth Committee	7/2/2014 2:30-4:30pm	X	9/17/2014 2-3:30pm	X	11/19/2014 2:30-4:30pm	X	1/14/2015 2:30-4:30pm	X	3/4/2014 2:30-4:30pm	X	5/6/2014 2:30-4:30pm	X
Community Engagement Comm.	7/15/2014 3-4:30pm	X	X	X	11/18/2014 3-4:30pm	X	1/13/2015 3-4:30pm	X	3/17/2015 3-4:30pm	X	5/19/2015 3-4:30pm	X
Meetings will be posted on website 1 week prior to date; materials will be distributed to committee members 1 week prior to meeting												
CareerSource Central Florida Board/Consortium/Committee Meetings												
Board Meetings - see above listed dates (location and time as specified on public notice displayed on CareerSource Central Florida website)												
Joint Consortium/Board Meetings are held bi-annually - see above listed dates (location and time as specified on public notice displayed on CareerSource Central Florida website)												
Committee Meetings - see above listed dates (location and time as specified on public notice displayed on CareerSource Central Florida website) *Legal Committee - as needed												