



CONSORTIUM VIRTUAL MEETING

CareerSource Central Florida | 6/19/25

CareerSourceCentralFlorida.com



6/19/25 CONSORTIUM VIRTUAL MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Consortium Action
Items

Consortium Info
Items

Adjournment

What: Consortium Virtual Meeting

When: Thursday, June 19, 2025
9:00 a.m. – 9:30 a.m.

Where: Virtual via Zoom:
Link: <https://careersourcecf.zoom.us/j/86232251102?pwd=52AC2AYcoZdbm6toesdalaOvFcXO3i.1>

Dial In: 1 (929) 205-6099 / Meeting ID: 862 3225 1102 / Passcode: 687732

6/19/25 CONSORTIUM VIRTUAL MEETING AGENDA

| | Agenda Item # | Topic | Presenter | Action Item |
|-------------------------|---------------|--|---------------|-------------|
| Meeting Details | 1. | Welcome | Mayor Demings | |
| Meeting Agenda | 2. | Roll Call / Establishment of Quorum | Kaz Kasal | |
| Welcome | 3. | Public Comment | | |
| Roll Call | 4. | Consortium Action Items | Mayor Demings | |
| Public Comment | | A. Approval of Minutes: 12/9/24 Consortium Meeting | | X |
| | | B. Approval of FY 2025-2026 CSCF Budget | | X |
| | | C. Approval of Board Appointments | | X |
| Consortium Action Items | | Consortium Info Item | | |
| Consortium Info Items | | D. Regional Planning Areas: CareerSource Central Florida & CareerSource Brevard Flagler Volusia | | |
| Adjournment | 5. | Adjournment of Consortium | | |
| | | <ul style="list-style-type: none">12/11/2025 9:00 a.m. to 11:00 a.m.6/18/2026 9:00 a.m. to 11:00 a.m. | | |



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WELCOME



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ROLL CALL



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PUBLIC COMMENT



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CONSORTIUM ACTION ITEMS



APPROVAL OF MINUTES FROM 12/9/24 CONSORTIUM MEETING



DRAFT
 Consortium Meeting
 Monday, December 9, 2024, 10:00 a.m.
 MINUTES

Meeting Packet 9
 Agenda Item 4A

**CONSORTIUM MEMBERS
 PRESENT:**

Mayor Jerry Demings, Commissioner Debora Butterfield, Commissioner Peggy Choudhry, and Commissioner Lee Constantine

**CONSORTIUM MEMBERS
 ABSENT:**

Commissioner Douglas Fields

STAFF PRESENT:

Pam Nabors, Tadar Muhammad, Leo Alvarez, Dyana Burke, Nilda Blanco, Emily Kruszewski, Vanessa Nogueira, Sean Masherella, Vince Bruno, and Kaz Kasal

| Consortium Meeting | | |
|--------------------|---|--|
| Agenda Item | Topic | Action Item / Follow Up Item |
| 1 | Welcome <ul style="list-style-type: none"> Mayor Demings, Consortium Chair, called meeting to order at 10:08 am. and welcomed attendees. Mayor Demings also welcomed new Consortium Member Commissioner Debora Butterfield, who serves District 1 in Sumter County. | |
| 2 | Roll Call / Establishment of Quorum <ul style="list-style-type: none"> Ms. Kasal, Executive Coordinator, reported a quorum present. | |
| 3 | Public Comment <ul style="list-style-type: none"> None offered. | |
| 4 | Consortium Action Items <ul style="list-style-type: none"> Approval of Minutes <ul style="list-style-type: none"> Reviewed minutes from 6/28/24 Consortium Meeting (attachment). Approval of Board Appointment <ul style="list-style-type: none"> Reviewed proposed CareerSource Central Florida Board Appointment (CSCF) of Mr. Tremayne Simpkins to represent Government Representative – Division of Vocational Rehabilitation (GRVRD) on the CSCF Board (attachment). Approval of FloridaCommerce / CareerSource Florida Item: <ul style="list-style-type: none"> Draft Local Workforce Plan 1/1/2025 – 6/30/2028 <ul style="list-style-type: none"> Reviewed action memo from CSCF Board recommending the Consortium approve "Local Plan for 1/1/2025 through 6/30/2028" (attachment). Memo includes link to actual proposed plan. | <p>Commissioner Choudhry made a motion to approve minutes from the 6/28/24 Consortium Meeting. Commissioner Butterfield seconded; motion passed unanimously.</p> <p>Commissioner Choudhry made a motion to approve CareerSource Central Florida Board Appointment, as presented. Commissioner Butterfield seconded; motion passed unanimously.</p> <p>Commissioner Constantine made a motion to approve CSCF's Local Plan for 1/1/2025 through 6/30/2028. Commissioner Choudhry seconded; motion passed unanimously.</p> |



| | | |
|---|--|--|
| 5 | Other Business <ul style="list-style-type: none">• None offered. | |
| 6 | Adjournment of Consortium <ul style="list-style-type: none">• Consortium adjourned at 10:18 am. | |

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator

RETURN TO AGENDA

APPROVAL OF

FY 2025-2026 DRAFT BUDGET

[RETURN TO AGENDA](#)



APPROVAL OF BOARD APPOINTMENTS

CareerSource Central Florida Board Membership
(Effective 7/1/2025)

| BUSINESS SEATS | | | | | | |
|--------------------|---|--------|----------|------------------|---------------------------|----------------------|
| NAME OF RWB MEMBER | Organization/Company | Status | County | Appointment Date | Years Served Since 7/1/21 | New Term |
| Brandon, Wendy | UCF Lake Nona Medical Center | RENEW | Orange | 10/5/2011 | 4 | 7/1/2025 - 6/30/2028 |
| Gary, Tanisha Nunn | African American Chamber of Commerce of Central Florida | RENEW | Orange | 7/1/2022 | 3 | 7/1/2025 - 6/30/2028 |
| Havard, Mark | Hyatt Regency Orlando | RENEW | Orange | 7/1/2016 | 4 | 7/1/2025 - 6/30/2028 |
| Ortigoni, Gaby | Hispanic Economic Advancement Foundation | RENEW | Orange | 7/1/2022 | 3 | 7/1/2025 - 6/30/2028 |
| Sweat, Richard | .decimal | RENEW | Seminole | 10/5/2011 | 4 | 7/1/2025 - 6/30/2028 |
| Schaefer, Jonathan | Kalos Services, Inc. | RENEW | Lake | 12/11/2023 | 2 | 7/1/2025 - 6/30/2028 |

| PUBLIC SEATS | | | | | | | |
|---|------------------------------|---------|--|--------------|------------------|---------------------------|----------------------|
| NAME OF RWB MEMBER | Organization/Company | Status | AREA(S) OF REPRESENTATION | County | Appointment Date | Years Served Since 7/1/21 | New Term |
| Battista, Joseph | Valencia College | RENEW | ETPC Education and Training Provider - Institution for Higher Learning | Region | 7/1/2022 | 3 | 7/1/2025 - 6/30/2028 |
| Ford, Wendy | Osceola Council on Aging | RENEW | CBO (Community-Based Organization) | Region | 7/1/2019 | 4 | 7/1/2025 - 6/30/2028 |
| Gill, John | Quest, Inc. | RENEW | WOD (CBO representing Individuals & Disabilities) | Region | 7/1/2016 | 4 | 7/1/2025 - 6/30/2028 |
| Sperzel, Michelle | Harbor House | RENEW | CBO (Community-Based Organization) | Multi-County | 7/1/2022 | 3 | 7/1/2025 - 6/30/2028 |
| Thomas, DeAnna | Lake Technical College | RENEW | ETPA Education and Training Provider- Adult Education and Literacy | Multi-County | 7/1/2021 | 4 | 7/1/2025-6/30/2028 |
| Bixler, Robert (Replacing Dr. Maria Vazquez) | Orange County Public Schools | REPLACE | ETPO Education and Training Provider-- Other Providers | Orange | 7/1/2025 | | 7/1/2025 - 6/30/2028 |

[Link to Full Roster](#)



445 W. Amelia Street • Orlando, Florida 32801 • (407) 317-3200 • www.ocps.net

June 11, 2025

Dear Pam Nabors,

I would like to share that due to my schedule, I am unable to continue serving on the Career Source Central Florida Board. It has been a privilege to serve and work with the organization, and I am grateful for the opportunity. I would like to nominate Mr. Robert Bixler, Chief of Staff, as my replacement. I believe he will be a valuable addition to the board.

Thank you once again for your support and collaboration.

Sincerely,

A handwritten signature in black ink that reads 'Maria F. Vazquez'. The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

Maria F. Vazquez, Ed.D.
Superintendent
Orange County Public Schools

[RETURN TO AGENDA](#)



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CONSORTIUM INFO ITEM

INFO ITEM:

REGIONAL PLANNING AREAS

CAREERSOURCE CENTRAL FLORIDA &

CAREERSOURCE BREVARD FLAGLER VOLUSIA



Regional Planning Areas CareerSource Central Florida and CareerSource Brevard Flagler Volusia

CareerSource Florida now requires local workforce boards to collaborate in regional planning areas to address labor shortages, close skill gaps, and improve workforce programs. Each area must partner with at least one neighboring region that shares economic and workforce ties, developing a strategy supported by elected officials. A Regional Plan Designation Request must be completed and submitted to CareerSource Florida and Florida Commerce by April 4, 2025, for review and approval. Once approved by the agency, the request for designation will be presented to the CareerSource Board of Directors for final approval.

CareerSource Central Florida proposes forming a regional planning area with CareerSource Brevard, Flagler, and Volusia Counties due to their shared workforce challenges, commuting patterns, and economic connections. This collaboration will streamline resources, enhance job training, and better support businesses and job seekers across eight counties, ensuring a stronger, more efficient regional workforce system.

Resource:

[CareerSource Florida REACH Act](#)

RETURN TO AGENDA

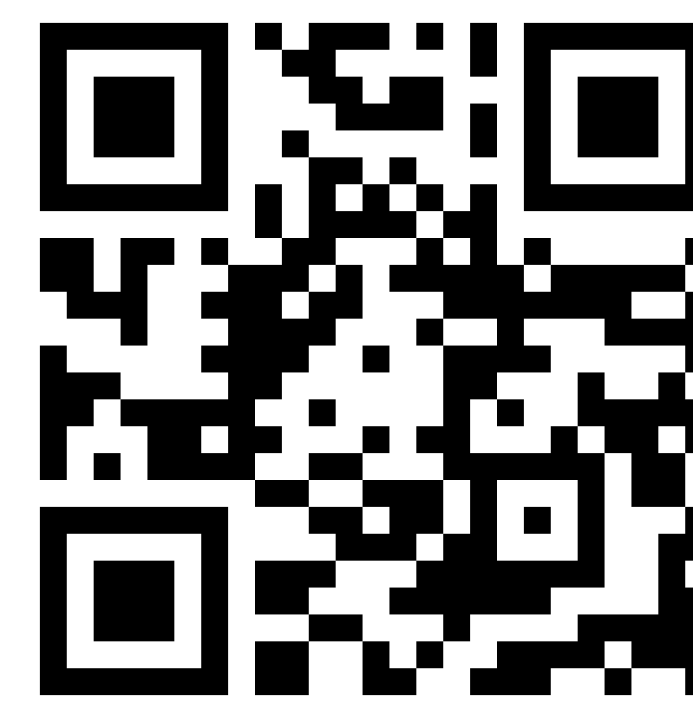
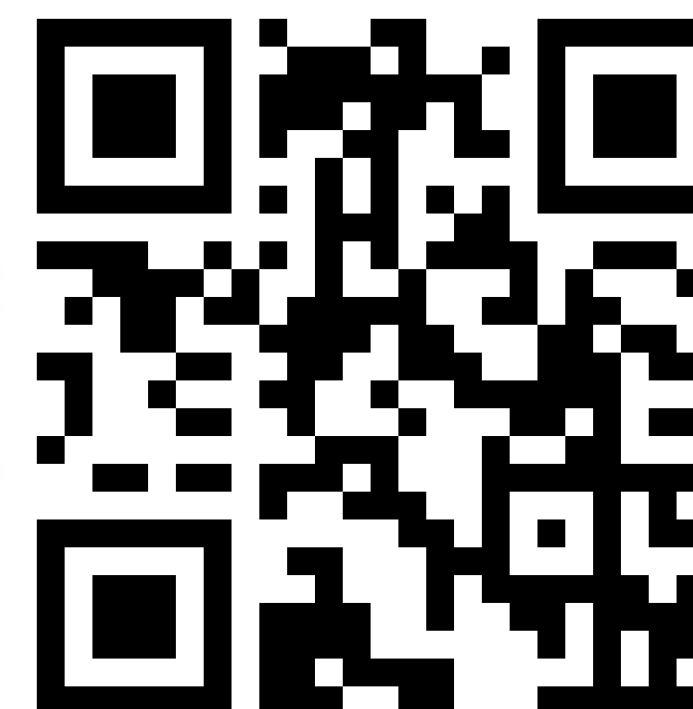
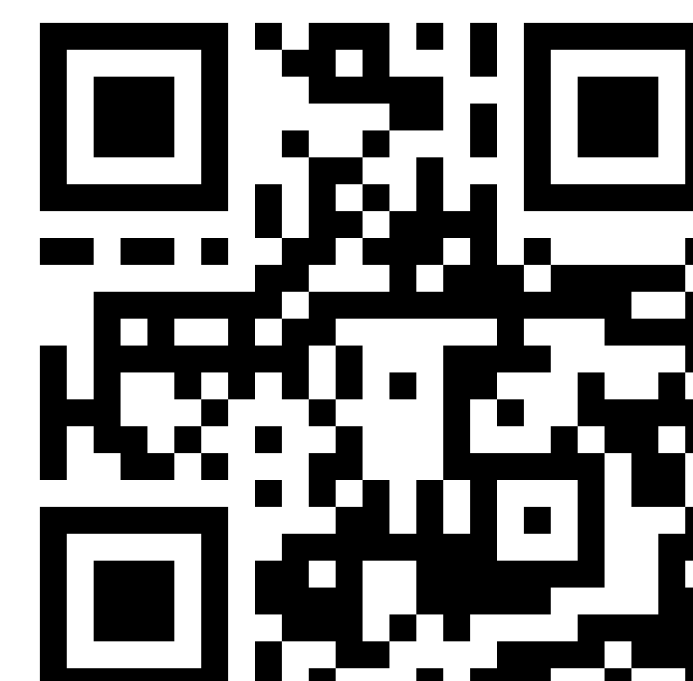
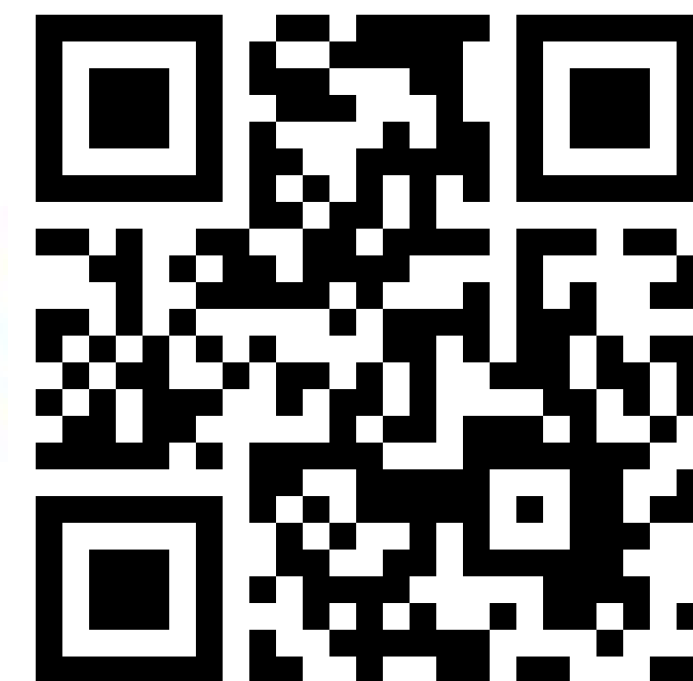


PROPOSED CONSORTIUM MEETING DATES:

(JOINT MEETING DATES WITH CSCF BOARD)

- 12/11/2025 (THU) 9:00 A.M. TO 11:00 A.M.**
- 6/18/2026 (THU) 9:00 A.M. TO 11:00 A.M.**

CONNECT WITH US



or in person by appointment, in your place of business or at one of our Career Centers.



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► **Adjournment**

ADJOURNMENT



Meeting Packet 21

Visit us
online



THANK YOU

www.CareerSourceCentralFlorida.com

800.757.4598



ATTACHMENT FOR AGENDA ITEM 4B

FY 2025-2026 DRAFT BUDGET

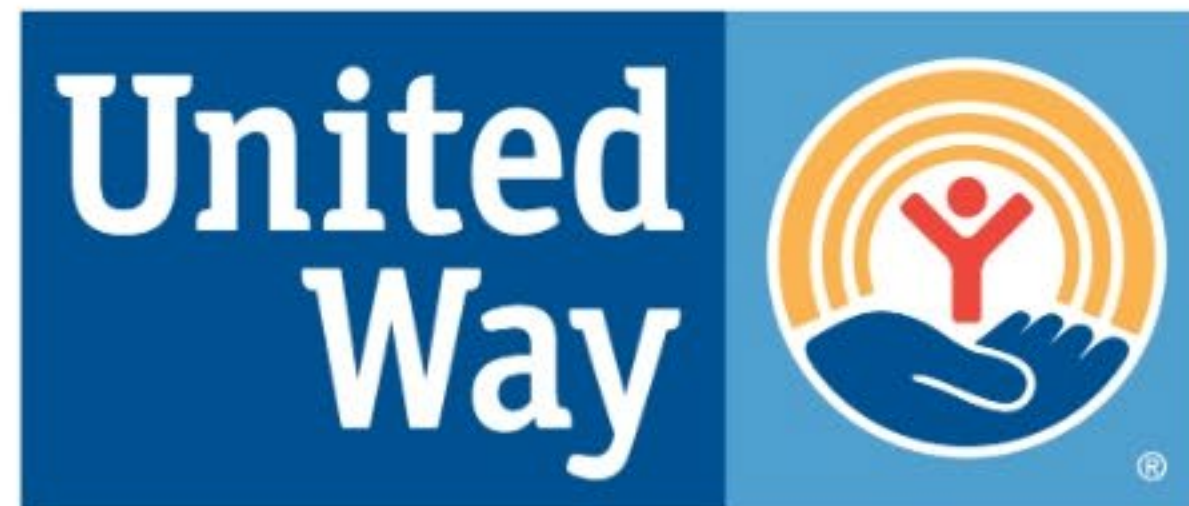


Budget Workshop FY 2025-2026

Leo Alvarez, CFO

"To Infinity & Beyond"

What is
unique about
these four
organizations?

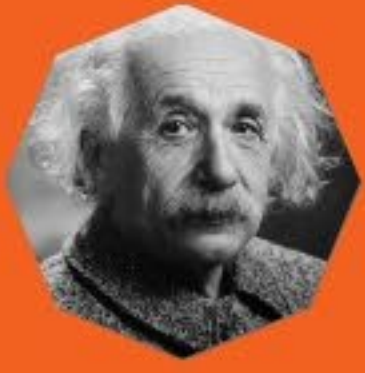


They all had to pivot to stay competitive in a post pandemic economy

CareerSource
Central Florida
also has to pivot
to remain
relevant and
competitive



Agenda



“If I had an hour to solve a problem I'd spend 55 minutes thinking about the problem and 5 minutes thinking about solutions.”

EINSTEIN

- 1 Financial Strategy
- 2 Revenue Projections
- 3 Budget Allocations & Comparisons
- 4 Budget Strategy & Efficiencies
- 5 Metrics of Success
- 6 Financial Summary
- 7 Strategic Priorities & Investments

2026 Financial Strategy



**Maximize quality of
customer experience & skill
development opportunities**

Decreasing Overhead Cost

Revenue

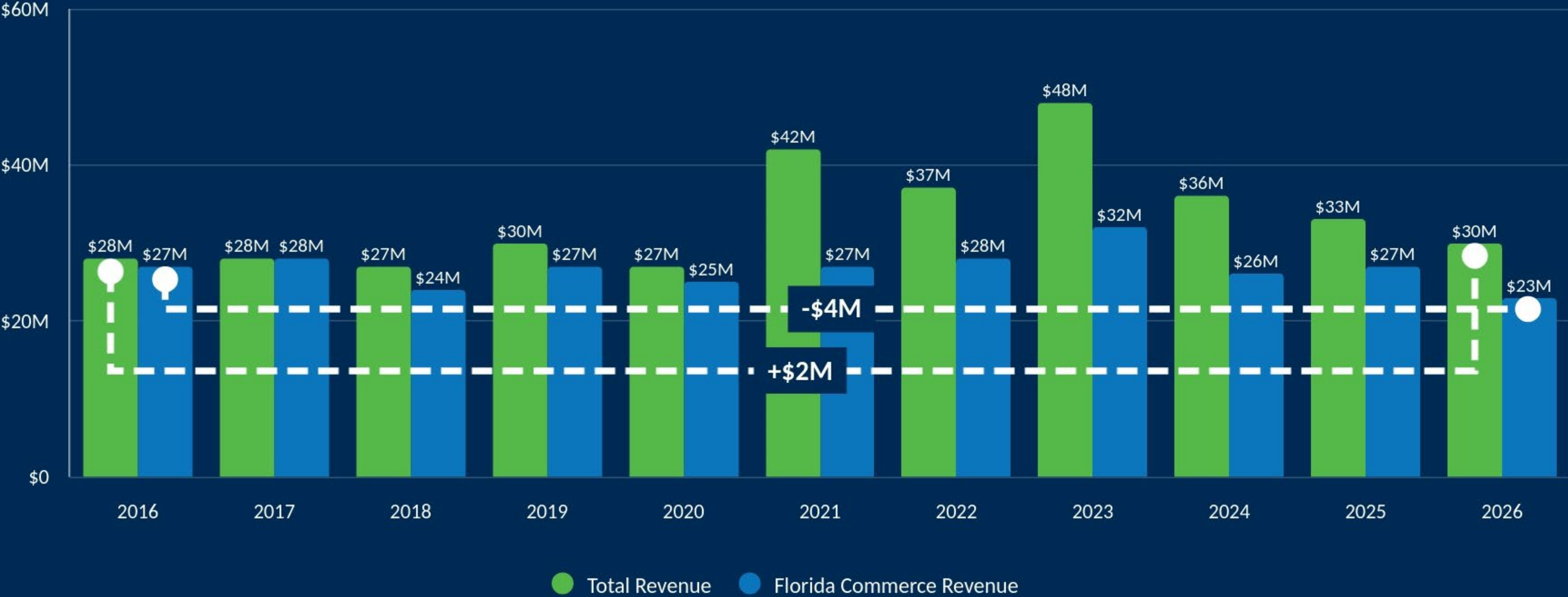
In the last three years, revenues continue to decline.

2024 - \$36M

2025 - \$33M

2026 - \$30M

Revenue History



2025 - 2026 Budget Revenue

How it Breaks Down



Total Revenue



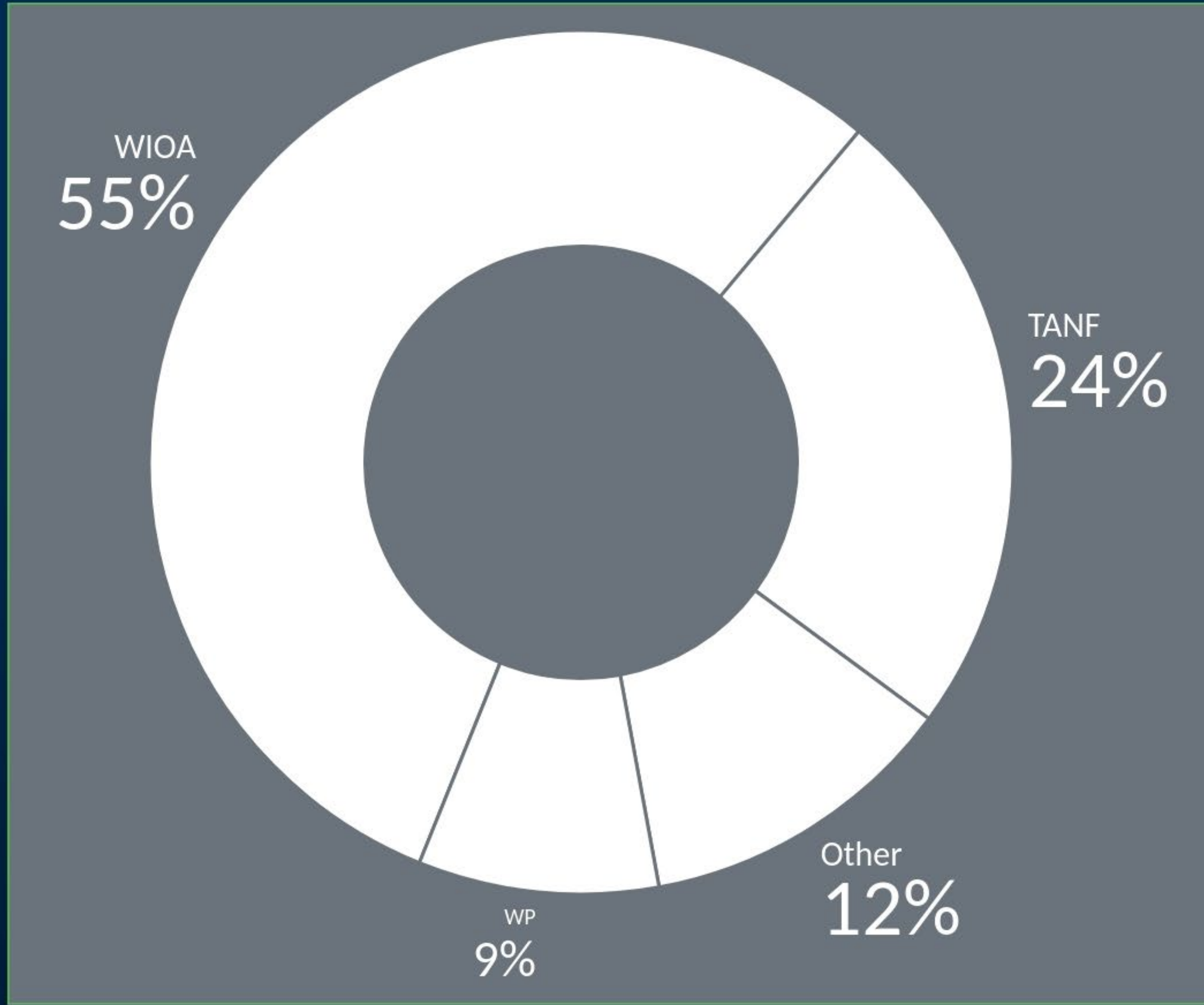
FL Commerce



Non-FL Comm (Public)



Earned Revenue

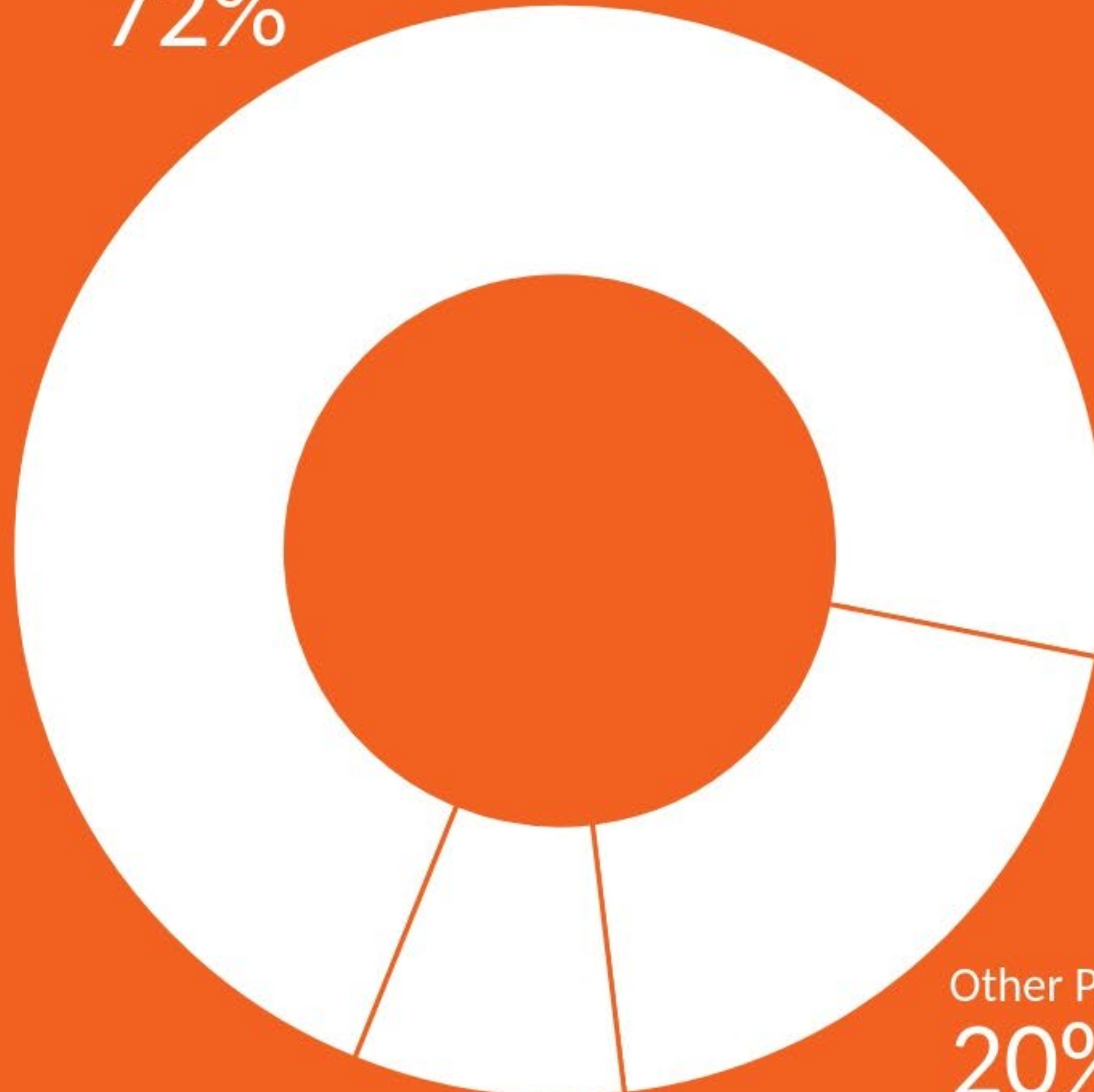


FL Commerce

\$23.5M

TOTAL BUDGET

Orange County
72%

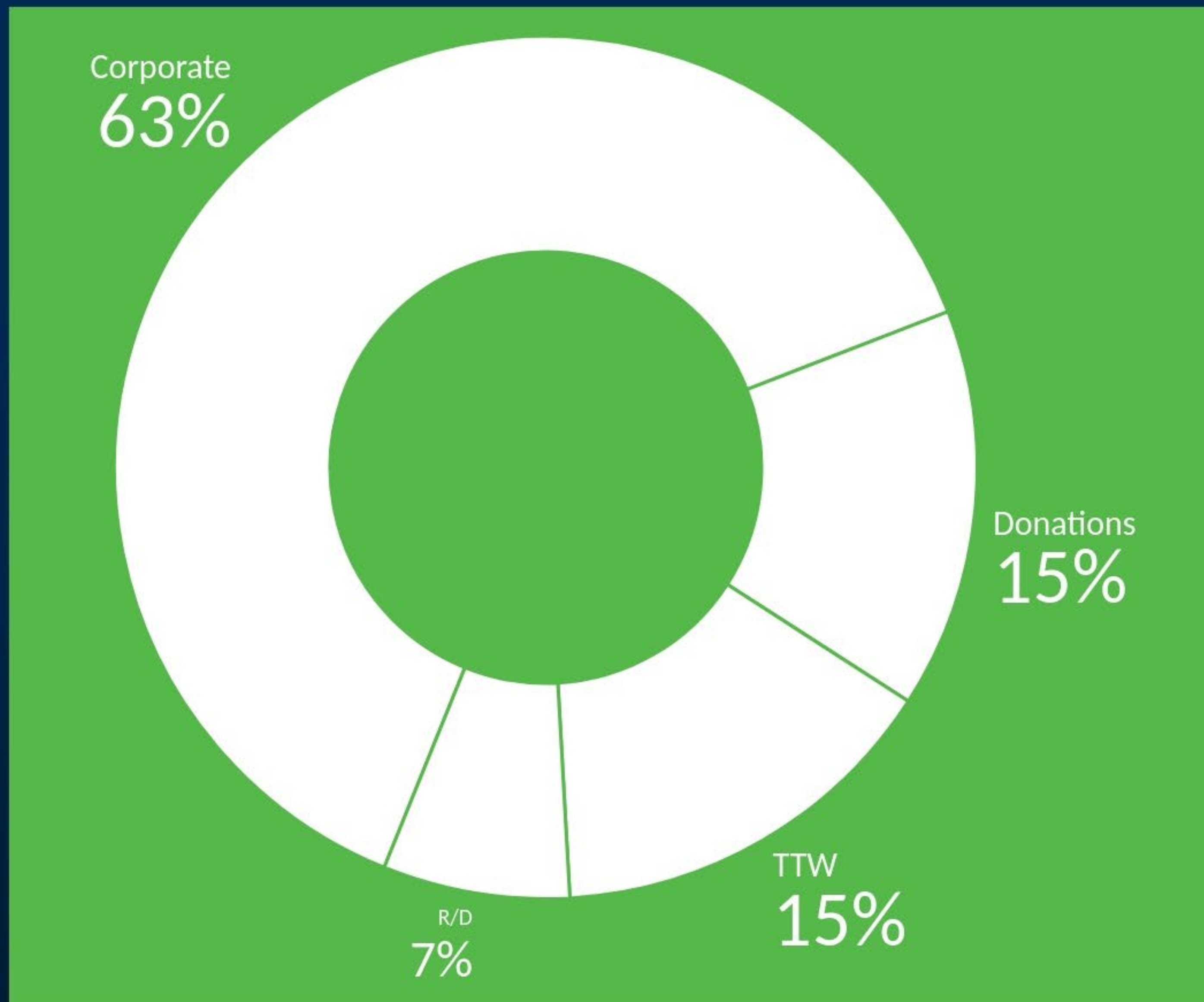


Other County
8%

Other Public
20%

Non-FL Commerce (Public)

\$5.8M
TOTAL BUDGET



Earned Revenue

\$700K
TOTAL BUDGET

2025 - 2026 Budget Expenses

How it Breaks Down



Total Expenses



Compensation



Skill Development



Innovation and Administration

Budget Allocations & Comparisons

| Budget Allocations | FY 2025/26 | FY 2024/25 | Difference |
|--|---------------------|---------------------|---------------------|
| Operations Compensation | \$10,700,000 | \$12,800,000 | -\$2,100,000 |
| Skill Development | \$11,000,000 | \$10,500,000 | \$500,000 |
| Support Compensation | \$3,700,000 | \$4,500,000 | -\$700,000 |
| Innovation & Administration | \$4,600,000 | \$5,200,000 | -\$600,000 |
| <i>Infrastructure Maintenance Costs</i> | \$2,000,000 | \$2,300,000 | -\$300,000 |
| <i>Professional Services</i> | \$1,000,000 | \$1,200,000 | -\$200,000 |
| <i>Outreach</i> | \$350,000 | \$380,000 | -\$30,000 |
| <i>Innovation and Technology</i> | \$900,000 | \$950,000 | -\$50,000 |
| <i>Staff Development Capacity Building</i> | \$350,000 | \$370,000 | -\$20,000 |
| | | | |
| Total Expenses | \$30,000,000 | \$33,000,000 | -\$3,000,000 |

Budget Strategy & Efficiencies

Compensation

- Consolidation of job functions
- Reduction in FTE's
- Change in benefit provider and plan structure yielding a net savings at renewal

Skill Development

- Maximize the amount of training we can deliver
- Expand apprenticeship opportunities
- Negotiate with training providers to leverage/lower cost

Facilities

- Administration: 40% reduction in sq/ft.
- Lake: 20% reduction in sq/ft.
- West Orange: Payoff of TI
- Closure of two offices in next 15 mo.
- Leverage community partners to open 5 community hubs in the next 12 mo.

Contract Review

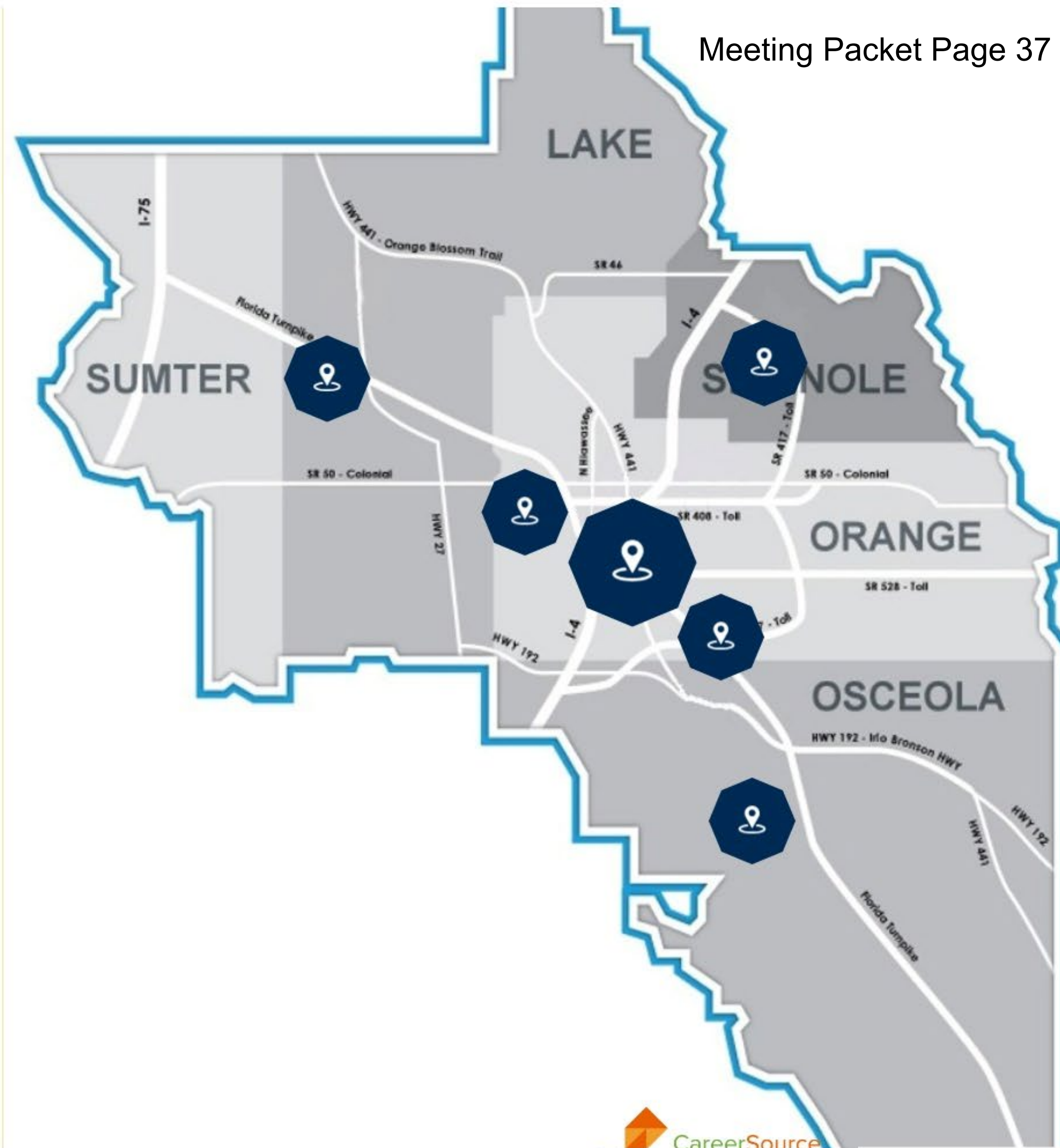
- Reviewed all contracts and identified mandatory vs. discretionary contracts

2025 Facility Cost

\$1.8M

1 Admin Office

5 Career Center Offices



2026 Projected Facility Cost

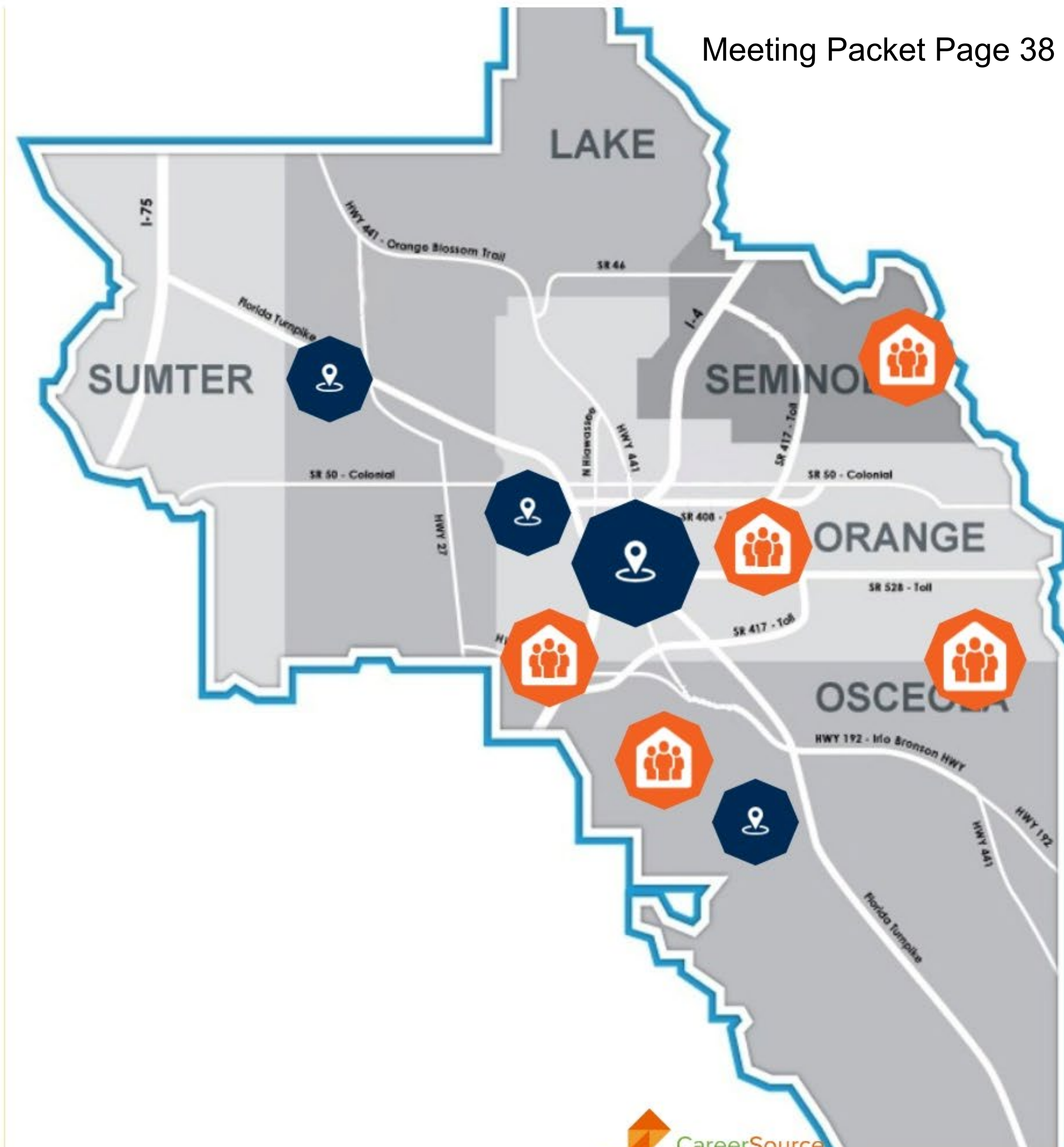
\$1M

1 Admin Office (40% Space Reduction)

3 Career Center Offices

5 Community Hubs

Expand Virtual Services





- 1 Federal Metric**
 - 👍 Administrative Costs Target - 10%
- 2 State Metrics**
 - 👍 Young Adults Internship Target - 20%
 - 👍 Training Investment Target - 40%
- 3 Local Board Metrics**
 - 👍 Career & Business Services Target - 70%
 - 👍 Innovation Support & Administration - 30%

Summary

Fiscal Responsibility

- Total Projected Revenue \$30M; Year-over-Year \$3M or 10% decrease
- 70% Earmarked for Career and Business Services; 30% in Innovation Support and Administration
- The proposed budget for salaries reflects a 3% merit increase average overall, with merits ranging between 2% and 4% based on performance evaluation scores. Incentive compensation has been set at an organizational cap of \$200,000 with employee eligibility based on requirements set by the incentive compensation policy.
- Employee health benefits reflect a decrease of 5% of current cost based on changing providers and plan structure changes and adjustments to employer/employee cost-share ratios.
- CSCF will be seeking approval from Florida Commerce to add transfer of funds flexibility of 90% between WIOA Adult and WIOA Dislocated Worker for program year 2025 funding.
- CSCF will request a waiver from CareerSource Florida to reduce the WIOA training state requirement from 50% to 40% for the fiscal year ending June 30, 2026.
- The total amount budgeted for administrative costs will not exceed the state allowable cap of 10%.



Strategic Priorities



Customer Experience Reimagined



STRATEGIC PRIORITIES

METRICS OF SUCCESS

| | | | |
|---|---|---|--|
| Diversify revenue streams to create resiliency. | Identify and deliver skill development opportunities that address labor market demands. | Deliver personalized career support that ignites the potential of Central Florida residents. | Optimize workforce innovations to maximize organizational value. |
| ✓ \$5M ATTAINED | ✓ 3,000 TRAINED ✓ 4,000 EMPLOYED | ✓ 30K EXPLORED CAREER PATHWAYS ✓ 20K CAREER PLANS COMPLETED ✓ 90% CUSTOMER SATISFACTION RATE | ✓ 3 NEW INNOVATIONS |

Return on Investment

ROI: (Career Seekers Hired) * (Average Hourly Wage Annualized)

Ratio: ROI/Cost of Investment

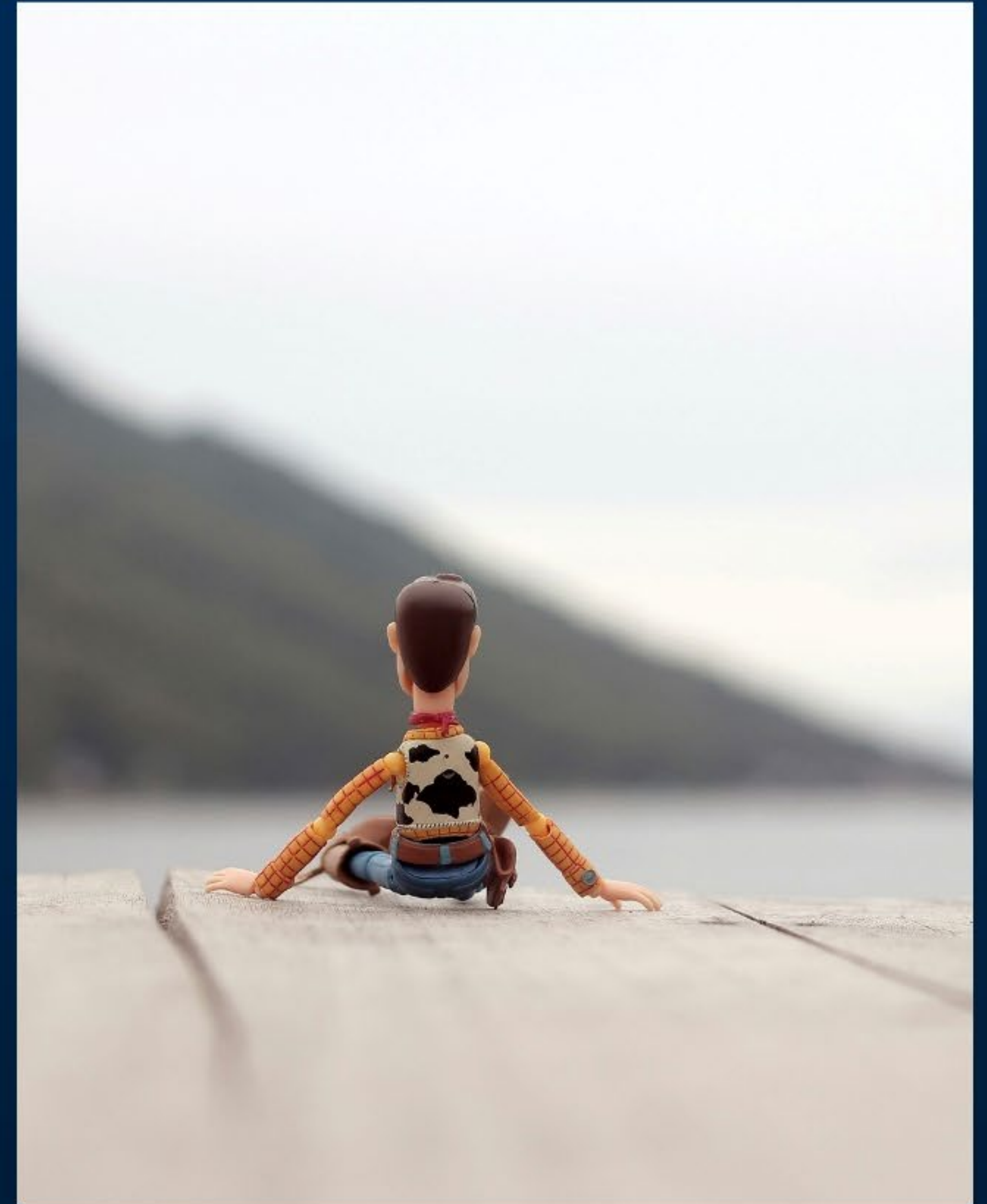


\$157,200,000

Each \$1 invested results in \$5 in wages earned by people we help get hired.

Thoughts? Questions?

Open for feedback and discussion.





ATTACHMENT FOR AGENDA ITEM 4C

BOARD APPOINTMENTS

PROPOSED FOR PY 2025-2026
REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP
Central Florida Workforce Development Board, d/b/a CareerSource Central Florida REGION NUMBER 12

Yellow: Renewing (Expiring 6/30/25)
Vacancies/Replacements

ACTIVE BOARD MEMBERS: 37
NUMBER OF VACANCIES: 0
EFFECTIVE DATE: 7/1/25

| BUSINESS SEATS | | | | | | |
|--------------------|---|---------------------------|----------|------------------|---------------------------|------------------------|
| NAME OF RWB MEMBER | Organization/Company | AREA(S) OF REPRESENTATION | County | Appointment Date | Years Served Since 7/1/21 | Current Term |
| Albu, Andrew | Albu & Associates, Inc. | BU | Orange | 7/1/2018 | 4 | 7/1/2024 - 6/30/2027 |
| Arroyo, Sharon | Duke Energy | BU | Orange | 7/1/2024 | | 7/1/2024 -6/30/2027 |
| Brandon, Wendy | UCF Lake Nona Medical Center | BU | Orange | 10/5/2011 | 4 | 7/1/2025 - 6/30/2028 |
| Gary, Tanisha Nunn | African American Chamber of Commerce of Central Florida | BU | Orange | 7/1/2022 | 3 | 7/1/2025 - 6/30/2028 |
| Havard, Mark | Hyatt Regency Orlando | BU | Orange | 7/1/2016 | 4 | 7/1/2025 - 6/30/2028 |
| LeWinter, Lindsey | Fairwinds | BU | Orange | 7/1/2023 | 2 | 7/1/2023 - 6/30/2026 |
| Nakagawa, Steve | Florida High Tech Corridor | BU | Orange | 7/1/2023 | 2 | 7/1/2023 - 6/30/2026 |
| Ortigoni, Gaby | Hispanic Economic Advancement Foundation | BU | Orange | 7/1/2022 | 3 | 7/1/2025 - 6/30/2028 |
| Ruffin, Brinkley | Universal Destinations & Experiences (Universal Orlando Resort) | BU | Orange | 7/1/2024 | 1 | 7/1/2024 - 6/30/2027 |
| Santorelli, Amy | AdventHealth | BU | Orange | 12/11/2023 | 2 | 12/11/2023 - 6/30/2026 |
| Martz, Nicole | Sanford Airport Authority | BU | Seminole | 7/1/2023 | 2 | 7/1/2023 - 6/30/2026 |
| Sprinkle, David | Veritas Recruiting Group, LLC | BU | Seminole | 2/22/2018 | 4 | 7/1/2024 - 6/30/2027 |
| Sweat, Richard | .decimal | BU Small Business | Seminole | 10/5/2011 | 4 | 7/1/2025 - 6/30/2028 |
| Walton, Matt | MiGre Engineers, LLC | BU | Seminole | 7/1/2018 | 4 | 7/1/2024 - 6/30/2027 |
| Hindle, Shawn | Hanson, Walter & Associates, Inc. | BU | Osceola | 7/1/2021 | 4 | 7/1/2024 - 6/30/2027 |
| Larry, Ben | Skywalker Technologies, Inc. | BU | Osceola | 7/1/2023 | 2 | 7/1/2023 - 6/30/2026 |
| Siracuza, Stella | Tomato Express, Inc. | BU Small Business | Osceola | 12/17/2020 | 4 | 7/1/2023 - 6/30/2026 |
| Olson, Sheri | South Lake Hospital | BU | Lake | 7/1/2013 | 4 | 7/1/2024 - 6/30/2027 |
| Schaefer, Jonathan | Kalos Services, Inc. | BU | Lake | 12/11/2023 | 2 | 7/1/2025 - 6/30/2028 |
| Ferguson, Casey | Casey Ferguson Cattle, LLC | BU | Sumter | 12/11/2023 | 2 | 12/11/2023 - 6/30/2026 |

PROPOSED FOR PY 2025-2026
REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP
Central Florida Workforce Development Board, d/b/a CareerSource Central Florida REGION NUMBER 12

| PUBLIC SEATS | | | | | | |
|--|---|--|---------------|-------------------------|----------------------------------|------------------------|
| NAME OF RWB MEMBER | Organization/Company | AREA(S) OF REPRESENTATION | County | Appointment Date | Years Served Since 7/1/21 | Current Term |
| Battista, Joseph | Valencia College | ETPC | Region | 7/1/2022 | 3 | 7/1/2025 - 6/30/2028 |
| Cunha, Gui | Seminole County Government, Office of Economic Development & Tourism | GRED | Region | 12/16/2021 | 4 | 7/1/2023 - 6/30/2026 |
| Simpkins, Tremayne | Division of Vocational Rehabilitation / Florida Department of Education | GRVRD | Region | 12/9/2024 | 1 | 12/9/2024 - 6/30/2027 |
| Donnelly, Sean | Central Florida Electrical Joint Apprenticeship & Training Committee (J.A.T.C.) / Central Florida AFL-CIO | WOLO/WOJ | Region | 12/16/2021 | 4 | 7/1/2023 - 6/30/2026 |
| Ford, Wendy | Osceola Council on Aging | CBO | Region | 7/1/2019 | 4 | 7/1/2025 - 6/30/2028 |
| Gill, John | Quest, Inc. | WOD (CBO representing Individuals & Disabilities) | Region | 7/1/2016 | 4 | 7/1/2025 - 6/30/2028 |
| Gray, Kristin | State of Florida Department of Children & Families | GRO | Region | 7/1/2023 | 2 | 7/1/2023 - 6/30/2026 |
| Hayward, Jeff | Heart of Florida United Way | WOD/WOV (CBO representing Disabilities/Veterans) | Region | 7/1/2017 | 4 | 7/1/2023 - 6/30/2026 |
| Kostenbauder, Molly | Seminole State College | ETPA | Region | 7/1/2023 | 2 | 7/1/2023 - 6/30/2026 |
| McManus, Catherine Steck | Habitat for Humanity Greater Orlando & Osceola County | CBO | Region | 7/1/2024 | 1 | 7/1/2024 - 6/30/2027 |
| Pascal, Chris | IUPAT / Florida Finishing Trades | WOLO/WOJ | Region | 12/11/2023 | 2 | 12/11/2023 - 6/30/2026 |
| Kristin Williams | Crummer Graduate School of Business at Rollins College | ETPC | Region | 7/1/2024 | 1 | 7/1/2024 - 6/30/2027 |
| Sperzel, Michelle | Harbor House | CBO | Multi-County | 7/1/2022 | 3 | 7/1/2025 - 6/30/2028 |
| Thomas, DeAnna | Lake Technical College | ETPA | Multi-County | 7/1/2021 | 4 | 7/1/2025 - 6/30/2028 |
| Ushkowitz, Eric | City of Orlando | GRED | Region | 10/5/2011 | 4 | 7/1/2024 - 6/30/2027 |
| Bixler, Robert (replacing Vazquez, Dr. Maria) | Orange County Public Schools | ETPO | Orange | 7/1/2025 | | 7/1/2025 - 6/30/2028 |
| Watford, Richard | Ironworkers Local Union 808 / Joint Apprentice Training Committee | WOLO/WOJ | Multi-County | 12/11/2023 | 2 | 12/11/2023 - 6/30/2026 |

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP

Central Florida Workforce Development Board, d/b/a CareerSource CentralFlorida REGION NUMBER 12

Key Codes:

Areas of Representation:

BU – Business (20 Seats)

WOLO – Workforce-Labor Organization

WOJ – Workforce-Joint labor-management Apprenticeship Program

WOD – Workforce-Community-based Organizations representing Individuals with Disabilities (optional)

WOV – Workforce-Community-based Organizations representing Veterans (optional)

WOY – Workforce-Community-based Organizations representing Youth (optional)

ETPA – Education and Training Provider-Adult Education and Literacy

ETPC - Education and Training Provider - Institution for Higher Learning

ETPO – Education and Training Provider-Other Providers (optional)

GRED – Government Representative-Economic Development

GRES – Government Representative-Employment Service

GRVRD – Government Representative-Vocational Rehabilitation

GRO – Government Representative-Other (optional) **CareerSource Central Florida operates the Wagner Peyser (GRO) function

OTHER – Other (please specific group/program being represented) (optional)

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