

ANNUAL REPORT

2023
2024



4 FROM OUR LEADERS

6 BOARD MEMBERS AND CONSORTIUM

8 COMMUNITY IMPACT

10 SUCCESS STORIES

12 YOUTH PROGRAM

13 YOUTH SUCCESS STORIES

15 VETERAN PROGRAM

16 VETERAN SUCCESS STORIES

17 BUSINESS SUCCESS STORIES

19 PROGRAM YEAR FINANCIALS



CAREERSOURCE CENTRAL FLORIDA ANNUAL REPORT
JULY 1, 2023 - JUNE 30, 2024

OUR **MISSION**

TO **CONNECT** CENTRAL FLORIDIANS TO CAREERS
AND **DEVELOP** SKILLED TALENT FOR BUSINESSES

WHO WE **ARE**

WE IGNITE CURIOSITY, EXPLORE CAREERS, AND UNLEASH TALENT

BOLD

WE ARE PASSIONATE ABOUT MAKING BOLD CONNECTIONS WITH OUR
CUSTOMERS, BUSINESSES AND PARTNERS.

FROM OUR LEADERS

When we reflect on the past year, CareerSource Central Florida has continued to make an impact, inspiring career seekers and supporting businesses across Central Florida. Each day, our team worked alongside nearly 3,900 businesses to build sustainable career paths for 46,000 career seekers.

We achieved significant milestones, as well, developing new strategic partnerships and initiatives while deepening existing ones.

At the heart of this work is our value proposition:

“We deliver personalized career support and skill development to bridge success between people and business.”

Why it matters: It’s not just a statement. It’s a promise that not only defines our purpose, but also drives every interaction, decision, and partnership. It reminds us why we do what we do and reinforces our commitment to creating meaningful connections that fuel growth for individuals and empower businesses to meet the evolving needs of our region’s rapidly evolving economy.

Thank you for being a part of another exceptional year.



PAMELA NABORS

PRESIDENT & CEO, CAREERSOURCE CENTRAL FLORIDA

RICHARD SWEAT

PRESIDENT / CEO, .DECIMAL

BOARD OF DIRECTORS

Chair

Richard Sweat

President / CEO
.decimal

Vice Chair

Sheri Olson

Director, South Lake Hospital Foundation, Guest & Government Relations
Orlando Health South Lake Hospital

Treasurer

Eric Ushkowitz

Business Development Division Manager
City of Orlando

Secretary

Jeff Hayward

President / CEO
Heart of Florida United Way

Andrew Albu

Co-Chairman
Albu & Associates, Inc

Joe Battista

Vice President for Workforce, Career & Professional Education
Valencia College

Dr. Heather Bigard

President
Lake-Sumter State College

Wendy Brandon

CEO
UCF Lake Nona Hospital

Guilherme Cunha

Administrator, Office of Economic Development and Tourism
Seminole County Government

Keira des Anges

Vocational Rehabilitation Area Supervisor
Division of Vocational Rehabilitation / Florida Department of Education

Sean Donnelly

Director
Electrical Training Alliance of Central Florida

Jessie Dzorney-Lukash

Director of Training
International Union of Painters & Allied Trades (IUPAT DC 78), Florida Finishing Trades

Casey Ferguson

Owner
Casey Ferguson Cattle

Wendy Ford

CEO
Osceola Council on Aging

Tanisha Nunn Gary Esq.

President / CEO
African American Chamber of Commerce of Central Florida

John Gill

President / CEO
Quest, Inc.

Kristin Gray

Community Director
Office of Child & Family Well-Being
Florida Department of Children & Families

Mark Havard

Director of Human Resources
Hyatt Regency Orlando

Shawn Hindle

President / CEO
Hanson, Walter & Associates, Inc.

Dr. Molly Kostenbauder

Associate Vice President for the School of Business, Health, and Public Safety
Seminole State College

Ben Larry

Director, Human Resources
SkyWater Technology Florida

Phillip Laws

Director of Philanthropy, Corporate Alliance
Nemours Children's Health

Lindsey LeWinter

Executive Vice President, Human Resources
Fairwinds Credit Union

Nicole Martz

President & CEO
Sanford Airport Authority

Steven Nakagawa

Program Director, Confluence
Florida High Tech Corridor

Bryan Orr

Co-Founder / President
Kalos Services, Inc.

Gaby Ortigoni

President
Hispanic Economic Advancement Foundation

Chris Pascal

Director of Training
International Union of Painters and Allied Trades D.C./Florida Finishing Trades

Renee Quintanilla

Director, Student Success
Crummer Graduate School of Business at Rollins College

Amy Santorelli

Chief People Officer
AdventHealth

Jonathan Schaefer

Director, Employee Development
Kalos Services, Inc.

Stella Siracuza

CFO
Tomato Express, Inc.

Michelle Sperzel

CEO
Harbor House of Central Florida

David Sprinkle

Managing Partner
Veritas Recruiting Group, LLC

DeAnna Thomas

Executive Director
Lake Technical College

Dr. Maria Vazquez

Superintendent
Orange County Public Schools

Matt Walton

President
MiGre Engineers, LLC

Richard Watford

Director
Ironworkers Local 808

CONSORTIUM

Chair

Jerry L. Demings

Orange County Mayor

Vice Chair

Lee Constantine

Seminole County Commissioner, District 3

Peggy Choudhry

Osceola County Commissioner, District 1

Sean Parks

Lake County Commissioner, District 2

Douglas Shields

Lake County Commissioner, District 1

Roberta Ulrich

Sumter County Commissioner, District 1



2023 - 2024 COMMUNITY IMPACT

46,211

CAREER SEEKERS
ENGAGED

TARGET GOAL: 40,000

27,310

CAREER SEEKERS
SERVED

TARGET GOAL: 20,000

6,473

INDIVIDUALS PLACED
IN EMPLOYMENT

TARGET GOAL: 6,000

* Individuals directly or indirectly placed in employment.

3,315

CAREER SEEKERS
TRAINED

TARGET GOAL: 3,000





603

INDIVIDUALS
HIRED

TOTAL INTERVIEWED: 1,639

* Individuals hired as a direct placement from CSCF.

\$19.28

AVERAGE WAGE

TARGET GOAL: \$18

4,078

BUSINESS
RELATIONSHIPS

TARGET GOAL: 4,000

CUSTOMER SUCCESS STORIES

JAZMIN P.

New Career Beginnings

For years, Jazmin cycled through minimum-wage jobs, struggling to find stability. She was referred to the Get There Faster Academy to get started on her career journey.

She showed up for every session, gaining resume assistance, career coaching, and confidence. Jazmin graduated from the academy and was accepted into Southern Technical Institute's Patient Care Assistant Program.



“ I was blessed to have the opportunity to pursue a career I’ve always wanted, thanks to CareerSource Central Florida. Now, I can focus on myself and my future, providing for my children in a way I never thought possible. The team paved the way and believed in me, even when I didn’t believe in myself—now my dreams are within reach.

-Jazmin P.

CUSTOMER SUCCESS STORIES

AYSHIRA F. Level Up Orange

As a young mother of three, Ayshira dreamed of advancing from a Certified Nursing Assistant to a Licensed Practical Nurse. While expecting her third child, she took a bold step by starting LPN training at SMTL School of Nursing.

Juggling motherhood, studies, and life's challenges wasn't easy, but Ayshira pushed through. In August 2023, she welcomed her baby and by December, she graduated from the program. In February 2024, she passed her state board exam and later in the month she secured a job with Orlando Senior Health Network—earning \$24 per hour.



DIONNE C. Level Up Orange

Dionne learned about CareerSource Central Florida at a time in her life when she was feeling stuck and not moving forward. CSCF took the time to help discover her passion and guide her toward a successful career in a growing field.

She earned a Web Development and Computer Programming certificate from Valencia Community College. Dionne continued her educational goals and it is only two classes away from earning her A.S. degree in Computer Programming.





WATCH
SUCCESS
STORIES



2.4K+
YOUTH SERVED

290
EARNED CREDENTIALS
WITH MANY EARNING
MORE THAN ONE

106
ACHIEVED HIGH
SCHOOL **DIPLOMA**

CSCF's year-round Youth Program empowers young adults ages 16–24 with skills, training, and career services to jump-start a fulfilling and rewarding future.

SUMMER YOUTH PROGRAM

The Summer Youth Program is an extension of CSCF's year-round program, providing young adults in high school with exposure to college experiences, multiple career pathways in high-growth industries, professional internships, and specialized career training.

In 2024, the program had 1,653 young adults participating across three tracks explore, engage and experience. In addition, 180 employers in Central Florida hosted one or more Summer Youth Program participants. Upon completing the program, the participants went on to earn over \$1.85 million across their job placements, marking another highly successful year for the CSCF Summer Youth Program.

LEAN F.

From Career Exploration to Aspiration

After exploring careers during the High School Career Express program, Lean now knows exactly what she wants to do in life.

The program also taught her professional skills to prepare for a career. We matched Lean to an internship at Central Florida Urban League to pursue her career aspirations.

“The program is a great opportunity to explore different fields that I didn’t know much about. If you are undecided about what you want to do in the future, this will be the best step for you to learn and get a break down of each and every aspect of different careers.

-Lean F.



JAZMINE M.

Finding Her Career Path in Healthcare

Jazmine improved her communication skills while learning about her career options during the High School Career Express program.

It helped further her education and professional life to reach her goal of becoming a doctor or administrative professional in the health care industry.

MYKAH M.

Inspiration & Career Exploration

Mykah joined the Summer Youth Program for career exploration and skill-building opportunities.

She participated in the Public Sector Academy where she learned about career paths in the public sector. She was inspired by the dedication and passion that each individual has for what they do.

“Without CareerSource Central Florida, I would’ve still been scared to speak up and take the risk. I’m grateful I got to experience everything we did during the Summer Program.

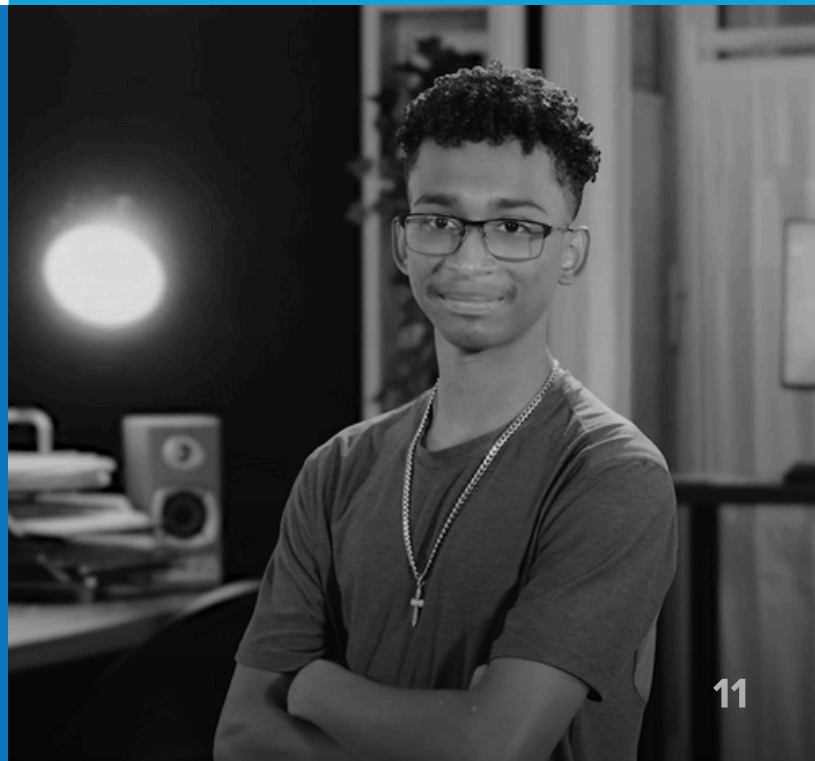
-Mykah M.

CARLOS M.

Building Skills & Confidence

Carlos aims to be a mechatronics engineer and he is exploring his opportunities while still in high school. The Summer Youth Program helped him build his confidence and develop skills for his future career.

He had the opportunity to learn how to code by using several programs including HTML, JavaScript to build a website.



VETERAN PROGRAM

2,206

VETERANS SERVED

PRIORITY OF SERVICE

Eligible veterans and their spouses take precedence to receive employment, training, and placement services in all CareerSource Central Florida programs funded directly or indirectly, in whole or in part, by the Department of Labor.

CSCF salutes our nation's heroes. We are proud to serve and employ those who have dedicated their lives to our country.



JOEL G. TRANSITIONING TO A NEW CAREER

U.S. Veteran Joel successfully transitioned to a new career with the support of CareerSource Central Florida.

His Career Consultant connected him with job opportunities that matched his expertise in human resources, ultimately leading to a role as Human Resources Director at Primus Pipe and Tube.

Since joining, Joel has made a significant impact, driving positive change within the organization.



“ CareerSource Central Florida’s continuous support and dedication played a crucial role in my successful career transition. Their efforts in connecting me with Primus Pipe and Tube opened the door to an exciting opportunity where I can utilize my skills and experience.

-Joel G.

“ We truly appreciate how CareerSource Central Florida goes beyond merely connecting job seekers and employers. Your commitment to fostering mutually beneficial relationships and providing ongoing support sets you apart as a true partner in our journey. Your efforts have not only impacted our bottom line but have also positively influenced our community by creating job opportunities and contributing to economic growth.

-Sunshine Enterprise USA Representative

SUNSHINE ENTERPRISE USA

When Sunshine Enterprise USA launched its new construction venture, Sunshine Project Management LLC., they faced numerous challenges in building a skilled workforce aligned with their vision and goals.

CareerSource Central Florida helped Sunshine Enterprise USA by referring them qualified candidates who demonstrated a strong work ethic, determination, and genuine passion. They also received support with workshops, training programs, and networking opportunities that equipped them with the knowledge and tools needed to establish a strong foundation for their construction business.





You want to get employees that believe in what you do. Because when they believe in what you do, they are going to be your best ambassadors outside.

I always love to be able to refer people to people that I can trust, and I know they are going to be in good hands when I do, and that is 100% CareerSource Central Florida.

**-Sandi Moore, President and CEO
Leesburg Area Chamber of Commerce**



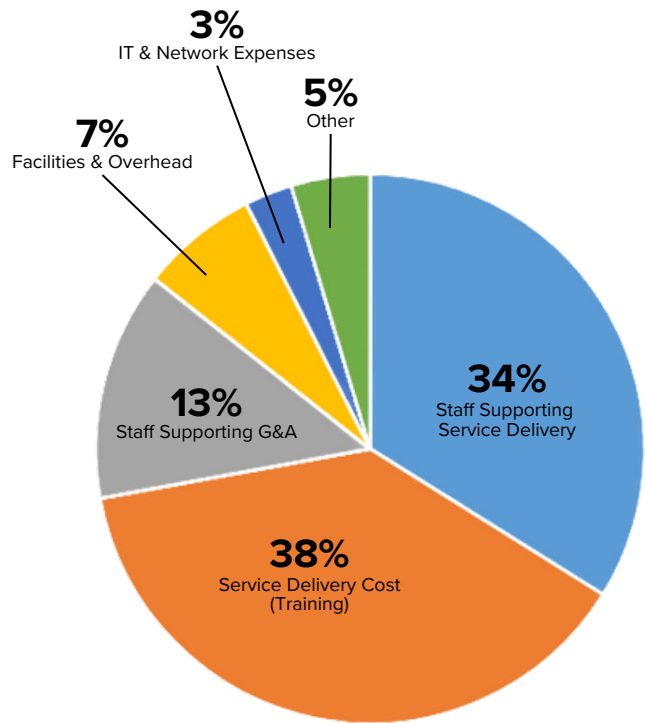
**WATCH
SUCCESS
STORIES**



PROGRAM YEAR FINANCIALS

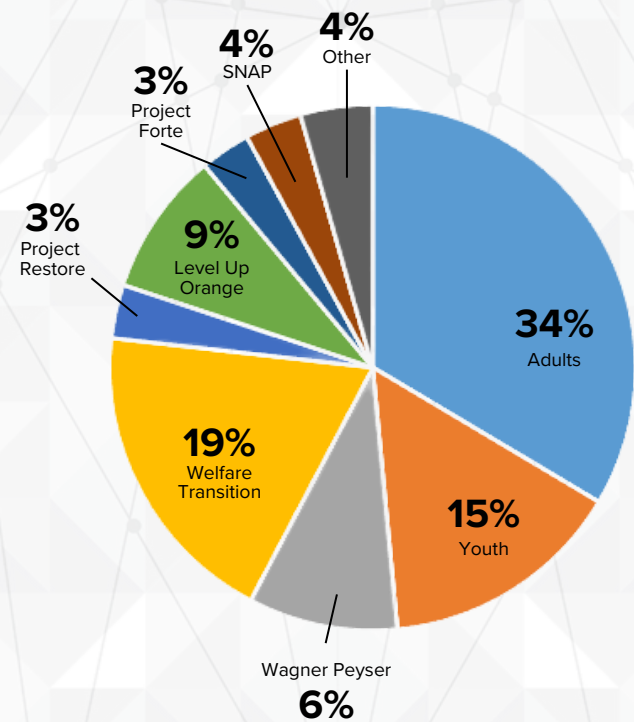
Service Delivery 2023-2024 Fiscal Year Budget

Staff supporting service Delivery	\$12,022,242
Service Delivery Cost (Training)	\$13,560,000
Staff Supporting G&A	\$4,792,758
Facilities & OH	\$2,450,000
IT & Network Expenses	\$1,000,000
Other	\$1,650,000
TOTAL	\$35,475,000



Service Delivery 2023-2024 Federal Expenditures

Adult	\$11,358,883
Youth	\$5,063,484
Wagner Peyser	\$3,114,540
Welfare Transition	\$6,463,824
Project Restore	\$1,119,437
Level Up Orange	\$2,996,706
Project FORTE	\$1,049,952
SNAP	\$1,187,746
Other	\$1,504,979



LAKE CAREER CENTER

Lake-Sumter State College
9909 U.S. Hwy 441, Building M#29
Leesburg, FL 34788

OSCEOLA CAREER CENTER

Valencia College
1800 Denn John Lane, CIT Building, Suite 300
Kissimmee, FL 34744

SEMINOLE CAREER CENTER

1209 West Airport Boulevard
Sanford, FL 32773

SOUTHEAST ORANGE CAREER CENTER

5784 S. Semoran Boulevard
Orlando, FL 32822

WEST ORANGE CAREER CENTER

West Oaks Mall
9401 W. Colonial Drive
Ocoee, FL 34761

DOWNTOWN ADMINISTRATIVE OFFICE

390 North Orange Avenue, Suite 700
Orlando, FL 32801



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