Compassion
Suncoast Workforce 2012 Annual Report

Talent
Recruit
Train
Service
Excellence
Respect
Integrity
Collaboration
Compassion
“The value of achievement lies in the achieving.”

Albert Einstein (1879-1955), Physicist
This past year, our organization remained flexible and tactical in order to address the demand for services from employers, workers and job seekers. This report highlights our activities from July 1, 2011 through June 30, 2012 as defined by our organization's mission and vision for the future. The successes shared are a result of working corroboratively toward common goals with partners in business, education and economic development.

We continue to focus on talent recruitment and development to help local businesses grow and stay competitive in a global market. Suncoast Workforce hosted over 115 customized recruiting events that successfully helped companies connect to qualified applicants. This is just one of many ways we assist the business community. In addition, we instituted training grants for 48 companies for skills training for 296 employees in Manatee and Sarasota Counties.

Our Career Centers logged over 125,000 visits during the year, with 18,196 being first time visitors. As a result of working with job-seekers to assess skills, conducting targeted training and job matching, 6,845 customers gained employment.

In addition to our ongoing services, we implemented several new initiatives. Suncoast Workforce was the only regional workforce board in the state to be awarded a special grant to develop a pilot workforce program targeting survivors of domestic violence. This pilot, entitled the Empowerment Project, created linkages between local domestic violence agencies, employment assistance and other support services. You’ll have the opportunity to learn more about this project and others in this report.

In the coming year, we will continue to leverage our partnerships with economic developers, educators and businesses to effectively address the current and emerging workforce needs of our customers.
Leadership

The Executive Committee is comprised of the chairs of our standing committees, councils and ad hoc committees. They are empowered to act and take necessary actions between meetings of the Board.

2011-2012 Executive Committee

Dale Vollrath, Chairman, TRC Staffing Services
Adam Kendall, CFP, Chairman-Elect / Treasurer, Morgan Stanley
James Taylor, Member-At-Large, Pro-Equities
Jennifer Bencie, MD, MSA, Bi-County Healthcare Committee, Manatee County Health Department
Mark Kennell, Chairman, Construction Technology Careers Committee, Mills Gilbane
Christopher Locke, Chairman, Youth Council, IMG Academies
Carolyn Mason, Chairwoman, Empowerment Project Steering Committee, Sarasota Board of County Commissioners
Bill Webster, Chairman, Communications Committee, Beall’s Inc.

2011-2012 Board of Directors

Lorna Alston
Tom Bedwell
Mary Cantrell, PhD
Christy Cardillio
Felipe Colon
Patrick Del Medico
Lisa Eding
C.R. “Jay” Foutty
Donna Hayes
Sharon Hillstrom
John Howell
Mark Huey
Johnny Hunter Sr.
Linda Johnson
Frank Kovach
Jahna Leinhauser
Mary Mercurio, PhD
Melissa Morrow
Rick Mosholder
Dr. Idelia Phillips
Steve Queior
John Randal
Toni Ripo
William Russell
Allan Santor
Larry A. Utt
Peter Vacca
Leadership

Carolyn Mason, Sarasota County Commissioner, was the newest recipient of the Suncoast Workforce Leadership Award. Suncoast Workforce was the only region in the state to be selected for a special grant charged with developing a model that created linkages between domestic violence agencies, Suncoast Workforce and other support services. Commissioner Mason chaired the Steering Committee for this project and she worked tirelessly with Hope Family Services in Manatee County and Safe Place Rape and Crisis Center (SPARCC) in Sarasota County. The project was successful in creating a replicable model that included a series of life skills workshops and employment opportunities for victims of domestic violence. During the short time frame for this grant, Suncoast Workforce provided basic services to 57 customers; intensive services to 112 customers; 90 customers completed the Life Skills Workshop; and 41 customers gained employment.

Communications Committee
This Committee provides oversight and guidance to the Workforce Board on initiatives to create awareness about the organization’s programs to targeted audiences through various mediums. During the year, we hosted two Business Summits, an Open House for Elected Officials and an Annual Meeting.

Community Entrepreneur Opportunity (CEO)
The Community Entrepreneur Opportunity assisted 118 CEO graduates to complete a comprehensive 12-week business-training course, which offers a combination of classroom training, one-on-one mentoring and networking. Participants had a chance to assess their entrepreneurial skills, determine whether they have a strong business concept, and look at the next steps toward starting or growing a business. The Small Business Development Center at State College of Florida along with SCORE and several independent instructors provide the training.

Finance Committee
The Treasurer chairs the Finance Committee and is responsible to the Board for oversight of the corporation’s fiscal management. The Executive Committee assists the Treasurer with financial review responsibilities, reviews the President/CEO’s recommended budget and the annual audit report. Suncoast Workforce again received an independent audit report with no findings or questionable costs as required to be reported under the U.S. Office of Management and Budget Circular A-133, Audits of States, Local Governments, and Non-Profit Organizations.

Youth Services Committee
This committee enlists business, education and community support to help students achieve long-term career goals by ensuring that young people and adults entering the workplace for the first time have the academic and occupational skills required to succeed. The Youth Services Committee functions as the Workforce Investment Act (WIA) Youth Council.
“We’re happy to be a partner with Suncoast Workforce. They have really helped our HR Department to be more strategic and more resourceful; they saved us a lot of time and added a lot to the business.” - Roxanne Tyson, HR Manager, Dentsply

Service

Business Services develops and maintains relationships with companies in Manatee and Sarasota Counties and is responsible for meeting Suncoast Workforce (SW) performance goals with specific concentration on job placements. Business Services’ overall goal is to offer talent management solutions to community businesses for meeting their human resources needs from staffing and recruitment (pre-screening and job advertising) to identifying training opportunities. Activities include networking; outreach to the local business community; posting job openings; recruitment process design; talent sourcing; talent screening and assessment; recruitment strategy; and assessment of talent development needs. Our dedicated staff and community partners are what makes our organization successful.

Program Year 2011-2012 Highlights:
Hosted 115 customized hiring events
Filled 2,260 company positions
Forty-eight companies utilized training grants to train 296 workers

Job Seeker Services provide the tools and resources to assist customers (youth, adults and veterans). This includes access to our Career Resource Centers, career preparation workshops, one-on-one assistance with career advisors or intensive services with career counselors. Our ultimate goal is helping the residents in our community gain the skills they need to enter, remain and advance in the workplace.

Program Year 2011-2012 Highlights:
288 Workforce Investment Act (WIA) customers who received intensive services or occupational skills training gained employment
Average wage for Adult WIA customers at employment was $18.19
Average wage for Dislocated WIA customers was $14.81
86 youths accomplished positive goal attainments
83 customers obtained their GED
828 veterans gained employment

Our Mobile Career Center is equipped with high tech computer equipment with Internet capability. The Mobile provides services to customers that are typically unable to travel to our main offices. Outreach locations include Bradenton, Ellenton, Palmetto and Sarasota. Nearly 5,500 customers visited the mobile for services.
Training

On-the-Job Training Services is a new program launched during the program year to encourage businesses to hire job seekers who may not have all the necessary skills or knowledge to perform the job. Suncoast Workforce reimburses the employer up to 50 percent of the employee’s wages during training for a specified period. Suncoast Workforce will assist in the recruitment process, job description and candidate screening at no fee to the employer. During the 2011-2012 program year, 24 businesses participated by hiring and training 42 new employees.

Employed Worker Training (EWT) helps businesses remain competitive by improving the skills of their employees. Companies identify key skills training and the eligible staff who need skills upgrade. Suncoast Workforce then contracts with a training provider of the employer’s choice to deliver the customized training. Businesses contribute matching funds up to 50 percent of the cost of training. During the 2011-2012 program year, 24 employers utilized EWT to train 254 employees in Manatee and Sarasota Counties.

“Suncoast Workforce has been a very effective partner in helping us find and hire technicians to fill our open positions. The Suncoast Workforce OJT program has provided funding of over $13,000 to improve the skills of our new technicians over a six month period. This program allows us to have more flexibility in hiring, to build our techs’ skills and to update the certifications in a timely manner. This is a win-win for everyone involved!” - Jim Althouse, General Manager, Infinity Technology Solutions
Training & Finance

Unemployed workers and employees that are under-utilized may be eligible for skills training in high demand occupations. During the 2011-2012 program year, 1,106 Suncoast Workforce customers received occupational skills training.

<table>
<thead>
<tr>
<th>Characteristics of Training Recipients</th>
<th>Adult</th>
<th>Dislocated Worker</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Served</td>
<td>1,106</td>
<td>468</td>
<td>208</td>
</tr>
<tr>
<td>Female</td>
<td>640</td>
<td>223</td>
<td>112</td>
</tr>
<tr>
<td>Male</td>
<td>466</td>
<td>245</td>
<td>96</td>
</tr>
<tr>
<td>White</td>
<td>858</td>
<td>385</td>
<td>82</td>
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<tr>
<td>Hispanic</td>
<td>106</td>
<td>43</td>
<td>46</td>
</tr>
<tr>
<td>African American/Black</td>
<td>140</td>
<td>47</td>
<td>96</td>
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<tr>
<td>Other Races</td>
<td>126</td>
<td>37</td>
<td>36</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Education Level at Enrollment in Training</th>
<th>Adult</th>
<th>Dislocated Worker</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Served</td>
<td>1,106</td>
<td>468</td>
<td>208</td>
</tr>
<tr>
<td>Less Than High School Diploma</td>
<td>28</td>
<td>10</td>
<td>97</td>
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<tr>
<td>High School Diploma/GED</td>
<td>386</td>
<td>184</td>
<td>93</td>
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<tr>
<td>1 to 3 Yrs College/Tech School</td>
<td>398</td>
<td>194</td>
<td>17</td>
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<tr>
<td>Bachelors Degree</td>
<td>221</td>
<td>70</td>
<td>1</td>
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<tr>
<td>Beyond Bachelors Degree</td>
<td>73</td>
<td>10</td>
<td>0</td>
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</table>

Suncoast Workforce funding for program year 2011-2012 totaled $11,724,717. Funding for workforce programs and services includes allocated funds, transfers, special grant awards and partner support.

<table>
<thead>
<tr>
<th>Program</th>
<th>Funding</th>
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<tbody>
<tr>
<td>Workforce Investment Act</td>
<td>$7,828,785</td>
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<tr>
<td>Employment Services</td>
<td>$1,892,143</td>
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<tr>
<td>Welfare Transition - (TANF)</td>
<td>$1,832,445</td>
</tr>
<tr>
<td>Miscellaneous Programs</td>
<td>$171,348</td>
</tr>
<tr>
<td>Totals</td>
<td>$11,724,717</td>
</tr>
</tbody>
</table>

Miscellaneous Programs
Welfare Transition - (TANF)
Employment Services
Workforce Investment Act