

CareerSource Research Coast

2023-2024 **annual** report

Provide Opportunities. Improve Lives

www.CareerSourceRC.com



A Letter from the President/CEO
Brian Bauer, CareerSource Research Coast

Dear Partners, Stakeholders, and Community Members,

As we reflect on Program Year 2023-2024, I am proud to share the incredible progress CareerSource Research Coast has made in empowering job seekers, strengthening businesses, and enhancing workforce development across Indian River, St. Lucie, and Martin Counties. Through our direct service provider model, we have not only reduced costs but also improved performance outcomes, ensuring that more individuals and businesses have access to the resources they need to thrive.

This year, our organization achieved significant milestones that demonstrate our commitment to workforce excellence. By directly providing services rather than outsourcing, we saved more than \$358,000 while expanding access to job placement and training programs. Our workforce initiatives exceeded expectations, with CareerSource Research Coast surpassing fourteen of the eighteen WIOA performance measures and meeting four others. The impact of our services was evident in the increased engagement with both job seekers and employers.

We provided assistance to over 61,000 career seekers, a substantial increase from the previous year, and helped 1,543 individuals secure employment, nearly doubling our success rate. Additionally, our partnerships with local businesses continued to grow, with 996 employers benefiting from our services. We also made tremendous strides in strengthening On-the-Job Training opportunities, increasing contracts by 48 percent and nearly tripling expenditures to ensure more individuals gain hands-on work experience. Our specialized programs, including the Summer of Success and the TANF Teen Pregnancy Prevention initiative, provided young people with career readiness skills and valuable opportunities for personal and professional growth. The FATES program continued to support families in overcoming financial barriers to employment, while our apprenticeship expansion efforts helped workers enter high-demand fields such as manufacturing, healthcare, and construction. While we celebrate these achievements, we remain focused on the future and the opportunities that lie ahead. In the coming year, we will work to strengthen business engagement, expand training and apprenticeship programs, and increase digital outreach to connect with job seekers and employers more effectively.

We are also committed to advancing workforce equity and inclusion, ensuring that every individual, regardless of background, has access to meaningful career opportunities. At CareerSource Research Coast, we are not just addressing today's workforce challenges; we are laying the foundation for a stronger, more resilient future. Our success would not be possible without the dedication of our team, the support of our partners, and the collaboration of our communities. I am deeply grateful for your commitment to our mission of providing opportunities and improving lives, and I look forward to another year of progress and innovation.

Sincerely,
Brian Bauer
President & CEO
CareerSource Research Coast

COST SAVINGS ANALYSIS

Direct Services Model vs. Contracting Services:

CSRC has chosen to manage and deliver workforce services *in-house* rather than paying an outside company or organization to do it. This allows us to avoid the extra expenses that often come with contracting external providers, such as administrative fees, contractor profits, and potential inefficiencies in service delivery.

Cost Savings in Program Year 2022-2023:

By providing these services directly, CSRC saved **\$487,478.66** during the 2022-2023 program year. This figure represents the difference between what it would have cost to hire an outside provider and what it cost CSRC to deliver the services themselves.

Cost Savings in Program Year 2023-2024:

In the following year (2023-2024), CSRC continued to save money by directly managing the services, with a total cost reduction of **\$358,025.15**. While this is slightly lower than the previous year's savings, it still represents significant financial efficiency.

The cost savings reflect CSRC's ability to efficiently manage resources while still delivering successful outcomes to job seekers and employers.

By reducing operational expenses, CSRC can reallocate these funds toward enhancing programs, expanding services, or improving overall community impact without compromising the quality of their workforce development efforts.



Performance Outcomes

- **ITA Expenditures**

- PY 2022-2023: 27.27% (surpassing the 25% waiver)
- PY 2023-2024: 35.27% (close to the 40% target)

While this higher target was not met, it is a substantial improvement compared to previous years.

- PY 2024-2025: 35% waiver approved

- **Federal Performance Indicators**

- PY 2022-2023: Exceeded 12 of 18 WIOA measures, met 5
- PY 2023-2024: Exceeded 14 of 18 WIOA measures, met 4

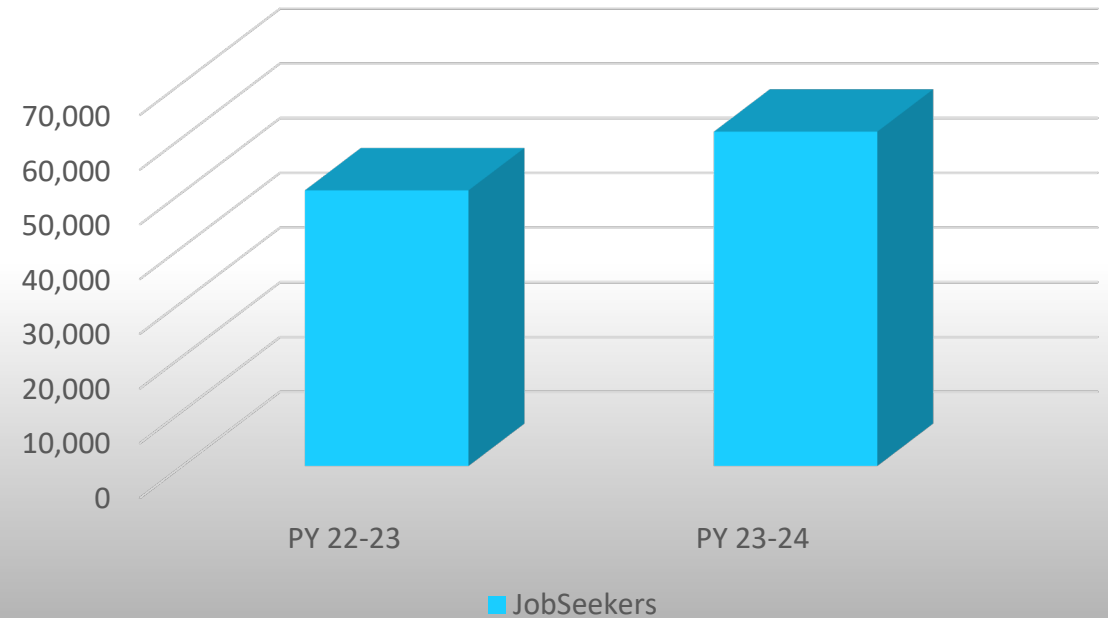


Performance Outcomes

Jobseeker and Employer Services

In PY22-23 the number of services provided to career seekers was 50,357 and in PY 23-24 the number of services provided to career seekers was 61,089.

Jobseeker and Employer Services

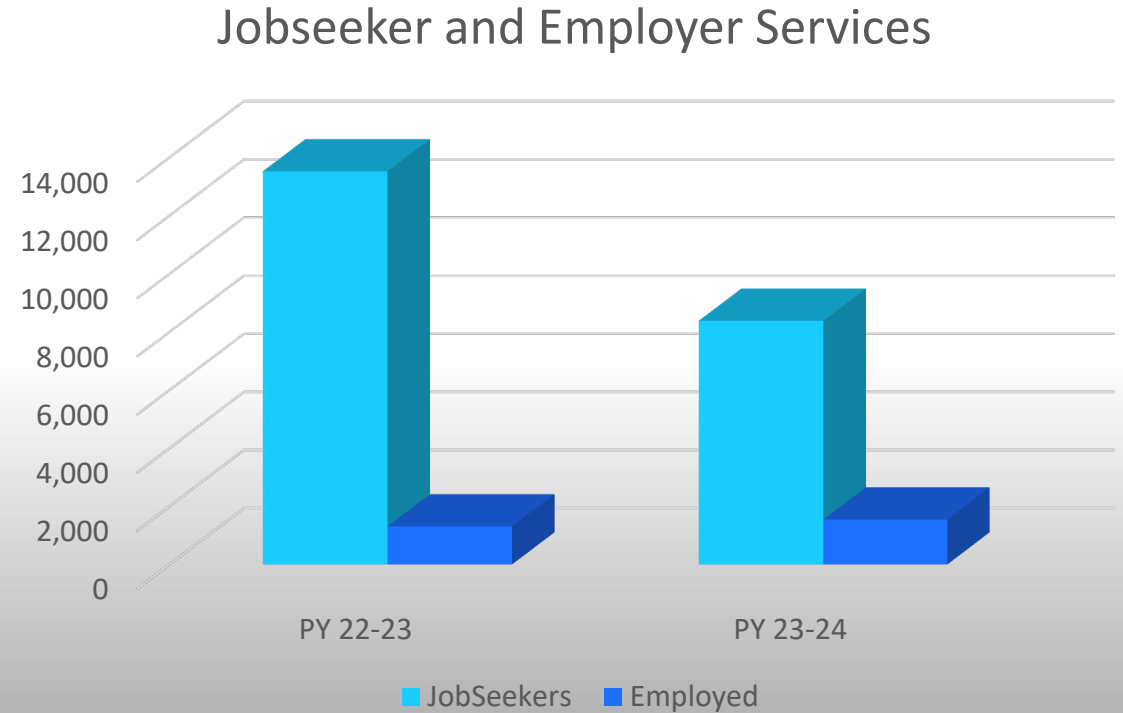


Performance Outcomes

Jobseeker and Employer Services

In PY22-23, CSRC served **13,522** job seekers, resulting in **1,308** job seekers becoming employed, or **9.67%** of those served.

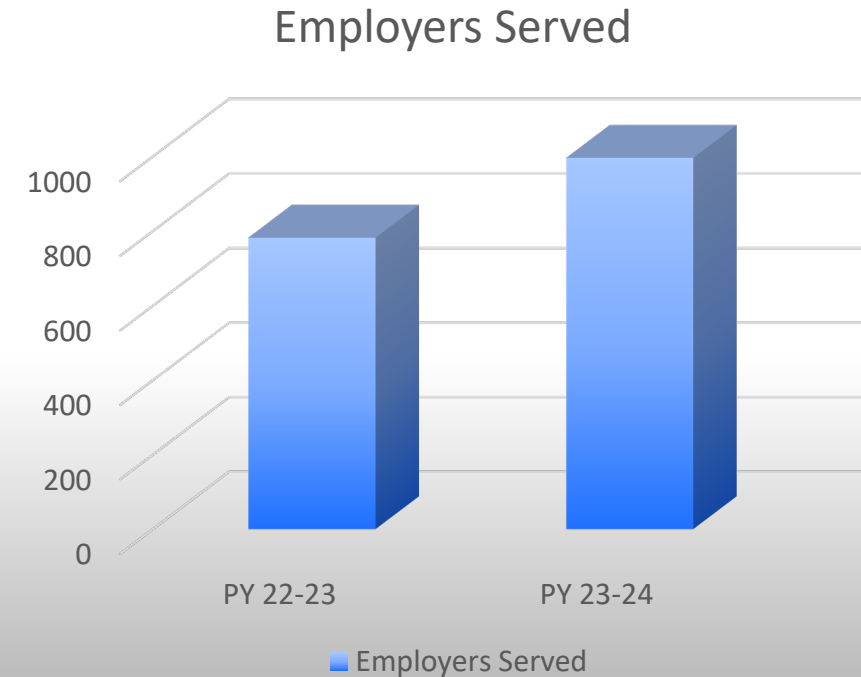
In PY23-24, CSRC served **8,384** job seekers, resulting in **1,543** job seekers becoming employed, or **18.4%** of those served.



Performance Outcomes

Jobseeker and Employer Services

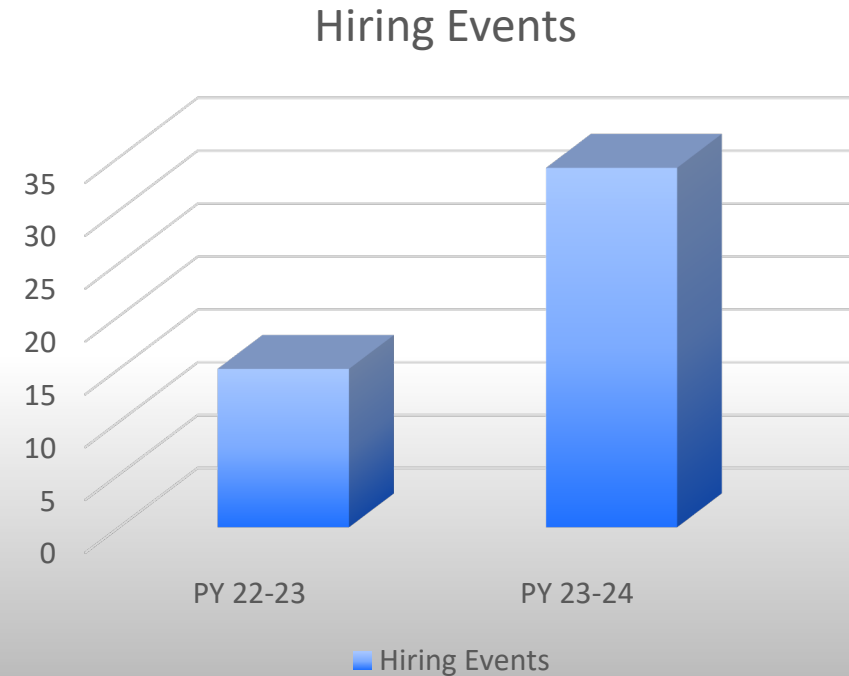
In PY22-23, CSRC served 782 employers and in PY23-24 served **996** employers.



Performance Outcomes

Jobseeker and Employer Services

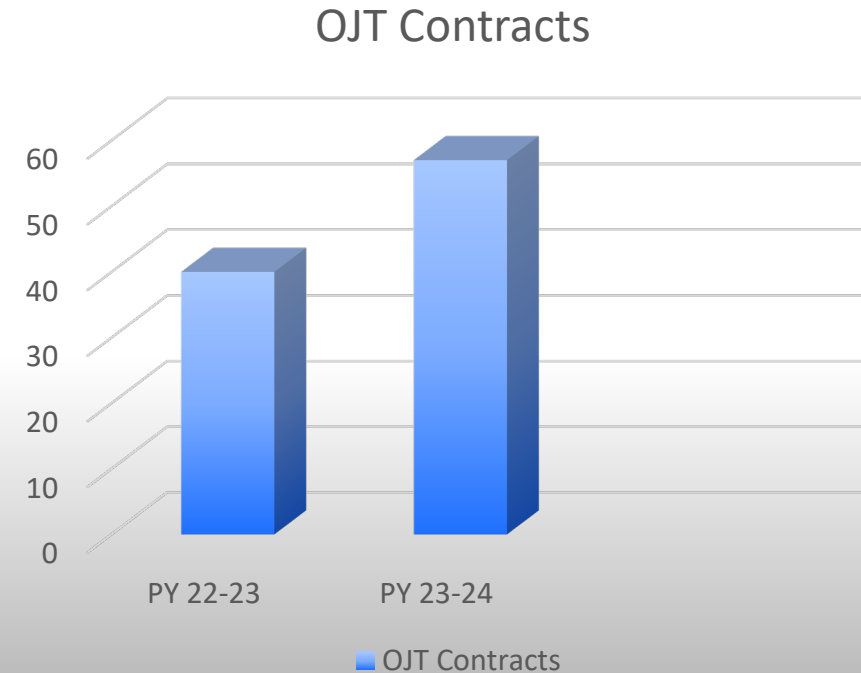
CSRC increased its number of hiring events. In PY22-23, CSRC hosted **15** events and in PY23-24 hosted **34** events.



Performance Outcomes

Jobseeker and Employer Services

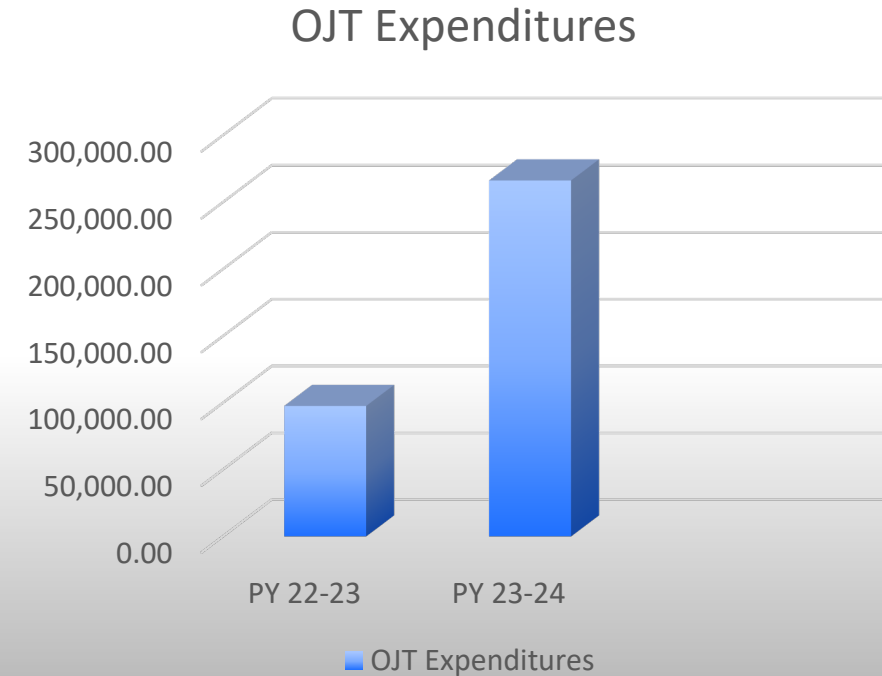
CSRC increased the number of OJT contracts executed from 40 in PY22-23 to **57** in PY23-24 (*48% increase*).



Performance Outcomes

Jobseeker and Employer Services

CSRC increased OJT expenditures from **\$97,729.75** in PY22-23 to **\$266,300.32** in PY23-24 (*172% increase*).





BEST PRACTICES/SPECIAL INITIATIVES

Temporary Assistance for Needy Families (TANF)

To combat teen pregnancy, CareerSource Research Coast (CSRC) partnered with The Boys and Girls Clubs of St. Lucie County and END It! Corporation to launch a Summer Teen Pregnancy Prevention Program in 2024.

Targeting youth ages 13-19 in Indian River, Martin, and St. Lucie Counties, the program aligned with the Temporary Assistance for Needy Families (TANF) initiative to reduce out-of-wedlock pregnancies. Beyond prevention, it offered cultural enrichment, experiential learning, financial literacy, work experience, and leadership development.

A total of 129 teens participated, with expenditures reaching \$71,600.

**END
it!**



BOYS & GIRLS CLUBS
OF ST. LUCIE COUNTY



BEST PRACTICES/SPECIAL INITIATIVES

Summer of Success

In 2024, CareerSource Research Coast (CSRC) facilitated the ***Summer of Success Program*** in St. Lucie County, funded by the St. Lucie County Board of County Commissioners. This work readiness initiative included soft skills training and paid internships for local youth. CSRC collaborated with schools, Boys and Girls Clubs, and community organizations, as well as the Treasure Coast Builders Association to recruit participants, focusing on recent high school graduates or GED recipients.

Out of over 80 applicants, 36 were selected. Participants completed one week of the Florida Ready to Work Essential Soft Skills training, receiving a \$75 gift card upon completion. They then engaged in four-week paid internships at \$15 per hour, with 35 youth successfully completing the program.



BEST PRACTICES/SPECIAL INITIATIVES

Apprenticeship Expansion

The Apprenticeship Navigator actively promotes Registered Apprenticeships by engaging with businesses, educators, economic developers, and community stakeholders. This year, participation in tri-county student job fairs helped educate high school juniors and seniors about career pathways, leading to on-the-spot connections.

Through CareerSource Research Coast and other job fairs, the Navigator informs job seekers and employers about apprenticeship benefits. Additionally, meetings with employers across various industries facilitate connections to existing programs or the Apprenticeship Training Representative (ATR) from the Florida Department of Education. Ongoing efforts also strengthen relationships with apprenticeship sponsors, highlighting available WIOA grant funding.



BEST PRACTICES/SPECIAL INITIATIVES

Apprenticeships

In PY23-24, CSRC sponsored the following:

- Five participants were funded in the Truss Design Registered Apprenticeship, investing a total of **\$41,370.85**.
- Five participants were funded in the Industrial Manufacturing Technician Apprenticeship investing a total of **\$12,500**.
- Two apprentices were funded in the ABC Institute Electrical Apprenticeship with a total investment of **\$8,370**.
- One apprentice was in the Indian River State College Medical Assistant Apprenticeship with a total investment of **\$3,106.25**.



BEST PRACTICES/SPECIAL INITIATIVES

Your Voice Matters



*Let's work together to
Transform the Future*

Florida Atlantic Workforce Alliance

With support from CareerSource Florida, the **Florida Atlantic Workforce Alliance (FAWA)** is driving workforce development in **Cybersecurity/IT, Advanced Manufacturing, and Aerospace/Aviation** across Flagler, Volusia, Brevard, Indian River, St. Lucie, and Martin Counties. This collaboration brings together industry leaders, educators, and economic development professionals to address key workforce challenges and enhance career opportunities.

To bridge skill gaps in **Cybersecurity/IT**, FAWA is promoting **Registered Apprenticeships and Internships** to provide hands-on experience for students and jobseekers. In **Aerospace/Aviation**, efforts focus on increasing awareness of career pathways to attract new talent. For **Advanced Manufacturing**, FAWA is working to dispel misconceptions about the industry and highlight its high-wage, high-growth potential.

To further these initiatives, FAWA is developing a **dedicated online resource hub** and leveraging **social media outreach** to connect students, parents, educators, and employers with valuable career and training information. Through these efforts, FAWA is strengthening the regional talent pipeline and ensuring industries have access to a skilled and prepared workforce.

BEST PRACTICES/SPECIAL INITIATIVES

The **FATES Project**, a collaboration between **CareerSource Research Coast (CSRC)** and the **Early Learning Coalition (ELC)** of St. Lucie and Martin Counties, helps low-income families overcome the **cliff effect**, where increased wages lead to a loss of essential benefits like childcare. Funded by the **W.K. Kellogg Foundation** and the **Department of Economic Opportunity**, FATES provides **career readiness, skill development, and financial assistance** for high-wage, in-demand jobs.

A key feature of the program is a **three-year phased childcare subsidy**, allowing families to gradually adjust as they gain financial stability. The **Federal Reserve Bank of Atlanta** developed a customized **career counseling tool** to help participants map career pathways while mitigating financial risks.

In **Program Year 2023-2024**, FATES served **three individuals** and invested **\$10,951.75** in Individual Training Accounts (ITAs), reinforcing its commitment to sustainable economic mobility.



Other Highlights



Welfare Transition Program (WTP)

Of the 195 WTP cases closed in PY23-24, **43** participants closed to employment or earnings at an average wage of **\$17.32** per hour, calculated as an estimated contribution of **\$1,549,100.80** to our local economy.

Other Highlights

Workforce Innovation & Opportunity Act (WIOA)

In **Program Year 2023-2024**, CareerSource Research Coast provided **career services to 136 Adult and Dislocated Workers** through the **WIOA program**, with **96 securing employment at an average wage of \$22.50 per hour**.

Additionally, **60 participants** enrolled in classroom or skills training, while **57 participated in On-the-Job Training (OJT)**. A total of **\$589,613.37** was invested in workforce training, including **OJT, Individual Training Accounts (ITAs), job readiness, and customized training** to enhance career opportunities.



Honoring and Supporting Our Veterans



At CareerSource Research Coast, we are committed to helping those who have served our country find meaningful employment and essential resources.

In November, we proudly hosted our annual ***Paychecks for Patriots*** hiring event, bringing together **17** employers and **37** veteran job seekers to create career opportunities tailored to their skills and experience.

Beyond employment support, we recognize the urgent needs of homeless veterans in our community. Instead of a single-day event, we took a boots-on-the-ground approach, partnering with local organizations to deliver hot meals, food, and essential supplies directly to those in need.

Over the past year, our JVSG team personally assisted 16 veterans across Indian River, St. Lucie, and Martin Counties, ensuring they received not just resources, but also, the dignity and support they deserve.

CareerSource Research Coast Board Members 2023-2024

Will Armstead	Larry Leet
Werner Bols	Michael Maine
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Pamella Burchell	Terrance Moore
Jose Capellan	Dr. Timothy Moore
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Robert Cenk	Jonathan Prince
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Lorna Landherr	Maddie Williams

Treasure Coast Workforce Consortium

Jamie Fowler
St. Lucie County Commissioner

Laura Moss
Indian River County Commissioner

Doug Smith
Martin County Commissioner



Board Member Designees

Tracey Miller (Michael Maine)
Aleisha Seitz (Dr. Jonathan Prince)
Christi Shields (David Moore)
William Solomon (Timothy Moore)



CareerSource
RESEARCH COAST

Thank You

Be part of our client's successes in 2025

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