

2024 → 2025

CareerSource Research Coast

annual report

Provide Opportunities. Improve Lives

www.CareerSourceRC.com

Dear Partners, Stakeholders, and Community Members,

As we reflect on Program Year 2024–2025, I am pleased to share our progress, achievements, and continued commitment to the CareerSource Research Coast mission. This past Program year was defined by challenges, resilience, innovation, and a steadfast commitment of connecting job seekers and employers while strengthening our local economy.

Despite budget constraints, we embraced change by consolidating into a single Comprehensive Career Center and expanding our virtual service delivery. This bold restructuring not only reduced costs but also modernized how we serve our communities, ensuring accessibility and personalized support for all residents.

Our performance outcomes speak volumes:

Cost Savings: Nearly \$300,000 saved by providing services directly.

Federal Indicators: Exceeded 14 of 18 WIOA performance measures for the second consecutive year.

Letter Grades: Improved from a “B” in PY23-24 to an “A” trajectory in PY24-25.

Welfare Transition Program: Increased employment closures from 22% to 34%, contributing over \$1.8 million in wages to our local economy.

None of this would be possible without the trust and support of our county consortium, board of directors, education partners, community stakeholders, and employees. Together, we are building a stronger, more resilient workforce system that empowers individuals, supports businesses, and drives economic growth.

As we look to the Program year ahead, we remain focused on operational excellence, fiscal responsibility and state/federal performance expectations. Together we will continue to build on our achievements and pursue to exceed performance metrics. We remain committed to innovation, accountability, and excellence. Your confidence in our vision inspires us every day to make a positive difference in local workforce development area we serve.

Thank you for being part of our journey and for your continued support.

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 2024-2025:

The actual reduction in costs by providing services rather than contracting services to another provider for the Program Year 2023-2024, was \$358,025.15 and for the **Program Year 2024-2025, it was \$297,195.76.**

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, expand services, or improve overall community impact without compromising the quality of their workforce development efforts.



Performance Outcomes

Service Delivery/Program Enhancements

In PY24-25, CSRC consolidated operations into a single Comprehensive Career Center and expanded virtual services to maintain accessibility across its three-county region. **Jobseekers can now schedule personalized appointments, virtually or in person, for a full range of workforce services.**

The restructuring also introduced Program Coordinators for Wagner-Peyser, WIOA, WT, and SNAP, embedding expertise within daily operations. This streamlined model improved compliance, expedited approvals, and enhanced accountability, creating a more responsive and efficient system while laying the foundation for future satellite locations.

ITA Expenditures

- PY23-24: Achieved 35.27% of 40% requirement.
- PY24-25: Waiver approved at 35%; achieved 44.88%.

Federal Performance Indicators

- PY23-24: Exceeded 14 of 18 measures; met 4.
- PY24-25: Exceeded 14 of 18 measures; met 4.



Service Delivery/Program Enhancements

In PY24-25, CSRC consolidated operations into a single Comprehensive Career Center and expanded virtual services to maintain accessibility across its three-county region.

Individual Training Account (ITA) Expenditure

PY23-24 | 40% Requirement



✓ Requirement Achieved



PY24-25 | 35% Waiver Threshold



▲ Exceeded Waiver Requirement

Federal Performance Measures

PY23-24 | 14 of 18 Measures Exceeded



✓ Requirement Achieved

PY24-25 | Consistent Performance Maintained



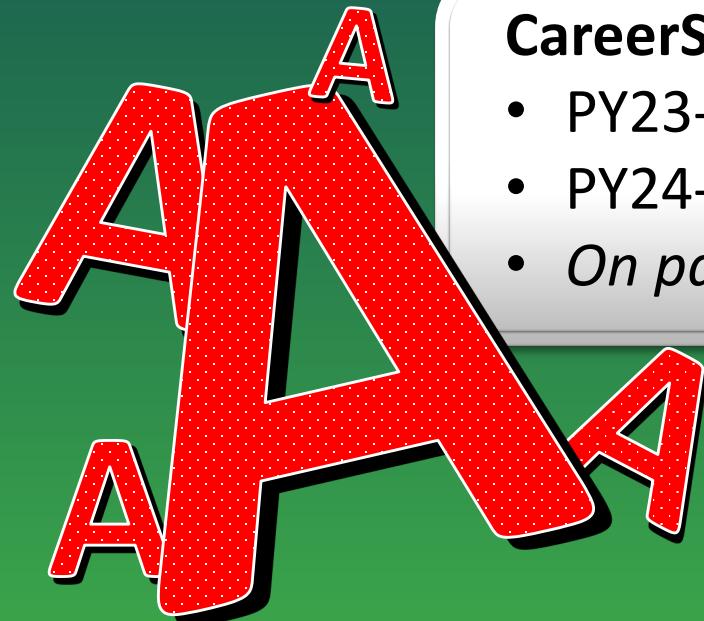
Measures Met: 4 | Measures Exceeded: 14

All performance requirements met or exceeded across both program years.

Service Delivery/Program Enhancements

Jobseekers can now schedule personalized appointments, virtually or in person, for a full range of workforce services.

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CareerSource Florida Letter Grades

- PY23-24: 86.16 (B)
- PY24-25: Q1: 87.18, Q2: 89.15, **Q3: 93.18 (A)**
- *On pace for final grade of A.*

Best Practices & Special Initiatives



TANF Summer Teen Pregnancy Prevention Program

Collaborated with
Boys & Girls Clubs of St. Lucie County
and **END It!**

Served **75 teens** across two sessions.
Activities included cultural enrichment,
financial literacy, work experience,
and leadership development.

Expenditures: \$37,839.

Best Practices & Special Initiatives



Summer of Success Program – St. Lucie County

Funded by St. Lucie County Board of Commissioners.
93 applicants; 40 selected.

Training in Florida Ready to Work Essential Soft Skills.
37 completed internships at \$15/hr.

Martin County seeking funding for 2026 expansion.

Best Practices & Special Initiatives



Apprenticeship Expansion

- Funded 6 participants in Truss Design Apprenticeship (\$49,645.02).
- Supported 3 participants in IRSC Plumbing Apprenticeship (\$13,680).
- Developed Aircraft Mechanic Apprenticeship with TMX Aero.

Best Practices & Special Initiatives

Families Ascent to Economic Security (F.A.T.E.S)
Partnership with Early Learning Coalition and Federal Reserve Bank of Atlanta.
Served 8 individuals.

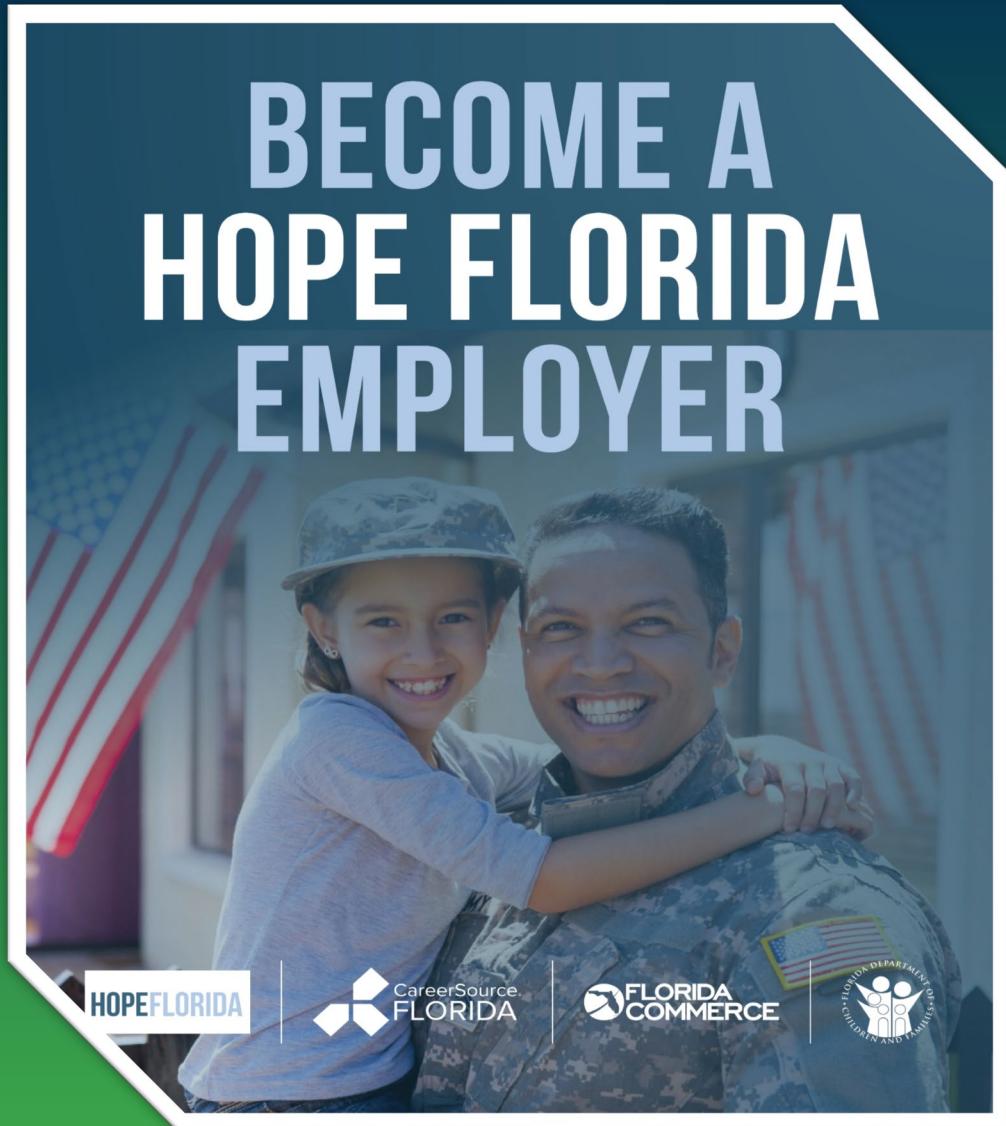
\$59,112 in Training and Support expenditures.

Implemented **CLIFF Dashboard** to address fiscal cliffs.



The screenshot shows a web-based dashboard titled 'CHOOSE YOUR OPTIONS'. The interface includes dropdown menus for 'State', 'County', 'Family Type', 'Public Assistance', 'Target Occupation', 'Joint Occupation Group', 'Duration of Education or Training/Program', and 'Occupation for Comparison'. A red message at the bottom of the form says 'Complete all fields to continue.' To the right of the form, there are four steps with instructions: Step 1 (Complete ALL fields to the left), Step 2 (Click the 'Calculate Results' button that appears once all the fields to the left are complete), Step 3 (Select the 'Results' tab at the top of this page to see how much a typical individual in the career path selected may expect to earn over time, how those earnings may impact public assistance, and how those earnings compare to the local cost-of-living), and Step 4 (Adjust the dropdown menus to the left to customize your results further. Click 'Recalculate' to update your results). The bottom of the page features a 'Powered by CLIFF' logo and a small disclaimer about the tool's purpose.

Best Practices & Special Initiatives



Hope Florida

- Assisted 65 participants into employment.
- Provided advocacy to 35 employers.
- Co-enrolled 34 participants in WIOA.
- Funded 24 ITAs and placed 10 in OJTs.
- 22 participants earned credentials.

Additional Highlights



Veteran's Services

- Served 493 veterans with 4,987 services.
- 80 veterans entered employment.
- Won 2nd place 2025 JVSG state award.

Workforce Innovation & Opportunity Act (WIOA)

118 Adults/Dislocated Workers received services.

69 employed at avg. wage \$23.25/hr.

67 enrolled in training; 50 in On-the-Job Training.

\$605,371.65 spent on training and supportive services.



Additional Highlights

Stand Down - Homeless Veteran's Event

- Assisted 14 veterans with meals, supplies, and hygiene kits.
- Partnered with Treasure Coast Food Bank, Wal-Mart, and Veterans Administration.



Paychecks for Patriots Job Fair



16 employers, 34 veteran job seekers.

Additional Highlights



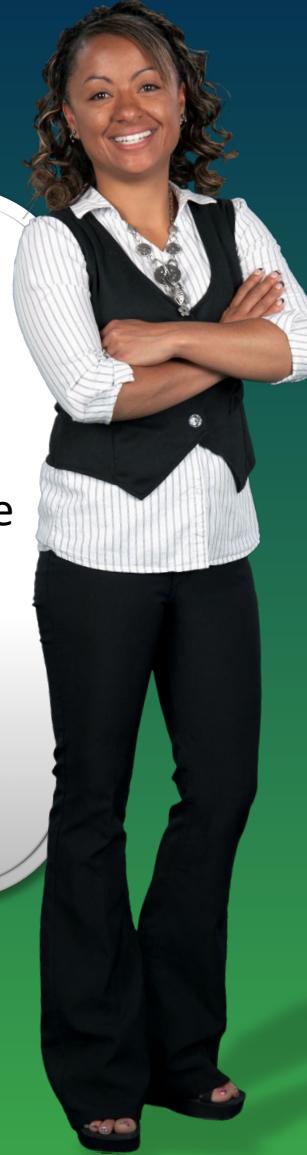
Business Services

- Provided 9,508 services to 949 employers.
- Conducted presentations with chambers of commerce and industry groups.
- Led 14 hiring events across three counties.

Additional Highlights

...In Conclusion

CareerSource Research Coast continues to provide opportunities and improve lives by demonstrating resilience, innovation, and commitment to serving the workforce needs of Indian River, St. Lucie, and Martin Counties. Through cost savings, enhanced service delivery, and impactful initiatives, CareerSource Research Coast remains a vital resource for job seekers, employers, and the broader community.



CareerSource Research Coast Board Members 2024-2025

Werner Bols
Jim Brann
Pamella Burchell
Jose Capellan
Helene Caseltine
Robert Cenk
Deb Frazier
David Freeland
Kelly Johnson
Michael Kauffman
Leslie Kristof

Lorna Landherr
Larry Leet
Michael Maine
Dr. David Moore
Terrance Moore
Dr. Timothy Moore
Wayne Olson
Jonathan Prince
Kevin Staten
Pete Tesch
Maddie Williams

Treasure Coast Workforce Consortium

Jamie Fowler

St. Lucie County Commissioner

Laura Moss

Indian River County Commissioner

Doug Smith (through November 2024)

Martin County Commissioner

Stacey Hetherington (through June 2025)

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

www.CareerSourceRC.com