



Executive Committee Meeting

MEETING AGENDA

Meeting Details

Date: Friday, September 11, 2026

Time: 8:00 am

Location: In-person

4100 Okeechobee Road, Fort Pierce,
Florida 34947, Unit 90A

MS Teams Virtual Meeting Access:

Access Code: 314 424 062#

Phone: 772-800-5467

URL: Link

<https://teams.microsoft.com/meet/263280589638842?p=iUNg6WZ1dHbWqUKkrY>

Opening Remarks

1. Welcome & Attendance
2. Conflict of Interest Declaration

Voting Items

3. Review and Approve July Financial Reports - PY 2026-2027
4. Review and Approve Eckerd Statement of Work for PY 2026-2027 Workforce Innovation and Opportunity Act (WIOA) Youth Services Contract
5. Review and Approve Local Targeted Occupations List (LTOL) for 2nd Quarter PY 2026-2027

Information/Discussion

6. CareerSource Research Coast (CSRC) Update
 - a. Reminder to Complete Refresher/New Member Orientation
 - b. CareerSource Research Coast Workforce Professional Development Summit - September 16-18, 2026
7. Adjournment - Next Executive Meeting - October 16, 2026

AGENDA ITEM SUMMARY

Title	Declarations of Conflict of Interest
Strategic	N/A
Plans/Goals	Public Law 105-220
Policy/Plan/Law	Information Only
Background/Action Requested	In the event that a conflict of interest arises due to business or employment interests of associates or close family members, a Regional Workforce Development Board member would be required to reveal that conflict, to refrain from voting on the issue and to file a memorandum of voting conflict Commission Form 8B
Staff Recommendations	Conflict of Interest Statement Form
Supporting Material	8B Memorandum of Voting Conflict
Board Staff	Brian Bauer President/CEO bbauer@careersourcerc.com (866) 482-4473 ext. 418

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC

LAST NAME – FIRST NAME – MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
MAILING ADDRESS	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ☐ CITY ☐ COUNTY ☐ OTHER LOCAL AGENCY
CITY COUNTY	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED	MY POSITION IS ☐ ELECTIVE ☐ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies equally to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing the reverse side and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which inures to his or her special private gain or loss. Each elected or appointed local officer also is prohibited from knowingly voting on a measure which inures to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent organization or subsidiary of a corporate principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venture, co-owner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you otherwise may participate in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on other side)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
 - The form must be read publicly at the next meeting after the form is filed.
- IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:
- You must disclose orally the nature of your conflict in the measure before participating.
 - You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, _____, hereby disclose that on _____, 20: ____

A measure came or will come before my agency which (check one)

- ☐ inured to my special private gain or loss;
- ☐ inured to the special gain or loss of my business associate, _____;
- ☐ inured to the special gain or loss of my relative, _____;
- ☐ inured to the special gain or loss of _____, by whom I am retained; or
- ☐ inured to the special gain or loss of _____, which is the parent organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows

Date Filed

Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

Agenda Item 3

AGENDA ITEM SUMMARY

Title	Review and Approve Financial Reports
Strategic Plans/Goals	Optimal Use of Resources
Policy/Plan/Law	Workforce Innovation and Opportunity Act (WIOA)/Role of LWDB's
Action Requested	Review and Approve July Financial Reports - PY 2026-2027
Background	The Board approved the budget for PY 2026-2027. The Executive Committee regularly reviews budgets, all amendments to the budget, and monthly expenditures.
Staff Recommendations	Review and Approve July Financial Reports
Supporting Material	July Financial Statements, Statement of Financial Position
Board Staff	Lisa Delligatti Chief Financial Officer ldelligatti@careersourcerc.com (866) 482-4473 ext. 430

LWDB 20
Summary of Funding and Expenditures
As of July 31, 2026

PY 26-27 TOTAL AVAILABLE FUNDING	INDIRECT	10 ADULT	12 DW	11 YOUTH	20 WP	22 SNAP	24 LVER	25 DVOP	271 RESEA	40 WTP	474 Rapid Response Navigator	478 Network Navigators	479 Sectors of Strategic Focus
PY 26-27 Allocations		\$ 1,194,256	\$ 625,801	\$ 992,973	\$ 811,672	\$ 231,203	\$ 107,323	\$ 202,538	\$ 403,969	\$ 1,162,837	\$ 105,000	\$ 166,000	\$ 40,000
PY 26-27 Supplemental		\$ -	\$ 81,874	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Additional Funds/Incentives		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Retained by DEO for Merit Salaries		\$ -	\$ -	\$ -	\$ (299,706)	\$ -	\$ (67,001)	\$ (135,000)	\$ -	\$ -	\$ -	\$ -	\$ -
Carryforward to PY 27-28		\$ (724,746)	\$ (716,365)	\$ (483,999)	\$ (370,184)	\$ (65,019)	\$ (14,533)	\$ (26,651)	\$ (100,738)	\$ (685,274)	\$ -	\$ -	\$ -
Carryforward from PY 25-26		\$ 806,695	\$ 784,993	\$ 409,992	\$ 186,601	\$ 73,509	\$ 6,186	\$ 17,322	\$ 80,333	\$ 292,557	\$ -	\$ -	\$ -
Total DEO Grant Funding		\$ 1,276,205	\$ 776,303	\$ 918,966	\$ 328,383	\$ 239,693	\$ 31,975	\$ 58,209	\$ 383,564	\$ 770,120	\$ 105,000	\$ 166,000	\$ 40,000
OTHER NON DEO REVENUES		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL	\$ -	\$ 1,276,205	\$ 776,303	\$ 918,966	\$ 328,383	\$ 239,693	\$ 31,975	\$ 58,209	\$ 383,564	\$ 770,120	\$ 105,000	\$ 166,000	\$ 40,000

FUNDING DRAWN DOWN YTD	INDIRECT	10 ADULT	12 DW	11 YOUTH	20 WP	22 SNAP	24 LVER	25 DVOP	271 RESEA	40 WTP	474 Rapid Response Navigator	478 Network Navigators	479 Sectors of Strategic Focus
PY 26-27 Allocations		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,317	\$ -	\$ -
PY 26-27 Supplemental		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Additional Funds/Incentives		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Retained by DEO for Merit Salaries		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Carryforward from PY 25-26		\$ 145,894	\$ 24,429	\$ 61,083	\$ 25,924	\$ 12,043	\$ 2,993	\$ 3,851	\$ 28,404	\$ 29,059	\$ -	\$ -	\$ -
OTHER NON DEO REVENUES		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL		\$ 145,894	\$ 24,429	\$ 61,083	\$ 25,924	\$ 12,043	\$ 2,993	\$ 3,851	\$ 28,404	\$ 29,059	\$ 2,317	\$ -	\$ -
% of Total Budgeted Funding Received		11.43%	3.15%	6.65%	7.89%	5.02%	9.36%	6.62%	7.41%	3.77%	2.21%	0.00%	0.00%

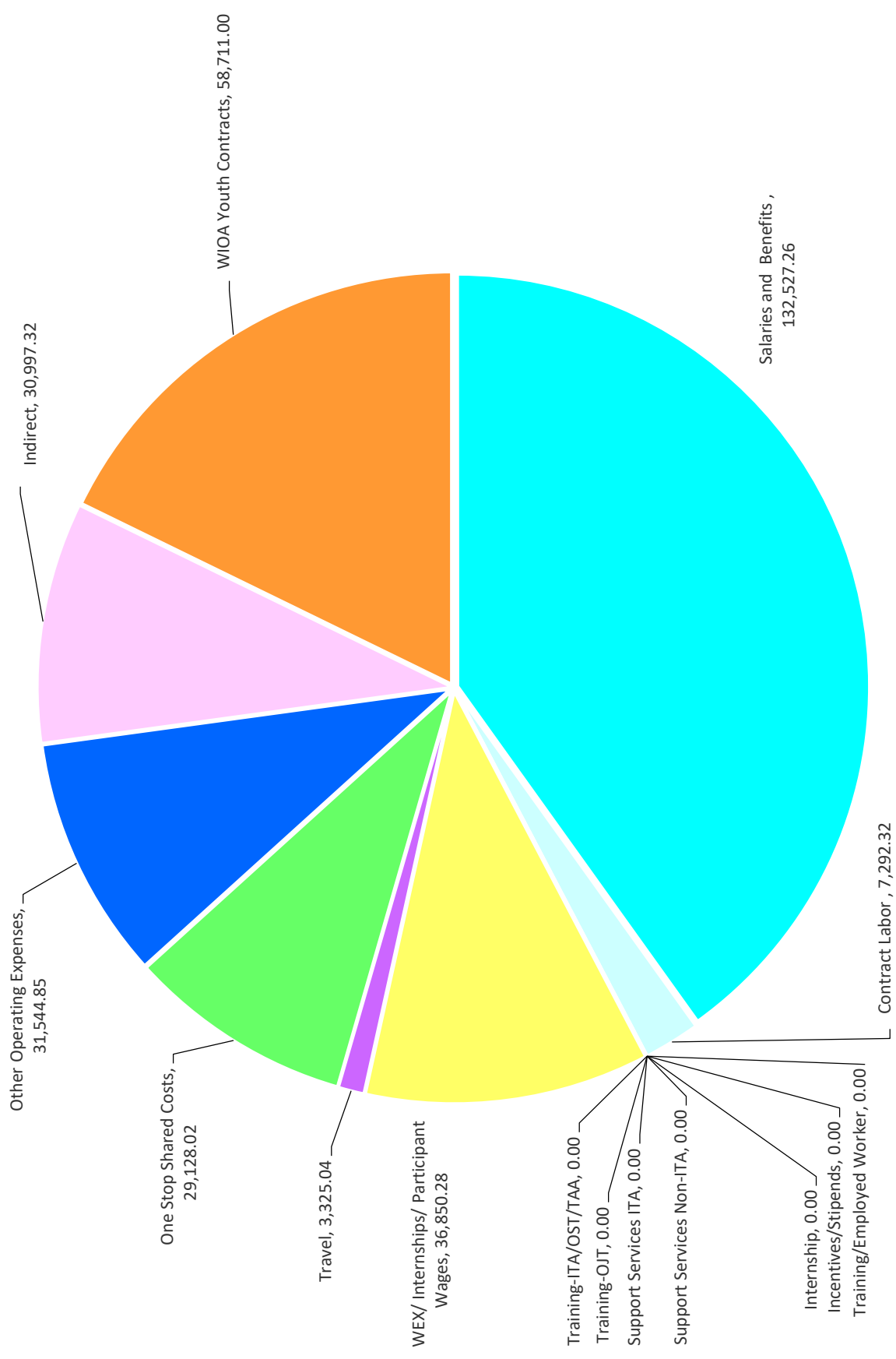
EXPENDITURES

Administrative	\$ -	\$ 6,845	\$ 199	\$ 7,427	\$ 926	\$ 1,022	\$ 116	\$ 220	\$ 3,106	\$ 5,430	\$ -	\$ 66	\$ -
Salaries and Benefits	\$ 19,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General and Administrative	\$ 11,598	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Allocated Indirect Costs	\$ (30,997)	\$ 6,845	\$ 199	\$ 7,427	\$ 926	\$ 1,022	\$ 116	\$ 220	\$ 3,106	\$ 5,430	\$ -	\$ 66	\$ -
Reclassification	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Travel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Program Training	\$ -	\$ 64,303	\$ 1,839	\$ 76,989	\$ 10,793	\$ 9,744	\$ 1,653	\$ 3,207	\$ 29,211	\$ 51,366	\$ -	\$ 690	\$ -
WIOA Youth Contracts	\$ -	\$ -	\$ -	\$ 58,711	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salaries and Benefits	\$ 22,223	\$ 43,251	\$ 926	\$ 2,895	\$ 3,050	\$ 6,264	\$ 354	\$ 708	\$ 18,936	\$ 29,190	\$ -	\$ 408	\$ -
Contract Labor	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,131	\$ -	\$ -	\$ -
Internship	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Incentives/Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Support Services Non-ITA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Support Services ITA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Training-ITA/OST/TAA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Training-OJT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Training-Cust/Employed Worker	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
WEX/ Internships/ Participant Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Travel	\$ 199	\$ 861	\$ 196	\$ 447	\$ 443	\$ 140	\$ 1	\$ 3	\$ 513	\$ 518	\$ -	\$ 4	\$ -
One Stop Shared Costs	\$ 207	\$ 7,898	\$ 177	\$ 368	\$ 4,565	\$ 1,227	\$ 1,103	\$ 2,207	\$ 3,638	\$ 6,289	\$ -	\$ 202	\$ -
Other Operating Expenses	\$ 3,886	\$ 6,439	\$ 369	\$ 8,216	\$ 1,942	\$ 1,239	\$ 95	\$ 101	\$ 3,467	\$ 5,593	\$ -	\$ 20	\$ -
Allocated Program Indirect	\$ (26,515)	\$ 5,855	\$ 170	\$ 6,353	\$ 792	\$ 874	\$ 99	\$ 188	\$ 2,657	\$ 4,645	\$ -	\$ 57	\$ -
Reclassification	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$ 0	\$ 71,148	\$ 2,038	\$ 84,416	\$ 11,719	\$ 10,766	\$ 1,769	\$ 3,427	\$ 32,317	\$ 56,796	\$ -	\$ 757	\$ -
Funding Over/(under) expenditures	\$ 0	\$ 74,746	\$ 22,392	\$ (23,333)	\$ 14,205	\$ 1,277	\$ 1,224	\$ 424	\$ (3,912)	\$ (27,737)	\$ 2,317	\$ (757)	\$ -
YTD % of Budgeted Funds Expended		5.57%	0.26%	9.19%	3.57%	4.49%	5.53%	5.89%	8.43%	7.37%	0.00%	0.46%	0.00%

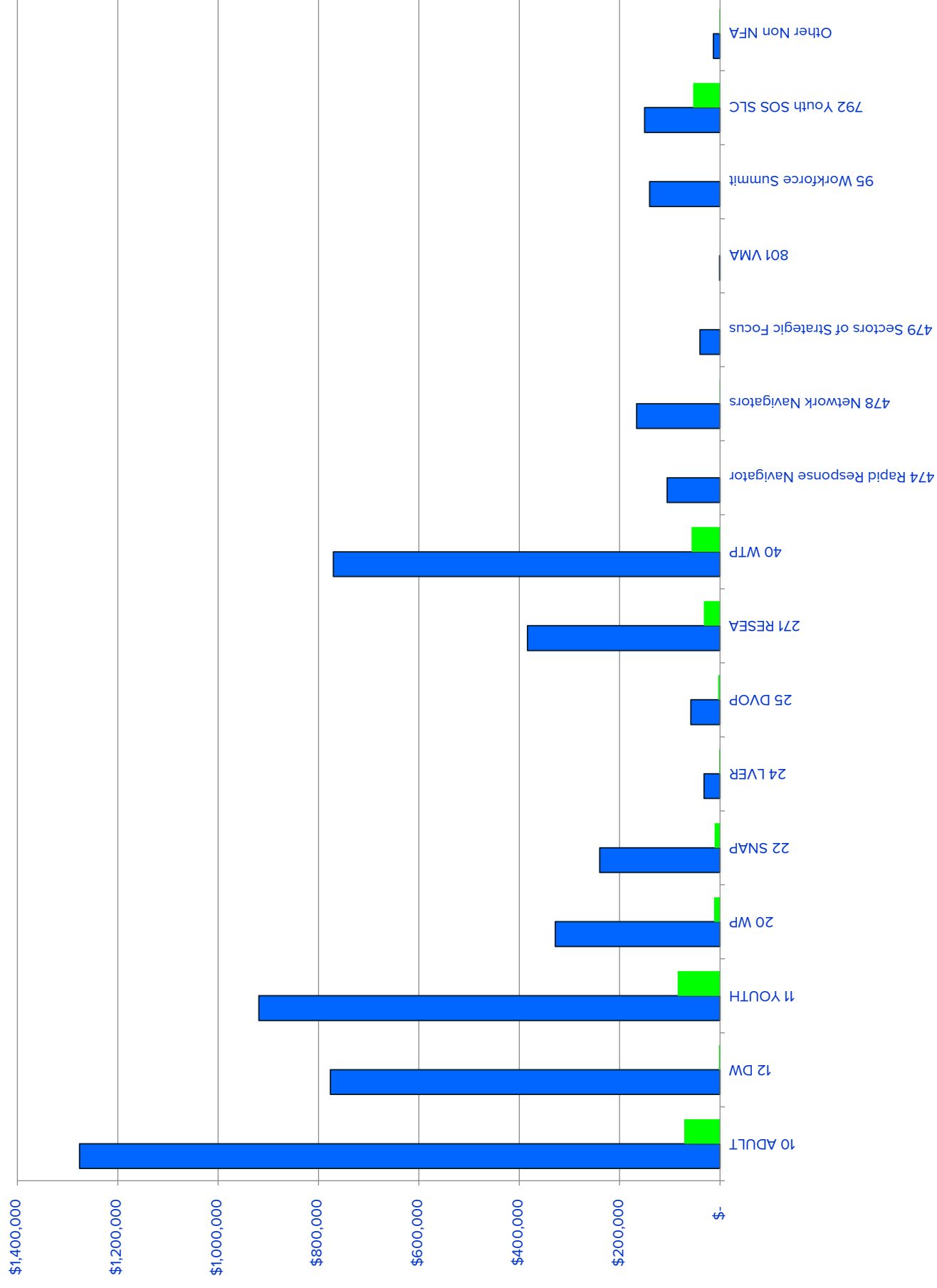
LWDB 20
Summary of Funding and Expenditures
As of July 31, 2026

PY 26-27 TOTAL AVAILABLE FUNDING	801 VMA	95 Workforce Summit	792 Youth SOS SLC	Other Non NFA	YEAR TO DATE TOTALS			
					PY 26-27 Actual	PY 26-27 Budget	VARIANCE	% Expended
PY 26-27 Allocations	\$ -	\$ 140,000	\$ -	\$ -	\$ 2,317	\$ 6,183,572	\$ 6,181,255	0.037%
PY 26-27 Supplemental	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 81,874	\$ 81,874	0.000%
Additional Funds/Incentives	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Retained by DEO for Merit Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Carryforward to PY 27-28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (501,707)	\$ (501,707)	
Carryforward from PY 25-26	\$ 843	\$ -	\$ -	\$ -	\$ 333,961	\$ 2,659,031	\$ 2,325,070	12.559%
Total DEO Grant Funding	\$ 843	\$ 140,000	\$ -	\$ -	\$ 56,715	\$ 163,050	\$ 106,335	34.784%
OTHER NON DEO REVENUES	\$ -	\$ -	\$ 150,000	\$ 13,050	\$ 392,992	\$ 8,585,820	\$ 8,192,828	
TOTAL	\$ 843	\$ 280,000	\$ 150,000	\$ 13,050	\$ -	\$ 10,633,572		
FUNDING DRAWN DOWN YTD	801 VMA	95 Workforce Summit	792 Youth SOS SLC	Other Non NFA				
PY 26-27 Allocations	\$ -	\$ -	\$ -	\$ -	\$ 2,317	\$ 6,183,572	\$ 6,181,255	0.037%
PY 26-27 Supplemental	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 81,874	\$ 81,874	0.000%
Additional Funds/Incentives	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Retained by DEO for Merit Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (501,707)	\$ (501,707)	
Carryforward from PY 25-26	\$ 281	\$ -	\$ -	\$ -	\$ 333,961	\$ 2,659,031	\$ 2,325,070	12.559%
OTHER NON DEO REVENUES	\$ -	\$ -	\$ 53,627	\$ 3,088	\$ 56,715	\$ 163,050	\$ 106,335	34.784%
TOTAL	\$ 281	\$ -	\$ 53,627	\$ 3,088	\$ 392,992	\$ 8,585,820	\$ 8,192,828	
% of Total Budgeted Funding Received	33.33%	0.00%	35.75%	23.66%	3.70%			
EXPENDITURES					PY 26-27 Actual	PY 26-27 Budget	VARIANCE Under/(Over)	% Expended
Administrative	\$ -	\$ -	\$ 5,510	\$ 132	\$ 30,997	\$ 429,259	\$ 398,262	7.22%
Salaries and Benefits	\$ -	\$ -	\$ -	\$ -	\$ 19,400	\$ 301,517	\$ 282,117	6.43%
General and Administrative	\$ -	\$ -	\$ -	\$ -	\$ 11,598	\$ 127,742	\$ 116,144	9.08%
Allocated Indirect Costs	\$ -	\$ -	\$ 5,510	132	\$ (0)	\$ (0)	\$ (0)	
Reclassification	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Travel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Program Training	\$ 281	\$ -	\$ 48,044	\$ 1,259	\$ 299,379	\$ 4,969,051	\$ 4,669,672	6.0%
WIOA Youth Contracts	\$ -	\$ -	\$ -	\$ -	\$ 58,711	\$ 750,000	\$ 691,289	7.8%
Salaries and Benefits	\$ -	\$ -	\$ 3,355	\$ 968	\$ 132,527	\$ 2,357,258	\$ 2,224,730	5.6%
Contract Labor	\$ -	\$ -	\$ 2,162	\$ -	\$ 7,292	\$ 11,077	\$ 3,785	65.8%
Internship	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Incentives/Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,200	\$ 14,200	0.0%
Support Services Non-ITA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ 10,000	0.0%
Support Services ITA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,461	\$ 64,461	0.0%
Training-ITA/OST/TAA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 284,519	\$ 284,519	0.0%
Training-OJT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 412,908	\$ 412,908	0.0%
Training-Cust./Employed Worker	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
WEX/ Internships/ Participant Wages	\$ -	\$ -	\$ 36,850	\$ -	\$ 36,850	\$ 87,060	\$ 50,210	42.3%
Travel	\$ -	\$ -	\$ -	\$ -	\$ 3,325	\$ 17,139	\$ 13,814	19.4%
One Stop Shared Costs	\$ 281	\$ -	\$ 965	\$ -	\$ 29,128	\$ 447,826	\$ 418,698	6.5%
Other Operating Expenses	\$ -	\$ -	\$ -	\$ 178	\$ 31,545	\$ 512,604	\$ 481,059	6.2%
Allocated Program Indirect	\$ -	\$ -	\$ 4,713	\$ 113	\$ (0)	\$ 0	\$ -	
Reclassification	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Expenditures	\$ 281	\$ -	\$ 53,554	\$ 1,390	\$ 330,376	\$ 5,398,310	\$ 5,067,934	6.1%
Funding Over/(under) expenditures	\$ -	\$ -	\$ 73	\$ 1,697	\$ 62,616			
YTD % of Budgeted Funds Expended	33.33%	0.00%	35.70%	10.65%	3.11%			

PY 26-27 Expenditures by Category



PY 26-27 Budget to Actual by Program



Workforce Development Board of the Treasure Coast, Inc.

Statement of Financial Position

As of 7/31/2026

Assets

Current assets

Cash - Accounts Payable	4,939.76
Cash - Payroll	30,892.51
Cash - Business Checking W/Int.	471,317.99
Accounts Receivable Customers	111.03
Accounts Receivable - Other	1,138.05
Prepaid Expenses	45,799.04
Deposits	837.00
Due TO/ Due FROM	2,418.61
Total Current assets	557,453.99

Non-current assets

Data Processing Equipment	119,215.39
Vehicles	447,386.10
Leasehold Improvements	217,855.62
Accumulated Depreciation	(724,716.63)
Other Assets	24,240.00
Total Non-current assets	83,980.48

Total Assets

641,434.47

Liabilities & Net Assets

Current Liabilities

Accounts Payable	105,537.39
Accrued Expenses	58,711.29
FICA Payable	0.60
SUTA Payable	41.19
Principal Insurance	286.94
Health Insurance Payable	1,992.36
AFLAC Payable	53.80
Legal Shield	97.22
Workers Comp Payable	5,944.22
Accrued Leave	84,284.06
Sick Leave Liability	48,749.42
Refundable Advances	1,935.77
Deferred Revenue	3,325.00
Total Current Liabilities	310,959.26

Non-current liabilities

Long-term Lease Liability	316,523.00
Lease Liability Offest	(316,523.00)
Total Non-current liabilities	0.00

Net Assets

Beginning of Year	1,032,582.20
Current Year	(702,106.99)
Total Net Assets	330,475.21

Total Liabilities & Net Assets

641,434.47

AGENDA ITEM SUMMARY

Title	Review and Approve Eckerd Statement of Work for PY2026-2027 WIOA Youth Services Contract
Strategic Plans/Goals	Optimal Use of Resources
Policy/Plan/Law	Board Policy/Board Responsibility
Action Requested	Review and Approve Eckerd Statement of Work for PY2026-2027 WIOA Youth Services Contract
Background	Staff will present the negotiated Statement of Work (SOW) for the PY2026-2027 Youth Services contract. Updates to the SOW are intended to strengthen accountability, clarify service delivery expectations, align enrollment strategies with local priorities, and ensure contract provisions support successful participant outcomes. Staff will highlight the key revisions incorporated during negotiations and request the Program and Service Committee's recommendation to approve the Statement of Work.
Staff Recommendations	Approve Eckerd Statement of Work for PY2026-2027 WIOA Youth Services Contract
Supporting Material	Eckerd Statement of Work for PY2026-2027 WIOA Youth Services Contract
Board Staff	Tracey McMorris Vice President of Operations/COO tmcmorris@careersourcerc.com (866) 482-4473 ext. 528

CareerSource Research Coast Youth Connections



Eckerd Youth Alternatives, Inc., WIOA Youth Service Provider

CareerSource Research Coast- LWDB20
STATEMENT OF WORK
7/1/2026 – 06/30/2027

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PROGRAM SUMMARY: The Service Provider will provide program-based, workforce development activities and services to targeted youth at a contract value ratio of no more than 65% of funds spent on Out-of-School Youth and at least 35% (not to exceed 50%) of funds spent on In-School Youth as specified by WIOA regulations.

TARGET GROUPS:

Out-of-School Youth must be 16-24, not attending any school, and meet one or more additional conditions, which may include:

- School dropout; within age of compulsory attendance but has not attended for at least the most recent complete school year calendar quarter; holds a secondary school diploma or recognized equivalent and is low income and basic skills deficient or an English language learner; subject to the juvenile or adult justice system; homeless, runaway, in foster care or aged out of the foster care system, eligible for assistance under section 477 of the Social Security Act, or in an out-of-home placement; pregnant or parenting; an individual with a disability; low income person who requires additional assistance, as defined by CareerSource Research Coast (CSRC), to enter and complete an educational program or to secure and hold employment.

In-School Youth must be aged 14-21, attending school, low income, and meet one or more additional conditions, which could include:

- Basic skills deficient; English language learner; an offender; homeless, runaway, in foster care or aged out of the foster care system; pregnant or parenting; an individual with a disability; a person who requires additional assistance, as defined by CSRC, to enter and complete an educational program or to secure and hold employment.

OUTREACH & RECRUITMENT:

The Service Provider's project staff will network within the three county Local Workforce Development Area 20 (LWDA 20) to outreach and form connections with partners/collaborators, social service organizations, and school districts to achieve required numbers. Total number served includes all active youth carried in from the previous program year, and the CSRC website will be utilized to gather preliminary referral data. To support the recruitment of in-School Youth (ISY)—who traditionally do not self-refer—the Service Provider will engage directly with school districts through coordinated communication with counselors, graduation coaches, ESE staff, and attendance teams; conduct targeted presentations for CTE programs, alternative schools, and senior cohorts. These efforts are intended to strengthen referral pipelines and increase program visibility, while recognizing that ISY recruitment may be influenced by school access, partner capacity, and other external factors beyond program control.

All outreach/marketing tools developed by the Service Provider for this purpose will be created in collaboration with CSRC staff and will brand as the CSRC Youth Connections program and will be submitted to the CSRC Marketing Coordinator for final approval prior to use. Outreach and recruitment will be on-going to ensure a constant flow of youth entering and exiting the program.

ELIGIBILITY ASSESSMENT/WIOA REGISTRATION:

The Service Provider will provide services to the estimated existing active carryover caseload of **80** young adults, consisting of **20 In-School Youth (ISY)** and **60 Out-of-School Youth (OSY)**, and will recruit and enroll **80–90** additional young adults during the 2026–2027 program year throughout the three-county area. Of the 80–90 new enrollments, approximately **53–59 OSY** and **27–31 ISY** will be served. The Service Provider will serve a total of **158–168** young adults through PY 2026–2027. The program will provide continuous enrollment and will work to exceed enrollment **goals if funding allows**. Enrollment is defined as determining Workforce Innovation and Opportunity Act (WIOA) eligibility and creating participation in the State system.

All youth must be WIOA eligible to receive services in the Youth Connections program. Ineligible youth will be referred to other appropriate community resources and/or to CSRC for universal client services. The Service Provider will market, recruit, and collect eligibility paperwork to determine WIOA eligibility. This is tracked through a project management software and Employ Florida. The eligibility criterion adheres to the requirements set forth by the WIOA legislation:

Out-of-School Youth must be age 16-24, not attending any school, and meet one or more additional conditions, which may include.

- School dropout; within age of compulsory attendance but has not attended for at least the most recent complete school year calendar quarter; holds a secondary school diploma or recognized equivalent and is low income and basic skills deficient or an English language learner; subject to the juvenile or adult justice system; homeless, runaway, in foster care or aged out of the foster care system, eligible for assistance under section 477 of the Social Security Act, or in an out-of-home placement; pregnant or parenting; and individual with a disability; low income person who requires additional assistance, as defined by CareerSource Research Coast (CSRC), to enter and complete an educational program or to secure and hold employment.

In-School Youth must be aged 14-21, attending schools including post-secondary school, low income, and meet one or more additional conditions, which could include:

- Basic skills deficient; English language learner; an offender; homeless, runaway, in foster care or aged out of the foster care system; pregnant or parenting; an individual with a disability; a person who requires additional assistance, as defined by CSRC, to enter and complete an educational program or to secure and hold employment.

Further, by the guided interview process, it will be determined if the youth model will meet the youth customer's needs and interests. Not all youth will be suitable for Youth Connections. Project staff will gather all required eligibility documents, determine eligibility, and input the information into Employ Florida. Files will be checked and reviewed by Service Provider management for eligibility and accuracy prior to data being entered into Employ Florida. An approved basic skills assessment (CASAS) will be used for basic skills assessment to establish standardized Literacy and Numeracy levels. Upon youth participation, the service provider will facilitate intake and assessments through appropriate resources, including CSRC's assessments to determine interests, values, aptitudes, and preferences. The Service Provider will examine the participant's work experience and academic history to develop a list of current and potential career choices with participants. This will also help in developing the Individual Service Strategy (ISS). If eligibility issues arise and cannot be satisfactorily resolved to the satisfaction of CSRC, the costs disallowed from the sole negligence of the Service Provider will be repaid by Eckerd using nonfederal funds.

WAGNER PEYSER REFERRAL:

After eligibility determination and the completion of the WIOA application in Employ Florida, the Service Provider's Career Coaches will schedule each young adult to meet with a CSRC frontline staff member via the Microsoft Booking platform to complete a Wagner-Peyser application and participate in an activity with a CSRC staff member. All referrals and related activities will be documented as part of the participant's service strategy and case management process.

ASSESSMENT & DEVELOPMENT OF INDIVIDUAL SERVICE STRATEGIES:

With the cooperation and commitment of each young adult and their family whenever possible, an ISS will be developed and barriers to each student's success determined. The approved basic skills assessment will be used to get standardized Literacy and Numeracy levels. The Project staff will develop an individual plan that the student is aware of and agrees with. Other assessments will be utilized as deemed appropriate. These tools help develop the ISS which is tracked using Employ Florida.

GOAL SETTING & DOCUMENTATION PROCESS:

The Service Provider's Career Coaches will record all activities with a participant through timely and accurate case notes, CSRC's document management system applications, enrollments, goals (both planned and achieved), program outcomes, and follow-ups. The Service Provider's Manager or their designees will conduct case file reviews on a regular basis.

CASE MANAGEMENT:

Case management will be developed to encourage inter-organizational partnerships to maximize the utilization of resources to support the needs of the youth. The Service Provider will provide referrals, utilizing the Crosswalk Agency Registry Platform whenever possible, to make sure that each student is getting the appropriate professional support as needed. This is all case noted in Employ Florida and scanned into Employ Florida.

BASIC SKILLS/ALTERNATIVE SECONDARY:

The Service Provider will evaluate youth academic skills utilizing an approved basic skills assessment (CASAS) in reading and math. The youth's prior educational history and the results of the basic skills assessment will be utilized to identify methods and resources to assist the youth to improve literacy skills at least one educational functioning level each year. Youth will be offered the opportunity to enroll in adult basic education, English Language Learning (ELL), or GED remediation to pursue a high school diploma.

The Service Provider will also offer a limited number of scholarships for participants to enroll in Penn Foster, an alternative secondary school that evaluates the youth's most recent high school transcript and will develop a learning plan that will establish a specific number of courses to be completed to earn a nationally recognized and accredited secondary diploma.

WORK READINESS SKILLS:

The Service Provider intends to utilize a range and variety of tools and resources to help youth attain and/or improve basic workforce readiness skills. These tools are used to test students' skills, provide both pretests and posttests to make initial assessments and gauge student progress, create assignments based on students' pretest results, monitor student scores and completion of activities, produce reports for individual students and provide documentation which will be included in the case file.

Enrolled youth are eligible for CSRC approved incentive policies that include up to \$600 for in-school youth and up to \$650 for out-of-school youth in achievement-based incentives. Incentive payments are subject to funding availability.

INTERNSHIP/JOB SHADOWING:

The Service Provider will target youth to participate in Internships. Completing the minimum of 90% of contracted WEX hours will be considered a successful completion. A minimum of 25% of regional allocation, or \$189,926 must be spent on Internship expenditures related to participant wages and incentives (YESS Class Completion, Job Shadowing, and Internship Completion Bonus), staffing and other applicable costs dedicated to the development, execution, and oversight of work-based learning activities. Students will have an opportunity to earn a wage set at \$15.00/hour, and hours of training will be based on the need of the placement to provide adequate training to proficiency which will be written in the individual training plan but maxed at 360 hours or 12 weeks whichever comes first. This will be based on individual participant needs and goals, for paid Internship activities. The service provider will be responsible for tracking and proving that the appropriate allocated WEX funding is spent by end of the program year. Workers Compensation coverage will fall under the State of Florida's insurance policy for WIOA participants. The Service Provider will be responsible for providing guidance and information regarding the possible tax responsibilities to participants and families.

In addition to leveraging its outreach strategies to develop and ensure successful employment and training opportunities, as participants progress through work-based learning activities, the Service Provider will collaborate with CSRC staff to identify additional opportunities for transition into unsubsidized employment, On-the-Job Training (OJT) contracts, Registered Apprenticeships, occupational skills training, and other employer-driven workforce initiatives as appropriate for the participant.

CREDENTIALS & TRAINING VOUCHERS:

The Youth Connections Program will prepare youth to attain State and Industry-recognized credentials and/or industry-recognized work readiness certifications to increase opportunities for entry into unsubsidized employment. The Service Provider will offer credentials that may be stand-alone or stackable. The Service Provider will also encourage and assist youth in obtaining credentials and certifications through partner agencies and educational institutions. Youth will be provided multiple pathways to achieve credentials throughout program participation based on their Individual Service Strategy (ISS), program goals, and identified career outcomes.

The Youth Connections Program will support eligible youth participants with training costs associated with certifications and credentials in entry-level career pathways within in-demand and high-growth occupations. Training requests will be reviewed and approved based on the participant's employment and training goals, alignment with the Individual Service Strategy (ISS), labor market demand, anticipated outcomes, and available program funding. Program funds may also be used to support eligible participants in obtaining a high school diploma or GED when aligned with their employment and training goals and the ISS. The timeframe for completion of certifications or a high school diploma/GED will be determined by the training program requirements and the contractual agreement with the training provider.

The Youth Connections staff will collaborate with CareerSource Research Coast staff to utilize integrated service delivery and co-enrollment strategies, when appropriate, to expand access to career services, business services, occupational skills training, Individual Training Accounts (ITAs), On-the-Job Training (OJT), apprenticeship opportunities, supportive services, and other workforce resources available through the Workforce Innovation and Opportunity Act (WIOA) Adult Program, Wagner-Peyser, and other workforce funding streams. Coordination between Youth Connections staff and CareerSource Research Coast staff will ensure participants receive comprehensive workforce development services that support credential attainment, employment placement, retention, and long-term career advancement outcomes.

INTEGRATED SERVICE DELIVERY AND CAREERSOURCE COORDINATION:

The Youth Connections staff will implement an integrated service delivery model that maximizes participant access to the full range of workforce development services available through the local workforce system. Through coordinated case management, referrals, co-enrollment strategies, and cross-program collaboration, eligible participants may access multiple workforce, education, training, and supportive service resources designed to support successful educational and employment outcomes.

Youth participants will be referred to and may receive services through CSRC programs and departments including, but not limited to:

- Wagner-Peyser employment services;
- Labor market information and in-demand occupation exploration;
- Job search assistance and job placement services;
- Individual Training Accounts (ITA) and occupational skills training opportunities;
- On-the-Job Training (OJT) opportunities with participating employers;
- Apprenticeship and pre-apprenticeship opportunities;
- Business Services Unit recruitment initiatives, hiring events, and employer connections; and
- Other workforce, education, and training opportunities available through CareerSource Research Coast and its One-Stop partner network.

The Youth Connections and CSRC staff will coordinate service delivery to leverage available workforce system resources, avoid duplication of services, and ensure participants receive comprehensive support that promotes measurable skill gains, credential attainment, employment placement, retention, and long-term career advancement. Service strategies will be documented through the participant's Individual Service Strategy (ISS) and coordinated through ongoing communication between Eckerd Connects staff, CSRC personnel, and other workforce system partners, as appropriate.

SUPPORT SERVICES:

Support Services will be provided through the Service Provider based on individual case circumstances then reviewed by the Service Provider project management staff. If an individual requires support services in excess of quantity/monetary limitations, the request will be reviewed for approval by CSRC's COO/VP. These requests, documented in Employ Florida case notes, will be processed for payment by Service Provider's fiscal department and scanned/uploaded to the participant's case file in Employ Florida and in the monthly billing report.

FOLLOW-UP:

A year-round approach to case follow-up will be conducted. Carry forward follow-up caseload is estimated to be **56** young adults as of July 1, 2026, with additional participants moving into follow-up services monthly, based on last date of services, as defined by WIOA. Participants in follow-up will receive any of the 14 youth elements allowable in follow-up along with support and capture of required performance outcomes. Participants may receive incentives up to \$150 for placement in employment or education during the follow-up portion of the program and may receive additional support services funding up to \$175 to earn necessary credentialing for performance.

Follow-up services include, but are not limited to, tracking progress on the job, the development of increased skills and certifications, support services, financial literacy, and incentives to support retention and/or completion of education and employment services. The Service Provider will complete quarterly follow-ups and will specifically be tracking the 2nd and 4th quarter retention of employment or continuation of post-secondary placement after exit. The Service Provider will assist youth within the parameters of WIOA requirements and comply with the required follow up increments. This will all be case noted in Employ Florida.

PARTNERSHIPS:

The Service Provider has established or is in the process of establishing partnerships with the following: Indian River State College, Treasure Coast Technical College, Children's Service Council of Martin County, Children's Service Council of St. Lucie County, 211/United Way, Children's Home Society, Helping People Succeed, St. Lucie County Schools, Martin County Schools, Indian River County Schools, The Early Learning Coalitions for Indian River, Martin and St. Lucie Counties, Gifford Youth Activity Center, Tykes and Teens, Boys & Girls Club of Indian River, Martin and St. Lucie Counties, Treasure Coast Homeless Service Council, Drug Free St. Lucie County, St. Lucie County Roundtable, Martin County Interagency Coalition, GraceWay Village, Treasure Coast Food Bank, Mustard Seed Ministries, Good Samaritan Center, Hope for Families, United Against Poverty, Department of Juvenile Justice, Gulfstream Goodwill Industries, Salvation Army, Florida Department of Health Martin and St. Lucie County, Mary's Home of the Treasure Coast, Ignite Youth Alliance and many other.

ROLES OF THE PARTNERS:

The Service Provider will provide overall project design, support, and implementation of all required WIOA Youth program elements for the levels of service described in this statement of work. CSRC will assist the program by providing some office space, linkages to other services, and client access to computer resources. The Service Provider will ensure a high level of coordination and integration with CSRC and other workforce system partners to support seamless service delivery. Project staff will provide eligibility determination, workshop training, job development activities, connections to business services, access to On-the-Job Training (OJT), apprenticeship opportunities, and other services designed to support participant employment, credential attainment, and other program outcomes.

Facilities:

Port St. Lucie

Indian River State College – Pruitt Campus – 500 NW California Blvd Room D-116 Port St. Lucie, FL 34986

Vero Beach

Treasure Coast Technical College-4680 28th Court Room 2-201, Vero Beach, FL 32967

Fort Pierce

CareerSource Research Coast Comprehensive Career Center - 4100 Okeechobee Rd. Suite 90A Fort Pierce, FL 34947

Martin County

REACH Center – 1815 SE Airport Road, Stuart, FL 34996

These facilities conform to all codes and requirements and are ADA accessible or reasonable accommodation can be made. Facilities may provide temporary in-kind space for the duration or part of the program during the year.

WORK PLAN SERVICES AND ACTIVITIES:

Activities and services are designed to help youth develop lifelong skills and career pathways, while overcoming obstacles and barriers, through a seamless integration of services. The program will help lead WIOA eligible young adults to outcomes of career pathways and/or post-secondary education.

WIOA YOUTH PROGRAM SERVICES AVAILABLE:

The following WIOA youth program elements are made available to each youth during the program. These are independently driven by the participants' needs. Any service needed will be identified in the ISS.

14 WIOA Required Youth Program Elements	Provider, or Referral Agency	Instructional Activities/Curriculum
1. Tutoring, academic remediation; study skills training, and instruction leading to secondary school completion, including dropout prevention strategies	Eckerd / Public school partners	Computer based training/instructor facilitated, FSA and GED Practice, GED Prep materials, e.g. Khan Academy (online), Practice GED exams, and instructional teacher-aided tools that are also used as a one-to-one instructional resource with minimal guidance (online); i.e. Career IO
2. Alternative secondary school offerings	Eckerd/ Public school partners	Florida State Standards; Penn Foster

3. Paid and unpaid Internships with an academic and occupational educational component	Eckerd/ Community Business partners, CBO's, FBO's	ECKERD Documented Internship activities; job shadow activity
4. Occupational skills training with a focus on recognized postsecondary credentials and in-demand occupations	Eckerd / Approved Training Provider Partners	Various. Based on identified occupations/career fields on the Targeted Occupations List with Approved Training Providers
5. Leadership development opportunities, including positive social behavior and soft skills, decision making, teamwork, etc.	Eckerd in connection with various community partner agencies and employers	Community service, peer-centered activities, Employability Skills, Life Skills curriculum that includes leadership development, health, nutrition, sexual behavior, and substance abuse prevention
6. Supportive Services	Eckerd in connection with various partner agencies and/or employers	Independently driven by participant needs. Supportive services for educational training and employment activities such as gas cards, bus passes, emergency assistance, driver's license, state identification, professional clothing, background checks and childcare
7. Adult mentoring for at least 12 months	Eckerd in connection with partner agencies and employers	Independently driven by participant needs. Case managed and documented. Includes recruitment of both community-based and employer-based mentors and partnership with established mentorship programs
8. Comprehensive guidance and counseling	Eckerd and/or community agencies	On-going intensive case management. Community/locally based programming
9. Follow-up services no less than 12 months after exit	Eckerd and/or community agencies	Independently driven by participant needs. Contact with employers, post-secondary entities, job retention coaching, academic support, incentives, support, career, and education counseling. (Continuous service until participant has completed follow-up period of 12 months)
10. Workforce Concurrent Education	Eckerd and/or community agencies	Independently driven by participant needs. Utilizing local workforce system, work readiness training, Partnership with post-secondary and local training providers and employers to encourage youth to see education as part of their career pathway
11. Financial Literacy	Eckerd in connection with partner agencies	Independently driven by participant needs. Partnerships with local financial institutions
12. Entrepreneurial Skills Training	Eckerd and/or community agencies	Independently driven by participant needs. Partnerships with local business and community-based business organizations
13. Labor Market and Local Employment Information	Eckerd/CSRC	Independently driven by participant needs. Utilizing local workforce system; ongoing career pathway discussions to include LMI and local career opportunities
14. Post-Secondary Preparation and Transition Services	Eckerd and/or community agencies	Independently driven by participant needs. Partnerships with post-secondary educational institutions and community organizations

Summary of Main Components and Intent include:

- **Outreach** - engaging caseload for increased participation and identification of new participants.
- **Assessment** – determining ‘suitability’ for successful participation and referral to other appropriate alternatives for youth who are not eligible or suitable for WIOA services.
- **WIOA Eligibility/Registration** - Compiling proper documentation for WIOA eligibility.
- **Wagner Peyser Referral** – Refer all eligible young adults to CareerSource Research Coast for WP Services.
- **Case Management** – Actively engaging and managing the youth caseload and meticulous documentation in Employ Florida for progress toward activity/goal completion and positive outcomes.
- **High School Diploma/GED Attainment** – GED/High School Diploma preparation and attainment will be achieved by using various tools and resources and through partnering with the school districts and college system.
- **Internship** – determining suitability for Internship/job shadowing and case managing all aspects of the placements; partnering with businesses, CBOs, and the CSRC Business Services Unit to recruit meaningful work experience sites.
- **Credentials** – providing training for industry recognized credentials and linking WIOA participants to existing community resources for short term training that will lead directly to employment opportunities.
 - Utilize integrated service delivery and co-enrollment strategies, as appropriate, to connect eligible participants with CareerSource Research Coast services including Wagner-Peyser employment services, occupational skills training, Individual Training Accounts (ITAs), On-the-Job Training (OJT), apprenticeship opportunities, business services, supportive services, and other workforce system resources.
- **Follow-up Services** – Providing follow-up services for youth who exit during the 30, 60, and 90 days after exit and then continue in the 2nd, 3rd, and 4th quarter after exit to ensure program effectiveness.

GOALS:

- a. An average caseload of **158-168** active WIOA Youth will be served during program year 26-27. The number served includes carryover of active youth from previous program year, as well as newly eligible and enrolled youth. Service Provider will enroll a minimum of **80-90** new WIOA eligible youth between July 1st, 2026, and June 30th, 2027. 100% of all contracted enrollment of youth will be completed, accurately and timely, and entered in Employ Florida and Eckerd’s data management system by 06/30/2027.
- b. A minimum of 86.3% of all contracted enrolled WIOA youth receiving training services (occupational skills activities, secondary or post-secondary activities, or on-the-job training activities) will successfully engage in documented skills gains. Skills gains are defined as:
 1. Training Milestone: Evaluations completed by an employer or training provider documenting the achievement of established milestones on-the-job training period. Employer/training provider evaluations completed during job shadowing activities or work experience/internship activities cannot be utilized to document a training milestone measurable skills gain.
 2. Skills Progression: Documentation showing the successful completion of an exam required for an occupation, satisfactory attainment of an element or an industry or occupational competency exam or other completion test required to obtain a credential.
 3. Attainment of a Secondary School Diploma or its Equivalent: Documentation showing the participant earned a high school diploma or its state-recognized equivalent.
 4. Educational Functioning Level: Results from a pre and post CASAS exam or other literacy numeracy test approved by the National Reporting System (NRS) show an increase of at least one functional level in reading and/or math.
 5. Secondary or Post-Secondary Transcripts/Report Card: Report card/transcripts for one semester showing the client are achieving academic standards. Secondary school credits or secondary school Carnegie credits may be accepted.
 6. Other approved WIOA related work preparation attainments, as defined and approved by CSRC.
- c. A minimum of eighty-five (85) percent of all contracted enrolled WIOA-defined youth who exit the contractor's program shall achieve at least one WIOA-defined positive exit outcome. Positive exit outcomes include placement in unsubsidized employment, postsecondary education, occupational skills training, a registered apprenticeship, military service, or other qualifying education or training, as defined by applicable WIOA regulations and state guidance and documented in Employ Florida. Using the same population of exiting youth as the denominator:

1. At least seventy (70) percent shall achieve a WIOA-defined employment placement.
2. At least thirty (30) percent shall achieve a WIOA-defined postsecondary education placement.

The employment and postsecondary education measures are component measures of the overall positive exit outcome measure. A youth who achieves both employment and postsecondary education outcomes may be counted toward each applicable component measure, provided each outcome is separately documented in Employ Florida.

- d. A minimum of 90% of all contracted WIOA-defined youth enrolled in a training program will attain a degree, certificate, or occupational skills credential prior to termination from the WIOA program. The measure will be calculated as the total number of youths exited with a credential divided by the total number of youths exited who have received training-related services from the program each month.

To support performance outcomes associated with credential attainment, Eckerd will integrate employment planning into all service strategies for youth pursuing a secondary school diploma or equivalency. Career assessments, labor-market-aligned goal setting, and job-readiness activities will be initiated at enrollment and reinforced throughout participation. As youth approach credential completion, staff will coordinate with employers, training partners, and CareerSource Research Coast business services representatives to identify appropriate employment opportunities and provide individualized job search assistance. Work-based learning/training, internships, and transitional employment options may also be utilized when available. While employment outcomes may be influenced by external factors, this approach is intended to strengthen the connection between credential attainment and employment, thereby supporting the goal of meeting or exceeding performance expectations for newly enrolled individuals moving forward.

- e. Youth will be placed into paid Internship opportunities with local employers. The service provider will ensure that 25% of the funding provider is spent on WEX internship placements. The placements must complete 90% of the scheduled hours to receive a completion bonus. Additionally, the internship may be considered successful if the internship ends due to direct hire employment with the internship site or an alternate employer for a higher wage.
- f. A minimum of \$189,926.00 will be charged as approved work-based learning related expenditures.
- g. Service Provider will document employer engagement by collecting a minimum of 40 employer surveys (direct hire or internships), 20 of which will be private business employers. Service Provider will obtain or retain at least 25 community employer partners as documented by internship agreements.

SUBCONTRACTS:

If the Service Provider needs to subcontract any services, the terms of the contract and payment for services rendered must meet WIOA guidelines and will remain the sole responsibility of the Service Provider. Funds to cover the cost of the service will be provided by CSRC through this contract. The Service Provider must not subcontract the entire youth activities program. Acceptable subcontracts may include assessment, transportation, instruction, and other program components better delivered by a source other than the Service Provider. The Service Provider must notify CSRC, in writing, 30 days prior to subcontracting any services not covered in this agreement.

REPORTS AND EVALUATION:

The Service Provider will submit a monthly report that includes In-School and Out-of-School performance and is to be submitted via email at the following intervals: (See Attachment I)

- By the 5th day of the following month.
- Upon completion of the programs*

*Note: In the final Internal Performance Report narrative comments related to program goals, outcomes and overall programs should be included.

RECORDKEEPING:

The Service Provider must maintain records on each participant in sufficient detail to demonstrate compliance with the relevant contractual criteria related to the training and employment as contained in this agreement. At a minimum, the case file must contain the following: eligibility documents, copies of attendance sheets and progress reports, pre and post assessment results, case notes, termination, disciplinary reports, copies of activities, credentials, or other documents of program activities completed by the participant, and other pertinent information needed to document participation, progress, and results. All case files must be scanned in to Employ Florida.

The Service Provider's Career Coaches will record all activities with a participant through timely and accurate case notes, applications, activity codes, goals, both planned and achieved, program outcomes, and follow ups. The Service Provider will enter all appropriate information into Employ Florida, and the Work Certified Learning Management System. Case management notes will be available to service providers throughout the system. The Service Provider will coordinate and process support services requests in accordance with CSRC policies and procedures. Service Provider will ensure that all staff attend training coordinated by CSRC or the State when available and provide documentation of such training to CSRC as requested. The Service Provider will maintain all files in accordance with the requirements of the contract with CSRC and established policies and laws.

The Service Provider must maintain financial records sufficient to account for all funds received from CSRC and spent on the program.

All records will be made available to CSRC, state and federal officials, independent monitors and/or auditors. Records will be retained for a period of three years following the date of final expenditure report for this agreement or until all audit questions and concerns have been resolved, whichever is later.

INSURANCE:

The Service Provider will utilize workers' compensation insurance provided by the State of Florida for youth participants engaged in Internships or related activities. The Service Provider must carry commercial liability insurance of \$1 million or more, property insurance on equipment and other property belonging to CSRC, worker's compensation on staff employees, and a surety bond (minimum \$100,000 for faithful and honest performance or the average amount of funds on hand) on employees who process and expend funds related to this Agreement. CSRC must be named as an additionally insured on applicable liability policies and a copy of the proper insurance certificates must be submitted with signed copies of this Agreement within 30 days of project startup or prior to the advancement of funds.

PROJECT BUDGET:

PY 26-27 WIOA Youth Budget Summary	
Staff Labor	\$ 371,337.12
Fringe Benefits	\$ 141,353.34
Travel: Mileage	\$ 1,000.00
Other Travel	\$ 1,280.00
Employee Related	\$ 204.00
Supplies / Consumables	\$ 1,710.91
Software Licensing	\$ -
Communications	\$ 1,713.60
Insurance / Professional Fees	\$ 12,075.00
Client Related	\$ 152,731.00
Indirect Cost	\$ 66,595.03
TOTAL	\$ 750,000.00

*Includes additional staff attending Florida WF Summit and other professional development opportunities.

**Includes existing software license that had previously been classified as client related costs but was advised to move to operational costs.

COMPENSATION & TIME PERIOD: CSRC will reimburse the Service Provider for expenses incurred during the performance of duties outlined in this agreement in the amount not to exceed \$750,000 for the Youth Connections Program, with the final invoice submitted to CSRC by July 15, 2027, unless otherwise modified. Under the terms of this contract payments may be made on a cost reimbursement basis in the amount not to exceed \$750,000 and not to exceed **33% or \$247,500** per quarter for the first three quarters. A maximum of 65% of the total contract funds will be utilized to serve Out-of-School Youth, with 35%, not to exceed 50%, to be utilized to serve In-School-Youth Cost will be paid in accordance with the budget on any line item except performance holdback. Monthly accruals are due by the 10th day of the month, and billing (with backup) is due by the 13th. Electronic format is preferred. A ten percent (10%) variance may occur between line items with approval from CSRC.

MODIFICATION OF TERMS: The terms of this Agreement, including total compensation, may be modified by mutual consent of both parties if enrollments, agreed-upon services, funding availability or circumstances warrant change. Refer to General Provisions and Assurances. Total budget cannot be exceeded. Budget line-item variances under 10% of either operational or client costs do not require Board Staff approval. Operational or Client Related variances over 10% of total require advance approval from CSRC's Chief Financial Officer and CSRC staff assigned to manage the contract.

CONDITIONS OF PAYMENT/PERFORMAMNCE STANDARDS: It is understood and agreed by both CSRC and the Service Provider that payment is for cost associated with serving WIOA eligible youth as negotiated and outlined on the Project Budget.

PERFORMANCE MEASURES: Service Provider will be required to meet the following performance guidelines as part of the contract requirements.

Performance Benchmark Measure	Timeframe Reporting
Measurable Skills Gains- 90%	Upon receipt from FL Commerce
Attainment of Degree or Certificate- 90%	Upon receipt from FL Commerce
Median Earnings 2 nd Quarter After Exit - \$3950	Upon receipt from FL Commerce
Employment Rate - Second Quarter After Exit – 80%	Upon receipt from FL Commerce
Employment Rate – Fourth Quarter After Exit – 81%	Upon receipt from FL Commerce

DEFINITIONS OF PERFORMANCE MEASURES: Note: for each definition below, The Service Provider's numbers for the purpose of this contract will be isolated from the numbers of other CareerSource Research Coast youth programs/projects.

- A. ***Skills Gains:*** A minimum of 90% of all contracted enrolled WIOA youth receiving training services (occupational skills activities, secondary or post-secondary activities, or on-the-job training activities) will successfully engage in documented skills gains during each year of training related participation. Skills gains are defined as:
- **Training Milestone:** Evaluations completed by an employer or training provider documenting the achievement of established milestones on-the-job training period. Employer/training provider evaluations completed during job shadowing activities or work experience/internship activities cannot be utilized to document a training milestone measurable skills gain.
 - **Skills Progression:** Documentation showing the successful completion of an exam required for an occupation, satisfactory attainment of an element or an industry or occupational competency exam or other completion test required to obtain a credential.
 - **Attainment of a Secondary School Diploma or its Equivalent:** Documentation showing the participant earned a high school diploma or tis state-recognized equivalent.
 - **Educational Functioning Level:** Results from a pre and post CASAS exam or other literacy numeracy test approved by the National Reporting System (NRS) show an increase of at least one functional level in reading and/or math.
 - **Secondary or Post-Secondary Transcripts/Report Card:** Report card/transcripts for one semester showing the client are achieving academic standards. Secondary school credits or secondary school Carnegie credits may be accepted.
 - Other approved WIOA related work preparation attainments, as defined and approved by CSRC.
- B. ***Attainment of Degree or Certificate:*** Of all youth enrolled in a training program who exit, 90% will successfully attain an occupational skills credential/certification, post-secondary credential/certification, High School Diploma/GED or a state, industry, or nationally recognized credential. The measure will include total number of youths exited with credentials divided by the total number of youths who received training services during program participation who have exited from the program each month. Data verified from EF report.

- C. **Internship Placement:** The service provider will meet at a minimum of the 25% WEX Expenditure. Young adults will explore career and job shadow and have an opportunity to earn up to a maximum of \$6,000 during paid Internship activities.

Students will be paid \$15.00/hour, hours scheduled will be based on position they are training in and the individual participant needs and goals, for paid Internship activities. Worker's Compensation coverage will fall under the State's blanket coverage for WIOA participants. Wages of more than \$600 a year may result in issuance of IRS Form 1099 and have tax liability for participants. The Service provider will provide guidance and information regarding the possible tax responsibilities to participants and families.

A minimum of 25% of regional allocation of WIOA Youth funds spent on a quarterly basis will be specific to approved and allowable Internship activities, within budget guidelines. This will include staff hours specific to Internship development, engagement, and execution; youth related payments and fees (incentives as described under the Internship placement/Job Shadowing section in the summary of Main Components and Intent, wages, and payroll fees) directly related to youth engagement in Internship activities.

- a. **Internship Successful Completion:** The youth must complete 90% of the scheduled hours to complete successfully. Additionally, the internship may be considered successful if the internship ends due to direct hire employment with the internship site or an alternate employer for a higher wage. Data verified from EF closed 400 or 425 cases and hours worked summary from internship tracker.
- D. **Median Earnings Second Quarter After Exit:** The median earnings of exited youth participants who are in unsubsidized employment during the second quarter after exit from the program will be \$3950. Data will be verified from the DEO Performance Indicator reports.
- E. **Employment Rate 2nd Quarter After Exit:** Of all youth who exit, 80% will be successfully enrolled in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program. Data will be verified from the DEO Performance Indicator reports.
- F. **Employment Rate 4th Quarter After Exit:** Of all youth who exit, 81% will be successfully enrolled in education or training activities, or in unsubsidized employment, during the fourth quarter after exit from the program. Data will be verified from the DEO Performance Indicator reports.

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Agenda Item 5

AGENDA ITEM SUMMARY

Title	Local Targeted Occupations List (LTOL) 2nd Quarter PY 2026-2027
Strategic Goal	Strong Advancement of Existing and Emerging Local Targeted Industry Clusters
Policy/Plan/Law	Workforce Innovation & Opportunity Act
Action Required	Review and Approve the LTOL for the 2nd Quarter of Program Year 2026-2027
Background	FloridaCommerce's Bureau of Labor Market Statistics has published the 2026–2027 Regional Demand Occupations List, which identifies high-demand, high-skill/high-wage occupations based on Florida's labor market needs. The list serves as the baseline for Local Workforce Development Boards to establish their Local Targeted Occupations Lists (LTOLs), which identify occupations eligible for WIOA-funded training assistance for adults and dislocated workers. Staff will review the recommendations for inclusion and removal of occupations based on local labor market information.
Staff Recommendation	Review and Approve the LTOL for the 2nd Quarter of Program Year 2026-2027
Supporting Materials	Proposed LTOL for 2nd Quarter PY2026-2027
Board Staff	Tracey McMorris Vice President of Operations/COO tmcmorris@careersouerc.com (866) 482-4473 ext. 528

2026-2027 Local Targeted Occupations List

Workforce Development Area 20 - Indian River, Martin, and St. Lucie counties

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$19.33/hour and Entry Wage of \$15.71/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$30.28/hour and Entry Wage of \$19.33/hour

SOC Code*	HSHW**	Occupation Title*	LWDA 20			Statewide			LMEC		In Target Industry	Qualifying Level***	LMI Data RP	
			% Annual Growth	Openings	Wage Mean Entry	% Annual Growth	Openings	Wage Mean Entry	Training Code	Annual			Annual	
Recommendations for Inclusion on CSRC PY 26-27 LTOL														
Occupations on both CSRC PY 25-26 LTOL and State PY 26-27 Demand List														
132011	HSHW	Accountants and Auditors	1.55	160	41.49 26.57	1.61	9,421	42.41 26.49	6	No	R		2.11%	855
113012	HSHW	Administrative Services Managers	1.26	33	48.69 27.35	1.27	1,560	53.37 28.42	6	Yes	R		1.96%	133
173021	HSHW	Aerospace Engineering and Operations Technologists and Technicians	N/A	N/A	N/A	1.68	180	39.99 29.10	5	Yes	E		3.63%	10
172011	HSHW	Aerospace Engineers	1.65	4	N/A N/A	1.46	247	63.01 44.60	6	Yes	E		4.42%	18
493011	HSHW	Aircraft Mechanics and Service Technicians	1.35	25	38.21 23.86	1.56	1,400	38.40 23.81	5	Yes	S		2.39%	131
512011	HSHW	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	-0.81	18	N/A N/A	-0.99	134	32.84 23.45	4	Yes	E		2.15%	24
532022		Airfield Operations Specialists	N/A	N/A	N/A	1.46	410	27.97 19.45	3	Yes	E		1.99%	18
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	N/A	N/A	N/A	1.78	892	122.32 64.73	6	Yes	S		2.13%	36
171011	HSHW	Architects, Except Landscape and Naval	1.95	9	45.56 31.80	1.57	496	48.16 31.74	6	Yes	N		1.07%	37
173011	HSHW	Architectural and Civil Drafters	1.64	19	30.55 21.34	1.57	901	31.52 21.30	5	Yes	S		1.53%	58
119041	HSHW	Architectural and Engineering Managers	1.10	7	82.55 56.83	1.34	628	85.58 60.02	6	Yes	S		3.49%	48
271011	HSHW	Art Directors	1.37	5	43.23 31.94	1.29	604	50.58 30.58	6	No	S		1.49%	28
274011		Audio and Video Technicians	1.01	6	27.16 19.26	1.05	629	28.79 19.57	5	Yes	N		1.81%	46
492091	HSHW	Avionics Technicians	N/A	N/A	N/A	1.63	212	42.04 27.97	5	Yes	E		1.88%	22
172031	HSHW	Bioengineers and Biomedical Engineers	N/A	N/A	N/A	0.98	45	52.76 33.14	6	Yes	E		2.92%	5
194021		Biological Technicians	0.80	11	29.37 20.32	1.41	396	25.20 17.69	6	Yes	N		2.57%	37
493031		Bus and Truck Mechanics and Diesel Engine Specialists	0.74	28	29.77 22.62	0.95	1,284	30.17 22.21	4	Yes	S		1.96%	121
131199	HSHW	Business Operations Specialists, All Other	1.15	105	39.54 20.36	1.28	7,397	43.76 23.48	6	Yes	R		1.90%	549
131020	HSHW	Buyers and Purchasing Agents	1.51	51	34.94 22.35	1.49	3,583	37.52 23.45	6	Yes	R		2.33%	275
292031		Cardiovascular Technologists and Technicians	0.95	12	36.64 19.83	0.89	415	34.55 18.89	5	Yes	E		2.05%	30
252032	HSHW	Career/Technical Education Teachers, Secondary School	0.95	9	28.13 24.95	0.77	770	31.13 24.64	6	No	E		0.18%	28
472031		Carpenters	1.52	180	24.44 18.21	1.49	5,497	25.27 18.99	4	Yes	R		2.40%	420
351011		Chefs and Head Cooks	1.96	86	29.26 18.30	1.62	2,548	29.67 17.93	5	Yes	R		2.17%	386
518091	HSHW	Chemical Plant and Systems Operators	N/A	N/A	N/A	-0.44	21	52.45 32.46	5	Yes	E		5.43%	2
194031		Chemical Technicians	0.70	6	36.78 20.29	1.24	262	27.09 19.59	5	Yes	E		2.68%	20
192031	HSHW	Chemists	0.00	1	51.50 30.69	1.50	149	44.04 25.81	6	Yes	E		5.29%	16
211021		Child, Family, and School Social Workers	1.00	46	26.58 19.08	0.95	1,604	27.87 20.48	6	Yes	R		1.61%	147
172051	HSHW	Civil Engineers	1.56	28	48.59 31.08	1.55	1,868	49.91 31.34	6	Yes	S		1.85%	155
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.28	10	38.36 24.11	0.72	2,205	36.91 24.41	3	No	S		1.02%	126
292010	HSHW	Clinical Laboratory Technologists and Technicians	0.50	138	31.46 19.99	0.93	2,009	30.60 18.85	5	Yes	R		1.51%	181
532012	HSHW	Commercial Pilots	1.14	24	57.05 21.11	1.32	854	69.87 36.26	4	Yes	S		3.73%	134
211099		Community and Social Service Specialists, All Other	1.16	11	24.64 18.50	1.12	640	25.83 18.27	6	Yes	N		1.59%	52
211094		Community Health Workers	1.36	4	22.30 15.96	1.80	238	23.00 16.52	6	Yes	N		4.08%	25
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.38	8	34.15 22.96	1.42	610	34.74 22.22	6	Yes	S		2.67%	50

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SOC Code*	HSHW**	Occupation Title*	LWDA 20				Statewide				LMEC		In Target Industry	Qualifying Level***	LMI Data RP	
			% Annual		Wage		% Annual	Openings		Mean	Entry	Code			Annual	Annual
			Growth	Openings	Mean	Entry		% Growth	Openings							
131041	HSW	Compliance Officers	1.30	43	37.77	21.84	1.02	2,929	38.98	22.77	6	Yes	R	1.23%	243	
113021	HSW	Computer and Information Systems Managers	2.23	31	74.44	49.44	2.44	3,169	84.20	54.11	6	No	R	3.53%	245	
172061	HSW	Computer Hardware Engineers	N/A	N/A	N/A	N/A	1.78	222	66.25	42.24	6	Yes	E	3.15%	11	
151241	HSW	Computer Network Architects	2.17	5	59.09	39.94	2.31	668	66.01	44.28	6	No	S	3.54%	45	
151231	HSW	Computer Network Support Specialists	1.04	8	35.61	23.36	1.04	608	38.14	24.53	5	No	E	1.80%	40	
519161	HSW	Computer Numerically Controlled Tool Operators	0.18	13	25.14	19.58	-0.14	402	22.86	17.83	4	Yes	E	1.35%	31	
519162	HSW	Computer Numerically Controlled Tool Programmers	2.39	4	34.49	25.35	2.17	96	31.43	21.62	5	Yes	E	1.81%	7	
151299	HSW	Computer Occupations, All Other	1.54	19	51.27	26.78	1.91	1,557	53.08	29.17	6	Yes	S	3.63%	86	
151251	HSW	Computer Programmers	0.95	3	43.79	26.29	0.33	287	46.61	28.17	6	No	E	1.38%	21	
151211	HSW	Computer Systems Analysts	1.90	26	46.43	30.57	1.90	2,890	51.26	33.26	6	Yes	S	2.49%	185	
151232	HSW	Computer User Support Specialists	0.49	60	30.44	20.43	0.72	3,508	30.26	20.24	4	Yes	R	0.95%	265	
474011	HSW	Construction and Building Inspectors	0.71	29	32.96	21.80	0.78	1,416	34.30	22.92	4	No	S	0.72%	146	
119021	HSW	Construction Managers	1.83	128	68.90	37.12	1.76	4,371	61.64	35.77	6	Yes	R	2.32%	357	
131051	HSW	Cost Estimators	0.63	31	37.10	22.97	0.57	1,344	39.00	23.50	6	Yes	R	1.38%	115	
434031	HSW	Court, Municipal, and License Clerks	0.79	39	22.44	17.23	0.79	1,175	23.66	18.40	3	No	R	0.71%	110	
152051	HSW	Data Scientists	4.45	7	53.03	31.84	4.06	1,068	57.28	35.07	6	No	S	6.04%	92	
319091	HSW	Dental Assistants	1.33	95	22.57	19.24	1.51	3,552	23.32	19.50	4	Yes	R	3.19%	513	
291292	HSW	Dental Hygienists	1.37	41	44.65	38.83	1.57	1,121	42.46	35.89	5	Yes	R	3.41%	142	
519081	HSW	Dental Laboratory Technicians	0.25	6	32.72	20.78	-0.17	241	28.61	19.81	4	Yes	E	0.80%	21	
292032	HSW	Diagnostic Medical Sonographers	2.20	12	40.81	34.01	2.01	519	41.34	34.05	5	Yes	S	3.05%	44	
291031	HSW	Dietitians and Nutritionists	1.09	8	34.24	26.52	1.14	435	35.23	26.08	6	Yes	E	2.14%	32	
173012	HSW	Electrical and Electronics Drafters	N/A	N/A	N/A	N/A	0.50	77	34.09	23.44	5	Yes	E	2.52%	6	
172071	HSW	Electrical Engineers	0.73	8	49.74	34.46	1.39	528	53.57	34.87	6	Yes	S	2.88%	53	
499051	HSW	Electrical Power-Line Installers and Repairers	-0.98	12	43.68	31.55	0.72	645	40.82	27.62	4	Yes	N	0.91%	52	
472111	HSW	Electricians	1.75	160	28.29	20.69	1.85	5,975	27.72	20.63	4	Yes	R	2.41%	549	
173024	HSW	Electro-Mechanical and Mechatronics Technologists and Technicians	N/A	N/A	N/A	N/A	1.26	77	35.47	26.68	5	Yes	E	2.68%	4	
172072	HSW	Electronics Engineers, Except Computer	0.17	4	63.45	46.94	1.62	373	59.18	41.63	6	Yes	E	2.24%	24	
252021	HSW	Elementary School Teachers, Except Special Education	0.88	169	26.20	22.83	0.75	6,005	28.62	23.37	6	No	R	0.51%	491	
292042	HSW	Emergency Medical Technicians	2.43	15	23.57	17.65	1.39	632	21.22	16.69	4	Yes	S	2.67%	32	
173029	HSW	Engineering Technologists and Technicians, Except Drafters, All Other	1.48	4	37.93	23.76	1.12	250	35.42	23.47	5	Yes	E	3.45%	15	
172199	HSW	Engineers, All Other	0.93	8	49.59	27.91	0.77	634	53.09	31.36	6	Yes	E	2.81%	34	
173025	HSW	Environmental Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.51	53	25.51	18.40	5	Yes	E	5.15%	6	
172081	HSW	Environmental Engineers	1.48	2	46.44	25.32	1.82	138	53.62	31.53	6	Yes	E	4.34%	10	
194042	HSW	Environmental Science and Protection Technicians, Including Health	1.16	5	25.69	18.45	1.35	264	25.78	19.52	5	Yes	E	3.31%	32	
192041	HSW	Environmental Scientists and Specialists, Including Health	0.62	14	31.64	20.46	0.91	619	33.57	21.83	6	No	N	2.17%	44	
436011	HSW	Executive Secretaries and Executive Administrative Assistants	0.68	50	30.84	22.50	0.68	2,351	33.21	22.19	3	Yes	R	2.08%	213	
113013	HSW	Facilities Managers	1.21	15	50.54	28.80	1.13	737	49.94	28.89	6	Yes	N	1.95%	89	
119013	HSW	Farmers, Ranchers, and Other Agricultural Managers	-0.26	131	67.42	33.53	-0.18	4,939	53.80	29.25	6	No	E	-2.03%	104	
132051	HSW	Financial and Investment Analysts	1.14	18	42.88	22.43	1.40	1,837	49.85	30.53	6	No	S	2.37%	164	
113031	HSW	Financial Managers	2.09	69	76.97	39.77	2.28	4,861	81.72	43.84	6	No	R	3.08%	402	
132054	HSW	Financial Risk Specialists	1.01	6	48.45	30.58	1.50	397	53.61	31.08	6	No	E	1.66%	26	
132099	HSW	Financial Specialists, All Other	1.22	8	35.77	22.37	1.13	646	36.04	22.67	6	Yes	N	2.24%	41	
332011	HSW	Firefighters	0.87	63	34.64	25.52	0.81	1,990	29.51	19.62	4	Yes	R	1.01%	190	
471011	HSW	First-Line Supervisors of Construction Trades and Extraction Workers	1.64	205	36.30	25.04	1.50	7,746	38.08	25.90	3	Yes	R	2.23%	618	
391014	HSW	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	1.35	24	26.12	18.41	1.36	785	26.78	18.31	3	Yes	S	2.59%	111	

SOC Code*	HSHW**	Occupation Title*	LWDA 20			Statewide			LMEC			LMI Data RP		
			% Annual		Wage	% Annual		Wage	Training	In Target	Qualifying Level***	Annual	Annual	Openings
			Growth	Openings		Growth	Openings							
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.04	138	27.51	19.28	1.05	2,531	27.34	19.32	R	1.32%	214	
491011	HSW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.01	94	37.35	24.82	1.11	3,975	37.64	24.97	R	1.27%	344	
411012	HSW	First-Line Supervisors of Non-Retail Sales Workers	0.62	31	42.33	25.35	0.76	2,014	43.89	26.12	R	1.00%	102	
431011	HSW	First-Line Supervisors of Office and Administrative Support Workers	N/A	N/A	N/A	N/A	0.87	11,128	33.84	22.62	S	1.59%	867	
391022		First-Line Supervisors of Personal Service Workers	1.33	26	22.81	15.80	1.46	818	24.68	17.02	S	2.03%	102	
331012	HSW	First-Line Supervisors of Police and Detectives	0.76	22	55.52	43.58	0.70	754	51.37	34.28	E	1.06%	62	
511011	HSW	First-Line Supervisors of Production and Operating Workers	1.21	79	34.67	22.45	1.07	3,200	34.27	22.35	R	2.12%	260	
531047		First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1.39	83	29.64	20.95	1.32	4,026	31.10	21.34	R	2.48%	348	
191012	HSW	Food Scientists and Technologists	N/A	N/A	N/A	N/A	1.03	14	49.02	28.65	E	3.36%	3	
119051	HSW	Food Service Managers	1.64	122	35.93	23.08	1.50	4,173	37.19	24.20	R	1.96%	210	
131131	HSW	Fundraisers	1.07	8	34.88	21.49	1.26	600	37.51	21.11	S	2.36%	50	
111021	HSW	General and Operations Managers	1.28	597	55.13	26.00	1.35	24,561	61.03	27.36	R	1.79%	2227	
271024	HSW	Graphic Designers	1.34	25	31.28	20.47	1.16	1,489	32.73	21.17	S	1.70%	94	
211091	HSW	Health Education Specialists	0.63	4	28.41	20.91	0.86	325	25.74	14.71	N	1.99%	44	
299021	HSW	Health Information Technologists and Medical Registrars	2.59	3	N/A	N/A	2.33	234	38.23	23.67	E	3.33%	20	
292099		Health Technologists and Technicians, All Other	1.42	20	24.89	18.30	1.25	939	24.61	18.22	S	2.18%	76	
299099	HSW	Healthcare Practitioners and Technical Workers, All Other	N/A	N/A	N/A	N/A	1.15	132	38.61	20.38	E	3.26%	11	
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.69	131	27.08	20.16	1.74	4,472	27.55	20.23	R	2.28%	379	
533032		Heavy and Tractor-Trailer Truck Drivers	1.47	298	24.99	19.31	1.36	13,716	26.37	19.45	R	2.63%	1084	
434161		Human Resource Assistants, Except Payroll and Timekeeping	0.17	7	23.83	18.38	0.31	514	23.84	18.70	E	0.79%	37	
113121	HSW	Human Resources Managers	1.54	15	61.26	43.26	1.37	1,061	72.29	42.66	S	2.08%	98	
131071	HSW	Human Resources Specialists	1.39	110	33.53	21.58	1.51	6,246	35.87	22.58	R	1.96%	510	
173026		Industrial Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.16	243	30.30	20.73	E	1.77%	18	
172112	HSW	Industrial Engineers	2.16	26	51.09	36.26	2.07	1,312	51.52	35.41	S	3.55%	103	
499041	HSW	Industrial Machinery Mechanics	1.59	43	30.91	21.69	2.24	1,679	30.14	21.44	R	3.92%	130	
113051	HSW	Industrial Production Managers	1.41	19	58.05	33.93	1.06	673	62.98	36.02	N	2.56%	72	
151212	HSW	Information Security Analysts	3.22	10	48.84	27.20	3.68	1,415	59.86	38.07	S	4.24%	89	
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	1.10	61	25.80	17.85	0.99	2,822	24.51	16.80	R	2.04%	281	
132053	HSW	Insurance Underwriters	0.89	6	45.41	25.58	0.97	601	42.81	26.28	E	1.60%	34	
271025	HSW	Interior Designers	1.78	18	32.02	20.87	1.58	930	31.72	19.89	S	1.37%	96	
273091		Interpreters and Translators	0.87	5	29.33	18.93	0.97	659	28.32	17.64	E	3.62%	24	
252012		Kindergarten Teachers, Except Special Education	0.93	38	29.01	23.24	0.77	1,148	28.83	23.63	R	0.33%	90	
171012	HSW	Landscape Architects	1.28	5	39.66	27.88	1.42	160	41.03	28.73	E	1.20%	11	
292061		Licensed Practical and Licensed Vocational Nurses	0.76	124	29.62	25.13	0.82	3,478	29.88	25.52	R	1.58%	363	
194099		Life, Physical, and Social Science Technicians, All Other	0.73	9	35.51	22.69	1.02	428	32.05	18.44	N	3.06%	32	
131081	HSW	Logisticians	2.14	14	32.97	19.15	2.58	1,688	38.25	23.98	S	3.60%	146	
514041		Machinists	0.86	26	28.66	21.08	0.85	905	27.69	20.71	E	1.99%	96	
292035	HSW	Magnetic Resonance Imaging Technologists	1.85	6	40.23	30.91	1.42	233	41.40	33.31	E	2.47%	19	
131111	HSW	Management Analysts	1.61	96	49.58	27.10	1.87	9,182	48.00	27.91	R	2.72%	503	
119199	HSW	Managers, All Other	1.20	136	52.87	26.46	1.28	8,651	59.51	29.42	R	1.71%	321	
131161	HSW	Market Research Analysts and Marketing Specialists	1.57	93	35.53	21.30	1.72	6,296	38.95	21.63	R	2.17%	575	
112021	HSW	Marketing Managers	1.11	22	63.09	34.68	1.47	2,099	76.45	42.62	S	2.15%	195	

SOC Code*	HSHW**	Occupation Title*	LWDA 20				Statewide				LMEC		In Target Qualifying			ghthouse LMI Data RP	
			% Annual		Wage		% Annual	Openings		Mean Entry	Code	Industry	Level***	Annual	Annual	% Growth	Openings
			Growth	Openings	Mean	Entry		Annual	Wage								
319011		Massage Therapists	1.82	55	26.11	16.36	1.98	2,063	25.83	17.26	4	Yes	R			3.24%	171
172141	HSW	Mechanical Engineers	2.15	12	51.05	32.96	1.84	677	50.86	33.83	6	Yes	S			4.32%	61
119111	HSW	Medical and Health Services Managers	2.70	109	57.88	34.92	2.77	4,869	65.10	37.58	6	Yes	R			4.34%	445
319092		Medical Assistants	2.21	286	20.85	17.75	2.16	9,448	20.81	17.39	4	Yes	R			3.23%	992
499062		Medical Equipment Repairers	1.61	5	27.87	17.48	1.58	408	29.18	18.71	5	Yes	N			1.96%	33
292072		Medical Records Specialists	1.60	23	22.94	17.32	1.64	1,369	24.25	17.41	4	Yes	S			2.29%	144
191042	HSW	Medical Scientists, Except Epidemiologists	1.54	4	51.10	32.27	1.76	357	58.58	33.07	6	Yes	N			3.17%	43
436013		Medical Secretaries and Administrative Assistants	1.20	224	20.54	17.06	1.20	9,338	21.02	17.28	3	Yes	R			2.26%	1073
131121		Meeting, Convention, and Event Planners	1.07	16	28.25	17.40	1.22	1,192	31.01	18.16	6	Yes	S			1.83%	112
211023		Mental Health and Substance Abuse Social Workers	1.34	17	25.55	18.42	1.57	725	28.59	19.34	6	Yes	S			3.34%	73
252022	HSW	Middle School Teachers, Except Special and Career/Technical Education	0.88	87	30.47	23.43	0.74	2,486	28.86	23.77	6	No	R			0.49%	226
493042	HSW	Mobile Heavy Equipment Mechanics, Except Engines	1.13	26	33.56	28.66	1.23	1,019	30.81	22.81	4	Yes	S			2.53%	74
493051		Motorboat Mechanics and Service Technicians	1.75	33	27.26	19.36	1.54	668	27.48	19.89	4	Yes	R			1.37%	69
272042	HSW	Musicians and Singers	0.79	33	50.99	26.08	0.69	1,425	77.63	23.96	3	No	R			1.26%	56
119121	HSW	Natural Sciences Managers	0.72	4	54.79	31.52	1.25	421	65.75	32.74	6	Yes	N			2.54%	35
151244	HSW	Network and Computer Systems Administrators	0.29	14	46.67	31.12	0.68	1,290	46.85	30.56	6	No	S			0.85%	100
292033	HSW	Nuclear Medicine Technologists	1.13	4	49.10	38.64	1.08	117	46.34	39.17	5	Yes	E			1.86%	9
195011	HSW	Occupational Health and Safety Specialists	N/A	N/A	N/A	N/A	2.03	754	43.60	26.74	6	Yes	S			3.62%	68
312011	HSW	Occupational Therapy Assistants	2.28	30	33.95	29.37	2.00	559	33.80	28.42	5	Yes	R			4.85%	75
439199		Office and Administrative Support Workers, All Other	0.11	47	22.56	16.32	0.05	3,871	20.78	15.27	3	Yes	R			-0.17%	199
152031	HSW	Operations Research Analysts	2.64	6	39.27	25.21	2.76	786	40.51	24.68	6	No	S			3.74%	48
292057		Ophthalmic Medical Technicians	2.62	19	21.98	17.59	2.66	1,282	22.26	17.63	4	Yes	S			3.98%	107
232011		Paralegals and Legal Assistants	1.13	86	28.30	19.81	1.29	4,707	30.41	21.06	5	No	R			1.28%	545
433051		Payroll and Timekeeping Clerks	-0.38	16	27.22	19.46	-0.35	1,037	26.52	18.84	3	Yes	E			-0.14%	91
132052	HSW	Personal Financial Advisors	1.39	49	83.35	28.77	1.63	2,139	78.26	27.66	6	No	R			2.31%	247
292052		Pharmacy Technicians	1.51	131	21.28	17.14	1.44	4,310	21.21	17.31	4	Yes	R			1.16%	319
319097		Physicologists	1.80	47	21.34	17.55	1.62	1,476	20.19	17.25	4	Yes	R			1.97%	152
312021	HSW	Physical Therapist Assistants	2.31	82	33.07	26.70	2.22	1,788	34.19	27.96	5	Yes	R			4.48%	231
472152		Plumbers, Pipefitters, and Steamfitters	1.28	74	26.91	20.18	1.36	2,988	26.94	20.44	4	Yes	R			2.57%	279
333051	HSW	Police and Sheriff's Patrol Officers	0.85	113	37.08	27.87	0.77	4,378	36.21	26.63	5	No	R			0.97%	383
272012	HSW	Producers and Directors	1.80	9	41.14	21.93	1.10	774	45.83	24.81	6	No	N			1.73%	64
435061		Production, Planning, and Expediting Clerks	0.85	38	26.67	19.04	0.72	2,223	26.70	18.86	3	Yes	R			1.92%	184
131082	HSW	Project Management Specialists	1.32	91	45.37	28.92	1.51	5,993	49.89	31.12	6	Yes	R			2.23%	555
119141	HSW	Property, Real Estate, and Community Association Managers	1.21	68	38.42	22.96	1.21	4,514	40.07	23.12	6	No	R			0.07%	256
292053		Psychiatric Technicians	2.86	64	20.08	16.72	2.59	1,748	21.59	17.29	4	Yes	R			2.83%	216
273031		Public Relations Specialists	1.39	30	30.22	18.82	1.27	2,001	34.59	20.11	6	No	R			1.45%	159
292034	HSW	Radiologic Technologists and Technicians	1.18	27	35.44	27.01	1.14	1,049	35.94	26.67	5	Yes	N			2.20%	103
291141	HSW	Registered Nurses	0.95	410	43.14	35.30	1.03	14,276	43.58	34.37	6	Yes	R			2.12%	1425
291126	HSW	Respiratory Therapists	1.95	18	39.24	33.60	1.72	650	39.61	32.46	5	Yes	S			3.15%	63
112022	HSW	Sales Managers	1.20	59	66.44	33.23	1.33	3,422	72.17	38.03	6	No	R			1.59%	340
414011	HSW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.65	33	52.47	25.17	1.12	2,094	56.43	27.67	6	No	R			-0.12%	104
252031		Secondary School Teachers, Except Special and Career/Technical Education	0.87	86	26.99	22.97	0.77	3,430	29.60	23.89	6	No	R			0.90%	266
413031	HSW	Securities, Commodities, and Financial Services Sales Agents	1.05	69	38.62	23.82	1.07	4,116	41.97	23.11	6	No	R			0.51%	333
492098		Security and Fire Alarm Systems Installers	1.49	14	28.62	21.58	1.63	1,019	28.06	20.99	4	Yes	S			0.52%	86
535031	HSW	Ship Engineers	N/A	N/A	N/A	N/A	1.10	127	58.88	42.77	4	Yes	E			5.90%	7
119151	HSW	Social and Community Service Managers	0.89	20	37.40	25.15	1.18	793	40.32	25.41	6	Yes	S			1.90%	89
211093		Social and Human Service Assistants	1.02	99	20.79	16.61	1.09	2,793	21.82	16.89	3	Yes	R			1.91%	298

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			% Annual		Wage		% Annual		Wage		Training	In Target	Qualifying Level***	Annual	Annual	% Growth Openings
			Growth	Openings	Mean	Entry	Growth	Openings	Mean	Entry						
211029	HSHW	Social Workers, All Other	0.34	12	25.85	20.89	0.48	540	33.20	22.10	6	Yes	N	0.76%	32	
151252	HSHW	Software Developers	2.31	56	63.97	39.74	2.60	6,848	65.87	42.39	6	No	R	4.08%	467	
151253	HSHW	Software Quality Assurance Analysts and Testers	1.82	9	48.90	25.23	2.19	1,017	49.31	30.62	6	No	S	3.40%	51	
252052	HSHW	Special Education Teachers, Kindergarten and Elementary School	0.89	16	27.08	24.35	0.78	666	29.14	24.94	6	No	E	0.13%	85	
252058	HSHW	Special Education Teachers, Secondary School	0.86	27	32.68	24.60	0.76	651	31.39	25.46	6	No	E	0.83%	39	
211018	HSHW	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.20	90	27.93	19.84	2.13	2,896	29.34	20.15	6	Yes	R	3.92%	455	
299093	HSHW	Surgical Assistants	1.43	6	36.87	22.88	1.33	175	36.52	21.50	4	Yes	E	2.96%	6	
292055	HSHW	Surgical Technologists	0.90	15	31.88	23.74	1.04	608	30.94	22.36	4	Yes	N	2.22%	53	
173031	HSHW	Surveying and Mapping Technicians	1.50	22	24.87	18.81	1.53	769	25.01	18.34	5	Yes	S	1.29%	50	
171022	HSHW	Surveyors	1.45	13	36.81	23.53	1.55	396	36.77	23.76	6	Yes	E	1.74%	22	
273042	HSHW	Technical Writers	0.33	3	44.05	26.56	1.40	250	44.28	30.52	6	Yes	E	2.53%	14	
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	0.04	29	30.64	21.92	0.68	1,093	30.30	22.19	4	Yes	E	-2.69%	93	
499052	HSHW	Telecommunications Line Installers and Repairers	0.64	15	28.63	19.89	0.80	693	29.62	20.65	4	Yes	E	-1.92%	35	
291129	HSHW	Therapists, All Other	N/A	N/A	N/A	N/A	1.76	127	35.44	23.68	6	Yes	E	4.64%	8	
131151	HSHW	Training and Development Specialists	1.67	55	31.97	18.03	1.84	3,348	35.89	20.78	6	Yes	R	2.42%	305	
113071	HSHW	Transportation, Storage, and Distribution Managers	1.43	21	46.07	24.14	1.44	1,300	54.36	29.44	6	Yes	S	2.17%	145	
413041	HSHW	Travel Agents	-0.32	8	26.34	17.61	1.11	1,351	26.27	17.71	3	Yes	S	-0.97%	48	
151255	HSHW	Web and Digital Interface Designers	1.89	3	39.55	23.64	1.58	377	43.00	25.84	5	No	N	3.57%	31	
514121	HSHW	Welders, Cutters, Solderers, and Brazers	1.51	58	26.18	20.81	1.27	2,042	25.98	20.32	4	Yes	R	2.49%	133	
514122	HSHW	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	N/A	N/A	N/A	N/A	0.68	106	21.49	18.15	4	Yes	E	1.29%	10	
273043	HSHW	Writers and Authors	1.31	11	35.91	24.84	1.23	778	36.00	21.49	6	No	S	1.62%	35	
New occupations listed on the PY 26-27 state demand list and not on CSRC PY 25-26 LTOL																
111011	HSHW	Chief Executives	1.30	62	88.40	40.17	N/A	N/A	N/A	N/A	6	Yes	R	1.39%	203	INCLUDE - HSHW WITH SUFFICIENT REGIONAL DEMAND AND WAGE
Occupations on CSRC's PY 25-26 LTOL with positive growth/demand/sector, not on PY 26-27 State Regional Demand List																
493021		Automotive Body and Related Repairers									3	No	O	0.26%	64	RETAIN - SUFFICIENT REGIONAL DEMAND AND WAGE
472021		Brickmasons and Blockmasons									2	Yes	O	3.61%	27	RETAIN - TARGET INDUSTRY
533051		Bus Drivers, School or Special Client									2	Yes	O	0.62%	187	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
533052		Bus Drivers, Transit and Intercity									2	Yes	O	0.32%	175	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
435011	HSHW	Cargo and Freight Agents									2	Yes	O	2.85%	42	RETAIN - HSHW OCCUPATION, SUFFICIENT REGIONAL GROWTH, DEMAND AND WAGE IN TARGETED INDUSTRY
472051		Cement Masons and Concrete Finishers									1	Yes	O	1.79%	108	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
272022		Coaches and Scouts									6	No	R	3.10%	269	RETAIN - SUFFICIENT REGIONAL DEMAND, GROWTH, AND WAGE
212021		Directors, Religious Activities and Education									6	No	O	1.36%	79	RETAIN - SUFFICIENT REGIONAL GROWTH, WAGE AND DEMAND
472081		Drywall and Ceiling Tile Installers									1	Yes	O	2.50%	52	RETAIN - SUFFICIENT REGIONAL DEMAND AND WAGE IN TARGETED INDUSTRY
119072	HSHW	Entertainment and Recreation Managers, Except Gambling									3	No	O	2.34%	56	RETAIN - HSHW OCCUPATIN WITH SUFFICIENT REGIONAL DEMAND AND WAGE
512051		Fiberglass Laminators and Fabricators									2	Yes	O	0.75%	47	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
472121		Glaziers									2	No	O	0.59%	62	RETAIN - SUFFICIENT REGIONAL GROWTH, WAGE AND DEMAND

SOC Code*	HSHW**	Occupation Title*	LWDA 20			Statewide			LMEC			ghthouse LMI Data RP		
			% Annual	Growth	Openings	Mean	Wage	Entry	Training	In Target	Qualifying Level***	Annual	Annual	% Growth
537051		Industrial Truck and Tractor Operators							1	Yes	O	2.85%	357	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
119081		Lodging Managers							6	No	O	2.77%	49	RETAIN - SUFFICIENT REGIONAL GROWTH, WAGE AND DEMAND
499071		Maintenance and Repair Workers, General							2	No	O	1.29%	1122	RETAIN - SUFFICIENT REGIONAL GROWTH AND DEMAND
311131		Nursing Assistant							4	Yes	O	1.40%	1610	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND CAREER PATHING IN TARGETED INDUSTRY
472073		Operating Engineers and Other Construction Equipment Operators							2	Yes	O	2.94%	250	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
472141		Painters, Construction and Maintenance							1	Yes	O	1.52%	264	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
292043	HSHW	Paramedics							4	Yes	O	0.97%	34	RETAIN - TARGETED INDUSTRY OCCUPATION WITH SUFFICIENT WAGE AND GROWTH DATA TO SUPPORT INCLUSION
472151		Pipelayers							1	Yes	O	1.31%	30	RETAIN - TARGETED INDUSTRY OCCUPATION WITH SUFFICIENT REGIONAL DEMAND AND WAGE IN TARGETED INDUSTRY
435031		Public Safety Telecommunicators							2	Yes	O	1.11%	54	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
113061	HSHW	Purchasing Managers							6	Yes	O	1.93%	29	RETAIN - BORDERLINE REGIONAL DEMAND WITH SUFFICIENT WAGE
472181		Roofers							1	Yes	O	2.30%	231	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
472211		Sheet Metal Workers							2	Yes	O	2.00%	71	RETAIN - SUFFICIENT REGIONAL GROWTH, DEMAND, AND WAGE IN TARGETED INDUSTRY
435071		Shipping, Receiving, and Traffic/Inventory Clerks							2	Yes	O	0.81%	361	RETAIN - SUFFICIENT REGIONAL DEMAND IN A TARGETED INDUSTRY
537065		Stockers and Order Fillers							2	Yes	O	2.75%	2647	RETAIN - SUFFICIENT REGIONAL DEMAND WITH CAREER PATHING OPTIONS
472221		Structural Iron and Steel Workers							2	Yes	O	1.89%	27	RETAIN - TARGETED INDUSTRY OCCUPATION WITH SUFFICIENT WAGE AND GROWTH DATA TO SUPPORT INCLUSION
472044		Tile and Stone Setters							1	Yes	O	2.43%	44	RETAIN - TARGETED INDUSTRY OCCUPATION WITH SUFFICIENT WAGE AND GROWTH DATA TO SUPPORT INCLUSION

Occupations recommended for removal/exclusion from the CSRC PY 26-27 LTOL															
Actors					3	No	S	2.76%	25	REMOVE - INSUFFICIENT REGIONAL DEMAND IN A NON-TARGETED INDUSTRY					
272011															
152011	HSHW	Actuaries	N/A	N/A	N/A	3.48	158	65.84	40.88	6	No	E	5.18%	9	REMOVE - INSUFFICIENT REGIONAL DEMAND IN NON-TARGETED INDUSTRY
112011		Advertising and Promotions Managers	N/A	N/A	N/A	0.91	152	N/A	N/A	6	No	E	-0.55%	19	REMOVE - INSUFFICIENT GROWTH, REGIONAL DEMAND IN NON-TARGETED INDUSTRY
413011		Advertising Sales Agents	0.00	9	30.43	19.50	0.03	584	33.44	18.61	3	No	E	51	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN NON-TARGETED INDUSTRY
493023		Automotive Service Technicians and Mechanics	0.94	153	25.77	16.71	1.14	5,193	25.84	16.52	4	No	R	420	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY
433031		Bookkeeping, Accounting, and Auditing Clerks	0.45	351	24.87	18.30	0.35	14,245	25.28	18.53	3	No	R	1049	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY
434011	HSHW	Brokerage Clerks	N/A	N/A	N/A	N/A	-0.26	284	32.79	25.71	3	No	E	21	REMOVE - INSUFFICIENT REGIONAL DEMAND IN A NON-TARGETED INDUSTRY

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			% Annual		Wage		% Annual		Wage		Training	Code	Industry	Level***	Level***	Level***	Annual	Annual	Openings
			Growth	Openings	Mean	Entry	Growth	Openings	Mean	Entry									
173022	HSHW	Civil Engineering Technologists and Technicians	1.07	4	26.75	19.42	1.05	284	32.29	21.74	5	No	No	E	E	E	1.44%	24	REMOVE - INSUFFICIENT REGIONAL DEMAND IN NON-TARGETED INDUSTRY
499092		Commercial Divers											Yes	E	E	E	0.05%	2	REMOVE - INSUFFICIENT REGIONAL DEMAND
113111	HSHW	Compensation and Benefits Managers	N/A	N/A	N/A	N/A	1.03	126	65.76	41.94	6	No	No	E	E	E	1.43%	11	REMOVE - INSUFFICIENT REGIONAL DEMAND
492011		Computer, Automated Teller, and Office Machine Repairers									4	No	No	S	S	S	0.10%	26	REMOVE - INSUFFICIENT REGIONAL DEMAND AND WAGE
352014		Cooks, Restaurants									2	No	No	O	O	O	2.80%	2355	REMOVE - INSUFFICIENT REGIONAL WAGE IN A NON-TARGETED INDUSTRY
273092		Court Reporters and Simultaneous Captioners									4	Yes	Yes	E	E	E	0.50%	11	REMOVE - INSUFFICIENT REGIONAL DEMAND
271012		Craft Artists	0.84	2	21.35	15.81	N/A	N/A	24.52	17.56	3	No	No	E	E	E	-1.09%	2	EXCLUDE - INSUFFICIENT REGIONAL WAGE IN A NON-TARGETED INDUSTRY
132041	HSHW	Credit Analysts	0.00	1	66.88	31.65	0.28	227	43.12	27.75	6	No	No	E	E	E	-0.15%	13	REMOVE - INSUFFICIENT REGIONAL GROWTH AND DEMAND
151242	HSHW	Database Administrators									6	No	No	O	O	O	1.48%	15	REMOVE - INSUFFICIENT REGIONAL DEMAND IN A NON-TARGETED INDUSTRY
151243	HSHW	Database Architects	0.81	0	N/A	N/A	1.92	150	68.40	45.11	6	No	No	E	E	E	4.61%	14	REMOVE - INSUFFICIENT REGIONAL GROWTH AND DEMAND
433099		Financial Clerks, All Other	1.09	3	29.85	18.97	0.97	276	27.35	20.18	3	No	No	E	E	E	0.60%	16	REMOVE - INSUFFICIENT REGIONAL GROWTH AND DEMAND
132061	HSHW	Financial Examiners	N/A	N/A	N/A	N/A	2.83	454	40.16	25.46	6	No	No	E	E	E	2.44%	25	REMOVE - INSUFFICIENT REGIONAL DEMAND IN A NON-TARGETED INDUSTRY
411011		First-Line Supervisors of Retail Sales Workers	0.53	270	25.10	16.95	0.47	10,122	25.35	17.12	3	No	No	R	R	R	0.66%	754	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY
194013		Food Science Technicians	N/A	N/A	N/A	N/A	0.79	73	29.93	19.71	5	Yes	Yes	E	E	E	3.43%	8	REMOVE - INSUFFICIENT LOCAL AND REGIONAL DEMAND
194043		Geological Technicians, Except Hydrologic Technicians	N/A	N/A	N/A	N/A	1.36	29	26.00	18.69	5	No	No	E	E	E	3.08%	5	EXCLUDE - INSUFFICIENT REGIONAL DEMAND IN NON-TARGETED INDUSTRY
192042	HSHW	Geoscientists, Except Hydrologists and Geographers	N/A	N/A	N/A	N/A	1.53	81	49.66	29.60	6	No	No	E	E	E	3.29%	5	REMOVE - INSUFFICIENT REGIONAL DEMAND
251071	HSHW	Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A	2.23	1,047	63.24	28.88	6	No	No	S	S	S	N/A	N/A	REMOVE - NO LOCAL DEMAND OR EMPLOYMENT
131032	HSHW	Insurance Appraisers, Auto Damage	N/A	N/A	N/A	N/A	N/A	N/A	32.33	23.11	4	No	No	E	E	E	0.94%	4	REMOVE - INSUFFICIENT REGIONAL DEMAND
413021		Insurance Sales Agents	1.51	109	31.11	19.00	1.44	6,866	35.27	19.72	4	No	No	R	R	R	2.05%	489	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY
436012		Legal Secretaries and Administrative Assistants	0.69	27	25.25	18.39	0.79	1,634	26.64	17.80	3	No	No	S	S	S	0.97%	165	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY
132072	HSHW	Loan Officers	1.09	29	38.98	19.00	0.80	1,522	39.10	19.70	6	No	No	S	S	S	0.22%	78	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY
172121	HSHW	Marine Engineers and Naval Architects	N/A	N/A	N/A	N/A	1.59	53	64.34	38.94	6	Yes	Yes	E	E	E	Inst. Data	1	REMOVE - INSUFFICIENT REGIONAL DEMAND AND EMPLOYMENT
192032	HSHW	Materials Scientists	N/A	N/A	N/A	N/A	N/A	N/A	52.21	37.09	6	Yes	Yes	E	E	E	2.06%	2	REMOVE - INSUFFICIENT REGIONAL DEMAND AND EMPLOYMENT
173027		Mechanical Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.08	72	28.68	18.19	5	Yes	Yes	E	E	E	4.58%	5	REMOVE - INSUFFICIENT REGIONAL DEMAND
519082		Medical Appliance Technicians	N/A	N/A	N/A	N/A	0.78	177	22.97	16.72	4	Yes	Yes	E	E	E	1.71%	7	EXCLUDE - INSUFFICIENT REGIONAL DEMAND
292036	HSHW	Medical Dosimetrists	N/A	N/A	N/A	N/A	1.26	26	73.35	61.10	4	Yes	Yes	E	E	E	1.54%	3	EXCLUDE - INSUFFICIENT REGIONAL DEMAND
271026		Merchandise Displayers and Window Trimmers	1.22	35	19.85	15.96	1.22	1,433	18.78	14.84	3	Yes	Yes	R	R	R	1.86%	128	EXCLUDE - INSUFFICIENT REGIONAL ENTRY WAGE
514035		Milling and Planning Machine Setters, Operators, and Tenders, Metal and Plastic	0.35	3	N/A	N/A	-0.25	20	21.82	17.56	4	Yes	Yes	E	E	E	0.16%	5	REMOVE - INSUFFICIENT REGIONAL GROWTH AND DEMAND
172151	HSHW	Mining and Geological Engineers, Including Mining Safety Engineers	N/A	N/A	N/A	N/A	1.46	4	59.67	42.36	6	No	No	E	E	E	Inst. Data	0	EXCLUDE - INSUFFICIENT DATA IN NON-TARGETED INDUSTRY
195012		Occupational Health and Safety Technicians	N/A	N/A	N/A	N/A	1.60	98	30.01	23.72	4	Yes	Yes	E	E	E	6.99%	6	EXCLUDE - INSUFFICIENT REGIONAL DEMAND
515111		Prepress Technicians and Workers	N/A	N/A	N/A	N/A	-1.00	124	22.44	17.31	4	Yes	Yes	E	E	E	-1.14%	8	EXCLUDE - INSUFFICIENT REGIONAL DEMAND
132020	HSHW	Property Appraisers and Assessors									6	No	No	S	S	S	1.98%	21	REMOVE - INSUFFICIENT REGIONAL DEMAND IN A NON-TARGETED INDUSTRY

SOC Code*	HSHW**	Occupation Title*	LWDA 20				Statewide				LMEC		In Target Industry	Qualifying Level***	ghthouse LMI Data RP			
			% Annual		Wage		% Growth	Openings	Mean	Entry	Code	Training			Annual	Wage	Annual	Openings
			Growth	Openings	Mean	Entry												
291124	HSHW	Radiation Therapists	N/A	N/A	N/A	N/A	1.14	83	48.31	40.61	5	Yes	E	E	2.20%	7	EXCLUDE - INSUFFICIENT REGIONAL DEMAND	
492021	HSHW	Radio, Cellular, and Tower Equipment Installers and Repairers	N/A	N/A	N/A	N/A	1.79	84	32.92	22.98	5	Yes	E	E	0.68%	6	EXCLUDE - INSUFFICIENT REGIONAL DEMAND	
419021		Real Estate Brokers	1.28	6	37.47	18.72	N/A	N/A	42.49	20.89	4	No	N	N	0.72%	29	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY	
419022		Real Estate Sales Agents	1.28	96	30.83	14.29	1.21	5,224	35.39	17.01	4	Yes	S	S	-0.12%	230	REMOVE -INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY	
212099		Religious Workers, All Other									6	No	O	O	0.85%	62	REMOVE - INSUFFICIENT REGIONAL WAGE AND DEMAND IN A NON-TARGETED INDUSTRY	
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.08	209	32.91	18.41	1.24	12,095	35.13	18.61	6	No	R	R	1.36%	970	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY	
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.93	212	35.26	19.60	0.77	9,273	36.50	19.49	3	No	R	R	1.31%	749	REMOVE -INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY	
194061		Social Science Research Assistants	N/A	N/A	N/A	N/A	1.59	182	26.21	16.72	6	No	E	E	2.89%	17	REMOVE -INSUFFICIENT REGIONAL DEMAND	
271014		Special Effects Artists and Animators									6	No	N	N	4.25%	6	REMOVE - INSUFFICIENT REGIONAL DEMAND IN A NON-TARGETED INDUSTRY	
152041		Statisticians									5	Yes	O	O	4.42%	4	REMOVE - INSUFFICIENT REGIONAL DEMAND	
132082		Tax Preparers	1.92	27	27.15	15.26	2.13	621	26.29	15.53	4	No	N	N	-0.54%	54	EXCLUDE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY	
253099		Teachers and Instructors, All Other	0.72	40	25.12	17.13	0.89	1,446	27.44	17.13	6	No	R	R	1.56%	90	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY	
512092		Team Assemblers									2	Yes	O	O	#N/A	#N/A	REMOVE - NO REGIONAL DEMAND OR EMPLOYMENT	
514111		Tool and Die Makers	0.00	2	31.93	23.01	0.38	62	30.56	22.45	4	Yes	E	E	5.39%	7	REMOVE -INSUFFICIENT REGIONAL DEMAND	
319096		Veterinary Assistants and Laboratory Animal Caretakers									2	No	O	O	2.29%	144	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY	
292056		Veterinary Technologists and Technicians	1.79	43	21.63	17.43	1.94	1,347	22.26	17.83	5	No	R	R	1.65%	136	REMOVE - INSUFFICIENT REGIONAL ENTRY WAGE IN A NON-TARGETED INDUSTRY	
151254		Web Developers	1.30	4	34.45	21.23	1.65	367	N/A	N/A	5	No	E	E	2.20%	34	REMOVE - INSUFFICIENT LOCAL DEMAND, PAIRED WITH INSUFFICIENT REGIONAL WAGE IN A NON-TARGETED INDUSTRY	

Agenda Item 6

AGENDA ITEM SUMMARY

Title	CareerSource Research Coast (CSRC) Updates
Strategic Plans/Goals	Strategic Planning, Commitments, and Projects
Policy/Plan/Law	Workforce Development Board of the Treasure Coast By-Laws
Action Requested	None - Information only
Background	The primary functions of the Executive Committee shall be to coordinate workforce development activities with regional economic development strategies and increase accountability by assuring that education and workforce development activities in the area are effective and relevant to current and future labor market needs. Staff will provide updates on CSRC programs and current initiatives to the Executive Committee members. • Reminder to Complete Refresher/New Member Orientation • CareerSource Research Coast Workforce Professional Development Summit - September 16-18, 2026
Staff Recommendations	None - Information Only
Supporting Material	None - Information Only
Board Staff	Brian Bauer President/CEO bbauer@careersourcerc.com (866) 482-4473 ext. 418