



CareerSource
SOUTHWEST FLORIDA

BACK TO THE FUTURE

2022 ANNUAL REPORT

Southwest Florida Workforce Development Board, Inc.

ABOUT US

Career Development Professionals at CareerSource Southwest Florida assist individuals and businesses in identifying cost-saving employment programs that can provide tax credits, employee bonding, on-the-job training, skill gap education, and more.



WHO WE ARE

The Southwest Florida Workforce Development Board, Inc., doing business as CareerSource Southwest Florida, is the workforce development leader in our five-county region of Charlotte, Collier, Glades, Hendry, and Lee.

Workforce Development Boards are tasked with administering state and federal funding designated for employment and training services for individuals and new or expanding businesses.



WHAT WE DO

CareerSource Southwest Florida operates career centers throughout a five-county area and is a cornerstone of the workforce investment system. The centers are designed to provide individuals and businesses with access to a wide range of employment and training services at a single location. Each center provides self-service options as well as staff-assisted services designed to meet each customer's needs.



HOW WE DO IT

Job Placement matches individuals' skills to Employ Florida job postings.

Tuition Assistance is available for eligible job seekers to receive training and education in targeted occupations with schools providing proven results.

On-the-Job Training (OJT) allows eligible candidates who are not fully qualified for an open position to be trained by the employer. The employer receives reimbursement from us for training costs, providing an excellent opportunity for business expansion.

Employment Statistics and Data is provided to customers and stakeholders to help make informed decisions.

ANNUAL MESSAGE

A message from the Board Chair

MIKE BISKIE



On behalf of the Board of Directors I would like to salute the members of our business community for not only steadfastly weathering the lingering effects of the pandemic but for creating exceptional strategies to address the challenges created by a fluctuating economy and job market.

Our staff's diligent response, as well, to stay the course, can be found on the following pages of this year's annual report. Aptly themed, "Back to The Future", we said our farewell to Joe Paterno, our long-time Executive Director who retired after decades of leadership and look back at the successes in program implementation and the customers served throughout Southwest Florida.

To the future we head - with Peg Elmore at the helm. Peg, who with the full confidence of the Board of Directors, leads us with a strong vision for the overall operation and commitment to build upon our relationships with our customers, partners, and stakeholders.

We look forward to leading the way with innovative practices to address the ever-changing approach to how we conduct business and how we recruit, hire, and train for the future.

At CareerSource Southwest Florida we are about forging the way for others to challenge the status quo. Won't you join us in our quest to be the very best that Southwest Florida has to offer?

A message from the Executive Director

PEG ELMORE



Our July 2021 through June 2022 program year was one of transition.

As we learned to operate in the new normal following more than a year of restricted interaction, the number of job openings soared. We cautiously left our virtual world and resumed in-person workshops and hiring events.

Training programs moved back to the classroom, and Southwest Florida's tremendous growth returned.

Joe Paterno, our leader for more than three decades, retired. I am grateful for his mentorship. I am also appreciative to the Board of Directors' and their confidence in my skills and abilities to lead this organization. I remain committed to the economic growth of Southwest Florida through collaboration with business, labor, education, government and community organizations.

This Annual Report reflects the work our Staff, our Board of Directors, and Committee Members have accomplished in the last year. We report the numbers but behind every number is a person.

The only constant is change. Our economy, the world of work, and legislation continue to transition. We stand ready to continually evolve to meet the changing workforce needs of Southwest Florida.



For almost five decades, Joe Paterno served in a workforce development leadership role from West Virginia and Kentucky to Southwest Florida.

When you dedicate your life's work to helping others succeed there are bound to be many unrivaled lessons to be learned from a mentor who has touched so many lives.

How it all started

Upon graduation from West Virginia Institute of Technology (now WVU Institute of Technology) in 1974, armed with a business management degree with an emphasis in accounting and economics, young Joe wondered what he was going to do with his life. It wouldn't be long before the workforce stars aligned and Joe, while working a short stint in the insurance business, was asked to help a buddy out at the State Employment and Training Division in West Virginia.

Soon, the newly appointed Program Chief was helping to create and implement workforce programs, such as CETA (Comprehensive Employment and Training Act).

His life's co-pilot and high school sweetheart, Karen - whom he met at the 1969 "Holly Ball" - became newlyweds, and after five years found themselves in Frankfort, Kentucky, after Karen spotted an Executive Director job post in a local newspaper.

The independent, non-profit Private Industry Council was looking for a leader willing to take on the task of managing 93 of 120 county programs. The CETA program had faded into JTPA (Jobs Training Partnership Act) and Joe was soon at the helm. By 1983, however, one wily Governor John "Wild" Brown, Jr., better known as Colonel



Sanders of KFC fame, began redistricting the state, and the council was eventually dissolved.

Joe and Karen were visiting Clearwater, FL, when, once again, Karen's keen eye found an ad in the local paper for an Executive Director position for the Workforce Council in Southwest Florida. The council, then part of Collier County government, managed programs in a four-county region. They were looking to pull out of the county and become an independent, non-profit agency. Joe soon found himself in the lead role working out of Naples, FL, while Karen held down the fort in Kentucky balancing the care of two small daughters, as well as, completing her master's degree.

Eventually, the entire family settled in Naples, the Council added Lee County to its roster, the WIA (Workforce Investment Act) took effect, and the stage was set for what eventually became the Southwest Florida Workforce Development Board, Inc.

Program proud - Through the years

While in Kentucky, Joe worked with local educational trainers to help create a customized third-shift workforce for a company.

Another accomplishment close to Joe's heart was the creation of the Destination Graduation program in SWFL, one of the first of its kind, designed to show the state legislature that an investment today in area youth would yield great dividends and cost much less later in life if the students were to take a wrong path.

"Sometimes good kids may be in unfortunate circumstances and may just need a helping hand," Joe says.

Workforce mentors were located in each school to work one-on-one with at-risk youth. The greatest sign of success was an eventual decline in the number of participants and increase in the number of schools adopting the program as their own to help students in need. Today, there are hundreds of



JOE PATERNO

similar youth programs in operation around the state and country.

“There have been many changes, many organizational names but the purpose doesn’t change”

In the early 2000’s, the Collier County School board asked Joe to co-chair an advisory committee, along with current CareerSource Southwest Florida Board member B.J. Brundage, to help realize a dream of creating the ultimate technical college (known today as the Lorenzo Walker Technical College).

One of Joe’s most visionary recommendations was for the district to consider building a technical high school, as well, to be located strategically on the college complex to provide a comprehensive curriculum focused on integrated technical training and college prep academics for the future technical college students. In addition, Joe pushed for a second technical college to serve the Immokalee community, known today as Immokalee Technical College or iTECH.

“If we serve the community and customers the way they need to be served, performance takes care of itself”

And, who could ever forget August 2004, when fast-moving, Category 4 Hurricane Charley - one of the strongest hurricanes to ever strike the U.S. - hit Southwest Florida head on?

Joe scrambled to assemble his staff to gather friends and family. Within four hours they had a team trained and ready to hit the ground running in Charlotte County - where the eye of the storm made landfall.

He told everyone to pack enough supplies for 250 people including chocolate and toys for the kids and plenty of water for the people and their pets. For 30 days, amid a region suffering from 80% structural damage, the team assembled -- under a tent, pen and paper, no computers - filing forms for displaced residents. Joe would have the paperwork couriered each day to a state processing center to expedite the services of those impacted, and incredibly within a week, checks would arrive back to the customers.

The future unfolds

Still today, Karen, who has supported Joe in all his workforce ventures, remains his best friend. With their

two daughters, now grown, Joe and Karen enjoy many road trips together, especially to the Florida Panhandle.

What’s in the cards? Joe says he’ll stay busy with community service organizations such as Kiwanis of Naples-On-The-Gulf, of which he has been a longtime member, or perhaps explore new opportunities.

Either way, he’ll continue to serve his community. Because that’s what a workforce family does.



OFFICIAL "WRAP" SHEET

Name: Joseph P. Paterno

Aliases: Executive Director, Boss Man, The Godfather, Joe Cool, Friend, Father, Mentor

Offenses: coordinated all activities for a volunteer Board of Directors, which oversees Workforce Innovation Opportunity Act, One Stop Career Centers, Welfare Transition and other state and local initiatives with other local partners, including school districts, economic development organizations, state agencies, business community, colleges, universities.

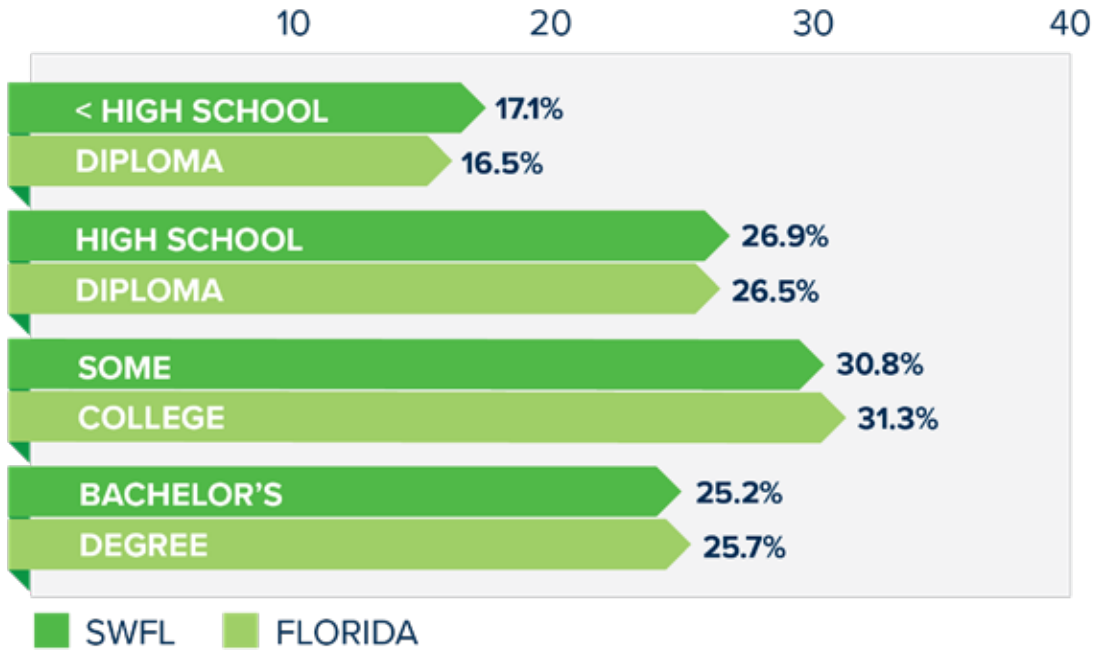
Defenses: Losing Yahtzee to Karen, wife of 47 years, daughters Suzanne and Bridget, active in Kiwanis Club of Naples-By-The-Sea (past president).

Addresses: WV, KY and SWFL

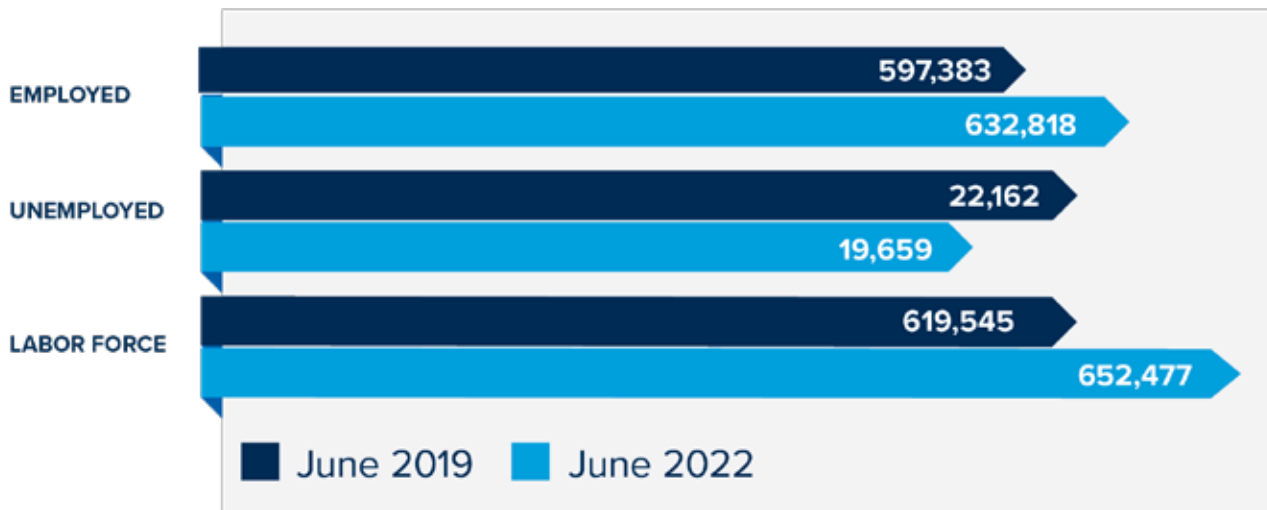
Last Known Whereabouts: Road-tripping with Karen to the Florida Panhandle



EDUCATIONAL ATTAINMENT, 2020

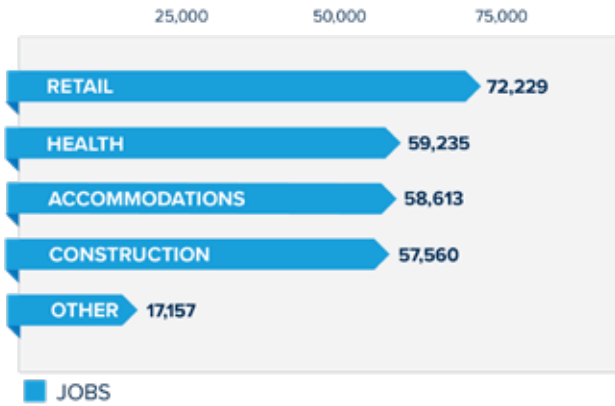


SWFL ECONOMIC SNAPSHOT

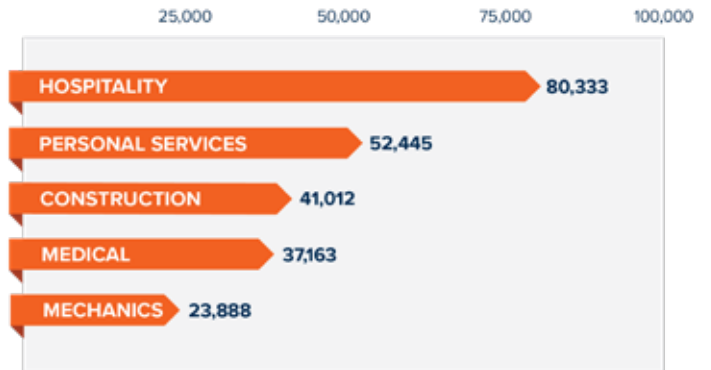


SNAPSHOT

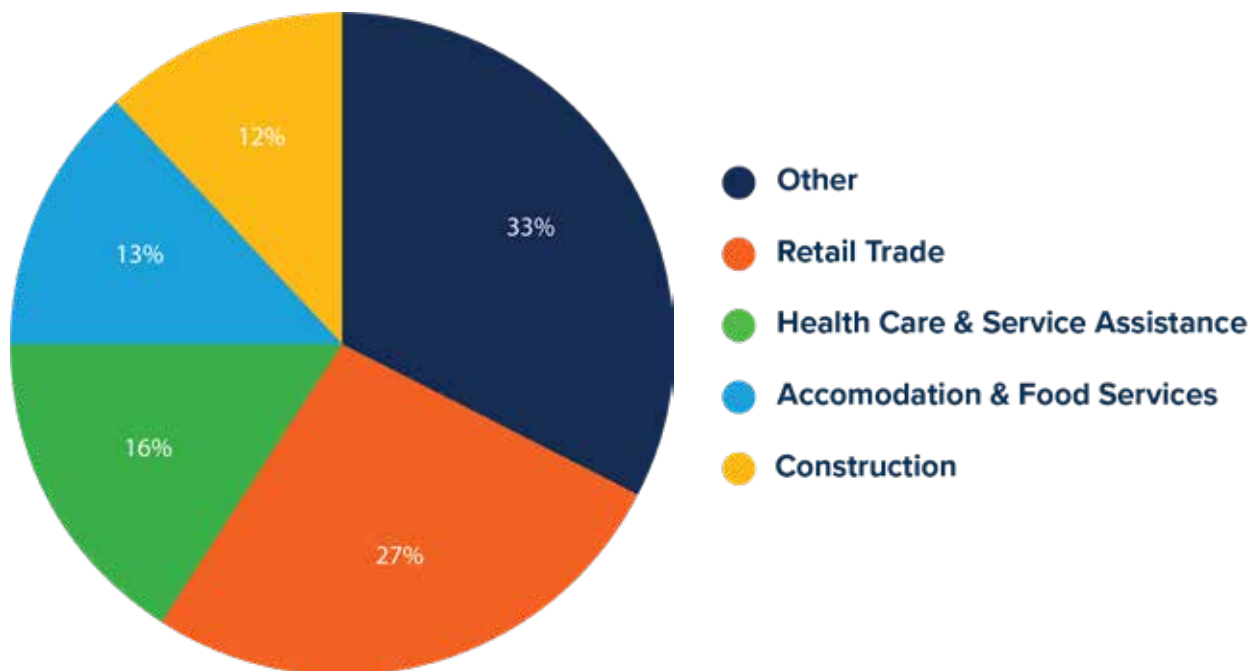
TOP 5 INDUSTRIES BY EMPLOYMENT, Q3 2021



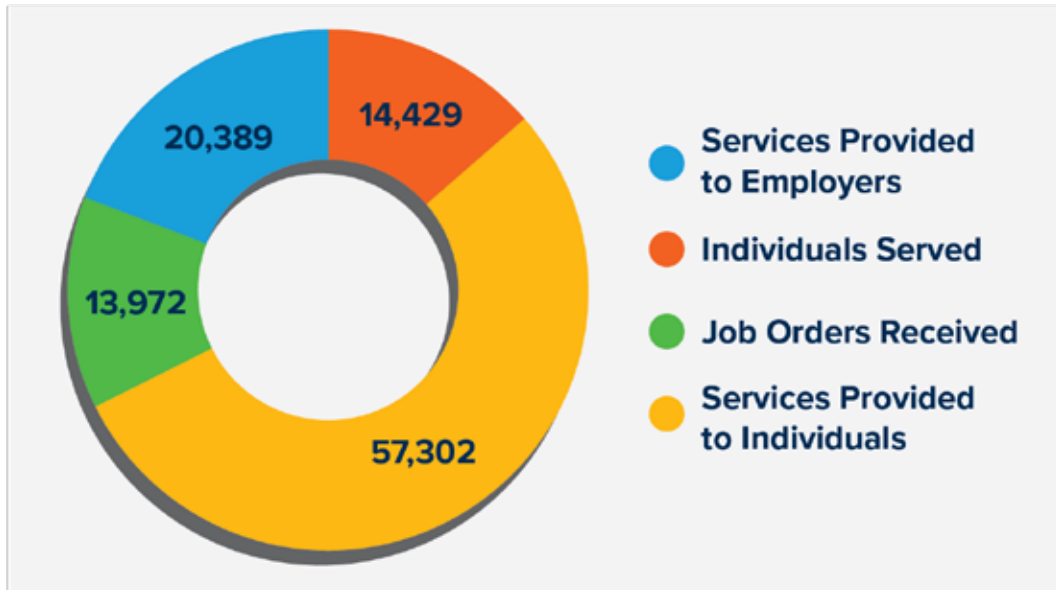
TOP 5 OCCUPATIONAL CLUSTERS BY EMPLOYMENT, 2022



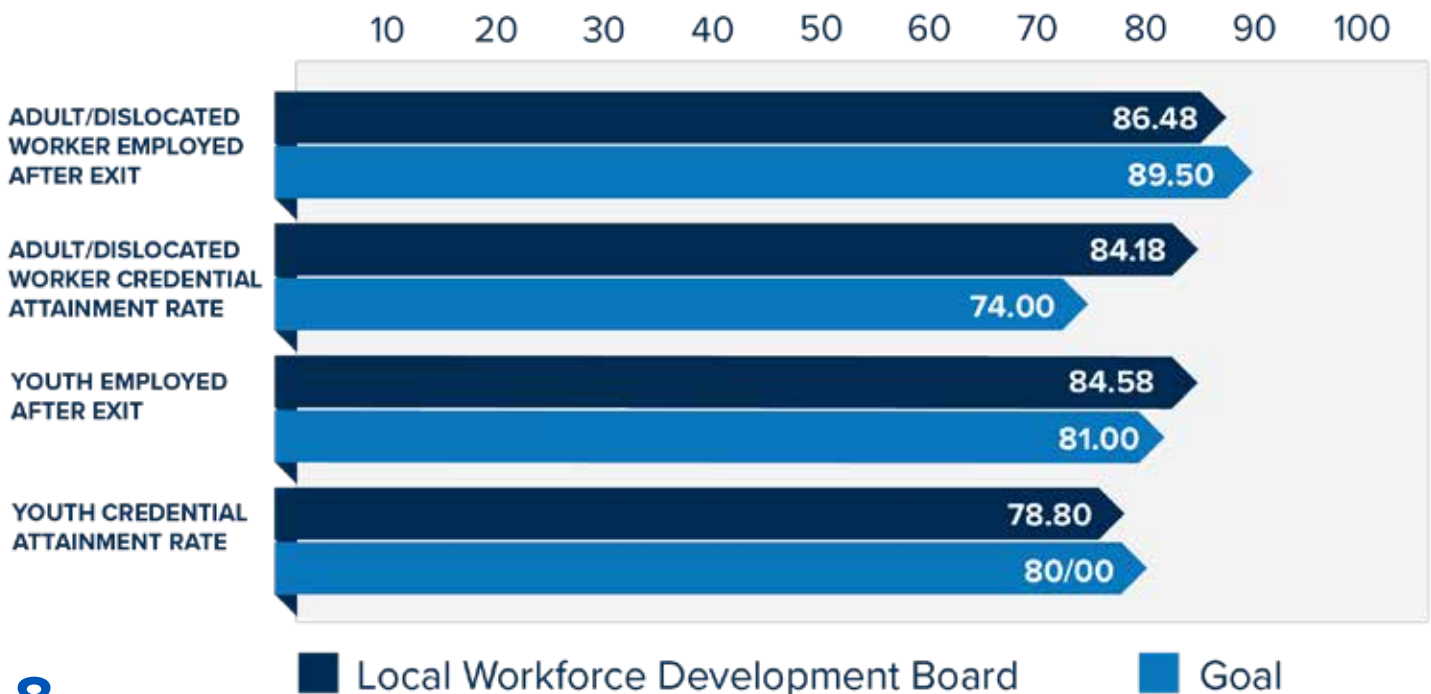
PROGRAM YEAR JULY 1, 2021 - JUNE 30, 2022



PROGRAM YEAR JULY 1, 2021 - JUNE 30, 2022



TOTAL TRAINING FUNDS AWARDED \$2,094,925.06



PERFORMANCE

DESTINATION GRADUATION

Destination Graduation, a program created by and for CareerSource Southwest Florida focuses on increasing graduation rates in Southwest Florida. The program is designed to provide Workforce Innovation and Opportunity Act (WIOA) services, such as mentoring, academic enrichment, work readiness and other workforce development services to at-risk high school students. The desired result is to keep students in school and increase the high school graduation rate. A trained Workforce Board staff mentor is based in each of the high schools being served to assist their students achieve academic goals.

The program has an overall 91% graduation rate. 1,295 of our High School Seniors graduated with a High School Diploma since program inception 2010.

Destination Graduation has grown from two schools in one county to 15 schools in five counties serving 375 students.

2022 CAREERSOURCE SOUTHWEST FLORIDA REGIONAL CAREER FAIRS

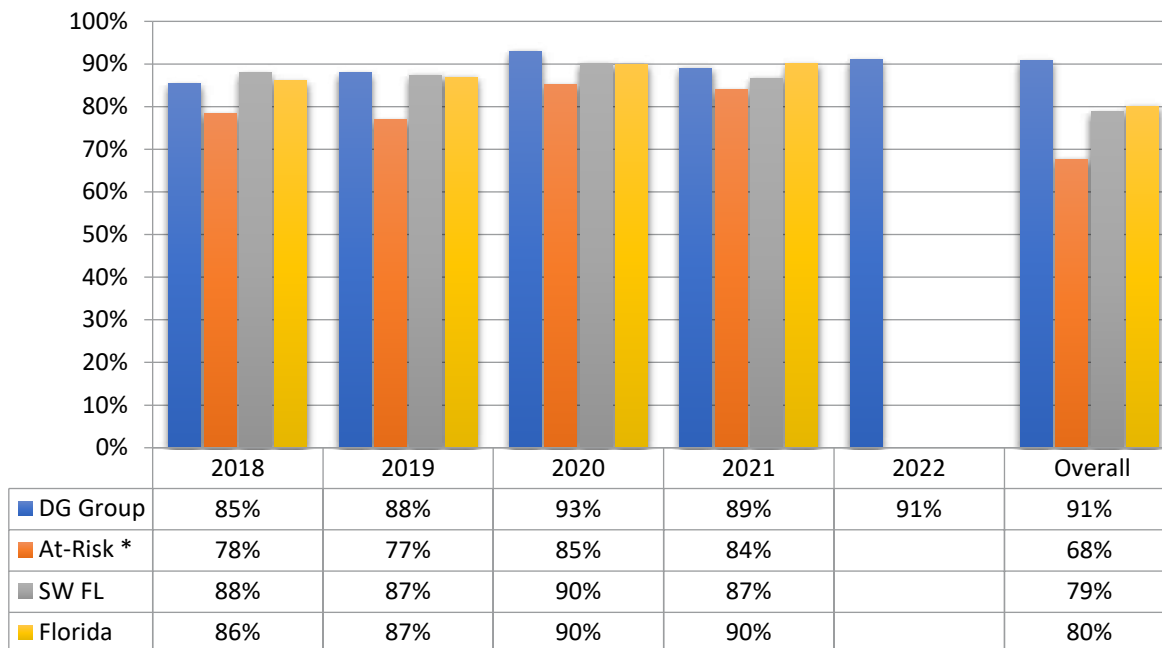
FLORIDA SOUTHWESTERN STATE COLLEGE CAMPUS - 04.05.2022



FLORIDA GULF COAST UNIVERSITY CAMPUS - 05.04.2022



Destination Graduation Rates



Source: Florida Department of Education, Feb 2022

*At-Risk includes the following subgroups: Eco. Disadvantaged, Disabled, At-Risk, ELL

**NOTE: 91% (1295) of our High School Seniors have graduated with a High School Diploma since the program inception in 2010.

CHAMPION AWARD

The Champion Award is presented to a professional individual, organization, or event for clearly demonstrating support of the Southwest Florida Workforce Development Board mission.

SCOTLYNN

Scotlynn USA, a premier national transportation and logistics provider specializing in hauling time-sensitive refrigerated produce with the use of state-of-the-art equipment, began its Fort Myers operations in 2010 with two employees.

Now with 250 employees and plans to double that

number within the next couple of years, Scotlynn has also continued to cultivate strong ties within the community by sponsoring many community events and offering internships and work experience opportunities to students and prospective employees.

Scotlynn employees are known for volunteering their time within the community with Veteran's groups, Habitat for Humanity and the Immokalee Foundation to name a few. The executive team remains accessible and open to exploring new ideas and ways in which the company can support the community.

KENNETH J. O'LEARY SCHOLARSHIP FUND

The Kenneth J. O'Leary Scholarship Fund was established to provide a Destination Graduation graduate who will be attending either a two-year associate degree program or a four-year college or university with an opportunity to continue their education.



Kenneth J. O'Leary



ALEX PERRY

Alex Perry is a graduate of Port Charlotte High School and the CareerSource Southwest Florida Destination Graduation Program.

Class of 2022 * 2.96 GPA

Extra Curricular Activities:

Football, Basketball - Varsity Team Captain, Captains Club (Scholars Club), Senior Hall of Fame, Over 180 volunteer community service hours - Children's reading program and Pirate Basketball League youth mentor and counselor.

Continuing Education: Coffeyville Community College - Coffeyville, KS

ACHIEVEMENT AWARDS

CANDICE CAVINESS



After a battle with addiction, **Candice Caviness** hit rock bottom. Faced with the stark reality that she had to make a choice to save her own life, she needed something “powerful” which in her case was to follow her dream to become an auto mechanic.

She knew she would need to acquire a career that would bring stability and security to her life

and make her self-sufficient. More importantly, her efforts would help her to regain custody of her children.

Candice found CareerSource Southwest Florida’s Port Charlotte center and together they were able to obtain funding for her training in automotive systems technology at Charlotte Technical College.

Not to be deterred that she was embarking on a male-dominated career, Candice threw herself into her training. Although she had lost her driver’s license, she was determined, and rode a bicycle to school each day, rain or shine.

As her experience grew, she began working part-time at Grease Monkey which not only enhanced her skills but allowed her to use her earnings to wipe out court debt, pay fines, and regain her driver’s license.

Her lecturer at Charlotte Technical College described her as being a better Mechanic than “the boys.”

Soon Candice was working at a mechanic shop where she was charged with day-to-day operations. She now has her own home, has regained full custody of her children, and is no longer reliant on state support.

Rather than allowing her circumstances to dictate her life, Candice used her challenges as a catalyst to fuel her drive to achieve - to move from dependency to self-reliance.



Scan to see videos

MELINDA GONZÁLEZ



Fifteen years ago, **Melinda González** moved to Clewiston, FL, with her four children to begin a new life.

She was working a seasonal job that offered little room for advancement when she discovered CareerSource Southwest Florida Clewiston center. The staff helped her qualify for Temporary Assistance for Needy Families (TANF) cash

assistance and she was able to start working her required hours at the Clewiston center.

Melinda then took steps to obtain her GED, realizing that without it, her work experience meant very little to employers. She also obtained her driver’s license and was able to buy her first truck.

Before long, Melinda was learning about the programs that CareerSource offers. She also began meeting many of the employers who were working with the Clewiston center which opened new doors and job opportunities for her.

She took advantage of gaining part-time experience with several of the companies over the next six years before a full-time Department of Economic Opportunity (DEO) position opened at the Clewiston office.

Encouraged by the staff to apply, Melinda interviewed even though she felt other candidates might have more education and/or experience. However, the Clewiston staff had worked closely with Melinda and realized not only what a hard worker she was but the care and time she took with each prospective CareerSource Southwest Florida customer.

She was offered the Employment Security Representative (ESR) position and couldn’t be happier.

Melinda has since purchased her own home, land, and vehicle. Her kids are growing and graduating from high school and she hopes to continue to work with CareerSource until she retires.

SUCCESS STORIES

DEANA BAKER



For years, **Deana Baker** lived in survival mode and worked in whatever positions she could, sometimes in multiple ones, just to make ends meet. Now, with two grown children and her youngest daughter close to graduating, she was trying to envision what her own future could look like.

Then suddenly the world was hit with COVID, and she found herself with less work

opportunities. Deana decided to take on some drastic changes and challenges and focus on her love of traveling by entering the world of truck driving. The nation definitely needed drivers and all she needed was training and financial assistance to make her dreams a reality.

Deana came to the CareerSource Southwest Florida Port Charlotte center ready to obtain the skills needed for her A-license to start a new career.

With financial assistance from CareerSource Southwest Florida she was soon enrolled in SunCoast Trucking Academy. In February 2022, she passed her exam and started her first job as the first female driver for the company. The time invested in training was a major success and brought a positive change to her life and finances with a current average \$69/hour wage. She has since started her own LLC and is now driving her own truck.

Like every other challenge she has faced in life, Deana hit it head on and is thriving!

MISTY PATTERSON



CareerSource SWFL in Immokalee, FL, changed the trajectory of my life. The exceptional educational programs and services forwarded me an opportunity to follow a new career path. During the economic downturn of 2008, like many during this time, I was not immune to the “great layoff”. Working for a home improvement retailer for 10 years created narrow

employment options therefore I moved back to my hometown of Immokalee, FL.

My sister informed me of the offerings available at CareerSource and of the new LPN program at Immokalee Technical Center College. CareerSource eliminated potential barriers by covering the cost of tuition, books, and fees.

After passing the NCLEX, I was hired by CareerSource Southwest Florida to manage the Promotora de Salud/“Health Promoter” program for rural communities. The Promotora de Salud role propelled me into healthcare management.

Continuing my education after my LPN was my goal. I have since completed my Bachelors in Management, a Master’s in Healthcare Administration and recently completed my Doctorate in Healthcare Administration in 2021.

Thank you, CareerSource-Immokalee!

Dr. Misty Patterson
WellChart Health

Scan to see videos



CAREERSOURCE HONORS

Employers dedicated to preparing a skilled workforce

QUICK RESPONSE TRAINING (QRT) GRANT RECIPIENTS

QRT provides funding for new businesses or to those relocating to or expanding in Florida to pay for training new employees.

Gartner
Hertz Corporation
NeoGenomics

INCUMBENT WORKER TRAINING (IWT)

Incumbent Worker Training (IWT) provides funding to for-profit businesses who want to enhance their employee skills through training.

Noack & Company

ON-THE-JOB TRAINING (OJT) PROVIDERS

On-the-Job Training (OJT) provides funding for hiring eligible employees who do not have all the skills they need but the employer is willing to train.

Affordable Homeownership Foundation, Inc
All American Printing & Design
Chipex, Inc.
Conditioned Air
Ecological Laboratories, Inc.
Elie Electric Service
Garcia Mining Company
Gulf Coast Partnership, Inc.
R.T. Moore Company Inc.

WORK EXPERIENCE TRAINING PROGRAM PROVIDERS

The Work-Based Training Program provides youth between the ages of 15-24 with the opportunity to gain valuable entry-level workplace skills while earning a paycheck.

2 Geeks Computers
All About Therapy
Animal Medical Center of Lehigh Acres
Animal Welfare League of Charlotte County, FL Inc
Arellano Brothers Framing
Basquin Welding
Benison Center
Boys & Girls Club of Lee County
Bright Petals Florist
Bryson's Insurance
CareerSource SWFL - Fort Myers
City of Moore Haven
Clewiston High School (CHS)
Craft Land
Drell's Touch
Emerge Gardens
Family Health Center
Fellowship Church
FL Community Health Center
Glades County Schools
Glades County Clerk of Court's Office
Goodwill Industries
Harlem Gardens
Hoops on Mission

Housing Authority of Fort Myers
Island Coast High School
Jack & Jill Playschool
Jimmy P's Butcher Naples
Joey's Pizza & Subs
K&M Drugs
Kiddie Braids Now
Kiwanis
Lehigh Family Health Centers
Little Hearts ELC
Mid-County Library
Miss Olivia's Rising Stars
Moore Haven Church of God
Moore Haven City Hall
Moore Haven Elementary
Moore Haven High
Port Charlotte High School
Port Charlotte Library
Rose Gold Touch
Severe Beauty LLC
St. Matthew's House
Visionary Graphics
Vista Palms Apartments

2021-22 BOARD

MISSION STATEMENT

Our Mission is to initiate and support effective strategies through collaboration with business, education, and social services to facilitate the development of programs and activities that reduce dependency, encourage personal growth, and provide economic benefits to individuals, businesses, and communities in Southwest Florida.

The majority of the Board represents the business sector. Board members also represent organized labor/registered apprenticeships, education, economic development, one-stop partners, and community based organizations.



Mike Biskie
Chair
B&I Contractors



Michael Dalby
Vice-Chair
Greater Naples
Chamber of Commerce



Brent Kettler
Secretary
Ensite, Inc.



Bill Diamond
Treasurer
Carlisle Naples



Diana Bello
Comprehensive
Housing Resources, Inc.



Curtis Brown
Ace Hardware Corp.



B.J. Brundage
Deangelis Diamond
Construction



Drummond Camel
Lee FP, Inc.



James Coalwell
Charlotte State
Bank & Trust



Keitha Daniels
Hendry County
Economic
Development Office



Dave Gammon
Charlotte County
Economic
Development Office



Brian Hirsch
Division of Vocational
Rehabilitation

OF DIRECTORS

2022 BOARD CHAMPION

Adrian Kerr, as Executive Director of Florida SouthWestern State College, is the fiscal agent and largest facilitator of the Quick Response Training Grant in Florida, which provides funding for highly customized training programs companies need to improve the skill base of new hires in high-wage, full-time jobs. To date, Adrian has assisted in securing training funds in excess of \$21 million for over 10,000 new employees in Southwest Florida.



Kim Hustad
Lee County Human
Resources



Mike Jackson
Jackson P.R.



Adrian Kerr
Florida Southwestern
State College



Jim Lamb
Summit Broadband



Mike Nagle
International
Brotherhood of
Electrical Workers



Dr. Brad Myers, Ed.D.
Immokalee Technical
College



Aaron Stitt
Department of Children
and Families



Carl Stringer
US Sugar



John Talmage
Lee County Economic
Development Office



Dr. Amy Teprovich
Keiser University



Joe Wheeler
Wheeler Capital
Partners, LLC



Michael Wukitsch
Lee Health



CareerSource
SOUTHWEST FLORIDA

Clewiston (Full-Service)

215-B South Francisco Street
Clewiston, FL 33440
863-983-6138

Immokalee (Full-Service)

750 South 5th Street
Immokalee, FL 34142
239-658-3300

Naples (Full-Service)

3050 Horseshoe Dr. North,
Bldg A, Suite 110
Naples, FL 34104
239-436-4301

Fort Myers (Full-Service)

6800 Shoppes at Plantation Dr., Ste. 170
Fort Myers, FL 33912
239-931-8200

LaBelle (Satellite)

921 Anvil Circle
LaBelle, FL 33935
863-675-1412

Port Charlotte (Full-Service)

3745 Tamiami Trail
Port Charlotte, FL 33952
941-235-5900

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network

CareerSource Southwest Florida is the direct service provider for various workforce programs which are fully supported by the U.S. Department of Labor, Health and Human Services, and Agriculture as part of awards totaling \$10.5 million. All statements, press releases, requests for proposals, bid solicitations, public statements, social media, toolkits, resource guides, website and visual presentations are fully funded with federal money.

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.