



Wednesday, November 22, 2017, 9:00 AM  
4902 Eisenhower Blvd., Tampa, FL  
Conference Dial: 1-800-511-7985  
Conference Code: 605-9608#

# Workforce Solutions Committee

## Agenda

- I. **Welcome and Introductions**..... Sean Butler
- II. **Action/Discussion Items**
  - 1. Approval of Minutes – August 16, 2017 Workforce Solutions Committee Mtg..... Page 2
  - 2. Approval of Training Vendor: Tampa Truck Driving School..... Page 6
  - 3. RFQ Issuance: 2018 Business Associations ..... Page 7
- III. **Other Administrative Matters**  
*(Items of urgency not meeting the seven-day guideline for review)*
- IV. **Information Items/Programs Update**
  - 1. 2017 - 2018 Workforce Solutions Goals Update ..... Haley Loeun, Page 8
  - 2. Training Vendors Outcome Report..... Alice Cobb, Page 13
  - 3. USDOL Tech Hire Partnership Grant Update..... Michelle Schultz, Page 15
  - 4. Help Wanted On-Line Summary..... Haley Loeun, Page 17
- V. **Reports – Industry Insights**
  - a. Education..... M. Ramsey, R. Buckthorpe, T. Harding
  - b. Economic Development..... Y. Rosario, K. Jones
  - c. Other Industry Sectors..... Committee Members
- VI. **Public Comments**
- VII. **Adjournment**

Next Workforce Solutions Committee Meeting: February 14, 2018



**CareerSource Tampa Bay  
Workforce Solutions Committee Meeting**

**Date:** Wednesday, August 16, 2017, 9:00 AM  
**Location:** 4902 Eisenhower Blvd., Tampa, FL

**Call to Order**

Workforce Solutions Committee Chair Sean Butler called the meeting to order at 9:03 a.m. There was a quorum present with the following committee members participating:

**Committee Members in Attendance**

Sean Butler\*, Ryan Buckthorpe\*, Robert Coppersmith, Darrell Faber, Robert Garry\*, Tim Harding, Kenneth Jones\*, Ken Jurgensmeyer, Alex McGuire, Craig Richard\*, Yanina Rosario\*

**Committee Members Not in Attendance**

Michael Ramsey, Eileen Schneider

**Staff**

Haley Loeun, Alice Cobb, Michelle Schultz, Mai Russell, Joe Vitale

\*denotes attended via telephone

**Action Items**

**Item 1 – Approval of May 16, 2017 Workforce Solutions Meeting Minutes**

The minutes of May 16, 2017 Workforce Solutions Committee meeting were presented for approval.

Motion: Robert Copersmith  
Second: Alex McGuire

*The minutes were approved as presented.*  
The motion carried.

**Action Item 2 – 2017- 2018 Workforce Solutions Strategic Plan**

Goal I

Provide Employers with a Skilled Workforce

- Objective 1 Provide workforce resources to employers.
- Objective 2 Identify training opportunities for targeted occupations.
- Objective 3 Develop Labor Market Information.
- Objective 4 Develop a Regional Targeted Occupations List.

Goal II

Develop Effective Employer Based Workforce Programs

- Objective 1 Increase participation in the On the Job Training (OJT) and Paid Work Experience (PWE) programs.

Objective 2 Encourage employer involvement in the Local Employed (EWT) and Incumbent Worker Training (IWT) programs.

Objective 3 Connect employers with the Florida Flex Program administered by CareerSource Florida.

Objective 4 Encourage employer participation in the internship and apprenticeship programs.

### Goal III

#### Effectively Market and Brand Services and Programs

Objective 1 Develop innovative strategies and outreach materials to market various programs.

Objective 2 Host employer focused and sponsored events based on trends and interest.

Objective 3 Encourage participation with partners within the community.

Motion: Robert Copersmith

Second: Alex McGuire

*The Workforce Solutions Committee recommended approval of the 2017 – 2018 Workforce Solutions Strategic Plan.  
The motion carried.*

### **Other Administrative Matters**

No items were brought forward for action

### **Information Items**

#### **Regional Targeted Occupations List**

Each year, the state issues a local Targeted Occupations list and CareerSource Tampa Bay develops a Regional Targeted Occupations list based on local labor market information and input from employers. To qualify for the Targeted Occupations list, an occupation must have at least 25 annual openings, have a mean wage of at least \$14.51, and an entry wage of \$11.79. The list serves as a guide for WIOA eligible individual and case managers.

Since last program year, there have been no changes to the approved Regional Targeted Occupations List. The list has been updated to reflect the current program year. A copy of the listing was provided in the meeting packet.

### **2016 - 2017 Workforce Solutions Goals Update**

Period covering July 2016 thru June 2017

- Tampa Hillsborough Economic Development Corp.
  - No. of Job Orders: 16
  - No. of EWT and/or IWT: 0
  - No. of QRT and/or OJT: 9
- Professional Talent of Tampa Bay
  - No. of Placements: 141

- Ave. Wage: \$26.27
- OJT
  - Total Funding \$9,61,488.36
  - No. of Trainees: 481
  - No. of Employers: 88
  - Average Wage at Placement: \$14.27
- Paid Work Experience
  - Total Funding: \$918,452.84
  - No. of Trainees: 355
  - No. of Employers: 47
  - Avg. Wage at Placement: \$10.74
- EWT
  - Total Funding \$1,350,000.00
  - No. of EWT Awards: 47
  - No. of Trainees: 1,266
- Website Traffic
  - # of People Visited Site: 292,944
  - # of Visits: 474,816
  - Page views: 1,727,121
  - Returning Visitors 39%
  - New Visitors: 61%
- Social Media Traffic
  - # of New Twitter Followers: 630
  - # of New Facebook Fans: 1,214
  - # of Engagements: 17,051
  - # of Impressions: 5,242,320

### **Training Vendors Outcome Report**

- The total # of all WIOA customers who exited training since the beginning of the current program year: 213
- The total # of all WIOA customers that exited training since the beginning of the current program year without completing training: 25
- The total # of all WIOA customers that exited training since the beginning of the current program year after completing training: 188
- The total # of all WIOA customers that exited training since the beginning of the current program with no job at the point of training completion: 50
- The total # of all WIOA customers that exited training since the beginning of the current program had a job at the point of training completion: 138
- The total # of all WIOA customers that obtained a job after they exited training, whether they completed training or not, during the current program year: 156
- The total # of all WIOA customers that exited training since the beginning of the current program and obtained a job that was directly related to their training: 92
- Training completion rate: 88%
- Job placement rate: 73%
- Training related job placement rate: 43%

### **Tech Hire Program**

- Total no of participants served: 270
- Total participants enrolled in Education/Training: 270
- Total no. of participants completing training: 122
- Total no. of unemployed participants who obtain employment: 80

### **Help Wanted Online Summary**

In July 2017, the top three online advertised occupations were:

- Registered Nurses:990
- Software Developers, Applications: 706
- Computer Systems Analysts: 601

### **Reports – Industry Insights**

**Education** provided by Darrel Faber, Hillsborough County Public Schools

- New training course titled PSAV added.
- Added electrical engineers apprenticeship program.

**Education** provided by Tim Harding, University of Tampa

- No. of enrollments has increased to 9K students.
- We are continuing to expand the campus facilities. Construction for the residents' hall is almost completed.
- A new training course, Physician Assistant, will be added in fall.

**Economic Development** provided by Yanina Rosario, SBDC

- Basic Economic Development course will be held on Nov 6 – 9, 2017 at downtown Tampa.

### **Public Comments**

None was made.

### **Adjournment**

The meeting was adjourned at approximately 9:35 a.m.



## Action Item 2

### Approval of Training Vendor Tampa Truck Driving School (ID# 5380) 8501-B Sabal Industrial Blvd. Tampa, FL 33619

Tampa Truck Driving School has a license from the Commission for Independent Education (#5380). Staff conducted a site visit on October 31, 2017. Tampa Truck Driving School, Inc. will start reporting to FETPIP this year. Tampa Truck Driving School, Inc. agrees to report student data to FETPIP in a timely manner.

### Courses/Certificate/Diploma Programs

Program – Course # - Type of Degree or Certificate	Books & Supplies	Tuition	Fees	Total Cost	Duration Of Training	Completion Rate	Average Wage At Placement
Class A CDL Training	n/a	\$5,200	\$200	\$5,200	165 clock hours/ 3 weeks	82.35%	\$15.00 per hour

- School Opened: 7/21/2015
- Entered Employment Rate: 86%
- Retention Rate: 86%

### Recommendation

Staff recommends approval of Tampa Truck Driving School as an approved training vendor.



## **Action Item 3**

### **Request For Qualifications (RFQ) Issuance: 2018 Business Associations**

#### **Information**

Each year CareerSource Tampa Bay issues a Business Associations RFQ. This provides a foundation for establishing a working relationship with local Chambers of Commerce and various industry-specific business associations. The RFQ submissions will include a plan that outlines the expectations related to the ongoing promotion of CareerSource Tampa Bay's programs and services to local employers.

#### **Recommendation**

Approve the issuance of the 2018 RFQ for Business Associations.



## 2017 – 2018 Workforce Solutions Strategic Goals Update

For Period Covering: July thru September 2017

### Goal I

Provide Employers with a Skilled Workforce

Objective 1 Provide workforce resources to employers.

*CareerSource Tampa Bay partners with Tampa Hillsborough Economic Development Corp. to assist in the facilitation of new employer relationships. There is a formal agreement in place with benchmarks that align with informing employers of the services offered.*

<b>Activities</b>	<b>July – Sept 2017</b>
No. of Job Orders	21
No. of EWT and/or IWT	5
No. of QRT and/or OJT	10

*The Professional Talent of Tampa Bay networking group provides professional level job seekers the ability to connect and interact with their peers. During these sessions, a dedicated Business Services staff member provides job referral, leads and placement assistance. In addition, candidates are provided access to additional training to make them more marketable to hiring employers. Guest employers may also be featured during the weekly meetings, which improve the employers' visibility to a diverse talent pool.*

<b>Activities</b>	<b>July – Sept 2017</b>
No. of Placements	72
Ave. Wage	31.09

Objective 2 Identify training opportunities for targeted occupations.

<b>Awarded By</b>	<b>Award Amount</b>	<b>Award Funds to be Applied</b>
Citi Foundation	\$250k	Youth
CareerSource Florida	\$391,545	CareerREADY (Manufacturing and Construction)
CareerSource Florida	\$147,125	Community Based Training (Construction, Manufacturing and Apprenticeship)
CareerSource Florida	\$396,495	Sector Strategies (IT Training Initiative)

Objective 3 Develop Labor Market Information.

*The 2016 edition of Manufacturing Skills Gap Analysis Report has been completed and published. The complete report can be viewed at: [tampabaygapanalysis.com/manufacturing.html](http://tampabaygapanalysis.com/manufacturing.html)*



Objective 4 Develop a Regional Targeted Occupations List.

*Training areas included within the Regional Targeted Occupations List (RTOL) include occupations identified as critical to the four targeted industry sectors: Healthcare, Manufacturing, Information Technology, and Financial and Shared Services. CareerSource Tampa Bay follows DEO Guidance in order to remain compliant and has an approved policy for processing training vendors.*

**Goal II**

**Develop Effective Employer Based Workforce Programs**

Objective 1 Increase participation in the On the Job Training (OJT) and Paid Work Experience (PWE) programs.

*Employers may utilize the OJT program to offset costs associated with hiring and training new employees. The program provides an opportunity for individuals who already possess some job-related skills.*

<b>OJT</b>	<b>2016 – 2017</b> July – June 2017	<b>2017 – 2018</b> July – Sept 2017
Total Funding	\$956,124.16	\$234,056.00
# of Trainees	479	109
# of Employers	87	27
Avg. Wage at Placement	\$14.22	\$14.21

**Paid Work Experience** is a career preparation program intended to expose young workers to a business environment, with a focus on skill development in high demand occupations. Employers will have the opportunity to connect with and employ motivated, fresh talent at no cost to the company.

<b>PWE</b>	<b>2016 – 2017</b> July – June 2017	<b>2017 – 2018</b> July – Sept 2017
Total Funding	\$915,807.00	\$259,830.50
# of Trainees	353	89
# of Employers	47	14
Avg. Wage at Placement	\$10.74	\$11.44

Objective 2 Encourage employer involvement in the Local Employed (EWT) and Incumbent Worker Training (IWT) programs.

*The EWT/IWT program is designed for businesses who seek to enhance the professional skills of existing employees. The program increases workforce availability and skills to support targeted industry sectors and apprenticeship programs. This strategy will promote business retention and contribute to the overall economic growth within the region.*

<b>EWT</b>	<b>2016 - 2017</b> July – Sept. 2016	<b>2017 – 2018</b> July – Sept 2017
Funding Allocated:	\$1,350,000	\$400,000.00
No. of applications received:	35	33
No. of EWT awards:	35	21

<i>No. of Trainees:</i>	1,179	410
<i>Amt. approved for funding:</i>	\$1,145,479.24	\$309,406.63
<i>Expected Employer Contribution:</i>	\$9,028,803.43	\$4,060,493.11

**Objective 3** Connect employers with the Florida Flex Program administered by CareerSource Florida.

*FloridaFlex is administered by CareerSource Florida and offers businesses in Florida, or relocating to Florida, a completely integrated talent support solution to help them compete and grow with programs such as the Incumbent Worker Training Program (IWT) and Quick Response Training (QRT).*

***IWT:** For-profit, small- to mid-sized businesses in Florida may be eligible for grant dollars to help pay for training existing employees.*

<b>Company</b>	<b>Amount</b>
<i>Envirofocus Technologies, LLC dba Gopher ResourceTri-Tronics</i>	\$10,560
<i>Wilson HCG</i>	\$17,545
<i>Center for Transformation &amp; Innovation</i>	\$5,344
<i>Sensible Micro Corporation</i>	\$5,625
<i>DG Morrison, Inc.</i>	\$25,500
<i>JoTo PR</i>	\$1,800
<b>Total:</b>	<b>\$66,374</b>

***QRT:** New businesses or those relocating to or expanding in Florida may be eligible for grant dollars to help pay for training new employees.*

<b>Company</b>	<b>Amount</b>
<i>No QRT For PY17-18</i>	--
<b>Total:</b>	<b>No QRT</b>

**Objective 4** Encourage employer participation in the internship and apprenticeship programs.

*TampaBayIntern.com provides an exclusive and unique opportunity for employers to connect with current students and recent graduates seeking employment opportunities. Once connected to TampaBayIntern staff, employers can count on our staff to recruit and refer candidates for their open positions.*

<b>Quarter Period</b>	<b>No. of Employers</b>	<b>No. of Internships</b>	<b>No. of Interns Registered</b>	<b>No. of Placements</b>
<i>July – Sept 2016</i>	81	84	154	47
<i>July – Sept 2017</i>	62	76	162	54

## Goal III

### Effectively Market and Brand Services and Programs

Objective 1 Develop innovative strategies and outreach materials to market various programs.

*CareerSource Tampa Bay utilizes a range of tools and tactics to help raise awareness and encourage use of services and programs. Our public outreach strategy includes a strong emphasis on digital sources, as well as television, radio, and print advertising to reach customers and potential customers to educate them about ways to connect to employment and training assistance. Each message is developed to reflect a strong call to action to job seekers, workers seeking to advance in their careers and employers, encouraging them to visit [careersourcetampabay.com](http://careersourcetampabay.com) to access services and resources. We use a suite of social media platforms to complement other outreach efforts aimed at informing and engaging job seekers, workers, and businesses.*

### Website Traffic

<b>Timeframe</b>	<b># of People Visited Site</b>	<b># of Visits</b>	<b>Pageviews</b>	<b>Returning Visitors</b>	<b>New Visitors</b>
July – Sept 2016	71,538	107,702	475,677	36%	64%
July – Sept 2017	74,119	120,236	429,686	41%	59%

### Social Media Traffic

<b>Month</b>	<b># of New Twitter Followers</b>	<b># of New Facebook Fans</b>	<b># of New LinkedIn Followers</b>	<b># of Engagements</b>	<b># of Impressions</b>
July – Sept 2016	222	98	117	3,192	826,763
July – Sept 2017	36	91	96	3,495	449,862

Objective 2 Host employer focused and sponsored events based on trends and interest.

### Job Fairs

<b>Date</b>	<b>Type</b>	<b>No. of Employers</b>	<b>No. of Job Seekers</b>
April 4, 2017	Internship Hiring Event	22	130
April 12, 2017	General Career Fair	55	1,396
Nov 8, 2017	General/Veterans	31	432
Oct 11, 2018	Internship Hiring Event	33	230
March, 14, 2018	Professional Mixer		
March, 14, 2018	Intern Hiring Event		
April 12, 2018	General Career Fair		

Objective 3 Encourage participation with partners within the community.

<b><i>Business Associations Program</i></b>	<b><i>Jan-December 2017</i></b>
<i>Florida Irrigation Society</i>	<i>\$250.00</i>
<i>South Tampa Chamber of Commerce</i>	<i>\$1,000.00</i>
<i>Greater Brandon Chamber of Commerce</i>	<i>\$1,000.00</i>
<i>Westshore Alliance</i>	<i>\$500.00</i>
<b><i>Total</i></b>	<b><i>\$2,750.00</i></b>



## Training Vendors Outcome Report

Period covering: PY 2014 – 2015 thru 2016 – 2017

(July 2014 thru June 2017)

CareerSource Tampa Bay provides funded training services with a focus on successful completion of demand-driven industry certifications and training programs.

### Performance Outcome Description

Column ID	Description
A	The total # of all WIOA customers who exited training since the beginning of the current program year.
B	The total # of all WIOA customers that exited training since the beginning of the current program year <u>without completing training</u> .
C	The total # of all WIOA customers that exited training since the beginning of the current program year <u>after completing training</u> .
D	The total # of all WIOA customers that exited training since the beginning of the current program <u>without employment after completing training</u>
E	The total # of all WIOA customers that exited training since the beginning of the current program <u>with a job after completing training</u> .
F	The total # of all WIOA customers that <u>obtained a job after they exited training</u> , whether they completed training or not, during the current program year.
G	The total # of all WIOA customers that exited training since the beginning of the current program and <u>obtained a job that was directly related to their training</u>
H	Training completion rate: Calculation (C÷A)
I	Job placement rate: Calculation (F÷A)
J	Training related job placement rate: Calculation (G÷A)

PY 2014 - 2015 thru 2016 - 2017

Provider	# that exited training	Exited without completing training	Exited after Completing training	No job at the point of training completion	Had a job at the point of training completion	# that obtained a job whether they completed training or not	# that obtained a job that was directly related to their training	Training completion rate	Job placement rate	Training related job placement rate	Average wage at job placement
<b>Region Total</b>	<b>1602</b>	<b>113</b>	<b>1489</b>	<b>175</b>	<b>1314</b>	<b>1404</b>	<b>912</b>	<b>93%</b>	<b>88%</b>	<b>57%</b>	<b>\$ 18.99</b>
Aguilas International Medical Institute	5	0	5	0	5	5	3	100%	100%	60%	\$ 11.28
Aparicio-Levy Technical Center	2	0	2	0	2	2	2	100%	100%	100%	\$ 11.63
BizTech	10	0	10	2	8	8	6	100%	80%	60%	\$ 12.11
Brewster Technical Center	20	1	19	4	15	15	13	95%	75%	65%	\$ 13.76
Career Tech, LLC	8	0	8	2	6	6	4	100%	75%	50%	\$ 12.35
Center for Technology Training (CTT)	120	11	109	17	92	100	45	91%	83%	38%	\$ 23.15
Central Florida Institute, Inc.	1	0	1	0	1	1	1	100%	100%	100%	\$ 27.00
Concorde Career Institute	44	2	42	8	34	35	32	95%	80%	73%	\$ 15.24
DATS of Florida, Inc.	4	0	4	0	4	4	2	100%	100%	50%	\$ 11.83
Eckerd College	1	1	0	0	0	1	0	0%	100%	0%	\$ 15.14
Erwin Technical Center	208	4	204	23	181	185	141	98%	89%	68%	\$ 15.40
Everest University	62	0	62	2	60	60	33	100%	97%	53%	\$ 13.35
Florida Career College/ Anthem College	5	1	4	1	3	4	2	80%	80%	40%	\$ 12.49
Fortis College	5	0	5	0	5	5	1	100%	100%	20%	\$ 20.75
Galen School of Nursing	17	1	16	2	14	14	8	94%	82%	47%	\$ 17.67
Hillsborough Community College	228	29	199	21	178	201	155	87%	88%	68%	\$ 19.78
Institute of Technology	10	2	8	0	8	10	3	80%	100%	30%	\$ 11.81
Jersey College ( The Center for Allied Health)	30	6	24	6	18	24	15	80%	80%	50%	\$ 19.09
Keiser University - Lakeland	14	1	13	0	13	14	8	93%	100%	57%	\$ 15.78
LaSalle Computer Learning Center	134	7	127	17	110	117	50	95%	87%	37%	\$ 20.39
Learey Technical Center	3	0	3	1	2	2	1	100%	67%	33%	\$ 9.45
National Aviation Academy	23	3	20	5	15	17	13	87%	74%	57%	\$ 16.40
National Business Institute of Florida, Inc. (	1	1	0	0	0	1	0	0%	100%	0%	\$ 10.50
New Horizons Computer Learning Center	153	3	150	20	130	133	71	98%	87%	46%	\$ 25.65
Pinellas Technical College	8	1	7	1	6	7	3	88%	88%	38%	\$ 12.81
Rasmussen College	19	4	15	1	14	15	8	79%	79%	42%	\$ 18.49
Remington College - Tampa	1	0	1	0	1	1	1	100%	100%	100%	\$ 14.81
Roadmaster Drivers School, Inc.	63	4	59	10	49	53	41	94%	84%	65%	\$ 13.49
RV Training Center, Inc.	1	0	1	0	1	1	1	100%	100%	100%	\$ 16.73
Sanford Brown Institute	34	2	32	5	27	29	14	94%	85%	41%	\$ 12.32
Southeastern College (formerly Keiser Care	6	1	5	1	4	5	2	83%	83%	33%	\$ 13.90
Southern Technical College- Brandon	13	1	12	1	11	11	7	92%	85%	54%	\$ 11.39
Southwest Florida College	4	0	4	0	4	4	2	100%	100%	50%	\$ 14.72
Sullivan & Cogliano Training Centers	2	1	1	0	1	2	1	50%	100%	50%	\$ 14.00
Tampa Area Electrical JATC	58	6	52	2	47	50	44	90%	86%	88%	\$ 23.94
Tampa Bay Technical Evening School	1	0	1	0	1	1	0	100%	100%	0%	\$ 14.73
Tampa Vocational Institute	1	1	0	0	0	1	0	0%	100%	0%	\$ 9.20
The Florida School of Traditional Midwifery	2	0	2	0	2	2	1	100%	100%	50%	\$ 14.78
Truck Driver Institute of Fla., Inc.	3	0	3	1	2	2	2	100%	67%	67%	\$ 16.00
Ultimate Medical Academy	96	4	92	9	83	86	44	96%	90%	46%	\$ 12.08
University of South Florida-Corporate Colle	182	10	172	11	161	171	135	95%	94%	74%	\$ 25.04

## USDOL H-1B Job Training Grant - Tampa Bay TechHire Program

*July 1, 2016 – June 30, 2020*

The Tampa Bay TechHire program is funded with a nearly \$3.8 million grant awarded to CareerSource Tampa Bay by the U.S. Department of Labor. Consistent with the White House TechHire Initiative launched in 2015, this grant is one of 39 programs nationwide that will focus on providing workers the skills for a pathway to the middle class while supplying employers with the skilled technology workers needed to grow and expand. Over 1,000 unemployed and underemployed young adults ages 17-29 with barriers to training and employment and front-line incumbent workers will receive accelerated skills training, certifications, and work experience to obtain employment or advance along career pathways leading to high-demand, middle to high skill jobs in the IT and healthcare industries.

Training programs include fast-track IT industry certifications such as CompTIA A+, CompTIA Security+, and Java Programming. Healthcare training programs include Medical Clinical Laboratory Technician/Technologist, Phlebotomy, and Registered Nursing. Training will be provided by Hillsborough Community College, Hillsborough County School District - Workforce and Continuing Education, St. Petersburg College, and the University of South Florida. Additional partners include BayCare Health System, IBM, Tampa Innovation Alliance, and Tampa Bay Technology Forum.

Outcome Measure			Goal	To Date:	% to Goal
1a	Target Population: Youth and Young Adults with Barriers to Training and Employment (ages 17-29) (83%)	Subtotal:	980	433	44%
1b	Other Populations: Incumbent Workers (17%)	Subtotal:	195	155	79%
<b>Total Participants Served:</b>			<b>1175</b>	<b>588</b>	<b>50%</b>
<b>Targets for All Participants:</b>					
2	<b>Total Participants Enrolled in Education/Training Activities</b>	<b>Total:</b>	<b>1175</b>	588	50%
3	<b>Total Participants Completing Education/Training Activities</b>	<b>Total:</b>	<b>1000</b>	273	27%
4	<b>Total Participants Who Complete Education/Training Activities and Received a Degree or Other Credential</b>	<b>Total:</b>	<b>1000</b>	143	14%
5	<b>Total Number of Unemployed Participants Who Obtain Employment</b>	<b>Total:</b>	<b>860</b>	163	19%
6	<b>Total Number of Incumbent Worker Participants that Advanced to a New Position</b>	<b>Total:</b>	<b>195</b>	0	0%
7	<b>Median Earnings</b>	<b>Total:</b>	<b>\$20.00/hr</b>	TBD	TBD

### TechHire Community Designation

In November 2016, Tampa Bay was selected by the White House to join a national network of TechHire Communities. More than 250 employers are involved in this initiative through their partnerships with Tampa Innovation Alliance and Tampa Bay Technology Forum. Now managed by the nonprofit Opportunity@Work in partnership with the U.S. Department of Education, TechHire Communities encompass big cities and small towns to share the goal to connect 100,000 people to tech jobs by 2020.

In May 2017, CareerSource Tampa Bay and CareerSource Pinellas received grant funding from CareerSource Florida to build on this initiative. TechHire Community Coordinators will support the development of micro-communities and conduct outreach to bring together current and new employer, education, and economic development partners to create advisory groups under the spectrum of Tampa Bay TechHire. Goals of this initiative include engaging non-traditional students and workers, reducing the skills gap for tech jobs, and in effect reducing the reliance on H-1B visas for technology workers.

For additional information regarding TechHire Communities nationwide, visit:

<https://obamawhitehouse.archives.gov/issues/technology/techhire> and <https://techhire.org/#section-communities>.



## **Help Wanted Online Summary**

### **INFORMATION**

The Help Wanted OnLine report provides summary of available ads and new ads by occupations and employers for Hillsborough County.

Help Wanted OnLine™ summary is a measure of real-time labor demand captured through online job ads. Since the online ads are a direct indication of hiring intent by employers, they serve as a measure of labor demand.

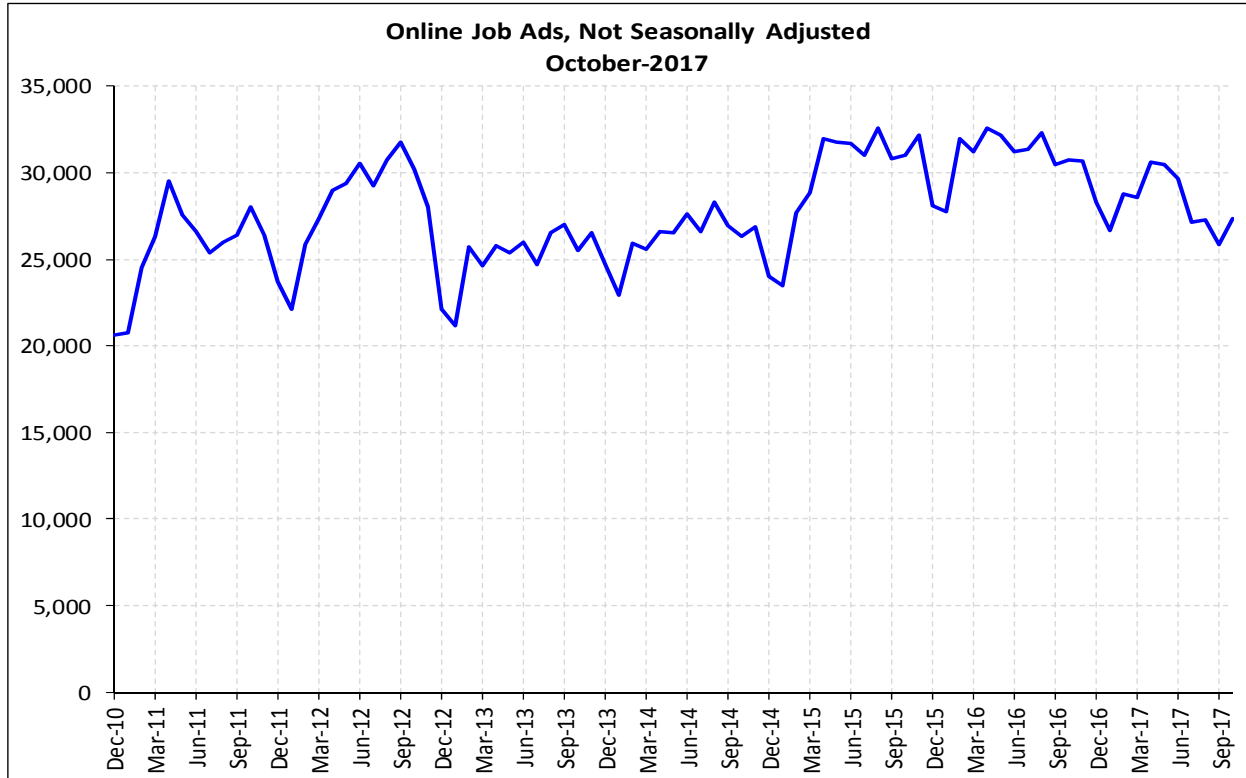
The summaries for new ads show new postings during the month of October 2017. Any openings that were posted prior to that month are not shown. This gives you the best picture of what is new on the market.





Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building G020  
Tallahassee, FL 32399

### CareerSource Tampa Bay Hillsborough County



Source: The Conference Board, Help Wanted OnLine (HWOL), prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.

## Occupations in Demand

Top 15 Advertised Occupations	Online Ads	Online Ads	Online Ads	Over the Month Change		Over the Year Change	
	October-2017	September-2017	October-2016	Level	Percent	Level	Percent
<b>Total</b>	<b>27,354</b>	<b>25,853</b>	<b>30,725</b>	<b>1,501</b>	<b>5.8%</b>	<b>-3,371</b>	<b>-11.0%</b>
Registered Nurses	856	814	1,328	42	5.2%	-472	-35.5%
Software Developers, Applications	807	726	620	81	11.2%	187	30.2%
Heavy and Tractor-Trailer Truck Drivers	654	550	551	104	18.9%	103	18.7%
Management Analysts	641	637	550	4	0.6%	91	16.5%
Computer Systems Analysts	611	617	586	-6	-1.0%	25	4.3%
Customer Service Representatives	583	548	686	35	6.4%	-103	-15.0%
Retail Salespersons	554	474	554	80	16.9%	0	0.0%
Web Developers	539	546	614	-7	-1.3%	-75	-12.2%
Network and Computer Systems Administrators	532	500	717	32	6.4%	-185	-25.8%
Computer User Support Specialists	523	505	571	18	3.6%	-48	-8.4%
First-Line Supervisors of Retail Sales Workers	440	400	502	40	10.0%	-62	-12.4%
First-Line Supervisors of Office and Administrative Support Workers	438	462	563	-24	-5.2%	-125	-22.2%
Accountants	396	408	393	-12	-2.9%	3	0.8%
Information Technology Project Managers	389	355	396	34	9.6%	-7	-1.8%
Maintenance and Repair Workers, General	378	393	420	-15	-3.8%	-42	-10.0%

Source: The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.

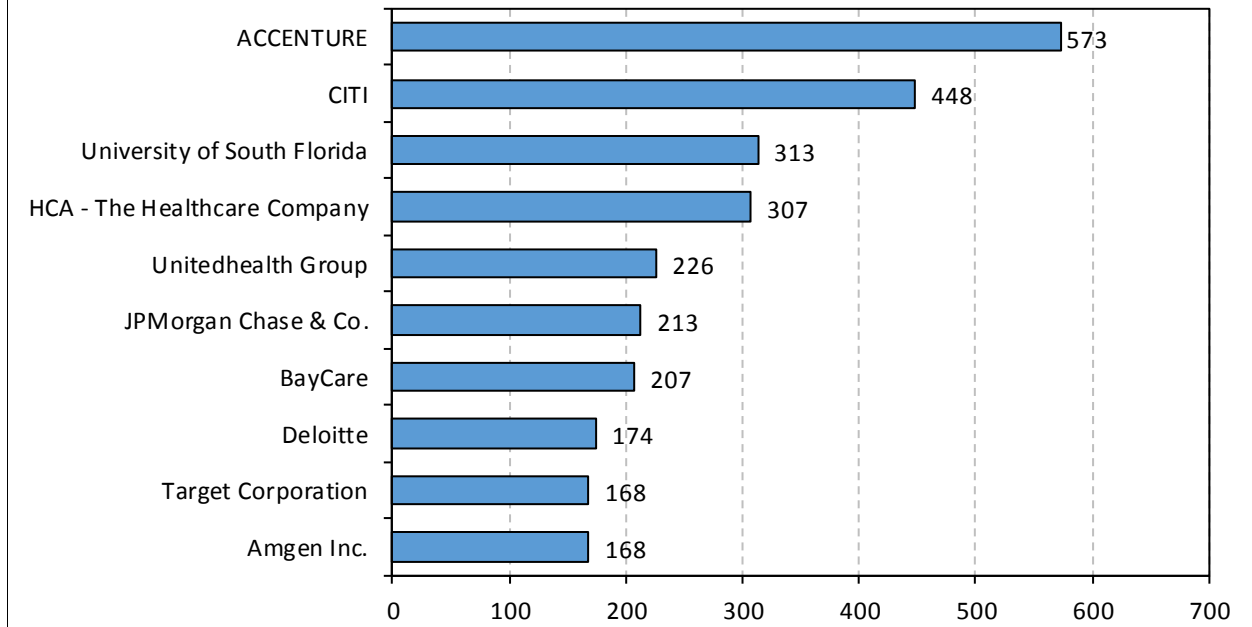
## Job Type Distribution

Job Type	Online Ads October-2017
Full-Time	25,765
Part-Time	4,245
Contract	1,795
Internship	151

Note: Total advertisements in this table may not equal the previously reported total due to overlapping or unspecified categories.

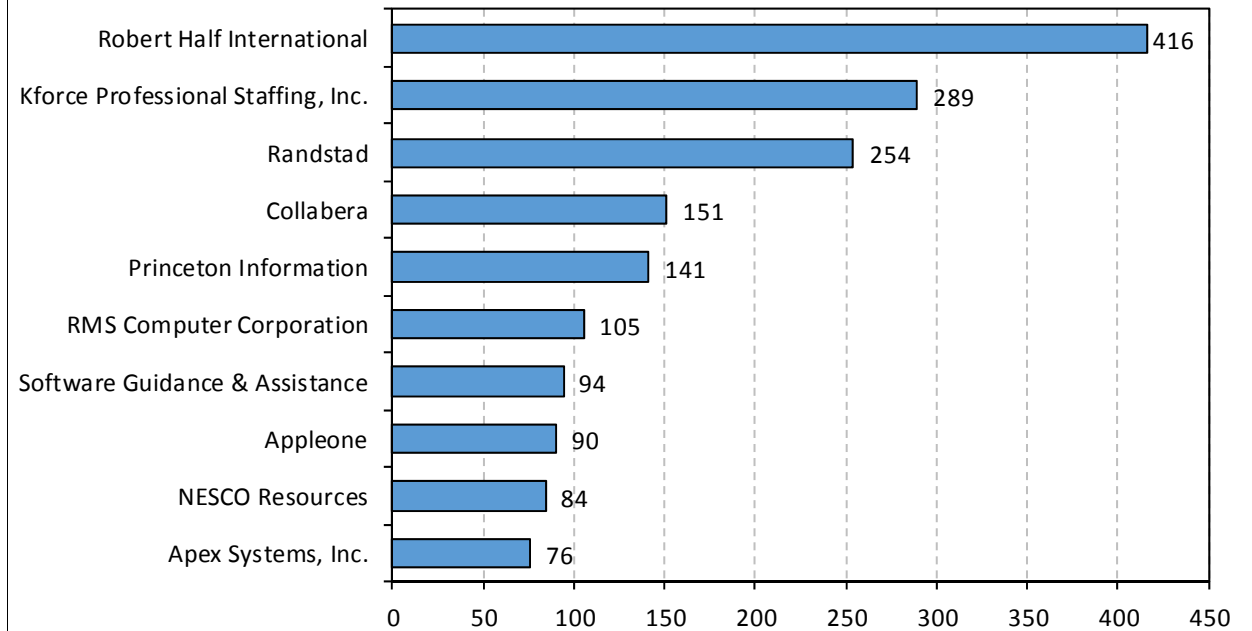
Source: The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.

### Top 10 Direct Employers by Ads October-2017



Source: The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.

### Top 10 Staffing Firms/Recruiters by Ads October-2017



Source: The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics.