

Executive Committee Meeting

February 8, 2017 – 10.00 a.m.

Room A

4440 Grand Blvd., New Port Richey

Dial in: 1.800.750.4065 Participant Code: 9215386#

Committee Members:

Mark Barry, Sondra Cranford, Mark Earl, Dave Lambert, Lex Smith,
Seth Weightman

Agenda

Call to order Mark Earl, Chair

Action Items:

Action Item 1 – Approve minutes of December 15, 2016 meeting Pages 1-3
Action Item 2 – Performance Evaluation CY2016, Jerome Salatino..... Pages 4-9

Discussion Item:

Discussion Item 1 - Finance Update Page 10

Information Items:

Information Item 1 – Sector Strategies Pages 11-16
Information Item 2 – Financial Summary Report YTD 12/31/2016 Page 17
Information Item 3 – Monthly Management Report December 2016 Page 18

Public Comments

Adjournment



ACTION ITEM 1
Approval of Minutes

Draft minutes of the December 15, 2016 Executive Committee Meeting are presented for review. Any modifications should be requested prior to approval.

Draft
Executive Committee Meeting Minutes
December 15, 2016

Committee Members:

Present: Mark Barry, Sondra Cranford, Mark Earl, Dave Lambert, Lex Smith, Seth Weightman

Quorum Present? Yes

Others Present:

PHWB Staff – Jerome Salatino, Dianne Weiss, Kevin Crawford

Proceedings:

Meeting called to order at 3.37 p.m. by Mark Earl, Chair

Action Item 1 – Approve minutes of 5/12/2016 and 8/10/2016 meetings

Minutes from the May 12, 2016 and August 10, 2016 meetings of the Executive Committee were presented for review and comment. With no corrections or comments, a motion was made to accept the minutes.

MOTION made by Mark Barry and seconded by Sondra Cranford to approve the minutes. Motion carried.

Action Item 2 – Planning Budget FY2016-2017 Modification #2

Modification #2 of the Planning Budget FY 2016-2017 was presented for the Committee's review and approval. Funding and other adjustments that occurred after Mod #1 were highlighted for the Committee's consideration.

For the record, Seth Weightman abstained from the vote on Budget Modification #2.

MOTION made by Lex Smith and seconded by Mark Barry to approve the Budget Modification #2.

Action Item 3 – Training Provider Approval

The Committee reviewed the application and documentation from Keiser University to add the University to the regions approved training provider list.

MOTION made by Mark Barry and seconded by Sondra Cranford to approve the addition of Kaiser University to the approved training provider list. Motion carried.



Draft
Executive Committee Meeting Minutes
December 15, 2016
Page 2

Information Item 1 – Financial Summary Report 10/31/2016

Dianne Weiss presented the financial summary for the period 10/31/2016 to the Executive Committee.

Discussion Item 1 – 401(k) Plan

Information was presented to the Committee regarding plan design options to the current 401(k) plan.

With no further business to discuss and no public comments, the meeting adjourned.



ACTION ITEM 2
Performance Evaluation of Jerome Salatino, CEO

BACKGROUND

In 2011, the Executive Committee established a process for measuring the performance of the CEO. Measurable goals and points tied to the successful achievement of each goal were agreed. A determination was made that the CEO's performance would be evaluated each calendar year.

INFORMATION

In preparation for conducting the CEO's performance evaluation, the Executive Committee is presented with survey questions and the Performance Management Program page showing the agreed goals, objectives and measures for 2016.

A separate meeting of the Executive Committee will be scheduled to jointly review the answers to the survey questions and calibrate the rating. Collectively, the Executive Committee will discuss Jerome's performance against each goal and determine a rating. Using this information the Executive Committee will agree what salary adjustment, incentive, etc., if any, will be awarded.

RECOMMENDATION

The Executive Committee should review the recommended survey questions and Performance Management Program page, making any corrections as necessary, and then approve the release of the survey to the full Board.

Performance Management Program
Employee: **Jerome Salatino**
Evaluation Period: **Calendar Year 2016**

	Goal	Objective	Measure	Points Range
1	Exercise oversight of financial management to include internal control, cash management, procurement and other administrative processes	Audit report containing no questioned costs, no material weaknesses or significant deficiencies, and an unqualified opinion on internal controls and major program compliance.	Unqualified opinion and no questioned costs	1 pt
			Unqualified opinion, no questioned costs, and no material weaknesses or significant deficiencies	2 pts
2	Increase organizational revenue	Increase revenue and/or grant funds beyond base allocation	Increase by \$500k	1 pt
			Increase by \$750k or more	2 pts
3	Operational and programmatic performance	Achieve ratio of Green to Red (high to low performance)	Achieve rating to +8 up to +10	1 pt
			Achieve rating to +10 or higher	2 pts
4	Improve customer satisfaction ratings	Increase Employer Satisfaction over prior year's rating (80%) Increase Customer Satisfaction over prior year's rating (90%)	Improve Employer Satisfaction rating 2 points or more	.5 pt
			Improve Customer Satisfaction rating 2 points or more	.5 pt
5	Performance evaluation survey	Based on results of evaluation by Board Members	Achieve overall rating of 3.5 up to 4.0	1 pt
			Achieve overall rating of 4.0 up to 4.5	2 pts
			Achieve overall rating of 4.5 or higher	3 pts

Goals, Objectives and Points set by Executive Committee.

SURVEY QUESTIONS

* 1. How satisfied are you that the Chief Executive Officer has a clear understanding of the mission and strategy of the Pasco-Hernando Workforce Board and plays a key role in translating that mission into action?

- Extremely satisfied - 5
- Satisfied - 4
- Neutral - 3
- Unsatisfied - 2
- Extremely unsatisfied - 1
- Not enough knowledge - 0

Comment Section:

* 2. How satisfied are you that the Chief Executive Officer has accomplished the objectives set by the Board/Committee for the performance period?

- Extremely satisfied - 5
- Satisfied - 4
- Neutral - 3
- Unsatisfied - 2
- Extremely unsatisfied - 1
- Not enough knowledge - 0

Comment Section:

* 3. How satisfied are you that the Chief Executive Officer has selected and developed qualified staff and built morale among staff?

- Extremely satisfied - 5
- Satisfied - 4
- Neutral - 3
- Unsatisfied - 2
- Extremely unsatisfied - 1
- Not enough knowledge - 0

Comment Section:

* 4. How satisfied are you that the Chief Executive Officer is knowledgeable regarding financial matters and has established a system of accurate accounting?

- Extremely satisfied - 5
- Satisfied - 4
- Neutral - 3
- Unsatisfied - 2
- Extremely unsatisfied - 1
- Not enough knowledge - 0

Comment Section:

* 5. How satisfied are you that the Chief Executive Officer has assured that the organization has suitable systems, policies and processes for accounting, fund management, personnel management, information technology, and risk management?

- Extremely satisfied - 5
- Satisfied - 4
- Neutral - 3
- Unsatisfied - 2
- Extremely unsatisfied - 1
- Not enough knowledge - 0

Comment Section:

* 6. How satisfied are you that the Chief Executive Officer works effectively with the Board and maintains good communication?

- Extremely satisfied - 5
- Satisfied - 4
- Neutral - 3
- Unsatisfied - 2
- Extremely unsatisfied - 1
- Not enough knowledge - 0

Comment Section:

* 7. How satisfied are you that the Chief Executive Officer maintains a positive reputation in the community and cultivates effective relationships with public officials, consumers, and other relevant community organizations?

- Extremely satisfied - 5
- Satisfied - 4
- Neutral - 3
- Unsatisfied - 2
- Extremely unsatisfied - 1
- Not enough knowledge - 0

Comment Section:

8. Enter your name (optional):

DISCUSSION ITEM
Finance Update

- Status of Audit
- Indirect Cost Rate
- Pending Budget Reduction
- 401(k) Non-Elective Contribution

Information Item 1

Sector Strategies

LWDA 16 has focused its goals on two industry clusters: Healthcare and Manufacturing. Both of these industries have a positive impact on the local economy and minimal impact on the Nature Coast's environmental resources and can provide high wages. LWDA 16 will continue to encourage the engagement of local employers in targeted industry sectors as well as developing strategies to include career pathways, skills upgrades, certification for postsecondary credentials and apprenticeships that are designed to meet the needs of employers, workers and jobseekers. LWDA 16 will promote the use of industry sector partnerships to address the needs of multiple employers in the industry, including On the Job Training (OJT), Employed Worker Training (EWT), Incumbent Worker Training (IWT), apprenticeships and work experience.

LWDA 16 will continue to enhance alignment and market responsiveness of workforce, education and economic development systems through improved service integration that provides businesses with skilled, productive, and competitive talent and Floridians with employment, education, training and support services that reduce welfare dependence and increase opportunities for self-sufficiency, high-skill and high-wage careers and lifelong learning.

To identify the needs of businesses in the local area, LWDA 16 hosts Business Advantage Seminars and Round Table Discussions and the local Economic Development organizations conduct employer forums. The Business Advantage Seminars are quarterly seminars that keep employers up-to-date on essential HR developments, economic trends, benefits programs, and more. It provides employers with useful information on the workforce, personnel, and current legislative issues and changes affecting the business climate. The Business Advantage Seminars, as well as the Round Table discussions, provide an opportunity for employers to discuss their needs.

The LWDB uses community forums, surveys and direct contact with employers, employment seekers, and workers in order to ascertain the skills and gaps in skills in the current workforce. The community forums are hosted by a variety of organizations to include Pasco Hernando State College and the Economic Development organizations in both counties. LWDA 16 will use all data collected from the targeted industry sector employers to map and establish potential

new career pathways. LWDA 16 will identify and focus on existing active training consortia and industry partnerships that could be expanded to meet the needs of local employers, workers and job seekers through an enhanced sector partnership.

LWDA 16, in its close relationship with the local business community, will continue to monitor feedback from all employers, especially those in targeted industry sectors that have the largest need for services.

LWDA 16 will, during the process of budgeting funds, establish our local targeted occupations list and approved training vendors for occupational skills training that lead to recognized credentials, giving priority to programs that are aligned with local targeted in-demand industry sectors and/or occupations in those sectors.

The local plan provides an analysis to include need and available resources, information on new and existing industry sectors and occupations and the knowledge and skills needed to meet the needs of regional employers as well as other pertinent information.

Manufacturing

In September 2015, the employment was 62,100. The over the year change in September 2015 (+500 jobs, +0.8 percent) was 800 less when compared to September 2014 (+1,300 jobs, +2.2 percent). The number of jobs in this sector has been trending upward over the past five years.

Education and Health Services

In September 2015, the employment was 198,000. The over the year change in September 2015 (+8,600 jobs, +4.5 percent) was 3,700 more when compared to September 2014 (+4,900 jobs, +2.7 percent). The number of jobs in this sector has been trending upward for over two decades.

Workforce Development Area 16 - Hernando and Pasco Counties

Occupation		2016 - 2024					2016	Education Level
		Employment		Percent	Total Job	Median		
Code	Title	2016	2024	Growth	Growth	Openings*	Hourly Wage (\$)**	
170000	Architecture and Engineering Occupations							
172031	Biomedical Engineers	20	23	3	15	7	36.29 Bachelor's Degree	
172051	Civil Engineers	209	237	28	13.4	77	38.48 Bachelor's Degree	
172061	Computer Hardware Engineers	16	19	3	18.8	6	45.92 Bachelor's Degree	
172071	Electrical Engineers	86	91	5	5.8	20	39.99 Bachelor's Degree	
172072	Electronics Engineers, Except Computer	29	31	2	6.9	7	38.42 Bachelor's Degree	
172081	Environmental Engineers	56	64	8	14.3	21	27.52 Bachelor's Degree	
172111	Health and Safety Engineers, Except Mining	14	14	0	0	3	37.79 Bachelor's Degree	
172112	Industrial Engineers	126	134	8	6.4	37	32.84 Bachelor's Degree	
172141	Mechanical Engineers	80	88	8	10	28	34.51 Bachelor's Degree	
172199	Engineers, All Other	29	34	5	17.2	10	39.98 Bachelor's Degree	
173012	Electrical and Electronics Drafters	16	19	3	18.8	5	24.51 Postsecondary Vocational	
173013	Mechanical Drafters	45	44	0	-2.2	4	24.33 Postsecondary Vocational	
173023	Electrical and Electronics Engineering Technicians	64	65	1	1.6	13	22.14 Associate Degree	
173026	Industrial Engineering Technicians	38	39	1	2.6	8	23.08 Postsecondary Vocational	
173029	Engineering Technicians, Except Drafters, All Other	41	40	0	-2.4	8	27.86 Associate Degree	
510000	Production Occupations							
511011	First-Line Superv. of Production and Operating Workers	467	496	29	6.2	88	26.64 Postsecondary Vocational	
512000	<i>Assemblers and Fabricators</i>	1,114	1,157	43	3.9	218	NA NA	
512021	Coil Winders, Tapers, and Finishers	25	25	0	0.0	3	17.35 Less than High School	
512022	Electrical and Electronic Equipment Assemblers	185	185	0	0.0	19	16.61 Postsecondary Vocational	
512041	Structural Metal Fabricators and Fitters	71	78	7	9.9	16	17.33 Postsecondary Vocational	
512091	Fiberglass Laminators and Fabricators	22	25	3	13.6	7	14.48 Postsecondary Vocational	
512092	Team Assemblers	713	730	17	2.4	140	13.11 High School Diploma	
512099	Assemblers and Fabricators, All Other	92	107	15	16.3	31	11.32 Postsecondary Vocational	
513000	<i>Food Processing Workers</i>	792	867	75	9.5	202	NA NA	
513011	Bakers	294	325	31	10.5	81	12.36 Postsecondary Vocational	
513021	Butchers and Meat Cutters	281	302	21	7.5	65	15.33 High School Diploma	
513022	Meat, Poultry, and Fish Cutters and Trimmers	99	108	9	9.1	24	11.86 Less than High School	
513091	Food & Tobacco Baking and Drying Machine Operators	20	23	3	15.0	6	11.85 Less than High School	
513092	Food Batchmakers	41	44	3	7.3	10	12.31 Less than High School	
513099	Food Processing Workers, All Other	40	46	6	15.0	12	11.51 Less than High School	
514000	<i>Metal Workers and Plastic Workers</i>	923	945	57	2.4	247	NA NA	
514011	Computer-Controlled Machine Tool Operators, M & P	36	45	9	25.0	18	15.96 Postsecondary Vocational	
514012	Computer Controlled (CNC) Mach. Tool Programmers, M & P	13	17	4	30.8	7	20.07 Postsecondary Vocational	
514021	Extruding & Drawing Machine Setters & Operators; M & P	29	27	0	-6.9	6	15.46 High School Diploma	
514031	Cutting, Punching & Press Machine Operators; M & P	47	43	0	-8.5	5	12.98 High School Diploma	
514033	Grinding/Lapping/Polishing Machine Tool Operators; M & P	47	44	0	-6.4	16	11.81 High School Diploma	

Workforce Development Area 16 - Hernando and Pasco Counties

Occupation		2016 - 2024					2016	Education Level
		Employment		Growth	Percent Growth	Total Job Openings*	Median	
Code	Title	2016	2024				Wage (\$)**	
514034	Lathe & Turning Machine Tool Setters & Operators; M & P	16	13	0	-18.8	3	13.56	Postsecondary Vocational
514041	Machinists	252	280	28	11.1	86	19.26	Postsecondary Vocational
514051	Metal-Refining Furnace Operators and Tenders	17	16	0	-5.9	4	16.73	High School Diploma
514072	Molding & Casting Machine Setters & Operators; M & P	97	86	0	-11.3	12	16.08	Postsecondary Vocational
514081	Multiple Machine Tool Setters & Operators; M & P	12	12	0	0.0	2	17.30	High School Diploma
514111	Tool and Die Makers	23	22	0	-4.4	1	22.63	Postsecondary Vocational
514121	Welders, Cutters, Solderers, and Brazers	269	285	16	6.0	77	16.98	Postsecondary Vocational
514122	Welding & Brazing Machine Setters, Operators & Tenders	13	12	0	-7.7	3	17.39	Postsecondary Vocational
515100	<i>Printing Workers</i>	111	114	5	2.7	18	NA	NA
515112	Printing Press Operators	93	98	5	5.4	16	13.20	High School Diploma
516000	<i>Textile, Apparel, and Furnishings Workers</i>	575	618	48	7.5	113	NA	NA
516011	Laundry and Dry-Cleaning Workers	317	342	25	7.9	62	9.58	High School Diploma
516021	Pressers, Textile, Garment, and Related Materials	19	19	0	0.0	4	9.86	Less than High School
516031	Sewing Machine Operators	53	49	0	-7.6	3	10.74	Less than High School
516052	Tailors, Dressmakers, and Custom Sewers	15	15	0	0.0	4	13.19	Postsecondary Vocational
517000	<i>Woodworkers</i>	105	116	11	10.5	22	NA	NA
517011	Cabinetmakers and Bench Carpenters	45	52	7	15.6	10	15.42	Postsecondary Vocational
517042	Woodworking Machine Setters & Operators, Exc. Sawing	20	22	2	10.0	5	14.49	High School Diploma
518000	<i>Plant and System Operators</i>	385	415	30	7.8	117	NA	NA
518021	Stationary Engineers and Boiler Operators	13	15	2	15.4	5	19.64	Postsecondary Vocational
518031	Water and Wastewater Treatment Plant & System Operators	231	257	26	11.3	71	20.28	Postsecondary Vocational
519000	<i>Other Production Occupations</i>	1,341	1,470	141	9.6	426	NA	NA
519011	Chemical Equipment Operators and Tenders	17	16	0	-5.9	4	18.11	High School Diploma
519022	Grinding and Polishing Workers, Hand	11	10	0	-9.1	2	14.29	Less than High School
519023	Mixing and Blending Machine Setters, Operators & Tenders	91	104	13	14.3	29	15.72	High School Diploma
519041	Extruding, Forming, and Pressing Machine Operators	44	49	5	11.4	18	13.64	Less than High School
519061	Inspectors, Testers, Sorters, Samplers, and Weighers	209	223	14	6.7	56	15.72	High School Diploma
519071	Jewelers and Precious Stone and Metal Workers	37	35	0	-5.4	5	19.26	Postsecondary Vocational
519081	Dental Laboratory Technicians	27	30	3	11.1	8	17.35	Postsecondary Vocational
519083	Ophthalmic Laboratory Technicians	96	112	16	16.7	35	13.89	Postsecondary Vocational
519111	Packaging and Filling Machine Operators and Tenders	193	211	18	9.3	72	11.37	Less than High School
519121	Coating, Painting, and Spraying Machine Operators	91	104	13	14.3	27	15.00	High School Diploma
519122	Painters, Transportation Equipment	27	30	3	11.1	7	16.19	Less than High School
519123	Painting, Coating, and Decorating Workers	18	19	1	5.6	4	13.35	Less than High School
519151	Photographic Process Workers & Processing Machine Oprs.	40	32	0	-20.0	6	11.64	Less than High School
519195	Molders, Shapers, and Casters, Exc. Metal and Plastic	118	134	16	13.6	48	11.41	High School Diploma
519198	Helpers - Production Workers	149	162	13	8.7	52	10.13	Less than High School
519199	Production Workers, All Other	70	82	12	17.1	23	9.93	Less than High School

Workforce Development Area 16 - Hernando and Pasco Counties

Occupation		2016 - 2024					2016	
		Employment		Percent	Total Job	Median	Hourly	Education Level
Code	Title	2016	2024	Growth	Growth	Openings*	Wage (\$)**	Education Level
290000	Healthcare Practitioners and Technical Occupations							
291000	<i>Health Diagnosing and Treating Practitioners</i>	8,356	9,898	1,542	18.5	3,092	NA	NA
291011	Chiropractors	91	101	10	11.0	23	39.08	Master's or Higher Degree
291021	Dentists, General	201	240	39	19.4	70	91.80	Master's or Higher Degree
291031	Dietitians and Nutritionists	86	95	9	10.5	14	27.09	Bachelor's Degree
291041	Optometrists	31	36	5	16.1	14	63.69	Master's or Higher Degree
291051	Pharmacists	544	579	35	6.4	134	57.20	Master's or Higher Degree
291061	Anesthesiologists	109	138	29	26.6	52	NA	Master's or Higher Degree
291062	Family and General Practitioners	394	450	56	14.2	140	NA	Master's or Higher Degree
291063	Internists, General	110	128	18	16.4	41	91.77	Master's or Higher Degree
291064	Obstetricians and Gynecologists	99	124	25	25.3	46	NA	Master's or Higher Degree
291067	Surgeons	55	69	14	25.5	26	NA	Master's or Higher Degree
291069	Physicians and Surgeons, All Other	453	559	106	23.4	203	NA	Master's or Higher Degree
291071	Physician Assistants	203	275	72	35.5	108	44.92	Bachelor's Degree
291081	Podiatrists	22	23	1	4.6	4	43.35	Master's or Higher Degree
291122	Occupational Therapists	155	188	33	21.3	55	38.14	Master's or Higher Degree
291123	Physical Therapists	280	352	72	25.7	130	40.11	Master's or Higher Degree
291124	Radiation Therapists	90	114	24	26.7	40	43.90	Associate Degree
291125	Recreational Therapists	13	14	1	7.7	3	23.23	Bachelor's Degree
291126	Respiratory Therapists	210	240	30	14.3	68	27.76	Associate Degree
291127	Speech-Language Pathologists	274	334	60	21.9	114	34.78	Master's or Higher Degree
291128	Exercise Physiologists	27	30	3	11.1	5	23.35	Master's or Higher Degree
291131	Veterinarians	107	121	14	13.1	26	48.70	Master's or Higher Degree
291141	Registered Nurses	4,153	4,853	700	16.9	1,471	30.87	Associate Degree
291151	Nurse Anesthetists	204	260	56	27.5	94	73.09	Master's or Higher Degree
291171	Nurse Practitioners	269	367	98	36.4	148	44.81	Master's or Higher Degree
291181	Audiologists	24	28	4	16.7	8	42.93	Master's or Higher Degree
291199	Health Diagnosing and Treating Practitioners, All Other	81	98	17	21.0	32	34.56	Master's or Higher Degree
292000	<i>Health Technologists and Technicians</i>	5,007	5,853	846	16.9	1,592	NA	NA
292011	Medical and Clinical Laboratory Technologists	291	331	40	13.8	96	29.29	Associate Degree
292012	Medical and Clinical Laboratory Technicians	178	213	35	19.7	69	17.61	Associate Degree
292021	Dental Hygienists	261	312	51	19.5	84	34.39	Associate Degree
292031	Cardiovascular Technologists and Technicians	102	122	20	19.6	35	19.53	Postsecondary Vocational
292032	Diagnostic Medical Sonographers	103	130	27	26.2	42	31.05	Postsecondary Vocational
292033	Nuclear Medicine Technologists	36	40	4	11.1	9	34.20	Associate Degree
292034	Radiologic Technologists	292	329	37	12.7	79	26.42	Postsecondary Vocational
292035	Magnetic Resonance Imaging Technologists	61	66	5	8.2	14	33.37	Postsecondary Vocational
292041	Emergency Medical Technicians and Paramedics	218	259	41	18.8	69	13.84	Associate Degree
292052	Pharmacy Technicians	832	934	102	12.3	165	14.32	Postsecondary Vocational

Workforce Development Area 16 - Hernando and Pasco Counties

Occupation		2016 - 2024					2016	Education Level
		Employment		Growth	Percent Growth	Total Job Openings*	Median	
Code	Title	2016	2024					
292053	Psychiatric Technicians	130	146	16	12.3	26	11.42	Postsecondary Vocational
292055	Surgical Technologists	180	204	24	13.3	38	20.33	Postsecondary Vocational
292056	Veterinary Technologists and Technicians	205	245	40	19.5	56	13.84	Associate Degree
292057	Ophthalmic Medical Technicians	89	113	24	27.0	31	18.08	Postsecondary Vocational
292061	Licensed Practical and Licensed Vocational Nurses	1,333	1,600	267	20.0	569	21.40	Postsecondary Vocational
292071	Medical Records and Health Information Technicians	260	297	37	14.2	82	18.32	Associate Degree
292081	Opticians, Dispensing	149	175	26	17.5	57	18.44	Associate Degree
292099	Health Technologists and Technicians, All Other	215	252	37	17.2	53	17.12	Postsecondary Vocational
299000	<i>Other Healthcare Practitioners and Technical Occupations</i>	114	135	21	18.4	38	NA	NA
299011	Occupational Health and Safety Specialists	38	41	3	7.9	9	34.58	Postsecondary Vocational
299099	Healthcare Practitioners & Technical Workers, All Other	55	68	13	23.6	21	13.86	Postsecondary Vocational
310000	Healthcare Support Occupations	6,863	8,325	1,462	21.3	2,612	NA	NA
311000	<i>Nursing, Psychiatric, and Home Health Aides</i>	3,704	4,507	803	21.7	1,462	NA	NA
311011	Home Health Aides	602	803	201	33.4	308	10.81	Postsecondary Vocational
311014	Nursing Assistants	3,026	3,618	592	19.6	1,130	11.91	Postsecondary Vocational
311015	Orderlies	76	86	10	13.2	24	10.83	Postsecondary Vocational
312000	<i>Occupational and Physical Therapist Assistants & Aides</i>	204	261	57	27.9	103	NA	NA
312021	Physical Therapist Assistants	84	105	21	25.0	40	28.66	Associate Degree
312022	Physical Therapist Aides	80	102	22	27.5	40	12.54	Postsecondary Vocational
319000	<i>Other Healthcare Support Occupations</i>	2,955	3,557	602	20.4	1,047	NA	NA
319011	Massage Therapists	501	596	95	19.0	123	19.02	Postsecondary Vocational
319091	Dental Assistants	441	525	84	19.1	171	17.32	Postsecondary Vocational
319092	Medical Assistants	1,283	1,608	325	25.3	535	14.59	Postsecondary Vocational
319093	Medical Equipment Preparers	91	105	14	15.4	29	13.97	Postsecondary Vocational
319094	Medical Transcriptionists	101	111	10	9.9	27	20.32	Postsecondary Vocational
319095	Pharmacy Aides	67	68	1	1.5	12	9.39	Postsecondary Vocational
319096	Veterinary Assistants and Laboratory Animal Caretakers	131	145	14	10.7	35	10.58	Postsecondary Vocational
319097	Phlebotomists	195	235	40	20.5	72	14.47	Postsecondary Vocational
319099	Healthcare Support Workers, All Other	145	164	19	13.1	43	15.78	Postsecondary Vocational

Information Item 2
Financial Summary Report
YTD December 31, 2016

Pasco Hernando Workforce Board, Inc. Financial Summary Report 31-Dec-16						% of Year Elapsed 50%
Program:	Approved Budget	FY16 Accrued Expenditures	Goodwill Obligations	Total Accrued Expenditures	Budget Balance Remaining	Percent Expended or Obligated
WIOA Adult	\$ 1,974,579	\$ 646,456	\$ 201,560	\$ 848,016	\$ 1,126,563	43%
WIOA Dislocated Worker	\$ 1,465,266	\$ 587,972	\$ 59,117	\$ 647,089	\$ 818,177	44%
WIOA Youth	\$ 1,662,927	\$ 563,899	\$ -	\$ 563,899	\$ 1,099,028	34%
Sector Partnership National Emergency Grant	\$ 68,012	\$ 26,988	\$ -	\$ 26,988	\$ 41,024	40%
Trade Adjustment Assistance*	\$ 102,990	\$ 26,449	\$ -	\$ 26,449	\$ 76,541	26%
Subtotal WIOA	\$ 5,273,774	\$ 1,851,764	\$ 260,677	\$ 2,112,441	\$ 3,161,333	40%
Wagner Peyser *	\$ 590,237	\$ 232,125	\$ -	\$ 232,125	\$ 358,112	39%
Veterans Programs *	\$ 129,712	\$ 57,151	\$ -	\$ 57,151	\$ 72,561	44%
Supplemental Nutrition Assistance Program	\$ 271,457	\$ 240,161	\$ -	\$ 240,161	\$ 31,296	88%
Re-Employment Assistance (formerly Unemployment Comp)	\$ 44,071	\$ 15,586	\$ -	\$ 15,586	\$ 28,485	35%
Reemployment Services & Eligibility Assessment (RESEA)	\$ 180,462	\$ 89,669	\$ -	\$ 89,669	\$ 90,793	50%
Subtotal Employment Services	\$ 1,215,939	\$ 634,692	\$ -	\$ 634,692	\$ 581,247	52%
Welfare Transition Program	\$ 1,866,373	\$ 1,219,196	\$ -	\$ 1,219,196	\$ 647,177	65%
Subtotal Welfare Transition Program	\$ 1,866,373	\$ 1,219,196	\$ -	\$ 1,219,196	\$ 647,177	65%
US DOL LEAP	\$ 216,407	\$ 8,044	\$ -	\$ 8,044	\$ 208,363	4%
Subtotal US DOL LEAP	\$ 216,407	\$ 8,044	\$ -	\$ 8,044	\$ 208,363	4%
Corporate Unrestricted Funds	\$ 30,000	\$ 10,731	\$ -	\$ 10,731	\$ 19,269	36%
Subtotal Corporate	\$ 30,000	\$ 10,731	\$ -	\$ 10,731	\$ 19,269	36%
Total FY 2017 Budget	\$ 8,602,493	\$ 3,724,426	\$ 260,677	\$ 3,985,104	\$ 4,617,389	46%

* Does not include DEO Staff Salaries

Information Item 3
 Monthly Management Report
 December 31, 2016

Monthly Management Report Year to Date

* = Provided by Goodwill ** = Provided by Eckerd

Report Source

2015
 DEO's YTD December
 MMR

State
 Goals
 MMR

2016
 DEO's YTD December
 MMR

State
 Goals
 MMR

WTP
WTP Entered Employment Rate
225
Entry Wage
\$9.86
WTP Entered Employment Wage Rate
\$13.55
All Family Participation Rate
590
WTP Two Parent Participation Rate
32

Closed Due to Earnings	Cases Closed	Performance	Ranking	Goals
225	607	37.1%	9	N/A
Entry Wage	LLSIL Family- 3	Performance	Ranking	Goals
\$9.86	\$13.55	72.8%	8	N/A
Work Engaged	Received TANF	Performance	Ranking	Goals
590	1,365	43.2%	10	N/A
Work Engaged	Received TANF	Performance	Ranking	Goals
32	74	43.2%	10	N/A

Closed Due to Earnings	Cases Closed	Performance	Ranking	Goals
223	552	40.4%	5	N/A
Entry Wage	LLSIL Family- 3	Performance	Ranking	Goals
\$10.06	\$13.63	73.8%	10	N/A
Work Engaged	Received TANF	Performance	Ranking	Goals
624	1,293	48.3%	6	N/A
Work Engaged	Received TANF	Performance	Ranking	Goals
48	101	47.5%	8	N/A

WIOA Adults and Dislocated Workers
Employed Worker Outcome Rate *
43
WIOA Adult EER *
\$18.65
WIOA DW EER *
56
WIOA DW Wage Rate *
\$18.24

Entered Employment	Total Exits	Performance	Ranking	Goals
57	57	100.0%	1	N/A
Entered Employment	Total Exits	Performance	Ranking	Goals
43	43	100.0%	1	74.0%
Entry Wage	LLSIL Family-3	Performance	Ranking	Goals
\$18.65	\$13.55	137.6%	7	N/A
Entered Employment	Total Exits	Performance	Ranking	Goals
56	56	100.0%	1	80.0%
Entry Wage	LLSIL Family-3	Performance	Ranking	Goals
\$18.24	\$13.55	134.6%	8	N/A

Entered Employment	Total Exits	Performance	Ranking	Goals
39	39	100.0%	1	N/A
Entered Employment	Total Exits	Performance	Ranking	Goals
80	80	100.0%	1	74.0%
Entry Wage	LLSIL Family-3	Performance	Ranking	Goals
\$17.00	\$13.63	124.7%	12	N/A
Entered Employment	Total Exits	Performance	Ranking	Goals
61	61	100.0%	1	80.0%
Entry Wage	LLSIL Family-3	Performance	Ranking	Goals
\$18.21	\$13.63	133.6%	6	N/A

WIOA Youth
WIOA In-School Youth Outcome Rate **
61
WIOA Out-of-School Youth Outcome Rate **
20
WIOA YY Skill Attainment Rate **
23

Placed	In School Exits	Performance	Ranking	Goals
3	3	100.0%	1	N/A
Placed	Out of School Exits	Performance	Ranking	Goals
61	61	100.0%	1	N/A
Goals Attained	Goals Due	Performance	Ranking	Goals
20	20	100.0%	1	57.5%
Positive Outcomes	Youth Exitters	Performance	Ranking	Goals
23	23	100.0%	1	N/A

Placed	In School Exits	Performance	Ranking	Goals
N/A	N/A	N/A	N/A	N/A
Placed	Out of School Exits	Performance	Ranking	Goals
16	16	100.0%	1	N/A
Goals Attained	Goals Due	Performance	Ranking	Goals
12	13	92.3%	12	57.5%
Positive Outcomes	Youth Exitters	Performance	Ranking	Goals
7	7	100.0%	1	N/A

Wagner Peyser
WP Entered Employment Rate
834
WP EER for those Employed at Participation
\$11.29
WP Job Placement Wage Rate
\$13.55
WP Short Term Veterans EER
345
WP Percent Of Job Openings Filled
375

Entered Employment	Wagner Peyser Exitters	Performance	Ranking	Goals
5,073	8,079	62.8%	5	58.0%
Placed After Exit	Employed At Participation	Performance	Ranking	Goals
834	1,420	58.7%	4	N/A
Avg Placement Wage	LLSIL Family-3	Performance	Ranking	Goals
\$11.29	\$13.55	83.3%	8	N/A
Vets Placed after 90 Days of No Service	Vets with 90 Days of No Service	Performance	Ranking	Goals
345	404	85.4%	1	N/A
Job Openings Filled	Job openings Received	Performance	Ranking	Goals
375	1,511	24.8%	13	N/A

Entered Employment	Wagner Peyser Exitters	Performance	Ranking	Goals
4,591	7,785	59.0%	4	58.0%
Placed After Exit	Employed At Participation	Performance	Ranking	Goals
749	1,505	49.8%	4	N/A
Avg Placement Wage	LLSIL Family-3	Performance	Ranking	Goals
\$12.98	\$13.63	95.2%	4	N/A
Vets Placed after 90 Days of No Service	Vets with 90 Days of No Service	Performance	Ranking	Goals
299	476	62.8%	2	N/A
Job Openings Filled	Job openings Received	Performance	Ranking	Goals
227	1,105	20.5%	10	N/A

Reemployment Services and Eligibility Assessment
RESEA Entered Employment
1,023
RESEA Job Placement Wage Rate
\$12.21

Entered Employment	REA Job Seekers with 90 days of No Service	Performance	Ranking	Goals
1,023	1,590	64.3%	6	N/A
Average Placement Wage	LLSIL Family- 3	Performance	Ranking	Goals
\$12.21	\$13.55	90.1%	10	N/A

Entered Employment	RESEA Job Seekers with 90 days of No Service	Performance	Ranking	Goals
1,218	1,940	62.8%	4	N/A
Average Placement Wage	LLSIL Family- 3	Performance	Ranking	Goals
\$14.42	\$13.63	105.8%	6	N/A