



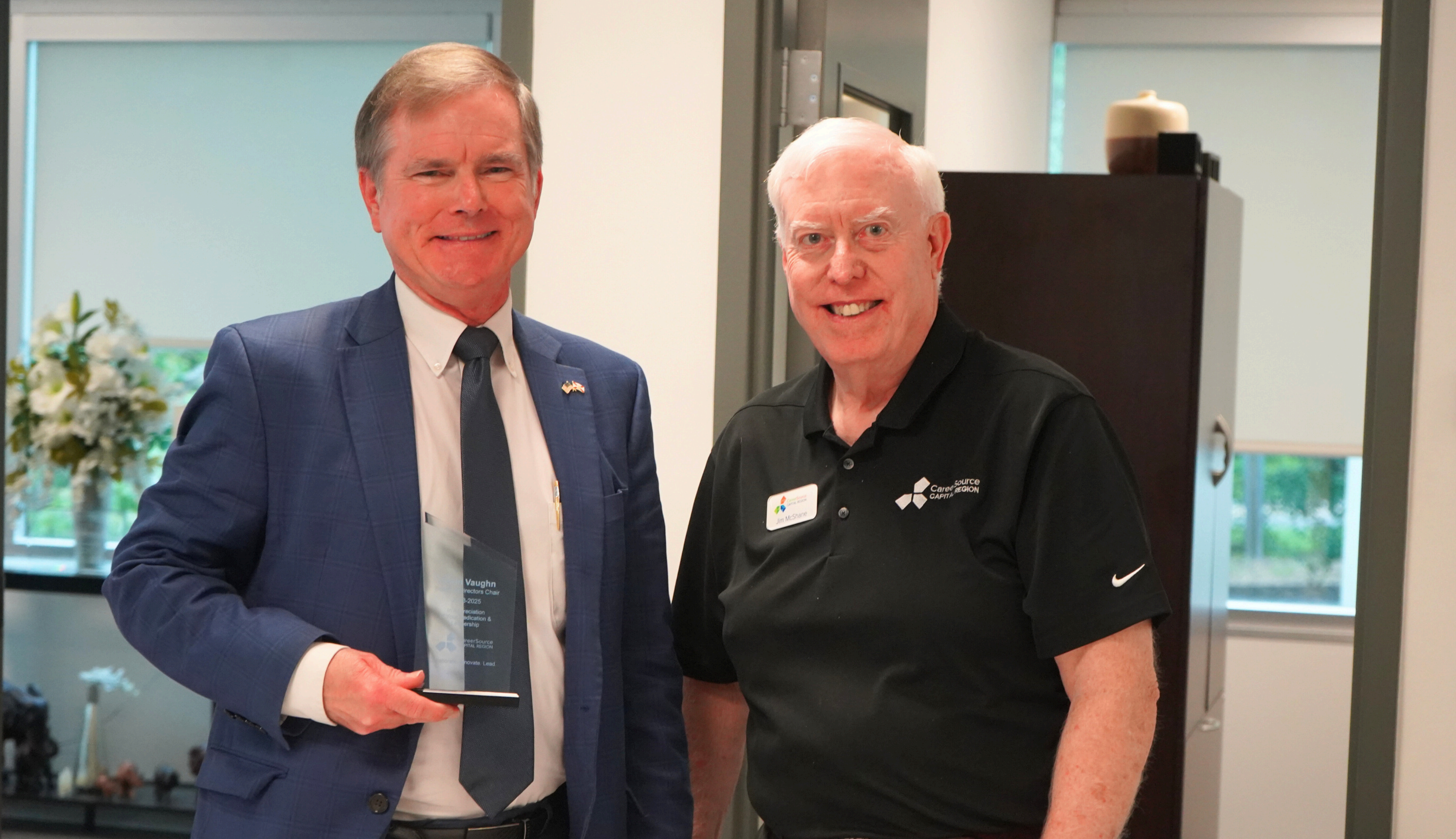
2024 - 2025

ANNUAL REPORT CONNECTING TALENT, EMPOWERING COMMUNITIES



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Vaughn
Directors Chair
2024-2025
Recognition & Leadership
CareSource CAPITAL REGION
Innovate. Lead.

Jim McShane

CareSource CAPITAL REGION

LEADERSHIP MESSAGE

CareerSource Capital Region is pleased to share with you our annual report for the program year, July 1, 2024 – June 30, 2025 (PY 2024-2025). This report outlines the year's accomplishments and overall results.

CareerSource Capital Region is proud to be a vital resource connecting talent with opportunities and supporting growth throughout the capital area. For employers, we offer tailored business solutions including recruitment assistance, candidate referrals, and workforce training designed to address current and future talent needs. Our team provides guidance on navigating hiring practices and accessing incentives, helping businesses thrive in an ever-changing marketplace.

For career seekers, we deliver a wide range of services at multiple career centers including skills training, resume building, job matching, and career counseling. We strive to empower individuals by opening pathways to meaningful employment and advancement, whether they're seeking their first job, transitioning careers, or re-entering the workforce.

We also partner with the community to deliver broad-based events such as Find a Job Fridays (mini hiring fairs at our career centers), the Paychecks for Patriots Hiring Fair (a statewide Florida hiring initiative that connects veterans, active-duty military, and their families with local businesses looking for talent), and the Career Center Partners Fair (essential services and assistance offered by our dedicated community partners to help career seekers overcome barriers to employment) and more!

By fostering regional talent and economic development and by establishing interlocal agreements, we strive to work together to build prosperity and resilience within all four counties served.

Through the state's consolidation of local workforce development boards, in July 2024, we welcomed Jefferson County. We quickly established weekly service hours for career seekers at Monticello-Jefferson County Library, connected with the Monticello-Jefferson County Chamber of Commerce and the local businesses, and recruited Jefferson County business representatives for our Board of Directors. Our team had a great time serving as a partner with the Chamber in the Watermelon Festival Parade this year!

Further, we supported the Wakulla Economic Development Council and Gadsden County Development Council in business attraction and retention, and we partnered with all six chambers of commerce in the capital area.

Throughout the year, almost 1,600 businesses obtained recruitment, training or retention solutions; 5 registered apprenticeships were coordinated; and employees from 10 different employers facing closures or downsizing were assisted by our team. In addition, over 5,000 residents across four counties benefited from training, work experience, and our successful Find a Job Friday events.

The capital area saw a slight rise in unemployment over the year (from 4.0% to 4.2%), but this was balanced by strong job creation in key industries including Leisure and Hospitality, Manufacturing, Construction, Financial Activities, and Trade, Transportation, and Utilities. Wakulla county consistently led the region with the lowest unemployment rate, followed by Leon County, and

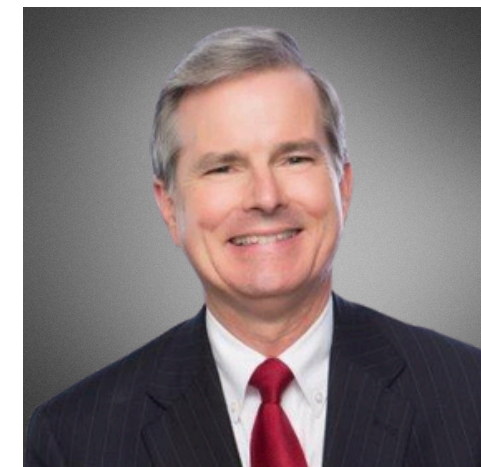
then Gadsden and Jefferson counties with the highest unemployment rates over the year.

CareerSource Capital Region remains committed to driving economic opportunity, supporting local businesses, empowering career seekers, and strengthening our communities to achieve economic prosperity.

Continue reading to learn more about the road we are traveling forward into PY 2025-2026 to meet the needs of our community. Thank you for your continued support.



Commissioner Quincee Messersmith
Chief Local Elected Official



Kevin Vaughn
Chair, Board of Directors



Jim McShane
CEO



MISSION MOMENT

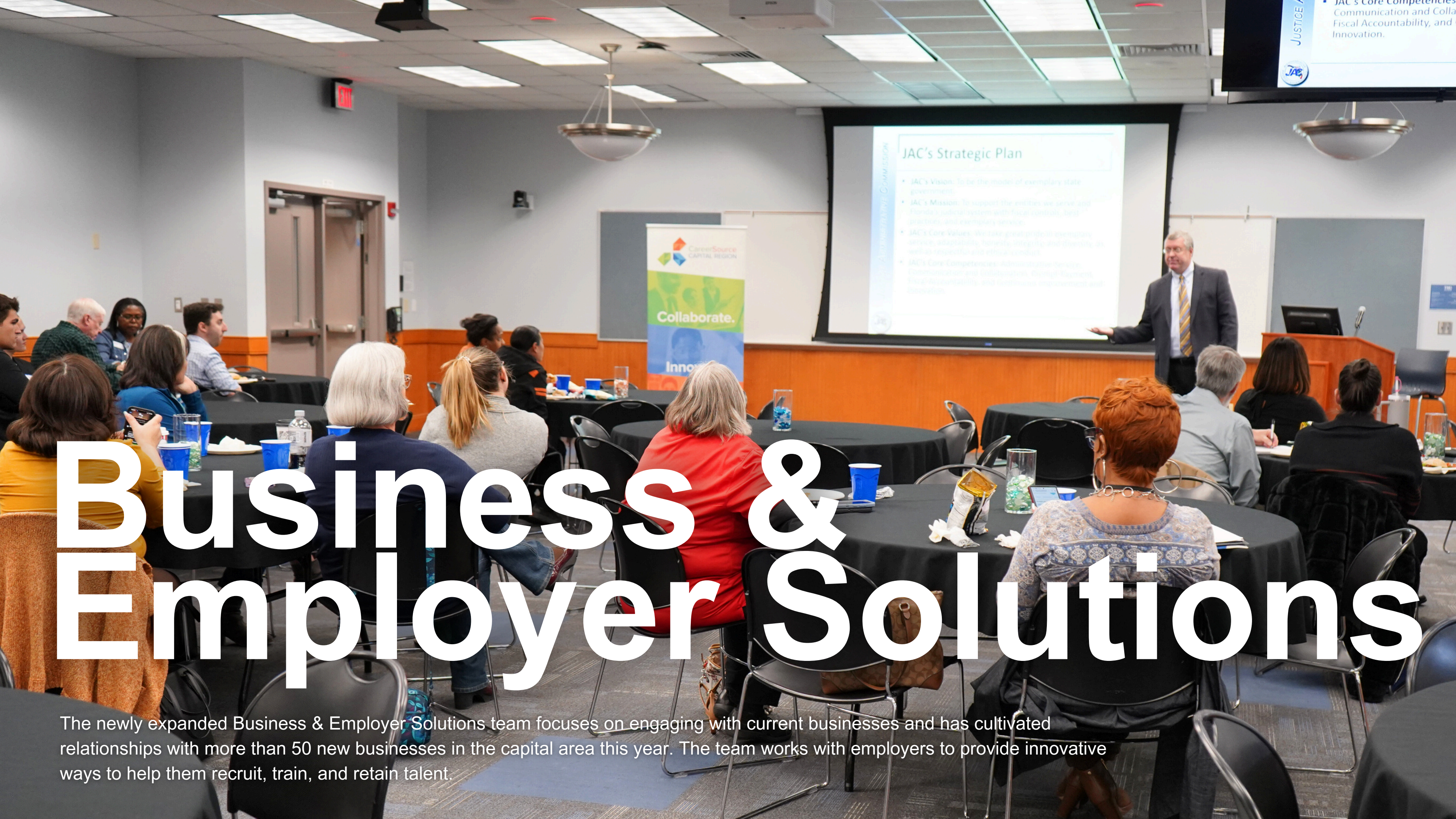
At CareerSource Capital Region (CSCR), we are proud to support both career seekers and employers in building brighter futures. A strong example is our partnership with The Seasoned Relaxation Center, owned by Treveka Smith.

When Treveka first reached out, she was in the early stages of growing her private care center called The Seasoned Relaxation Center and needed help with hiring and workforce development. Our team, led by Business Specialists Khari Harrison and Cat Spence, guided her through key steps such as interviewing, recruitment, and training options. Along the way, we connected her to resources like the WEX grant and funding opportunities, helping her build confidence and resilience through challenges.

Our support also led to meaningful talent connections. Career seeker Letora Hicks, familiar with caregiving, discovered a job posting for The Seasoned Relaxation Center through CSCR. With career advisor guidance, she matched her skills and was excited to begin her journey as part of the team.

This success story highlights how CSCR not only connects employers to top talent but also provides career seekers with real opportunities—building stronger businesses, empowered individuals, and a thriving regional workforce.





JUSTICE / JAC
JAC's Core Competencies: Communication and Collaboration, Fiscal Accountability, and Innovation.

JAC's Strategic Plan

- JAC's Vision: To be the model of exemplary state government.
- JAC's Mission: To support the entities we serve and Florida's judicial system with fiscal control, best practices, and exemplary service.
- JAC's Core Values: We take great pride in exemplary service, adaptability, honesty, integrity, and diversity, as well as respect for our ethical conduct.
- JAC's Core Competencies: Administrative Service, Communication and Collaboration, Budget Management, Fiscal Accountability, and Continuous Improvement and Innovation.

CareerSource
CAPITAL REGION
Collaborate.
Innovate.

Business & Employer Solutions

The newly expanded Business & Employer Solutions team focuses on engaging with current businesses and has cultivated relationships with more than 50 new businesses in the capital area this year. The team works with employers to provide innovative ways to help them recruit, train, and retain talent.

BES TEAM

The BES team maintains active engagement with its current business partners and, in the last 12 months built relationships with more than 55 new businesses.

As we continue to face a dwindling supply of job seekers, the team works alongside employers to innovate in recruitment, workforce development, and employee retention.

With the realignment at the start of the program year adding Jefferson County to our region, the BES team began engaging with employers there to provide solutions to recruit, train, and retain qualified talent.



BY THE NUMBERS

4227 staff assisted services provided to
1586 unique employers

24 hiring fairs with **192** employers
represented and **1169** career seekers in
attendance

22 Professional Development
workshops

23 other events held throughout the year

Overall **497** employers and **1396** career
seekers attended events

“

“I enjoy the job fair and was able to meet candidates who were very passionate.”

-Employer quote



SPECIAL PROJECTS & GRANTS



RAPID RESPONSE GRANT

The Rapid Response Grant provides funding for a dedicated employee to help employers who are facing closures or downsizing (i.e. “reactive” assistance) as well as for a comprehensive, “proactive” Rapid Response system with an emphasis on layoff aversion activities.

The Rapid Response Coordinator worked with employees dislocated from ten different employers during the program year. The most significant Rapid Response event was a hiring fair held for a Crawfordville employer laying over 100 employees. Employers from our region participated at the affected employees’ worksite to provide information on available jobs and assist with helping those employees get rapidly re-employed.

The Growing Forward Business Resource Luncheon was held again this year, with guest speakers providing small employers with information on how to create disaster recovery continuity plans and how to leverage community resources to help their business.



APPRENTICESHIP GRANT

CareerSource Capital Region's Apprenticeship Navigator had direct responsibility for helping create five newly registered apprenticeships and assisted another employer with joining an existing registered apprenticeship.

In November, we hosted the Apprenticeship Spotlight event featuring seven local employers with apprenticeships. Career seekers who attended the Spotlight were able to engage directly with the employers to learn about earn-to-learn opportunities in the capital region.

Our Apprenticeship Navigator Katrina Johnson was selected as the statewide winner of the Service Innovator Workforce Champion at the Workforce Professional Development Summit in September

Business Solutions

LEARN ABOUT OEV PROGRAMS

ENGAGE with RESOURCE PARTNERS

OFFICE OF ECONOMIC VITALITY

OEV OPEN for BUSINESS



CareerSource
CAPITAL REGION



LEAD

LEAD

LEADERS EVOLVE AND DEVELOP

LEAD (Leaders Evolve and Develop) is a multi-day leadership training for new/emerging leaders as well as leaders who have recently been promoted or are in line for promotion.

This training covers contemporary concepts for leadership competencies and practical applications the participants can implement in their work and with their teams. Twenty-four LEADers representing sixteen different employers participated in the training in August 2024

“

“The speakers were all effective, and each left me with tools and ideas to use in my work.”





LEAD

LEADERS EVOLVE AND DEVELOP



“

“The skills I learned will help me as I grow in my career and as a leader. I would recommend this training to anyone who currently is a leader or is about to take the next step in their leadership journey.”

“

“This training is beneficial to up and coming managers and seasoned leaders alike. There is something for everyone to learn/revisit, refresh, and energize their growth.”



POWER HOUR



The Power Hour Lunch & Learn events provide a venue for business leaders to hear from guest speakers on topics relevant to their workforce. Two Power Hour events were held, the first in December 2024 and the second in June 2025.

December's speaker was Greg Cowen, Director of Strategic Planning with the Justice Administrative Commission, Greg's topic was "Strategic Planning, A Results Driven Process Toward Performance Excellence." Employer quote "Was inspired by the passion of the presenter and the practical implications for improving efficiency and planning in the workplace. Thank you.

In June, Kimberly Anders, Director of Human Resources with Prime Technological Services engaged the audience with her discussion on her mentoring experience, and her presentation title was "Invest in Your Future: Create a Customized Mentorship"



PROFESSIONAL DEVELOPMENT WORKSHOPS



No-cost professional development workshops were offered by CareerSource Capital Region during the year to help employers train their teams on topics such as conflict management, customer service, emotional intelligence, multi-generational communication, time management, workplace etiquette and more!

Some of the employers who utilized professional development training solutions to their employees include:

- Area Agency on Aging for North Florida
- Big Bend Cares
- Boise Cascade
- Capital Health Plan
- FL Department of Health
- Kessler Construction
- Northwest Regional Data Center
- Tallahassee Primary Care Associates

“I loved the engagement and personal experiences.”



“Great session, relevant to our organization.”



“The trainer was down to earth and related well.”



VETERAN FRIENDLY EMPLOYERS

CareerSource Capital Region's Veteran Friendly Employer Award recognizes employers who have pledged to put military veterans to work in the capital area.

The program is designed to recognize employers in the Capital Region who demonstrate a commitment to providing quality employment opportunities for military veterans and their families.

This year's recipient of the Veteran Friendly Employer award was presented to Florida State University at the Paychecks for Patriots hiring fair. The award was presented to HR Specialist Lindsay Holzmacher.



FLORIDA STATE UNIVERSITY



HIRING FAIRS & RECRUITMENT EVENTS

The BES team hosted **5 major hiring fairs** in program year 2024-2025. Three were held in Leon County and one each in Gadsden and Wakulla counties, providing easier access to employers for career seekers in the rural counties we serve.

A new initiative for the program year was our Find-a-Job Friday hiring event. These events are held monthly at our Leon Career Center and Quarterly at our Wakulla and Gadsden Career Centers. They are smaller and shorter in duration than our major hiring fairs and have become very popular with both employers and career seekers.





Congratulations to the
2024 Veteran Friendly Employer Award
Winner!

FSU | **FLORIDA STATE**
UNIVERSITY

Presented by:
CareerSource
CAPITAL REGION

#Paychecks4Patriots #Paychecks4Patriots #CSCRconnects

“Event was very professionally run; staff running event were very courteous and helpful.”



Talent

&

Career Seeker Solutions

Our team of experienced professionals is here to support career seekers, whether they are embarking on their first job search, transitioning to a new career, or seeking guidance on furthering their professional development. We provide personalized assistance to help career seekers explore job opportunities, develop necessary skills, and create a strategic career plan tailored to their aspirations.

SOLUTIONS

40,752 solutions were provided to individual career seekers

2,565 career seekers registered on Employ Florida

5,777 career seekers received individualized solutions

16,311 referrals were provided by staff for available jobs

783 career seekers were placed in jobs

Career Seeker Solutions

TOP PROGRAMS

(Based on Career Seeker Enrollment)

CDL

Cyber Security IT Professional

Nursing R.N.

Phlebotomy

Practical Nursing

TOP SCHOOLS

(Based on Financial Aid Allocation)

CDL Mentors Truck

Driving School

Lively Technical College

My IT Future Institute

National Training Inc.

Tallahassee State College

TOTAL TRAINING FUNDS SPENT:
\$300,856.36



EMPOWERING FUTURE GENERATIONS

The LEAP team is dedicated to closely supporting young individuals seeking careers in the capital region. Through LEAP, we offer valuable work experience, comprehensive skill-building, and specialized training opportunities.

Our aim is to empower and equip teens and young adults with the tools and resources they need to thrive in their professional journeys.

BY THE NUMBERS

LEAP TEAM

52 enrolled youths in LEAP this year

23 youths were placed in training

23 youths were placed in the work experience program

9 youths completed the work experience program

4 youths gained permanent employment

27 Work Experience worksites were available in the capital area for youth work experience.

For the 2024-2025 program year, the LEAP (Learn, Earn, and Advance Program) team provided an abundance of services throughout the capital region through work experience/paid internships, short-term training opportunities, and career counseling.

Available work experience/paid internships spanned various industries including, but not limited to, healthcare, manufacturing, construction, transportation, logistics, IT, professional services, human services, and education.



COMMUNITY INVOLVEMENT

The LEAP team also spread its reach into the community by collaborating with partner agencies to provide services to youth:

- 10 Referrals from Tempo
- 4 youths engaged through the LEAP team outreach



SUMMER YOUTH PROGRAMS



The LEAP team also collaborated with Leon County's annual summer youth program, where **40 participants** received a week of orientation. During this time, they learned essential job skills, resume prep, professional development, and certificates in financial literacy.

Gadsden County also held a Summer Youth program where our team assisted in providing orientation for **250 youth**. There, the youth learned how to become professionals in the workforce before attending their paid summer internship. The orientation was structured into two sessions: one in the morning and one in the afternoon.



SUMMER
YOUTH
TRAINING PROGRAM



HOPE FLORIDA

The Hope Florida grant provides a local Specialist to serve as a connection point to create a pathway for Floridians receiving public assistance to live up to their potential and accomplish the American Dream – ultimately achieving prosperity and economic self-sufficiency.

Although this grant began operating during the year, eligible individuals were offered assistance with job search strategies, contacts for utility assistance, contacts for housing assistance and more.

Each individual who was successfully engaged had a one-on-one appointment, received an initial assessment as well as job search assistance and/or individualized resources.

IMPACT AT A GLANCE:

(December 2024 - June 2025)

125 Referrals

121 individuals were offered services



BY THE NUMBERS

Increased the number of affiliate sites from **8 to 12**, an increase of **33%**.

Increased partner referrals from **170 to 354**, an increase of **108%**.

Increased the number of partners on the Partner Council from **67 to 75**, a **12%** increase.

The Net Promoter Score* remained strong at **91%**!

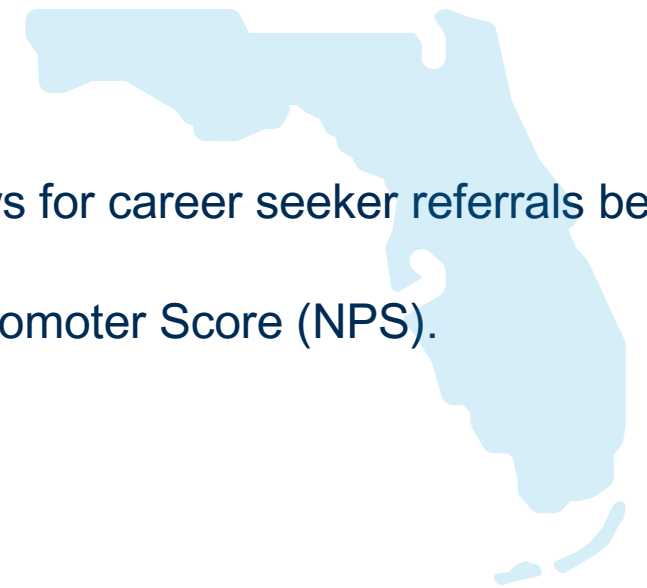
*Net Promoter Score measures a career seeker customer's loyalty to CSCR.

ONE-STOP OPERATIONS

Educational Data Systems, Inc. (EDSI) provides One-Stop Operator services and functional supervision CSCR's One-Stop Career Centers in Leon, Gadsden, and Wakulla counties. Included are all services provided by community service organizations that have voluntarily entered into Memorandums of Understanding (MOU) and Memorandum of Agreements (MOA) with CSCR.

Primary services provided include:

- Day-to-day operations of the physical centers.
- Quarterly Career Center Partner Council meetings.
- Training, delivery, and reporting on the Crosswalk referral system which allows for career seeker referrals between CSCR partners.
- Monitoring of the monthly customer service experience survey and the Net Promoter Score (NPS).
- Networking and developing new community partners.
- Networking at community events.
- Oversight of existing and creation of new MOU/MOAs.
- Developing new affiliate sites and monitoring existing sites.



CAREER CENTER PARTNERS COUNCIL

Partners signing a Memorandum of Understanding (MOU) with CSCR invest in the workforce system by providing a variety of services delivered in the career centers as well as through referrals.

The Council members:

1. Share pertinent information on their services and assistance provided to the public.
2. Address concerns and identified problems for serving the public's needs.
3. Coordinate community responses to challenging concerns.
4. Improve communication, establish referral processes and address each organizations' performance measures as it relates to mutual/shared customers.



SUPPORTING VETERANS

This year CareerSource Capital Region held two Prep4Vets events at the Leon career center, one in October and the other in May. A total of 37 veterans/eligible dependents were registered and 19 veterans attended. The goal of Prep4Vets is to provide veterans with open dialogue and networking with career center staff and other veterans, as well as assistance with solutions for the pain points that veterans are experiencing and to help prepare the veterans for the Paychecks for Patriots hiring fair. Our team with the Jobs for Veterans State Grant (JVSG) has partnered with numerous veteran organizations this year such as Tallahassee Veterans Legal Collaborative at the American Legion, Gadsden Correctional Facility, Kearney Center, American Legion/CowHaus Coffee (Coffee with a Vet), North Florida / South Georgia Veterans Wellness Coalition and North FL Homeless/ At – Risk Veterans.

This year the JVSG program has successfully utilized federal bonding workshops, Find A Job Friday hiring fairs, Prep4Vets events and other hiring fair opportunities for the DVOP's caseload which averaged approximately 20 veterans per month. During the year the JVSG program recorded 16 placements for enrolled veterans which included a direct placement by the LVER for a Manager In Training position with Action Labor at a starting salary of \$50,000.

REENTRY NAVIGATION



The Re-entry Navigation program is a vital initiative aimed at addressing the high unemployment rates among formerly incarcerated individuals in Florida, where over 157,000 individuals are currently incarcerated.

With an unemployment rate of around 30% for those with criminal records, this program is crucial in providing a pathway to stable employment and reducing recidivism rates. The program, a collaboration between CareerSource Capital Region and Florida Hires, offers a comprehensive six-week course for soon-to-be-released inmates. Meeting twice a week, the course provides career guidance, resume building, and interview skills training, with additional support from CareerSource Capital Region representatives. These efforts aim to increase the likelihood of employment for former inmates, helping them secure long-term careers and reintegrate successfully into society.

By enhancing employability and providing essential career support, the Re-entry Navigation program not only benefits the individuals involved but also contributes to the overall well-being of the community. This initiative is a testament to the commitment to creating opportunities and fostering positive change for a demographic in need.

CHANGING LIVES

INSPIRING SUCCESS STORIES

At CareerSource Capital Region, we proudly support veterans as they transition into meaningful careers. One local veteran came to us seeking an IT position that matched his experience. Our Local Veteran Employer Representative (LVER) connected him with Advance Systems, a local business hiring for an IT Technician. After an interview, he was offered the job and began their training program. Today, he is thriving in his new role. This story shows how personalized support and strong employer connections help veterans turn career goals into real opportunities.



The Learn Earn Advance Program (LEAP) helps young adults ages 16–24 gain work experience, build skills, and connect with employers ready to invest in their future. One participant entered the program with limited job history and few opportunities. With support from a Career Advisor, he was placed in a structured work experience that allowed him to grow his skills and prove his dedication. His efforts quickly stood out, and what began as temporary training led to a permanent job offer. LEAP continues to empower young adults, helping them take meaningful steps toward lasting careers while strengthening the region’s workforce and supporting business growth.

INVESTING IN OUR COMMUNITIES

CareerSource Capital Region system-wide staff served our communities in a variety of ways, both inside and outside the organization this year. We are proud to acknowledge our team members who volunteered with philanthropic organizations, social service non-profits, veterans organizations, churches and professional associations.

Britny B. Bacon: Capital City Cultural Community Outreach, Executive Director; and for Ladies Learning, Lead Leading Lady

Brooklyn Enders: Big Bend Hospice, Volunteer

Cat Spence: Gadsden Technical College, Advisory Committee Member; Lively Technical College, Advisory Committee Member

Jeanie J. Booth –Wakulla County Chamber of Commerce, Immediate Past President; Wakulla County Rotary, Transportation Disadvantaged Council; Wakulla County School District, Advisory Board; Wakulla County, Economic Development Council; Leadership Tallahassee Class 32

Jim McShane: United Partners for Human Services, Board Member; Big Bend Continuum of Care, Executive Committee; HMIS Chairman, Past Board Chairman; Wakulla EDC, Member; Gadsden County Development Committee, Past Board Chair, Board Member; Florida Workforce Development Association, Board Member; Florida Economic Development Council, Member

Kevin Harrington: Big Bend After Reentry Coalition, Committee Member; Circuit 2 Advisory, Board Member; Jefferson K-12's Community, Leadership Council; Transportation Disadvantaged, Board Member

Khari Harrison: Greater Tallahassee Chamber of Commerce, Ambassador; Leadership Tallahassee - Class 40; Leadership Tallahassee, Recruitment Committee; Family Promise, Board Member



#ChangingLives

INVESTING IN OUR COMMUNITIES

Lacy "LJ" McMullen Jr.: 100 Black Men of Tallahassee, Member; Big Bend Minority Chamber of Commerce, Ambassador; Monticello-Jefferson County Chamber of Commerce, Board Member; InnovateTLH, Board Member; Tallahassee Affordable Housing Advisory Committee, Member

Reenee Williams-Walter: Greater Tallahassee Chamber of Commerce, Ambassador; Tallahassee-Leon County Commission on the Status of Women and Girls (CSWG), Commissioner; Foundation for Leon County Schools Board Member, Board Member; Council on Culture & Arts (COCA), KCCI Catalysts 2024; Tallahassee State College, Advisory Committee Member; Keiser University, Advisory Committee Member; United Way Read United Reading Pal; Leadership Tallahassee Class 42; Tallahassee Democrat Top 25 Women to Know 2024 and local auxiliary pioneer.

Shawna Sloan: Tallahassee Chamber of Commerce, Access Advisory Committee; Tallahassee Chamber of Commerce, Worlds of Work Planning Committee



#CSCRConnects





Kind Words

Due to our staff members' outstanding work, several job seekers have felt compelled to leave positive reviews following their experiences working with us. We want to share a few with you.

CAREER CENTER REVIEWS



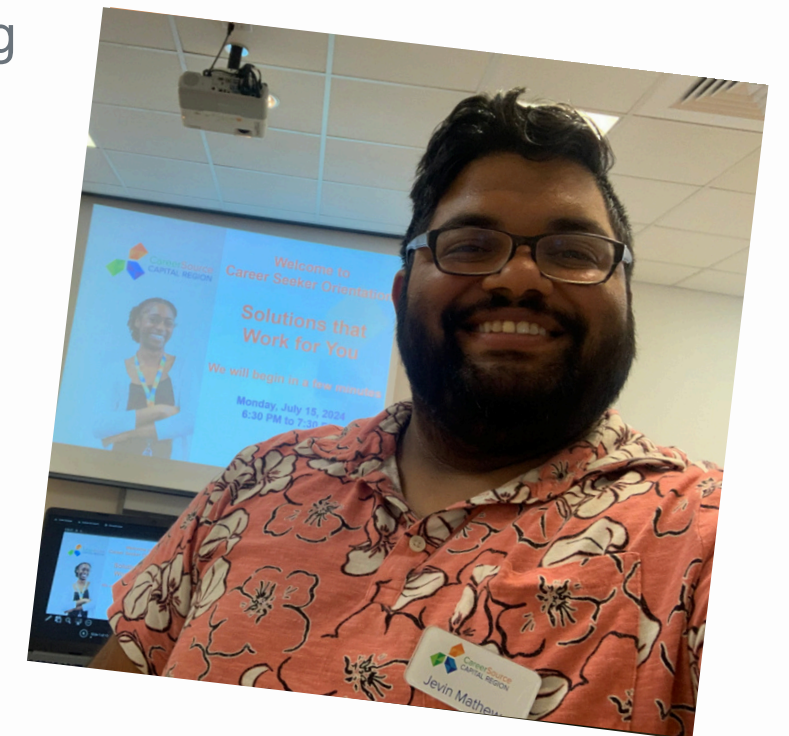
Mr. Delvon Kenton did an awesome job and support me well.



I want to express my deepest gratitude to Ms. Walden for her incredible support over the past few weeks. She helped me with my resume, leading to two job offers. Her genuine care and commitment made me feel seen and supported. Her encouragement and professionalism were invaluable. Thank you, Ms. Walden, and Mr. Ron, for being a bright light at CareerSource and helping me take these exciting next steps.



Ms. Tiffany Dixon was a great help and showed much care about my progress during onboarding. She ensured that I had all the tools necessary for a smooth process towards getting the position I wanted.





Awards & Recognition

We would like to extend a special recognition to our outstanding partners and staff members who have been nominated and received awards in honor of their exceptional dedication and contributions throughout the program year.

2024 STATEWIDE WORKFORCE PROFESSIONAL CHAMPION

KATRINA JOHNSON LEADS THE WAY IN APPRENTICESHIP INNOVATION

Katrina Johnson, Apprenticeship Navigator Specialist, was recognized as Florida's 2024 Workforce Champion of the Year by the Florida Workforce Development Association in September at the 2024 Workforce Professional Development Summit in Orlando. In the dynamic field of workforce development, Katrina Johnson stands out as a dedicated and impactful professional. Katrina's contributions have significantly advanced apprenticeship opportunities across the capital region.

Katrina began her journey with CareerSource over eight years ago on the Special Grants/Projects team, where she served until 2022. When the organization received the Apprenticeship Navigator grant later that year, Katrina was the clear choice to lead the initiative. She returned and quickly began reshaping the apprenticeship landscape. In just 18 months, Katrina achieved what had eluded the region for five years: renewed employer interest in apprenticeships. Her efforts resulted in seven new employer referrals to the Florida Department of Education for registered apprenticeship programs and five additional referrals to existing ones. Among her successes, she placed two apprentices at the newly registered G&S Fencing and Deck program and is actively supporting Tallahassee Memorial Healthcare in recruiting for their Surgical Technician apprenticeship.

Katrina's influence goes beyond statistics. She conducts an average of five employer meetings per month, offering workshops and personalized guidance to simplify the apprenticeship process. Her dedication to continuous learning and staff development ensures that both employers and job seekers understand the value and logistics of apprenticeships.

Despite working only 20 hours a week, Katrina's impact is far-reaching. She created a comprehensive apprenticeship database for career center staff and fosters collaboration with Business Solutions, LVER, and Rapid Response teams to expand apprenticeship opportunities.

Katrina Johnson exemplifies the qualities of a Workforce Professional Champion, an advocate, innovator, and leader committed to building stronger career pathways through apprenticeships.



**CONGRATULATIONS,
KATRINA!**



2024 FLORIDA WORKFORCE CHAIRS ALLIANCE (FWCA) LIGHTHOUSE AWARD NOMINEE

LIGHTING THE WAY: CHRISTY COBBS RECOGNIZED FOR HER QUIET EXCELLENCE

Every successful organization has a guiding force, someone who works behind the scenes with quiet determination and unwavering dedication. At CareerSource Capital Region, that person is Christy Cobbs, the 2024 nominee for the Florida Workforce Chairs Alliance (FWCA) Lighthouse Award.

The Lighthouse Award recognizes individuals who are the backbone of their organizations, those who may not always be in the spotlight but whose influence is deeply felt. Christy embodies this role with grace and strength. She is a:

- Pioneer for Change, always seeking innovative ways to advance the organization's mission,
- Standard-bearer for Performance, Innovation, and Integrity, and
- Champion for Collaboration, building strong partnerships across teams and communities.

Christy's colleagues describe her as hardworking, resilient, and deeply committed. Her passion for her work shines through in every task she undertakes, whether she's solving complex challenges, delivering outstanding customer service, or supporting her peers. Her presence inspires excellence in those around her.

What sets Christy apart is her attention to detail, broad knowledge base, and commitment to continuous learning. She's known for her humility and curiosity, never hesitating to say, "I don't know," but always following it with, "I'll find out." This mindset has earned her the trust and admiration of colleagues throughout the region.

Despite often working behind the scenes, Christy's impact is far-reaching. Her consistency, reliability, and quiet leadership make her an indispensable part of the CareerSource Capital Region team. She exemplifies the values of the Lighthouse Award, not just as a nominee, but as a true beacon of excellence in Florida's workforce system.



2024 BARBARA K. GRIFFIN WORKFORCE EXCELLENCE AWARD NOMINEE

CHIQUETTA JOHNSON SETS THE STANDARD IN WORKFORCE DEVELOPMENT

In every organization, there are individuals whose quiet strength, compassion, and dedication uplift everyone around them. At CareerSource Capital Region, Chiquetta Johnson is one of those rare individuals. Her nomination for the Barbara K. Griffin Workforce Excellence Award this year is a testament to her exceptional performance and lasting impact.

Chiquetta exemplifies the core values of the award through her work as a:

- Passionate provider of outstanding customer service,
- Champion for collaboration and partnership,
- Results-driven innovator, and
- Standard-bearer for excellence, integrity, and continuous improvement.

At her core, Chiquetta is a caregiver, known for her empathy, consistency, and commitment to helping others succeed. She brings creativity and initiative to her role, especially in case management, where she consistently thinks outside the box to support career seekers and maintain strong, productive caseloads.

Working with more than 30 individuals and their families on a routine basis, Chiquetta ensures she provides every resource available to help her career seekers and sets a high standard for the documentation she maintains with precision and care. Her efforts have directly contributed to CareerSource Capital Region's top three statewide ranking in performance for the Welfare Transition (WT) population, an achievement that reflects her leadership and dedication.

Beyond her individual performance, Chiquetta is a mentor and guide to new team members. She plays a key role in onboarding, helping new hires understand program requirements and navigate their responsibilities with confidence. Her patience, insight, and team-first mindset make her a cornerstone of the organization.

Chiquetta's ability to build strong relationships with partner organizations has not only enhanced her own work but also helped streamline processes for her colleagues. Her collaborative spirit and proactive approach have made her a trusted and respected figure throughout the workforce system.

Chiquetta Johnson doesn't just meet expectations, she redefines them. Her nomination celebrates not only her professional excellence but also the heart and hustle she brings to every aspect of her work. She is a shining example of what it means to lead with compassion, integrity, and purpose.



2025 FUTURE 5 HONOREE

LACY McMULLEN, JR



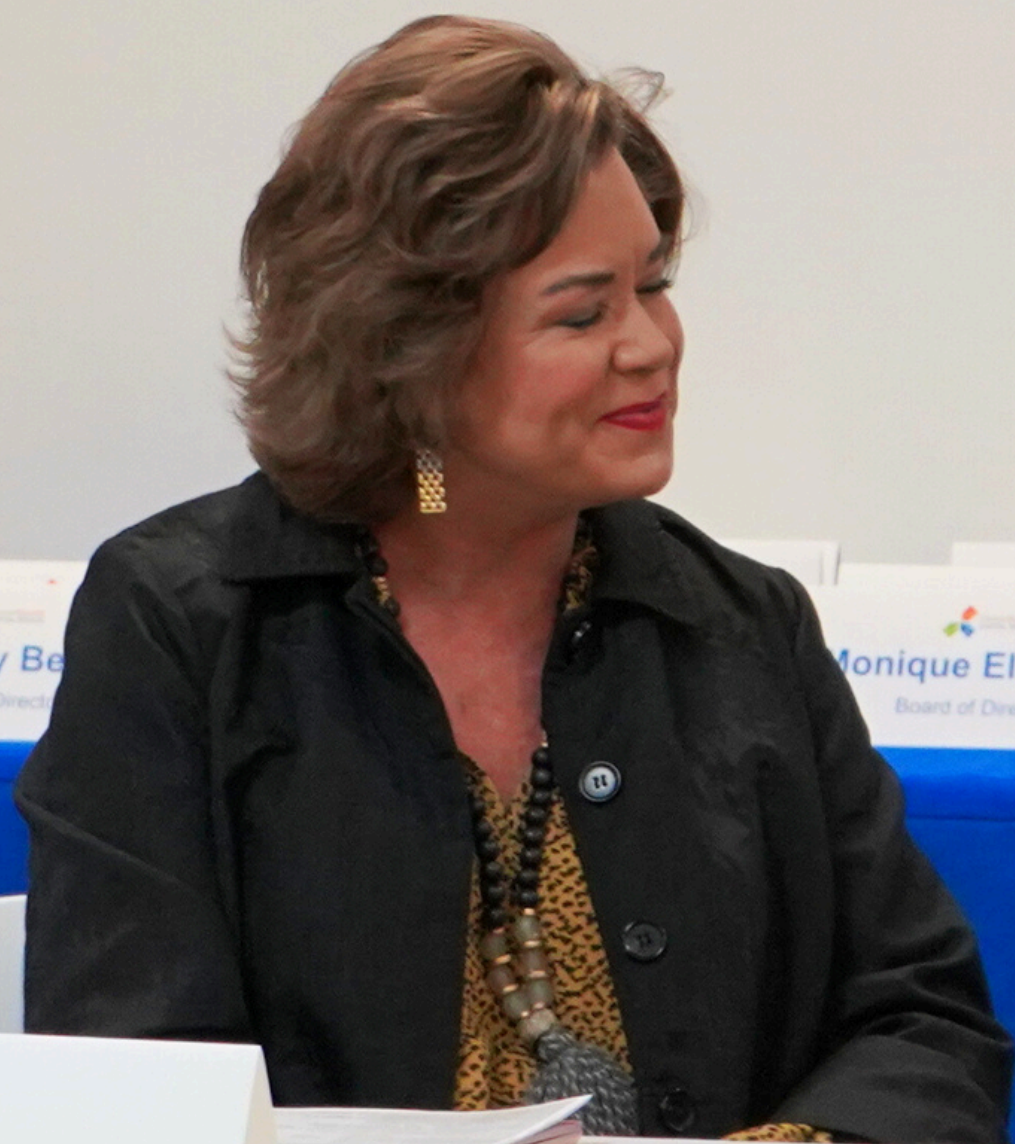
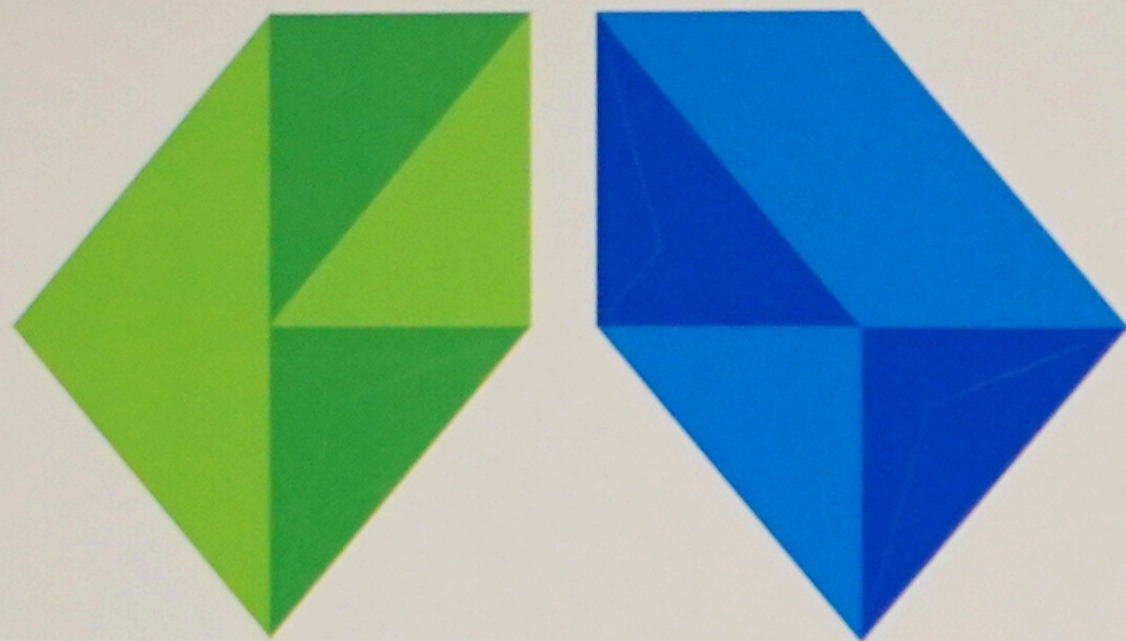
Lacy McMullen, Jr., Account Executive, was recognized as one of the 2025 Access Tallahassee Future 5 Honorees in May 2025. Lacy joins a distinguished group of emerging leaders who continue to make meaningful contributions to their careers and communities.

With a passion for connecting business, education, and economic mobility, Lacy partners directly with employers to tackle workforce challenges that impact both business growth and community well-being. Lacy's approach is rooted in urgency, strategy, and heart. Whether he's helping a company tap into new hiring pipelines or mentoring a high school senior preparing for their first job, he's committed to building systems that drive real change. He was recognized for helping to shape Tallahassee into a national model for workforce innovation and inclusive economic development.

CONGRATULATIONS, LACY!



CareerSource CAPITAL REGION



Shelly Be
Board of Direct

Monique Ellsworth
Board of Directors

Patrick Hutto

Keith Bowers

STATEMENT OF FINANCIAL POSITION

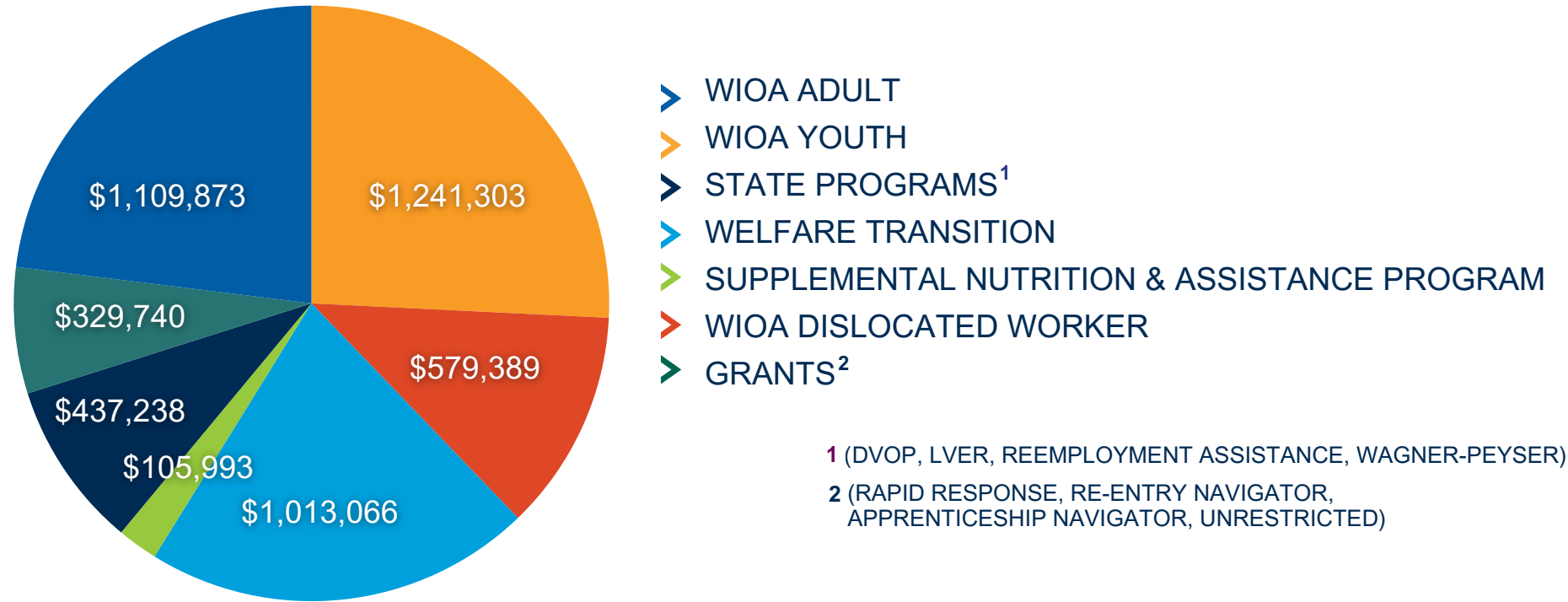
As of June 30, 2025

ASSETS		NET POSITION	
Cash	\$572,840	Invested in capital assets	(\$23,520)
Grants and contracts receivable	\$199,603	Unrestricted	\$264,594
Prepays	\$2,380	Total Net Assets	\$241,074
Capital assets, net	\$55,763		
Right to use leased assets, net of amortization	\$840,225		
Total Assets	\$1,670,811		
LIABILITIES			
Accounts payable	\$266,002		
Interest payable	\$4,195		
Unearned revenue	\$114,186		
Noncurrent liabilities	\$1,015,354		
Total Liabilities	\$1,429,737		

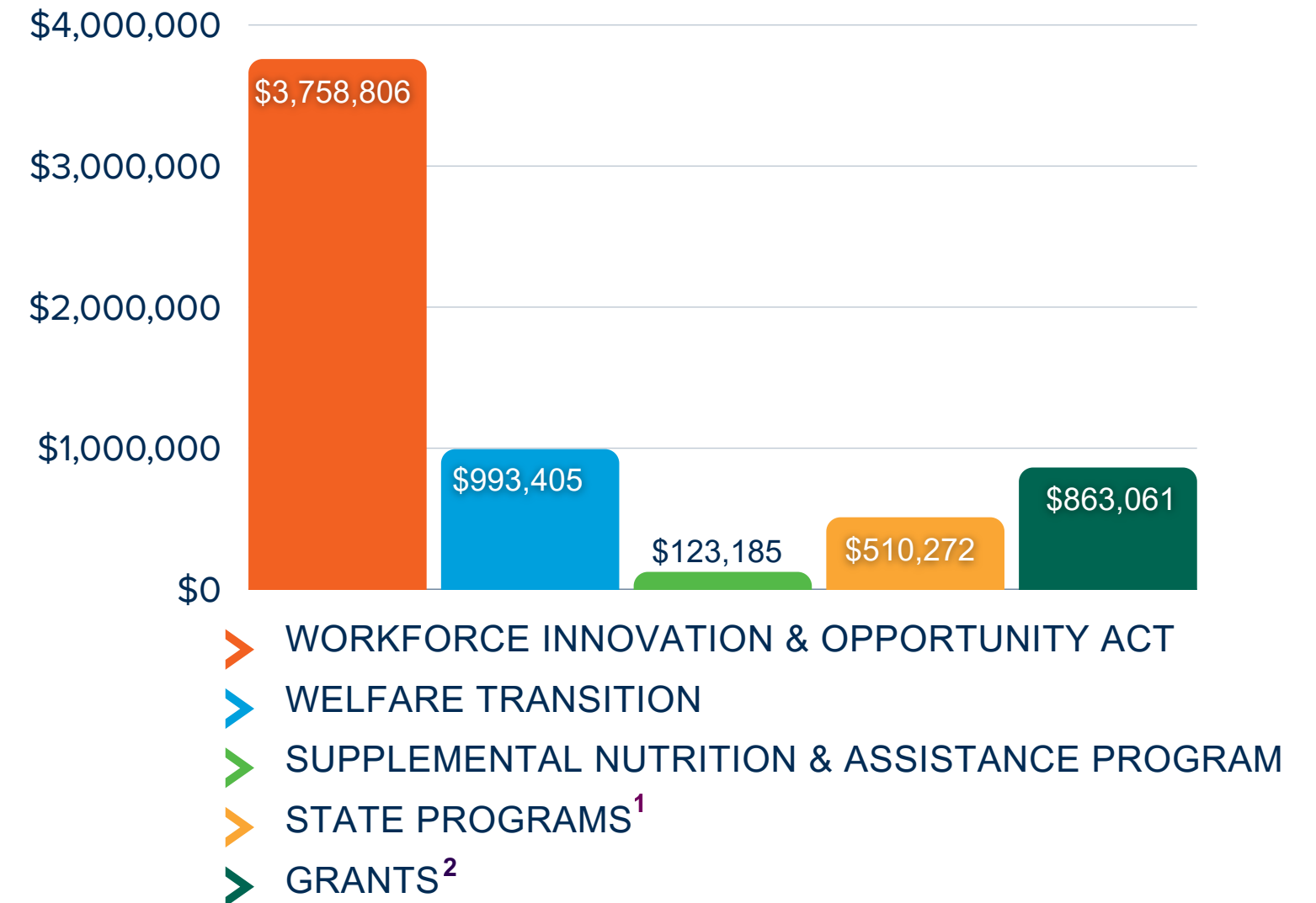


FINANCIAL HIGHLIGHTS

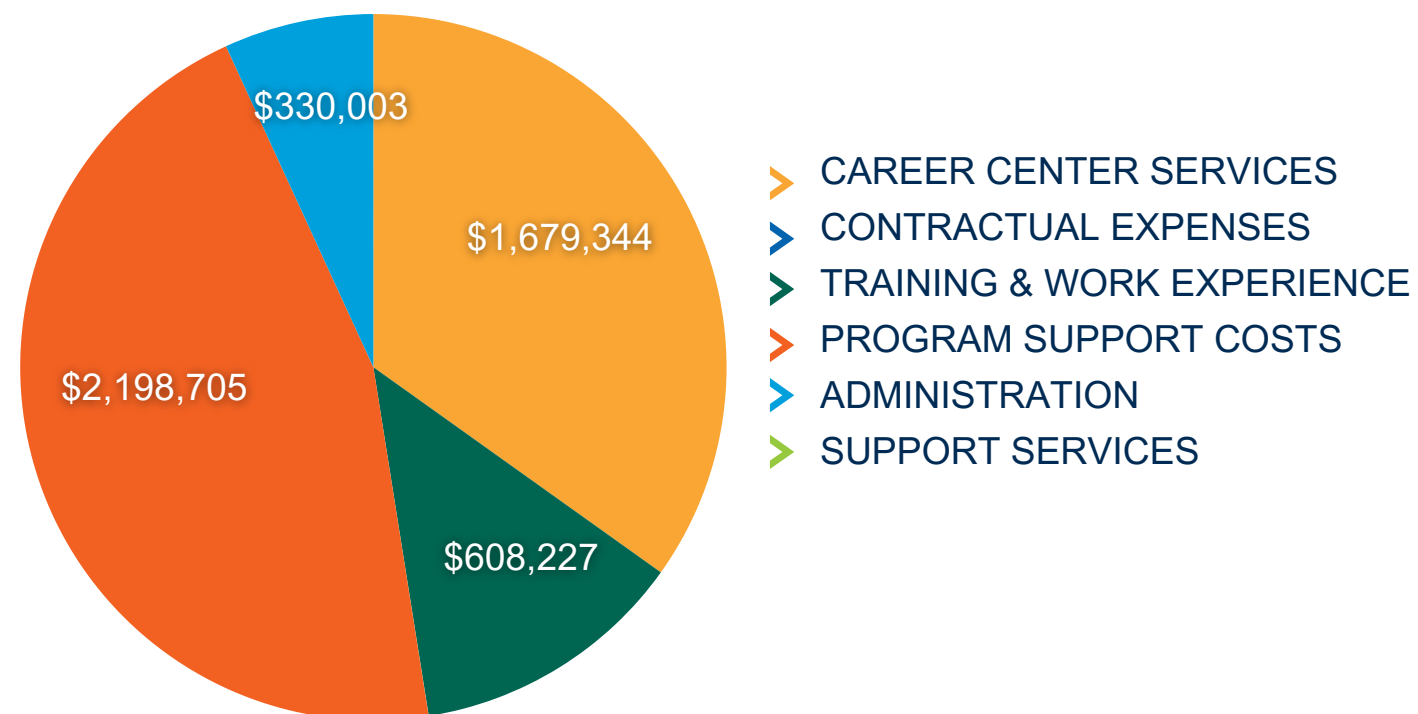
2024 - 2025 PROGRAM EXPENSES / REVENUE

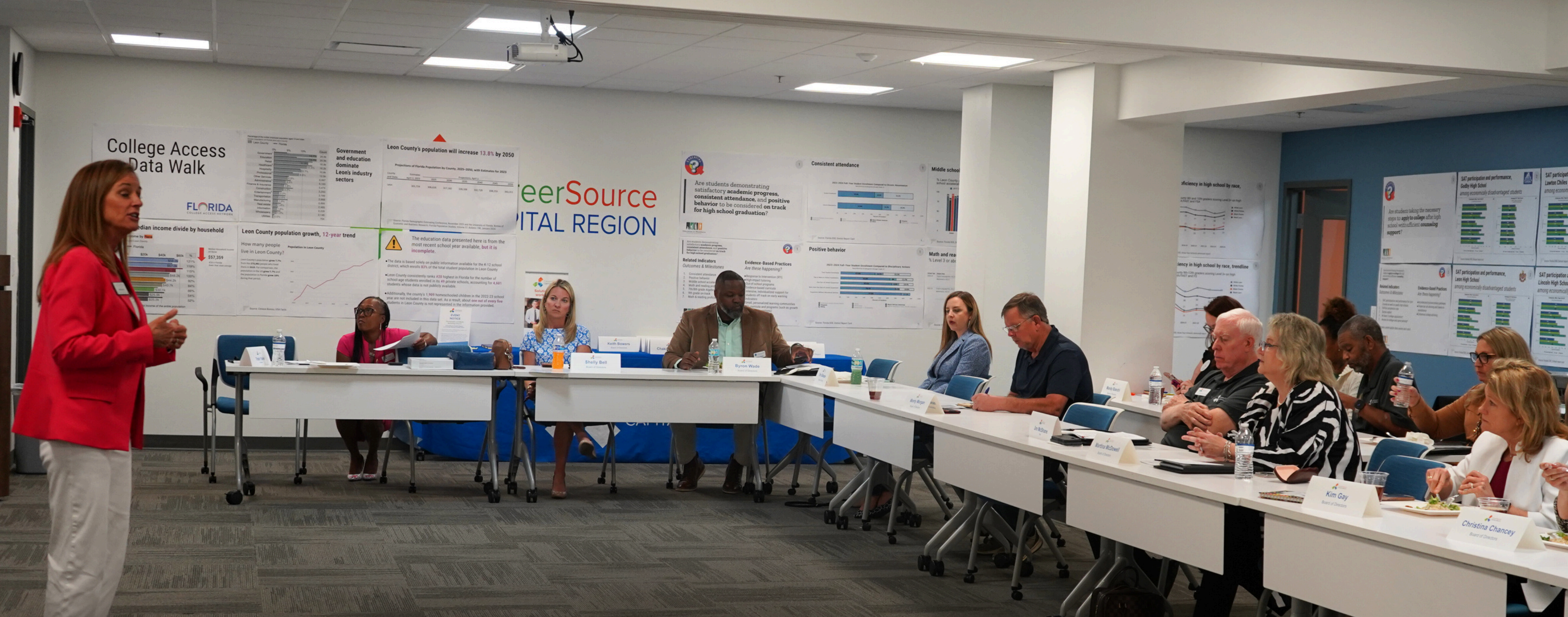


2024 - 2025 FUNDING AVAILABILITY



2024 - 2025 FUNCTIONAL EXPENSES





The Board

Our Board of Directors is comprised of business professionals in our community who share a common goal of enhancing workforce development in our region. They work diligently to maintain the much-needed resources we offer at CareerSource Capital Region.

BOARD OFFICERS, CHIEF ELECTED OFFICIALS, & MEMBERS

The following individuals served on the CSCR board of directors during the 2024-2025 program year. We are thankful for their service and support!

Board Officers

Chair - Kevin Vaughn, Rogers, Gunter, Vaughn, Inc./Wakulla Economic Dev. Council

Vice-Chair - Martina McDowell, Manpower

Treasurer - Cindy Lavoie, Interim Healthcare of Northwest Florida

Secretary - Amber Tynan, Big Bend Cares

Past Chair - Beth Cicchetti, Beth Kirkland Consulting, LLC.

Chief Elected Officials

Commissioner Ronterious “Ron” Green – Gadsden Co.

Commissioner J.T. Surles – Jefferson Co.

Commissioner Nick Maddox – Leon Co.

Commissioner Quincee Messersmith – Wakulla Co.



Board Members

Christina Chancey, Danfoss

Byron Wade, Florida Department of Children and Families

Erin Gillespie, Presidio

Keith Bowers, Office of Economic Vitality

Kim Gay, Goodwill of the Big Bend, Inc.

Louis Dilbert, FAMU

Mandy Bianchi, Ability 1st

Maria Mead, Keiser University

Melissa Logan, Florida Vocational Rehabilitation-DOE

Mike Temple, Talquin Electric

Monique Ellsworth, Second Harvest of the Big Bend

Monty Morgan, Monticello Carquest

Patrick Hutto, St. Marks Powder

Princess Ousley, Elite Business Strategies

Shelly Bell, Tallahassee State College

Terrence Watts, Florida Department of Children & Families

Tim Center, Capital Area Community Action Agency

Tireshia Galloway, Crossroad Academy Charter School of Business





FAREWELL TO A VISIONARY LEADER: JIM MCSHANE'S LEGACY

As CareerSource Capital Region prepares for new leadership, we honor the remarkable career of CEO Jim McShane, who will retire before the next annual report is published. With over a decade of service in workforce development across Florida's capital region, Jim's legacy is defined by innovation, collaboration, and lasting impact.

Under Jim's leadership, CSCR expanded its service area to include Jefferson County, launched the Talent Innovation Summit, and delivered thousands of paid internships, training scholarships, and recruitment events that empowered career seekers and employers across the region. His commitment to inclusive workforce solutions supported veterans, youth, and individuals facing employment barriers.

Jim's influence extended beyond CSCR. He served on numerous boards and advisory councils, championing initiatives like Leon Works, Worlds of Work and the "One Vision: TLH Regional Talent Plan." His strategic foresight helped position Florida as a national leader in talent development.

Known for his collaborative leadership style, Jim fosters a culture of excellence and equity. His favorite quote, "Collaboration represents a creative process among equal partners," reflects the spirit he brought to every initiative.

As the flame of adventure lights the way for Jim's retirement and RV travels, we extend our deepest gratitude for his service and vision. He leaves a legacy that others will continue to build upon to shape the future of workforce development in the capital region.

Thank you, Jim. You will be missed.





(850) 414-6085

www.careersourcecapitalregion.com



This initiative is supported by the U.S. DoL, HHS, and Ag. as part of awards totaling \$5,399,720 with 0% financed from non-governmental sources. Equal opportunity employer/program. Auxiliary aids & services available upon request to individuals with disabilities. All voice telephone numbers may be reached by person using TTY/TTD equipment via the Florida Relay Service at 711. A proud partner of the American Job Center network.

