



Developing a Quality Workforce System for Palm Beach County

Annual Report 2010

Mission:

To develop and retain a quality workforce system in Palm Beach County.

Vision:

We will provide highly creative and innovative world-class services while connecting talent to work and careers.

Locations

Central Career Center and
Professional Placement Network
1951 North Military Trail, Suite D
West Palm Beach, FL 33409
(561) 340-1060

South Career Center and
Professional Placement Network
951 Yamato Road, Suite 175
Boca Raton, FL 33431
(561) 853-0181

West Career Center
1085 South Main Street
Belle Glade, FL 33430
(561) 829-2040

Administrative Office
315 South Dixie Hwy., Suite 102
West Palm Beach, FL 33401
(561) 340-1061



Workforce Alliance is the non-profit organization chartered by the State of Florida to develop and maintain a workforce development system for Palm Beach County. It advises, assists and supports employers in a full range of employment, training and human resources matters.

Workforce Alliance operates three Career Centers and two Professional Placement Centers offering innovative employment-related services for job seekers and employers.

For employers, the Centers provide recruitment, assessments and referrals of qualified job candidates, space for accepting applications, screening and interviewing candidates for employment, and grant applications for the training of new or existing employees.

For job seekers, the Centers provide job-search workshops, the use of computers, phones and faxes to assist in a job search, training opportunities for those who qualify; counseling, assessments and job placement services. Veterans of the U.S. military are provided priority of service at each of the Centers.



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LETTER TO OUR STAKEHOLDERS



KATHRYN SCHMIDT

President and Chief Executive Officer

“Workforce Alliance remains dedicated to providing employers and job seekers with high quality, innovative services.”

The past year presented a highly challenging environment for Workforce Alliance as Palm Beach County’s unemployment rate remained above 11 percent throughout the entire program year, peaking at 12.5 percent in January and August, 2010. The resulting upsurge of job seekers looking for assistance created a significant workload increase for our entire organization and we were up for the challenge.

The Workforce Alliance team responded with extraordinary dedication that resulted in our helping over 11,600 individuals enter or reenter the labor force during the year. For 1,100 of these individuals, many of whom were transitioning from a declining industry, we were able to provide \$3.2 million in education and job training funds to acquire the skills needed to enter a new field.

All twenty-four (24) Workforce regions in the State of Florida are monitored, evaluated and ranked by the Florida Agency for Workforce Innovation in twelve (12) key performance measures. It is with pleasure that I am able to report that Workforce Alliance ranked number one or tied for number one in eight of the twelve key measures and number two in two other categories.

As a result of this outstanding performance record, we have been recognized by the State as a top producing region. The following is a brief synopsis of the accomplishments for 2009-2010 as reported on page 16 of this report and recognized by the State:

- First place in five State measures focused on adult training and/or reemployment of adults;
- First place in two State measures focused on youth education or employment training;
- First place in the measure focused on assisting two-parent families gain employment skills; and
- Second place in the measure evaluating wage rates for adults reentering employment.

Our exceptional standing in the State is a genuine tribute to the excellent customer and client services that our entire staff provides on a daily basis. I am very grateful for their dedication and hard work.

The award of stimulus dollars this year was intended to enliven the economy. Over six million dollars (\$6.1 million) of those funds were applied to such programs as the training of displaced workers, job readiness and entrepreneurial workshops. The statewide Florida Back To Work Program, which began in April 2010, provided an additional five million stimulus dollars to our region and funded the placement of 568 participants in jobs with 109 employers. At the conclusion of the funding at the end of September 2010, fifty-four (54) of the employers retained a total of 181 of the participants or 30 percent.

Critical to the success of our many accomplishments, was the oversight and advice of our highly diverse, engaged Board of Directors. My sincere appreciation is extended to each of them.

As we move forward, the challenges of the economy remain, and Workforce Alliance remains dedicated to providing employers and job seekers with high quality, innovative services that will lead to business and personal success. To learn more about our world-class team and multitude of services, please visit our website at www.pbcalliance.com. We anxiously await the opportunity to serve you and consider it an honor.

LETTER FROM THE CHAIRMAN OF THE BOARD

“The committed, dedicated and collaborative spirit of our employees and community partners will continue to drive success.”

STEVEN M. PARRISH
Partner, Broad and Cassel
Chairman of the Board, Workforce Alliance



I am honored to serve this year as the Chairman of the Board of Workforce Alliance, a principal architect in the planning and execution of programs contributing to the economic growth of Palm Beach County.

Moving forward, the Board's challenge is to create a new and far-reaching vision and work collectively to develop challenging goals for our highly capable leadership and professional staff.

My personal goal will be to ensure that Workforce Alliance continues the excellence of previous years. I am confident we will succeed.

From earlier experiences as a member of the Board and through my participation on committees, I realize that Workforce Alliance would not have achieved its outstanding record and reputation without strong partnerships with the business, educational, governmental and community leaders of Palm Beach County. We will continue to foster these relationships and seek assistance and continued collaboration as we cannot do it alone.

In this report, you will find a variety of strategies to strengthen and improve our services to businesses and job seekers. The committed, dedicated and collaborative spirit of our employees and community partners will continue to drive success.

I would like to express my appreciation to each employee, our leadership team, the Board of Directors and all of our community partners for your efforts and endless dedication while serving our diverse communities. It is an honor to serve as your Chair. I look forward to a remarkable year!

SERVICES TO BUSINESSES

EMPLOYMENT SERVICES



Our employment services are available to all Palm Beach County businesses, non-profit organizations and government agencies. Employers can tap into our talented pool of professionals, find high-skilled technicians or fill entry level positions. Our employment services can increase an organization's return on investment by reducing hiring timelines and improving new hire retention rates.

EMPLOYMENT SERVICES

Recruiting

- At our Career Centers or at your location
- Mass recruitments – hiring events for all size groups
- Internet job postings
- Mobile Resource Unit equipped with computers and internet access

Interviewing

- Use our easily accessible Career Center facilities
- Interviewing rooms available

Candidate Screening

- Identify qualified candidates
- Maintain diverse pool of candidates
- Interview qualified applicants

Battery of Assessments

- Match skills and determine aptitudes
- Industry-specific assessment tools

EDUCATION SERVICES

SERVICES TO BUSINESSES

"We assign a high value to our relationship with Workforce Alliance. They have done an excellent job teaming with us on multiple projects ranging from employee search through employee training."

— Roger Barranco,
Chief Technical Officer & VP of Operations Host.net, Inc.

Success Story

UPS – Workforce Alliance has assisted with the UPS seasonal recruitment events for many years. In 2009, approximately three hundred people were hired for the season, while in 2010 close to two hundred seasonal workers were hired as drivers and driver-helpers.

"Over the years Workforce Alliance has helped UPS staff our West Palm Beach and Deerfield facilities. I look forward to continuing our relationship with your team as we work together towards another successful peak season."

— Stefan Wilson, Vice President and Chief Operating Officer

EDUCATION SERVICES

Local Labor Market Information and Trend Analysis

This service is offered to new, existing or expanding businesses planning to hire or relocate to Palm Beach County. We can identify what local talent exists in the County and can provide an extensive array of labor market sources and customized data to fit their needs.

Outplacement Services

Workforce Alliance has programs to assist employers facing layoffs or downsizing and supports all industry sectors.

Forums and Summits

Our Forums and Summits are focused on Workforce related topics featuring renowned speakers in the industry (see page 9).

Our business services team is always available to help companies make the right hiring decisions.



Success Story

Big Lots! — Workforce Alliance assisted with the recruitment and hiring of sixty individuals for the opening of Big Lots! discount retail stores in Boynton Beach and West Palm Beach.

"I would like to take the opportunity to thank Workforce Alliance for providing a professional group of people which enabled us to make really good hiring decisions. You went above and beyond the call of duty in your efforts to assist us.."

— Al Jepson, Big Lots! Manager

Photo at right: Big Lots! opens after receiving staffing assistance from Workforce Alliance.

SERVICES TO BUSINESSES

“As a result of the Revit software training made possible by Workforce Alliance’s Employed Worker Training program, we were able to market ourselves to new customers and maintain our current staff of employees. With today’s challenges in our industry, that was huge!”

— Judy Johnson
CEO, Johnson Structural Group



TRAINING SERVICES

Examples of companies that were awarded funding for Employed Worker Training

Company	Industry	Type of Training
Viking Yachts	Marine	Supervisory Management
Johnson Structural Group	Engineering	Revit software
Kaufman Lynn, Inc. General Contractors	Construction	Certifications in “green industry” of solar energy
HCA Hospitals	Healthcare	Emergency Care, Critical Care
Atlas Sign	Manufacturing	Project Management, Customer Service

Employed Worker Training - Federal grants to upgrade the skills and certifications of existing employees.

This federally-funded program is intended to help Palm Beach County businesses provide training for current employees who may be in jeopardy of being laid off should their skills not be upgraded to meet required standards.

Workforce Alliance awarded \$388,345 in training grants to 25 Palm Beach County employers during the past program year (July 2009 – June 2010), resulting in job-related skills improvement training for over 450 employees. The total economic impact of the grants was over \$1,000,000 since the businesses contributed over \$700,000 of their own funds to conduct the training.

Incumbent Worker Training

This program is provided through Workforce Florida, Inc. and provides grants to employers to assist with certain expenses associated with skills upgrade training for full-time employees of the company. The program is available to for-profit employers only.

TRAINING SERVICES

Examples of companies that were awarded funding for On-the-Job Training

Company	Industry	Type of Training
Palm Beach Gardens Medical Center	Healthcare	Registered nurse training
Habilitation Center	Manufacturing	Loan Clerk/Property Coordinator
Host.net	IT	CISCO Network
Aspen Air	Service	Commercial Service Technician
Biotest	Pharmaceutical	Finance, SAP software

On-the-Job Training – Federal funds to train prospective employees.

On-the-job training refers to training by an employer that is provided to a person who is being paid while engaged in productive work. The training provides the knowledge or skills needed to perform and maintain the job. The length of training is limited in duration appropriate to the occupation. Upon successful completion of training, the employer is reimbursed up to 50% of the training wage rate in exchange for the training provided.

Workforce Alliance awarded \$152,675 in training grants to fourteen Palm Beach County employers during the past program year (July 2009 – June 2010), resulting in job-related skills improvement and employment for over 20 employees.

Quick Response Training

This program is provided through Workforce Florida, Inc. and provides grant funding for new or expanding businesses for training that is customized to the employer's needs. Through this program, Florida is able to effectively retain and attract businesses that are creating new high-quality jobs. It is structured to be flexible and to "respond quickly" to meet the business's training objectives.

For more information on training grants, please contact a Business Services Account Manager at 561-340-1060 or 1-800-556-JOBS (5627).

SERVICES TO BUSINESSES

"We are deeply honored to receive this on-the-job (OJT) subsidy which facilitated the employment of someone who has turned out to be an exemplary employee."

— William C. Ferris
Executive Director, Habilitation Center



BUSINESS SERVICES

Workforce Alliance enjoys a successful partnership with the businesses and government entities in the western communities of Palm Beach County. The Workforce Alliance Account Managers dedicated to the region have the knowledge and professional experience to serve its unique needs.

WESTERN COMMUNITIES

Since July 1, 2009, the beginning of the 2009-2010 Program Year, the region's employers received Employed Worker Training (EWT) grants totaling \$32,962 for the training of 37 individuals and On-the-Job (OJT) grants totaling \$28,201. Twenty-two employer recruiting events were hosted at the Western Career Center during the same period resulting in the hiring of 256 qualified job applicants.

Success Story

A major project in western Palm Beach County is the Herbert Hoover Dike Rehabilitation Project to reduce the flood risk around Lake Okeechobee. The Bauer Foundation Corporation was awarded a contract by The U.S. Army Corps of Engineers for completion of a cutoff wall, an underground barrier averaging a depth of 50 to 70 feet below the crest of the dike.

The Corps of Engineers' specification for the project required the skill of a Quality Control Engineer / Cutoff Wall Specialist, an individual experienced in the science of soil mixing and the use of Cutting Soil Mixing (CSM) equipment. It required specific knowledge of soils found in the environment specific to the project site surrounding Lake Okeechobee and other technical abilities and skills.

Upon receiving the contract, the company expressed its intention of maintaining many of its current local employees. A training program was developed and funded by a grant from Workforce Alliance to train the three individuals in the photograph to the left.

The Bauer Foundation Personnel Director followed up with a letter to the Workforce Alliance President and CEO stating: "Our training program will encompass all the technical training associated with the CSM installation. Long term employment will ensure their practical experience. We appreciate the support the Belle Glade Workforce Alliance office has provided to help with our extensive training needs."

Photo: Paul McNamara (left), already an experienced civil engineer, received training for Quality Control Engineer/Cutoff Wall Specialist skills. Taner Hamzawi (center) and Gregorio Rosales (right) received training in the additional engineering, hydraulics and mechanical skills necessary for the CSM installation.



SERVICES TO JOB SEEKERS

Workforce Alliance manages three full-service Career Centers and two Professional Placement Network (PPN) offices that are dedicated to serving both employers and job seekers.

The Centers offer job seekers job placement assistance whether they are a displaced worker, a person seeking a career change, or someone who is new to the workplace. Veterans of the U.S. military are provided priority of service at each of the Career Centers.

Career Center Services

- Job search workshops and assistance
- Career counseling
- Use of computers, phones and fax
- Employers recruiting on site
- Programs for persons with disabilities
- Access to hundreds of jobs
- Labor Market Information, e.g., jobs in demand

Success Story

Eric Edwards, a single parent with two sons, was laid off from his job in West Palm Beach in early 2010 and was facing a crisis. "I was almost losing my home and my car, but worst of all, my pride and dignity," he said. "I had driven past Workforce Alliance many times, and finally I decided to stop in."

Upon his first visit to the Career Center, he was greeted by staff members, attended an orientation and learned how to post his resume into the database, Employ Florida Marketplace. A Career Counselor referred him to a job at Total Truck Parts, Inc.. He went for an interview and was hired for the position of Assistant Warehouse Manager.

The President of the company, Marc Karon, later wrote to Workforce Alliance, saying: "I want to thank each of you for helping my company. You are doing a wonderful job and your hard work has made someone very happy."

THE CAREER CENTERS



SERVICES TO JOB SEEKERS

PROFESSIONAL PLACEMENT NETWORK (PPN)

Professionals with a four-year college degree OR five years of managerial experience AND a commensurate salary history are eligible for unique PPN services to help:

- Define strengths and qualifications
- Produce high impact resumes that secure interviews
- Develop powerful interview strategies
- Explore emerging careers matched to individual skill sets
- Identify local hiring trends and competitive salary information
- Use assessment tools to clearly identify skill sets and strengths
- Meet employers at interactive events
- Access webinars featuring interviewing and job skills training



INNOVATIVE EVENTS IN 2010

Job Readiness Fairs

Workforce Alliance delivered four job readiness fairs at different locations throughout Palm Beach County. Over 200 job seekers attended the fairs that consisted of six unique workshops.

The workshops focused on interview strategies, resume writing, networking, job search tools and labor market information. A panel of diverse employers also participated and attendees learned firsthand what employers look for when hiring candidates. Eligible attendees were encouraged to apply for the On-the-Job Training program.

Entrepreneurial Workshops

Workforce Alliance, in conjunction with Florida Atlantic University, developed four three-day intensive entrepreneurial workshops offered at both the Boca Raton and Jupiter campuses. Fifty-nine individuals from all over Palm Beach County attended the workshops.

The purpose of the entrepreneurial training workshops and follow-up individual coaching was to allow job seekers to learn, explore, determine steps and prepare for the feasibility of opening their own business as an alternative to traditional employment.

Since the completion of training, approximately thirty percent of the students are in the process of developing a business. A sampling of those new ventures includes: consulting, engineering, aerial photography and a cosmetics business.

BENEFITTING BOTH EMPLOYERS AND JOB SEEKERS

FLORIDA BACK TO WORK

Workforce Alliance was a state leader in the federally-funded stimulus employment program named “**Florida Back To Work.**” It was offered for six months and reimbursed an employer for 80 to 95% of the costs of a newly hired employee’s salary and benefits resulting in the dual outcome of helping businesses expand and providing jobs during a period of high unemployment.

The Boca Raton Branch of Weststar Mortgage hired 29 participants through the “Florida Back To Work” program, and retained 15 as full-time employees after its conclusion.

“This program greatly increased our ability to remain competitive in the mortgage business, allowing us to hire on a large scale while also investing in infrastructure during our ever-so-crucial ramp-up phase.”

— Darryl Goldstein, Managing Partner, Weststar Mortgage, Inc.

In managing this program, Workforce Alliance screened employee applicants according to the federal eligibility guidelines while also securing employers to hire those who qualified for their available jobs. One hundred nine employers participated in the program and hired a total of 568 applicants.

The program contributed almost five million dollars to the Palm Beach County economy and after the federal funding ended, 181 of the participants were retained in their jobs.

Success Story

A few years ago, the construction industry came to a virtual standstill in Palm Beach County. At that time, Jeffers Walker was a construction contractor and most of his employment background was in this single declining industry. With the high unemployment rate and the scarcity of jobs, Jeffers had occasional part-time work but not enough income to properly support his family.

Then he learned of the Florida Back To Work (FB2W) program and made immediate application. His construction background provided ideal qualifications for a position in building maintenance being offered by the City of Pahokee and funded for several months by the FB2W program.

Just prior to the end of the program, the City of Pahokee offered to retain Jeffers as a permanent employee – great news for a parent who had not had stable employment for almost four years, and one of the many success stories for the FB2W program.





Workforce Alliance conducts a series of events to convene Palm Beach County businesses and leaders to develop ideas and collaborate on workforce development strategies that will maximize its contributions to continued economic development in the region. Many employers, as well as business, education and community leaders, attended the Workforce Leadership Forum and the Fourth Annual Workforce Summit.

LEADERSHIP FORUM — Each of the Workforce Alliance Leadership Forums and Workforce Summits during 2010 and previous years addressed breakthrough solutions to workforce issues and identified the knowledge, skills and abilities required by employers and individuals in order to succeed in today's marketplace.

Professor Maryanne Jennings, author, lecturer and Professor of Business and Ethics at Arizona State University, presented relevant, engaging and often surprising statistics to demonstrate that ethical behavior is essential to the long-term success of any business. As the Presenting Sponsor of the event, Earl Stewart, of the Earl Stewart Toyota Company, opened the program with brief comments on his own unique ethical philosophy applied to the car sales business.

Photo: Professor Maryanne Jennings, author, lecturer

"The topic addressed today comes in very handy, given our current economic situation. Future programs along this line would be very helpful to local industry/business."

"Excellent subject matter since it relates to both personal and business improvement."

"Highly relevant issues and a speaker who was open, accessible and thorough!"

— Summit attendees, May 2010

2010 WORKFORCE SUMMIT — Geoffrey Colvin, Fortune Magazine Senior Editor-at-Large, provided in-depth knowledge and insight regarding the development of talent in the workplace and presented unusual case studies in business and industry. Business, education and community leaders of Palm Beach County attended the presentation, which was based on Mr. Colvin's best-selling book, *"Talent is Overrated: What Really Separates World-Class Performers from Everybody Else."*

The Florida Manufacturing Extension Partnership and Florida Power and Light/FPL supported the event as platinum and gold sponsors, respectively.

2011 WORKFORCE SUMMIT — John G. Miller, best-selling author of *"QBQ! The Question Behind the Question"* and *"OUTSTANDING! 47 Ways to Make Your Organization Exceptional"* was the highlight presenter at the 5th Annual Workforce Summit held in February 2011.

Sponsors of these special events enable Workforce Alliance to bring nationally recognized experts on workforce issues to Palm Beach County.

Photo: Geoffrey Colvin, Fortune Magazine Senior Editor-at-Large, speaks at the 2010 Workforce Summit



YOUTH AND YOUNG ADULT PROGRAMS



Workforce Alliance holds a year-round career and job preparation program for young adults aged 18 to 21 to help them prepare for a job and a career. The program is available at each of the three Career Centers to applicants who meet income and other requirements and includes basic skills training, career planning and development, and work skills improvement. The staff maintains connections with several local employers for internships, apprenticeships and job placements.

The Hospitality Occupation and Service Training (H.O.S.T.) program was established during the year to address the needs of the local hospitality industry and provide opportunities for young adults wishing to explore careers in the industry. The program includes hospitality occupational skills and customer service training, nationally recognized certifications, visits to hospitality sites, and paid internships. It has been very successful in gaining job placements in the hospitality industry for those who complete the course.

SUMMER PROGRAMS

Although the federal government did not provide funds for an expansive Summer Youth Program in 2010 as in many previous years, Workforce Alliance applied a portion of its program funds and obtained additional local partners to carry out two programs:

- The six-week **Summer Youth Enrichment Program**. Sixty-three youths completed a program consisting of work readiness, life skills, pregnancy prevention, computer classes, creative arts lab and other activities. The staff members acted as instructors, counselors and mentors for the participating youths. The principal community partners were the Northwood Youth Empowerment Center, the Pleasant City Multi-Cultural Center and Gulfstream Goodwill Industries.
- The two-week **Summer Youth Work Readiness Program**. One hundred fifty youth and young adults participated in a curriculum that included work readiness, employability skills, career exploration, financial literacy and guest speakers on relevant topics.

Photo: Youth Supervisor instructs participants on resume preparation

YOUTH AND YOUNG ADULT PROGRAMS

I am thankful we have a school that realizes the only way for a better nation (out of poverty) is through education.

I'm proud to be a graduate. I will now be able to help others in need, give up government assistance, and care for my son.

I'm so appreciative for getting the best education in the world surrounded by loving nurses who inspire me.

— Graduates of the Academy for Practical Nursing and Health Occupations program

In addition to the Youth and Young Adult programs available at the Career Centers, Workforce Alliance has additional year-round programs with community partners who are contracted to provide career preparation programs with specific goals:

I. The Academy for Practical Nursing and Health Occupations (APNHO) provides an in-school occupational program for eligible youths at four Palm Beach County high schools. It targets juniors or seniors who are nearing high school completion and are at risk of dropping out of school, in need of academic assistance to help them pursue employment or post secondary school after graduation. The program starts with an introduction to the health care field and includes basic skills remediation, tutoring, mentoring, teamwork, and community service. It leads to occupational diplomas, school credits, and on-the-job experience.

II. The Academy for Practical Nursing and Health Occupations provides a separate program for out-of-school youth. It targets high school dropouts and graduates who are unemployed or underemployed. The program provides academic enrichment, occupational skills training, and preparation for employment or further education in the health care/bio-medical field.

III. Gulfstream Goodwill Industries, Inc. conducts job preparation classes and job opportunities to youth with disabilities, including learning disabilities. It is an excellent choice for out-of-school youth who did not receive a standard diploma and have difficulty in finding employment.

Photo: The pinning ceremony is traditional for nursing graduations. Assistant Dean Allison Evans, RN, MSN, awards the APNHO school pin to graduate, Jasmyn Watson.



FINANCIAL SUMMARY

STATEMENT OF FINANCIAL POSITION

AT JUNE 30, 2010

ASSETS	
Current Assets	
Cash	\$ 939,811
Grants receivable	976,327
Prepaid expenses	359,020
Inventories	104,889
Total current assets	<u>2,380,047</u>
Property and equipment, net of accumulated depreciation of \$1,128,523	
	372,953
	<u>\$ 2,753,000</u>
LIABILITIES AND NET ASSETS	
Current Liabilities:	
Accounts payable	1,588,508
Accrued expenses	647,171
Total current liabilities	<u>2,235,679</u>
Commitments and contingencies	
Net assets:	
Unrestricted net assets	517,321
	<u>\$ 2,753,000</u>

STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2010

Changes in unrestricted net assets:	
Public support and revenue:	
Federal and state grants	\$ 19,854,671
Program income	39,164
Total public support and revenue	<u>19,893,835</u>
Expenses:	
Program services	19,211,491
Support services:	
General and management	1,136,671
Total expenses	<u>20,348,162</u>
Decrease in unrestricted net assets	(454,327)
Net assets:	
Beginning	971,648
Ending	<u>\$ 517,321</u>

PERFORMANCE MEASURES

OUTSTANDING PERFORMANCE: Workforce Alliance's operational performance was ranked **FIRST** in the State among the 24 workforce regions in 8 of the 12 key performance measures that are monitored by the State of Florida's Agency for Workforce Innovation (AWI). The rankings were made after AWI tracked and evaluated the performance records of all 24 regions in the State for the program year, July 2009 through June 30, 2010.

Performance Categories and the results for Workforce Alliance

PERFORMANCE MEASURE	Goal in %	Score in %	State Avg %	Rank in State
WIA adult employed worker outcome rate	78	100	92	1
WIA adult entered employment rate	80	100	85	1
WIA adult entered employment wage rate	95	205	160	1
WIA dislocated worker entered employment rate	79	100	75	1
WIA dislocated worker entered employment wage rate	115	165	124	2
WIA adult and dislocated worker entered employment rate	80	100	90	1
WIA in-school youth outcome rate	80	100	86	1
WIA out-of-school youth outcome rate	39	100	86	1
Welfare Transition Federal Two Parent Participation Rate	90	77	49	1
Welfare Transition Federal All Family Participation Rate	50	56	47	2
Welfare Transition Program entered employment rate	40	34	29	4
Welfare Transition Entered Employment Wage Rate	76	71	73	15

WIA = Workforce Investment Act of 1999

Workforce Alliance helped over 11,680 Palm Beach County individuals enter or reenter the labor force while investing over \$3.2 million in education and training programs for the County's workforce.

BOARD OF DIRECTORS – 2010

The members of the Board represent the diversity of businesses, organizations, educational institutions and trades that operate in Palm Beach County. They provide the direction and guidance that enable Workforce Alliance to address to the needs of Palm Beach County employers in a truly demand-driven manner.

Chairman:

Steven M. Parrish
Partner
Broad & Cassel

Chairman-elect:

Mel D. Coleman, Ed.D.
Program Professor
Nova Southeastern University

Robert W. Alt
Training Director
Ironworker L.U. 402
Apprenticeship

Roger Amidon
Executive Director
Tourist Development
Council of PBC

Perry Borman
Circuit 15 Administrator
Department of Children
& Families

Max Davis –*Past Chair*
Appointee
City of Palm Beach Gardens

Amy L. Dean
VP, Strategic Programming
and Policy
Palm Healthcare Foundation

Gaetana Ebbola
CEO
Children's Services Council

Dorothy Ellington
President / CEO
Delray Beach Housing Authority

George T. Elmore – *Past Chair*
President
Hardrives, Inc.

Michael Faby
VP, Finance
Dyadic International, Inc.

Patrick Franklin
President and CEO
Urban League of
Palm Beach County

Dennis Gallon, Ph.D.
President
Palm Beach State College

Eduardo Gruvman
CEO
Nutrition S'Mart

Roger Hudspeth II
Business Representative
Sheet Metal Workers L.U. #32, WPB
Sheet Metal & Joint Apprenticeship
Training Committee

Arthur C. Johnson, Ph.D.
Superintendent
School District of
Palm Beach County

Kenneth Kirby
President
TransDermal Technologies, Inc.

Thomas E. Lynch
President
Plastridge Insurance Agency

Dwight Mattingly
President/Business Agent
Amalgamated Transit Union, Local
1577

Troy McLellan
President and CEO
Greater Boca Raton
Chamber of Commerce

Christopher Perez
President
The Academy of South Florida

Charles Rutherford
Rutherford Mulhall, P.A.

Edward Sabin
Corporate VP
Biomet 3i

Jorge Sanchez
South Bay Pallets

Melody Sanger
Director of Clinical Research
Drug Study Institute

LaFaye Sharp
Employment and Training
Coordinator
Experience Works

Kelly Smalldridge
President
Business Development Board

Charleen Szabo
Medical Center Director
West Palm Beach VA Medical
Center

David H. Talley
Consultant

Priscilla Taylor
Board of County Commissioners
District 7, Palm Beach County

James S. Titcomb
Executive Director
Palm Beach County League of
Cities

Gary B. Vonk
President-West Palm Beach
Keiser University

Mary Watford
Area Director
Division of Vocational Rehab, FDOE

David Baker
Legal Counsel to the Board
Alley, Maass, Rogers and Lindsey

THE WORKFORCE ALLIANCE SENIOR MANAGEMENT TEAM



Steve Craig
Executive Vice President



Paul Hederman
Chief Operating Officer



Erica Scarpati
Chief Financial Officer



Gerry Genovese
Vice President,
Business Services



www.pbcalliance.com