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COMPLETE

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Page 2: Organizational Profile

**Q1**

Entity Name

Greater Tallahassee Chamber of Commerce

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**Q2**

Primary Contact First Name

Corrie

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**Q3**

Primary Contact Last Name

Melton

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**Q4**

Primary Contact Email Address

cmelton@talchamber.com

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**Q5**

Primary Contact Phone Number (XXX-XXX-XXXX)

850-570-0613

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**Q6**

Brief overview of primary entity including vision, mission, and history of service.

The Greater Tallahassee Chamber of Commerce (The Chamber) is the oldest and largest chamber in the Greater Tallahassee region with over 1200 business members representing over 50,000 employees. The VISION of the Chamber is to be a diverse and strong regional economy where businesses succeed and the community prospers. Our MISSION is to lead and promote the success of business driving a higher quality of life for our community. To accomplish this, we have set three strategic priorities which guide all our work. **TALENT, WORKFORCE & EDUCATION OPPORTUNITY/GOAL:** Elevate our region as the Talent Capital of Florida driving job creation and education opportunities **ACTIONS:** 1. Develop talent pipelines for local industry's most critical needs 2. Build infrastructure to support the local talent ecosystem 3. Create a community where all citizens are prepared for and have access to education beyond high school 4. Drive partnerships between local businesses and education providers **COMMUNITY & PROSPERITY OPPORTUNITY/GOAL:** Strengthen the prosperity, livability, and safety of our community **ACTIONS:** 1. Launch Prosperity LEON Initiative with community partners 2. Identify Diversity, Equity & Inclusion Opportunities 3. Grow a more diverse membership 4. Enhance partnerships with regional Chambers and community stakeholders **ECONOMIC COMPETITIVENESS & BUSINESS CLIMATE OPPORTUNITY/GOAL:** Advance policies that promote a welcoming business environment and being a resource to help market our community for private sector opportunities **ACTIONS:** 1. Bring together private sector to assist in helping attract companies to our region 2. Continue collaboration with Office of Economic Vitality 3. Create Governmental Relations/Advocacy Strategy 4. Develop and identify future local government candidates To support our three focus areas: Talent, Workforce & Education, Economic Competitiveness & Business Climate, and Community & Prosperity, our Business Advocacy Committee will look at topics associated across all three priorities. Topics including kindergarten readiness, third grade reading scores, crime and poverty rates, and how many certified MWSBE companies we have are a few examples where you will see us plugin. In conjunction with data points that the Office of Economic Vitality and organizations like the Florida Chamber of Commerce and Department of Economic Opportunity are currently tracking monthly and annually, we have launched a condensed Community Scorecard. As the longest-serving business support organization in the region, we are a powerful influence for positive change. The Chamber is able to pull together local influencers to work for positive change in our community.

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**Q7**

Organizational Chart (include collaborators, as applicable)

**Org chart.pdf (400.1KB)**

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**Q8**

Division of Corporations Business Registration

**div of corp.pdf (118.2KB)**

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**Q9**

Respondent skipped this question

IRS Nonprofit Status Determination Letter, if applicable

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**Q10**

Certificate of Insurance/Proof of Liability Coverage

**2021 Liability Renewal Tallahassee Chamber - COI.pdf (15.3KB)**

**Q11**

Letters of Agreement from each collaborating organization, as applicable

**letters of support.pdf (2.1MB)**

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Page 3: Program Narrative

## Q12

## Program description of the current services provided

Leon County is in a workforce crisis, and that is why the Greater Tallahassee Chamber of Commerce, along with our workforce and education partners, launched TalentHub in 2020. We know that educating our citizens and growing jobs is the best solution for the problems that plague us, including chronic poverty and crime. Leon County's workforce crisis is driven by three factors: 1. Talent Shortage: We have a talent shortage. Simply put, we need more people in the workforce and need a workforce that is trained with skills for the future. Currently we have two available jobs for every one job seeker. In addition, we have a labor participation rate of only 60% for youth ages 16-24 and 67.2% for adults ages 25+ which means almost 40% of youth and 32% of adults are NOT employed and NOT looking to work\*. Many barriers exist to getting these people back into the workforce including lack of access to the right training, childcare, transportation, and fiscal cliffs. 2. Talent Gap: We have a talent gap that is driving serious challenges in the diversification of our economy. Job seekers need access to training that can help them earn an invitation to job interviews, selected for positions, and onboarded in a way that breeds success. Educators and other community groups who are in place to assist job seekers need a way to monitor and motivate seekers through the process and into employment. 3. Collaboration: Leon County is blessed with many great resources for our citizens. Unfortunately, those in most need of assistance are the least likely to know about the resource and request access to the resources. \* The labor force participation rate (LFPR) is the percentage of people who are in the labor force (number of employed and unemployed) at a given time, compared with all people in the working-age, civilian non-institutionalized population. Due to the high proportion of college students locally that skew the data, age parameters of ages 25-64 more effectively indicate labor force participation for the Tallahassee metro area, rather than the customary metric of ages 16-64. Data provided by the Office of Economic Vitality. Project Overview: TalentHub is an interactive career development platform that links recruitment, skill building, and career navigation into one comprehensive system, deliverable online or offline and as a browser-based or mobile app. TalentHub provides a unique solution for Leon County to close the workforce gaps. It was developed to inform, educate, and develop students and job seekers, while directly connecting them to employers, career counselors, career pathways, and real jobs. TalentHub is unique to other products on the market because it provides a shared connected database for all of the stakeholders in a community. Community stakeholders gain access to valuable workforce information, particularly valuable because it is cross-referenced with other forces in the local economy. Our connected database uses a common skills taxonomy which allows better data and gap analysis, for example, between users' skills and open job positions or post-secondary programs and local employer demands. Unique new reports, cross-referencing previously "silo'd" data-analytics engage cross-sector dialogue and reporting. Currently TalentHub is available to all citizens in Leon County and seven surrounding counties. All Leon County students grades seven through twelve have direct access to TalentHub via their ClassLink desktop. TalentHub offers teachers numerous lesson plans and personalized learning tools that can be used in the classroom or accessed anywhere on students' smartphones. Teachers can upload online content, view their students' activity in the platform, integrate with lesson plans to incorporate the career materials to deliver learning objectives across the curriculum especially in career and technical education. Teachers can view high demand jobs in the community and message with employers about their jobs and the relevant skills needed to pursue those careers. Mappings to Florida standards are available upon request. TalentHub is used to build occupational skills including college and career readiness skills, hard skills, and interpersonal skills. Students may create or upload an existing resume to the platform. As part of the learning management system, students may engage in over 150 hours of online instruction, earning a badge on their resume for completed courses. TalentHub is home to over 1200 career cards used for career exploration. • Career Cards teach Job Seekers about high-demand careers and offer links to educational resources and online training needed to embark on those careers. • Job Seekers have many ways to view Career Cards, career families and career pathways, including a "Constellation" view and a List view. • Each card links to external resources including MyNextMove.org from O-net • Job Seekers can watch a video portrait of a real person in that line of work and see general information about their skills and responsibilities. We currently have 24 videos featuring workers from Leon County. We look to increase the number of local jobs with local videos. • Career Pathways allow the Job Seeker to view the Career Card as a milestone in a larger journey. • Users can view multiple careers sorted by expertise or average salary. • Each card includes open jobs in Leon County for this career. • Each card also includes educational institutions that provide the training necessary for this position. Lastly, TalentHub provides robust reporting. The TalentHub Dashboard provides a clean and comprehensive Administrator experience. Context-rich reports provide the analytics needed to track progress on training to achieve objectives for pre-hire, recruitment, onboarding, performance assessment and hi-potential internal candidate management. The Dashboard provides tools to report activity on the integrated library of workskills and life skills training. The feature-rich Learning Content Management System further supports your development of new online courses, and integration with third party courseware. Learning reports can be generated and analyzed

based on user career goals, learning preferences, activity types, competency assessment and performance demonstration. Learning reports can be cross-referenced to job search and job hiring data. Administrators can track the Career Pathways favorited, badges earned, and jobs applied for of all their clients, in real time, to allow for comprehensive consulting. Text and email messaging is integrated to the Dashboard allowing Administrators to communicate instantly with their clients, while reviewing their progress. Current TalentHub Dashboard Statistics: Current Opportunities 1423 Open Job Posts 1372 Active Learning 2454 Videos 1226 Job seekers/users 6358 Applications 115 Applicants 82 Courses Completed 83 Video Views 747 Organizations 462 Career Cards 858 Career Card Views 12,120. In addition, TalentHub is used to host an annual Career Expo for 7th, 8th, 11th, and 12th grade students in Leon County. 85 speakers representing 71 local employers in 8 industries spoke live to students utilizing the TalentHub platform. Over 3,000 students participated in the expo across the county. As of March 2022, TalentHub is also hosting a job fair for the City of Tallahassee every other month. This is open to private employers as well.

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### Q13

Population description of who is being currently served Include location (zip codes) of current service provision

TalentHub is free to all users including students, parents, teachers, job seekers, community organizations, employers, and workforce partners in Leon County. TalentHub may be accessed via web and mobile iOS and Android Applications. Leon County Public Libraries have TalentHub on their systems for library patrons to use at any time. At this time we do not track users based on zip code. With the upgraded software we will be able to by zip code or by school (for those attending Leon County Schools).

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### Q14

Reference to any quality standards or evidence-based practices associated with current services If you do not currently use quality standards or evidence-based practices to guide service delivery, enter n/a.

Utilizing data from TalentHub, we will be recording the number of new users to the platform, Number of career cards explored, number of learning modules started and completed, and the number of applications submitted.

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### Q15

Identified need or gaps in current services

Our gap is two-fold. First, TalentHub needs to be upgraded to the next licensing level to accommodate the number of users on the system. This also includes an upgrade to the latest version of the software. Second, to fully utilize all that is available on TalentHub, we need a full-time person working with our education and workforce system to maximize the potential of the system.

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### Q16

Description of proposed expansion solution. Include reference to any quality standards or evidence-based practices associated with proposed services.

The Chamber first purchased the TalentHub platform in August of 2020 through the generous funding from the Office of Economic Vitality CARES funds. TalentHub is able not only to address the needs of our local workforce, but also to provide actionable data which can be used to secure further funding from federal and state programs. As of May 2022, we have surpassed the number of users for the license currently held. This grant will allow us to move to the next licensing level (and upgraded platform) and provide a consultant to create a business plan for increasing engagement by more educators and community organizations, increasing the number of employers and job postings, designing protocols to increase work-based learning in Leon County School District, and put measures in place to record and analyze the data.

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**Q17**

Target population of expansion Include location (zip codes) of proposed service provision.

The expansion of TalentHub will be focused on, but not limited to, the students (ages 12-28) and parents of our Title 1 schools and those living or working in the 32301, 32303, 32304, 32305, and 32310 zip codes.

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**Q18**

**Youth Development**

Please identify the primary CSC Leon Priority Areas that this proposal aligns with.

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**Q19**

**Housing Stability for Family and Children**

Please identify a secondary CSC Leon Priority Areas that this proposal aligns with, if applicable.

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**Q20**

Proposed data collection methods and tools Proposals should comply with benchmarks and tools identified in the CSC Leon "Key Outcomes and Measures" database available on the CSC Leon website.

Reports from TalentHub will used to support the following benchmarks: 1) Building Occupational Skills, Youth participation in vocational training and (2) Expanding Career Pathways- awareness of career options as evidenced by usage data on TalentHub. This will then impact Teen Employment and Parent Employment. Data collected from TalentHub includes number of new users, number of active learnings, number of courses completed, number of career cards viewed and number of job applications.

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**Q21**

Description of expected impact Proposals should comply with benchmarks and tools identified in the CSC Leon "Key Outcomes and Measures" database available on the CSC Leon website.

This grant will be used to expand capacity over many years. Although we do expect to see an increase in teens participating in vocational training and career exploration this summer, the greatest impact will be when the plans created over the summer by the consultant are put into place beginning in the 2022-23 school year.

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**Q22**

**Yes**

Do you need technical assistance to implement the data collection methods proposed? This question is not scored.

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Page 4: Budget

**Q23**

Current Operational Budget

**2022 budget.pdf (46.4KB)**

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**Q24**

Respondent skipped this question

Current Operational Budget (Part 2), if needed.

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**Q25**

Proposed Expansion Budget

**CSC Budget.pdf (501.1KB)**

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**Q26**

No

Do you need technical assistance to develop and/or share a budget (either operating or expansion)?This question is not scored.

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Page 5: Funding Deliverables

**Q27**

List of suggested contract deliverables that include designated program impact.

(1) Expanded and upgraded version of TalentHub available to all youth and adults in Leon County. (2) Five year strategic plan for reaching teens and families, especially in the 32301, 32303, 32304, 32305, and 32310 zip codes. 3) Recommendations for full-time staffing for 2022-23 school year.

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**Q28**

Yes

Do you need technical assistance to develop contract deliverables?This question is not scored.

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Page 6: Closing/Affirmation

**Q29**

By typing your name below, you are attesting (1) to understand the statement above and (2) that everything submitted in this application is accurate.

Corrie Melton

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**Q30**

Date / Time

05/13/2022

Today's Date

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