



## BOARD MEETING

Wednesday, October 12, 2022 - 8:30 – 9:45 a.m.

Indian River State College Chastain, Bldg. C - 2400 SE Salerno Rd, Stuart, FL 34997

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1. 8:30 am **Call to Order and Roll Call:** Jeff Leslie, Outgoing Board President
2. 8:35 am **Public Comments**
3. 8:40 am **Partner Comments**
4. 8:45 am **Welcome to New Directors and Outgoing President Remarks:** Jeff Leslie
5. 8:50 am **Recognition and Thank You to Outgoing President Jeff Leslie and Secretary Patrick Gleason:**  
Eric Kiehn, Incoming Board President
6. 8:55 am **Recognition of New and Upgrading Investors:** Joan K. Goodrich, Executive Director
7. 9:00 am **Approval of 9/14/2022 Minutes and FY 23 Corporate Calendars (Action Item):** Eric Kiehn
8. 9:05 am **Approval of August 2022 Financials (Action Item):** David Snyder, Treasurer
9. 9:10 am **Presentation: Boys and Girls Clubs of Martin County**
10. 9:25 am **Team Updates:**
  - a. Pulse Report and Talent-Workforce Resource Guide: Joan K. Goodrich
  - b. Business Development Updates: Pierre Taschereau, Business Development Executive
  - c. 2022 Martin County Business Awards: Lynn Smith, Business-Partner Relations
11. 9:40 am **Director Comments | General Announcements | Requests**
12. 9:45 am **Adjournment**

### Upcoming Meetings | Events

**Executive Director Performance Review Committee:** Wednesday, October 12, 9:45 am, IRSC Chastain Bldg. C

**Talent Advancement Team:** Monday, October 17, 1:00 pm, Location TBA

**Corporate Council Inaugural Meeting:** Thursday, 10/27/2022, 8:30 am, IRSC Chastain Campus

**Executive Committee:** Wednesday, 11/2/2022, 9:00 am, IRSC Chastain Campus

**Board of Directors:** Wednesday, 11/9/2022, 9:00 am, IRSC Chastain Campus

**2022 Martin County Business Awards:**

Friday, 12/9/2022, 11:30 am – 1:30 pm, Hutchinson Shores Resort & Spa

**A Stronger Economy Is Everyone's Business.**



## Board of Directors Meeting Summary

Wednesday, September 14, 2022

Indian River State College – Chastain Campus – 2400 SE Salerno Rd, Stuart, FL 34997

**Present:** Kate Cotner, Patrick Gleason, Eric Kiehn, Jeff Leslie, Commissioner Troy McDonald, Jamil Mikati, Ron Rose, David Snyder, Councilman Guyton Stone, Ed Weinberg  
**Absent:** Alex Anzalone, Tommy Bueno, Marty Carmody, John Yudin  
**BoCC Liaison** Commissioner Harold Jenkins  
**Counsel:** Ken Norman, Esq.  
**Staff:** Joan K. Goodrich, Ike Crumpler, Lynn Smith, Pierre Taschereau

1. **FY 2022 Official Board Photo:** Stuart Photography took the official Board photo prior to the meeting.
2. **Call to Order and Welcome:** Jeff Leslie, President of the Board called the meeting to order at 8:40 am. Following Board roll call, it was determined an in-person quorum was established.
3. **Public Comments:** Mary Murphy from CareerSource Resource Coast provided an Employment Report while announcing Martin County's unemployment rate for June continues to be the lowest of the three counties at 2.6% while reporting 8,000 new jobs across the region. Bill West of West Advisory announced he is working collaboratively with the County and the BDB Pulse Visitation team within the Innovation Hub and has completed 16 visits to date.
4. **Partner Comments:** None.
5. **Approval of August 10, 2022, Minutes:** Mayor Troy McDonald moved for approval of the August 10, 2022, meeting minutes as presented. Seconded by Eric Kiehn. Approved 10-0.
6. **Approval of July 2022 Financials:** Joan K. Goodrich presented the July 2022, financials and noted BDB cash balances totaled \$437,819.21 which includes the Board Reserve Account of \$59,540.28. Eric Kiehn moved to accept the July 2022 financials as presented. Seconded by Jamil Mikati. Approved 10-0.
7. **Approval of FY 2023 AT-Large Board Members and Officers:** Jeff Leslie, President of the Board, announced the Nominating Committee's recommendations for five open At-Large Board seats for new 2-year terms beginning October 1, 2022. Mayor Troy McDonald moved to approve the appointments of Tomas Bueno, Marshall Critchfield, Patrick Gleason, Susan Rabinowitz, and Thomas P. Weber as at-large members of the BDB Board of Directors. Seconded by Kate Cotner. Approved 10-0.

Mr. Leslie then reviewed the Nominating Committee's recommendations for FY 2023 Officers to service for a term of one year or until their respective successor assumes the duties of the office.

Mayor Troy McDonald moved to approve the appointment of Eric Kiehn, C&W Technologies as President of the Board for FY 2023. Seconded by Kate Cotner. Approved 9 – 0, 1 Abstention (Kiehn).

Mayor Troy McDonald moved to approve Susan Rabinowitz, Bank of America as President-Elect for FY 2023. Seconded by Ed Weinberg. Approved 10-0.



Mayor Troy McDonald moved to approve Tomas “Tommy” Bueno, SkyBlue Aviation as Secretary for FY 2023. Seconded by Jamil Mikati. Approved 10-0.

Mayor Troy McDonald moved to approve David Snyder, Evergreen Private Care as Treasurer for FY 2023. Seconded by Kate Cotner. Approved 9-0, 1 Abstention (Snyder).

Joan K. Goodrich also announced the appointments of Reed Hartman by the Martin County REALTORS of the Treasure Coast and Tom Whittington by the Marine Industry Association of the Treasure Coast to the FY 2023 BDB Board of Directors. The Village of Indiantown will be making Board appointment decisions at the end of the month.

8. **Recognition of Retiring Directors:** Jeff Leslie, President of the Board, thanked retiring directors - Kate Cotner and Jamil Mikati - for their service by presenting each with an appreciation plaque. Other retiring directors (not in attendance) Marty Carmody and John Yudin were also thanked with their plaques being delivered to them following the meeting.
9. **Year-in-Review:** Joan K. Goodrich thanked the Board for their leadership and recapped a productive year of results and activities touting:
  - 4 economic development announcements generating a job impact of 290, 979,000 square feet and more than \$125.2 million in direct capital investment.
  - 756 businesses assisted
  - 79 Partner referrals made – received
  - 2 x 2 x 2.5 Board Initiative
  - Now’s the Time Campaign: MC Open for Business
  - Hubs of Excellence Strategy and Business Development Capacity Upgrade
  - Grow Our Own: Pulse (Business Retention + Expansion) – 79 visits
  - Grow Our Own: Side Hustle to Main Gig
  - Grow Our Own: Talent Advancement Team and Inaugural Talent-Workforce Resource Guide
  - United Economic Leadership – 5.6x YOY Investor Income, Increased # of Champions (55 to 130) and active Partner Council
10. **Team Updates:**
  - a. **Business Development Updates:** Pierre Taschereau, Business Development Executive, updated the Board on the recent FAM tours with Enterprise Florida Germany, Enterprise Florida Orlando and FPL’s Economic Development teams which included a tour of Martin County. Mr. Taschereau also announced the interest of an Italian company (a referral by Enterprise Florida) who is looking at Jensen Beach for the relocation of their US headquarters, and in the coming years, potentially move their manufacturing facility too. Mr. Taschereau also highlighted a few other companies interested in calling Martin County home.
  - b. **2022 Martin County Business Awards:** Lynn Smith, Business & Partner Relations, provided the Board the latest dashboard for the 2022 Business Awards including event sponsorship revenue of \$13,500 and more than 22 sponsors (includes BDB annual contributors with event sponsorship benefits). Expected guests to date, total 206 attendees with a sell-out capacity of 276. If seats are available following sponsorship sales, they will go on sale accordingly.



- 11. Director Updates | Announcements | Requests:** Mayor Troy McDonald updated the Board on his new role on the City Council along with the fact that the city is welcoming two new elected commissioners too. Additionally, Joan K. Goodrich announced she has appointed Katherine Culhane, Associate Director of the Florida Small Business Development Center as the BDB's Partner Council Chair and Trisha Hawthorne, Vice President Relationship Manager TD Bank will become the new Chair for the BDB's Corporate Council which will be launched in late October. The Board of County Commissioners has also named three new representatives (Charles David Marshall Dees, John Moffit, Pam Ouellette) to serve on the Martin County Industrial Development Authority. Finally, Jeff Leslie thanked all Board members for an extraordinary year of work, support, and challenged each Director to continue helping the BDB bring results and build value to the community in the coming year.
- 12. Adjournment:** There being no further business, the meeting was adjourned at 9:50 am.



# FY 2023 EXECUTIVE COMMITTEE MEETING SCHEDULE

*(Generally, 1st Wednesday of the Month)*

Wednesday, October 5, 2022 – 9:00 a.m.

Wednesday, November 2, 2022 – 9:00 a.m.

### **No Meeting in December due to Business Awards**

Wednesday, January 4, 2023 – 9:00 a.m.

Wednesday, February 1, 2023 – 9:00 a.m.

Wednesday, March 1, 2023 – 9:00 a.m.

Wednesday, April 5, 2023 – 9:00 a.m.

Wednesday, May 3, 2023 – 9:00 a.m.

Wednesday, June 7, 2023 – 9:00 a.m.

### **No Meeting in July Due to Summer Holidays**

Wednesday, August 2, 2023 – 9:00 a.m.

Wednesday, September 6, 2023 – 9:00 a.m.

### **Meeting Location**

Wolf High-Technology Center at Indian River State College, Chastain Campus, Room C102, 2400 SE Salerno Road, Stuart, FL 34997

**\* 3/1/23 meeting will be in Room C125**

*Subject to Change with Notice*

*Updated: 9/2022*



# FY 2023 BOARD OF DIRECTORS MEETING SCHEDULE

*(Generally, 2<sup>nd</sup> Wednesday of the Month)*

Wednesday, October 12, 2022 – 8:30 a.m.

Wednesday, November 9, 2022 – 8:30 a.m.

Wednesday, December 14, 2022 – 8:30 a.m.

Wednesday, January 11, 2023 – 8:30 a.m.

Wednesday, February 8, 2023 – 8:30 a.m.

Wednesday, March 8, 2023 – 8:30 a.m.

Wednesday, April 12, 2023 – 8:30 a.m.

Wednesday, May 10, 2023 – 8:30 a.m.

Wednesday, June 14, 2023 – 8:30 a.m.

No Meeting in July Due to Summer Holidays

Wednesday, August 9, 2023 – 8:30 a.m.

Wednesday, September 13, 2023 – 8:30 a.m.

## Location

All Meetings: Wolf High-Technology Center at Indian River State College, Chastain Campus  
2400 SE Salerno Road, Stuart, FL 34997

*Subject to Change with Notice*

*Updated: 9/2022*

# Business Development Board of Martin County

Balance Sheet  
As of August 31, 2022

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
BDB CHECKING ACCOUNT *0501 (0501)	330,141.69
PayPal	2,921.80
SEACOAST BUSINESS MONEY MARKET *8461 (8461)	58,492.17
Synovus-FCB	59,542.81
<b>Total Bank Accounts</b>	<b>\$451,098.47</b>
Accounts Receivable	
Accounts Receivable (A/R)	5,500.00
<b>Total Accounts Receivable</b>	<b>\$5,500.00</b>
Other Current Assets	
Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$0.00</b>
<b>Total Current Assets</b>	<b>\$456,598.47</b>
Fixed Assets	
Accumulated Depreciation	-25,730.68
Equipment	16,055.41
Furniture & Fixtures	9,675.27
<b>Total Fixed Assets</b>	<b>\$0.00</b>
<b>TOTAL ASSETS</b>	<b>\$456,598.47</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	0.00
<b>Total Accounts Payable</b>	<b>\$0.00</b>
Other Current Liabilities	
Deferred Business Revenue	500.00
Payroll Liabilities	13,777.75
<b>Total Other Current Liabilities</b>	<b>\$14,277.75</b>
<b>Total Current Liabilities</b>	<b>\$14,277.75</b>
<b>Total Liabilities</b>	<b>\$14,277.75</b>
Equity	
Opening Balance Equity	0.00
Operating Reserve	59,515.00
Retained Earnings	371,850.09
Net Income	10,955.63
<b>Total Equity</b>	<b>\$442,320.72</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$456,598.47</b>

## Business Development Board of Martin County

### Profit Loss Budget v Actual

As of August 31, 2022 (74%)

Income	Aug. 22	Oct 21 - Sep 22	Budget	\$ Over Budget	% of Budget	Notes
<b>County Income</b>	\$ -	\$ 450,000.00	\$ 450,000.00	\$ -	100%	
<b>Other Public Income</b>	\$ -	\$ 5,000.00	\$ 20,000.00	\$ (15,000.00)	25%	
<b>Partner Income</b>	\$ -	\$ -	\$ 5,000.00	\$ (5,000.00)	0%	
<b>Investor Income</b>	\$ 1,250.00	\$ 43,750.00	\$ 156,590.00	\$ (112,840.00)	28%	Realtors Association
<b>In-kind Contributions</b>	\$ 1,360.00	\$ 1,360.00	\$ 24,000.00	\$ (22,640.00)	6%	Legal Services
<b>Program Fees</b>	\$ 1.00	\$ 373.54	\$ 1,250.00	\$ (876.46)	30%	
<b>Sponsorship Income</b>	\$ 13,500.00	\$ 39,965.10	\$ 25,000.00	\$ 14,965.10	160%	FY 2022 Biz Awards
<b>Interest Income</b>	\$ 2.95	\$ 38.85	\$ 100.00	\$ (61.15)	39%	
<b>Miscellaneous Income</b>	\$ -	\$ 16,051.78	\$ -	\$ 16,051.78		
<b>Grants and Aids income</b>	\$ -	\$ -	\$ -	\$ -		
<b>Total Income</b>	<b>\$ 16,113.95</b>	<b>\$ 556,539.27</b>	<b>\$ 681,940.00</b>	<b>\$ (125,400.73)</b>	<b>82%</b>	
Expenses	Aug. 22	Oct 21 - Sep 22	Budget	\$ Over Budget	% of Budget	Notes
<b>Bank charges &amp; Fees</b>	\$ 131.65	\$ 157.69				
<b>Business Development Marketing</b>	\$ 3,812.00	\$ 28,275.72	\$ 67,701.00	\$ (39,425.28)	42%	Now's The Time Video; ESRI GIS
<b>Computer Equip - Software</b>	\$ 234.00	\$ 2,486.71	\$ 6,150.00	\$ (3,663.29)	40%	
<b>Economic Development Services-Programs</b>	\$ 121.68	\$ 9,479.53	\$ 40,000.00	\$ (30,520.47)	24%	
<b>Events/Forums</b>	\$ 620.78	\$ 24,126.86	\$ 24,000.00	\$ 126.86	101%	
<b>Insurance</b>	\$ -	\$ 5,595.46	\$ 5,090.00	\$ 505.46	110%	
<b>In-Kind Services</b>	\$ 1,360.00	\$ 1,360.00	\$ 24,000.00	\$ (22,640.00)	6%	Legal Services
<b>Memberships</b>	\$ 270.00	\$ 5,816.50	\$ 8,210.00	\$ (2,393.50)	71%	
<b>Occupancy</b>	\$ 2,331.61	\$ 26,324.65	\$ 28,500.00	\$ (2,175.35)	92%	
<b>Office/General Expenses</b>	\$ 557.12	\$ 9,310.63	\$ 10,200.00	\$ (889.37)	91%	
<b>Outside Services</b>	\$ 3,515.58	\$ 47,348.32	\$ 73,800.00	\$ (26,451.68)	64%	PR and Bookkeeping Services
<b>Postage and Postal Services</b>	\$ 42.99	\$ 422.89	\$ 1,400.00	\$ (977.11)	30%	
<b>Printing &amp; Binding</b>	\$ -	\$ 4,397.04	\$ 5,000.00	\$ (602.96)	88%	
<b>Professional Development-Training</b>	\$ 3,560.25	\$ 4,196.50	\$ 6,500.00	\$ (2,303.50)	65%	Leadership Martin; ECM Academy
<b>Salaries &amp; Benefits</b>	\$ 24,536.77	\$ 264,108.14	\$ 347,455.00	\$ (83,346.86)	76%	
<b>Subscriptions</b>	\$ 1,063.97	\$ 8,497.60	\$ 8,435.00	\$ 62.60	101%	
<b>Technology-Communications</b>	\$ 972.83	\$ 11,087.11	\$ 12,000.00	\$ (912.89)	92%	
<b>Travel &amp; Entertainment</b>	\$ -	\$ 1,276.66	\$ 6,500.00	\$ (5,223.34)	20%	
<b>Contingency</b>	\$ -	\$ -	\$ 7,000.00	\$ (7,000.00)	0%	
<b>Operating Reserve Contribution</b>	\$ -	\$ -	\$ -	\$ -	0%	
<b>Total Expenses</b>	<b>\$ 43,131.23</b>	<b>\$ 454,268.01</b>	<b>\$ 681,941.00</b>	<b>\$ (227,672.99)</b>	<b>67%</b>	
<b>Net Operating Income</b>	<b>\$ (27,017.28)</b>	<b>\$ 102,271.26</b>	<b>\$ (1.00)</b>	<b>\$ 102,272.26</b>		
Balance: Operating (10/10/2022)	\$ 277,604.59					
Balance: Money Market (10/10/2022)	\$ 80,014.53					
Balance: Board Reserves (08/31/2022)	\$ 59,542.81					
Balance: PayPal (08/31/2022)	\$ 2,921.80					
<b>Total Cash on Hand:</b>	<b>\$ 420,083.73</b>					



# FY 2023 Business Plan At-A-Glance

## Priorities

Tout MC Open for Business  
Foster Hubs and Good Jobs  
Grow Our Own (Businesses, Entrepreneurs, Talent)  
Promote Strategic Economic Development Areas

## Key Metrics

10 Announcements | 350 Jobs | 150K Sq. Ft. | \$10M CapX | 50 Pulse Visits  
100 Referrals | 900 Businesses Assisted

<b>1<sup>st</sup> Quarter</b>	<b>2<sup>nd</sup> Quarter</b>
<ul style="list-style-type: none"> <li>▪ Now's The Time Video, Landing Page, Website Refresh</li> <li>▪ Now's The Time CEO Profiles - Testimonials</li> <li>▪ Proposed Martin County Business Assistance Toolkit</li> <li>▪ Launch Corporate Council (Quarterly)</li> <li>▪ Pulse (Business Retention &amp; Expansion) Program</li> <li>▪ Partner Council (Quarterly)</li> <li>▪ 2022 Martin County Business Awards</li> </ul>	<ul style="list-style-type: none"> <li>▪ Now's The Time Digital Social Media Marketing</li> <li>▪ Now's The Time FAM Tour</li> <li>▪ Now's The Time VIP Event @ Stuart Boat Show</li> <li>▪ Martin County Business Assistance Toolkit Advocacy</li> <li>▪ Martin County Community Profile</li> <li>▪ State Legislative Action Plan and Advocacy</li> <li>▪ Commercial Real Estate-Banking-Finance Roundtable</li> <li>▪ Future of Work + Learning Panel</li> <li>▪ Launch Industry Leaders Profile Series (3)</li> <li>▪ Pulse (Business Retention &amp; Expansion) Program</li> <li>▪ Side Hustle to Main Gig</li> <li>▪ United Economic Leadership Event</li> </ul>
<b>3<sup>rd</sup> Quarter</b>	<b>4<sup>th</sup> Quarter</b>
<ul style="list-style-type: none"> <li>▪ Now's The Time CEO Profiles - Testimonials</li> <li>▪ Business Owners Business Outlook Survey</li> <li>▪ 2023 Business Resource Guide</li> <li>▪ Commercial Real Estate-Banking-Finance Roundtable</li> <li>▪ Marine Industry Roundtable</li> <li>▪ Industry Leaders Profile Series</li> <li>▪ Pulse (Business Retention &amp; Expansion) Program</li> <li>▪ United Economic Leadership Event</li> </ul>	<ul style="list-style-type: none"> <li>▪ Now's The Time FAM Tour</li> <li>▪ Side Hustle to Main Gig</li> <li>▪ Aviation Industry Roundtable</li> <li>▪ Industry Leaders Profile Series</li> <li>▪ 2023 Talent Workforce Resource Guide</li> <li>▪ Future of Talent + Workforce Panel</li> <li>▪ Pulse (Business Retention &amp; Expansion) Program &amp; Year-End Report</li> <li>▪ United Economic Leadership Event</li> </ul>

v.10/10/2022

**A Stronger Economy is Everyone's Business.**



# FY 2022 Martin County Pulse Report

A Stronger Economy  
is Everyone's Business.





# Introduction

Great economic development efforts include a feedback loop with existing businesses and companies. **Martin County's 'listening and responding' program** is called "**Pulse.**" We execute this crucial business retention and expansion (BR+E) initiative in cooperation with our economic and community partners, investors and executive leaders.

During FY 2022, **79 Martin County business owners, executives and entrepreneurs received a "Pulse" visit** and shared their sentiments, perspectives, needs and dreams. Here's what they had to say.

*Business Development Board of Martin County (BDB)*



## Why Pulse?

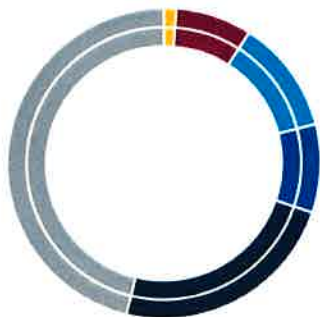
- **"Take a pulse"** on **local business conditions** and their **perceptions** of Martin County as a place for business.
- **Track** Martin County's **business friendliness and readiness**.
- Provide **business assistance** to companies "at risk" or who have plans for expansion.
- **Thank local businesses** for providing jobs and making contributions which improve our distinctive quality of life.



# Longevity

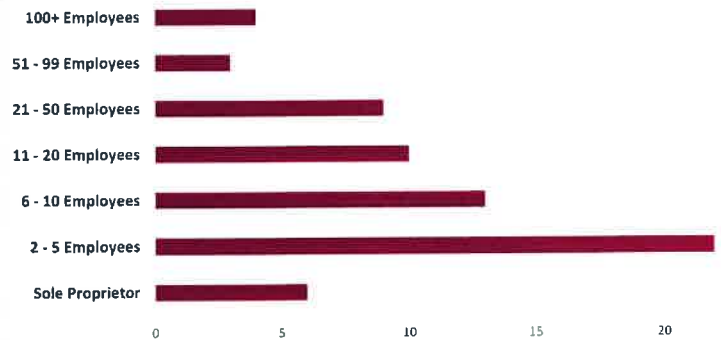
# Employee Size

Longevity



- Less than 1 year
- 1 - 2 years
- 3 - 5 years
- 6 - 10 years
- 11 - 19 years
- > 20 years

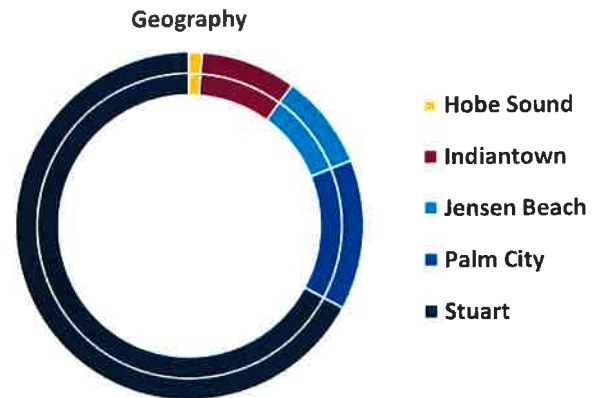
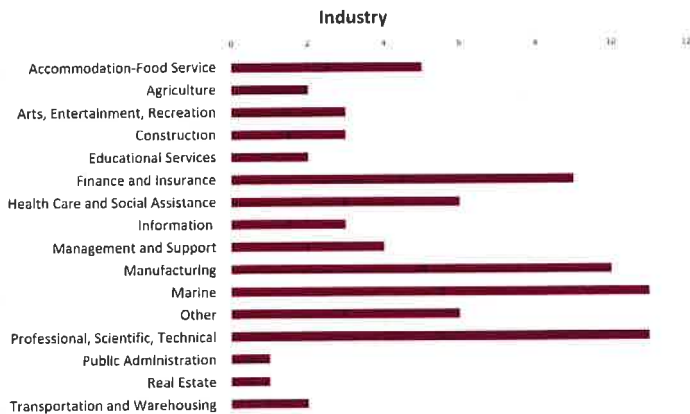
Employee Size





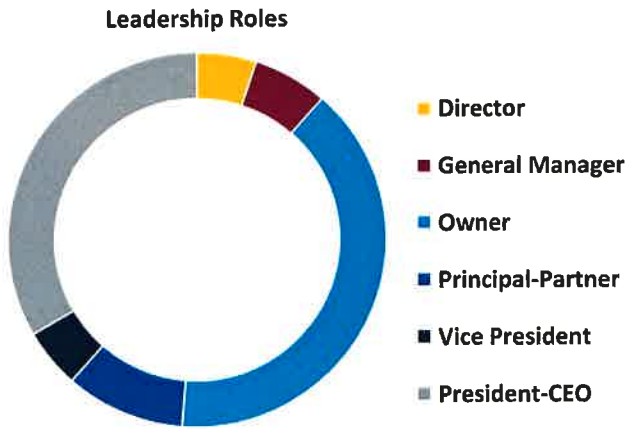
# Industry

# Geography

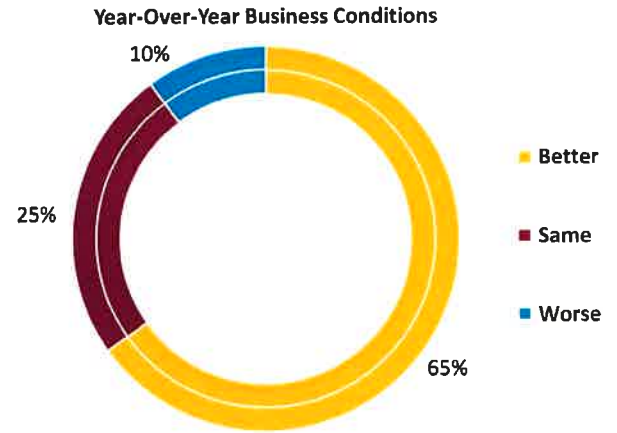




# Leadership Roles



# Business Conditions





WMR & Nihilio Concepts

\*to Family or a Friend



**Would You  
Recommend  
Martin  
County as a  
Place for  
Business?\***

**Yes: 93%**





# Top Opportunities

*Business Opportunities Mentioned Most Frequently*



**Sales & Exports**



**Industry Outlook**



**M & A**



**Expansion**



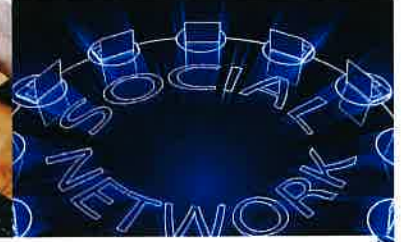
**Growing Local Industries**



**Government Contracting**



**Operational Efficiencies**



**Local Connections Philanthropy**



# Top Challenges



**Talent Recruitment & Retention**

**Quality Talent Pool - Bilingual**

**Customer Acquisition**

**Low Inventory & Supply Chain**

**Knowledge - Strictness of  
Local Regulations**

**Pandemic Aftermath**

**Rising Business Costs**

**Access to Capital**

**Availability of  
Commerce Real Estate**

**Limited Insurance Market**

*Business Challenges by Frequency of Mention*





# Rethinking Business Footprints

**9 local companies are planning expansions and 1 firm is at-risk of leaving Martin County.**

Expanding businesses are looking for space ranging from **2,000 to 130,000 square feet.**

The BDB, and its investors and partners, are assisting them with site selection, permitting, talent recruitment and development services.





# Open Positions

Accountants  
Administrative Assistants  
Assemblers  
Banking Tellers and Managers  
Bookkeepers  
Business Brokers  
Business Consultants  
Construction Superintendents  
Customer Service Representatives  
Delivery Drivers  
Engineers  
Estimators  
Financial Consultants  
HR Managers and Directors

Marine Diesel Mechanics  
Marine Electricians and Carpenters  
Marine Fiberglass Technicians  
Marine Painters  
Marketing Coordinators  
Mechanics  
Paralegals  
Pilots  
Range Safety Officers  
Recreation Coordinators  
Roofers  
Technicians  
Warehouse Operators  
Welders

***"60% of Pulse  
Participants  
Are Hiring"***





## Product Needs

- Countywide Events Calendar
- Fencing Materials
- Maker Spaces and Shared Machine Shops
- Marine Parts
- Meeting Spaces
- Online Business Directory (Shop Local)
- Restaurant Supplies
- Road Capacity

## Service Needs

- Affordable Accounting
- Business Advocacy
- Catering Services (Lunch)
- Electronics Recycling
- ESOL Training
- Healthier Commercial Insurance Marketplace
- Reliable Broadband / Internet
- Reliable Electricity
- Small Business Training





# Missing from Local Economy

- Affordable Housing
- Apprenticeships
- Attractions for Families and Young Professionals
- Available Land for Affordable Housing
- Bilingual Community Materials
- Business Expansion Opportunities at Airport
- CEO Roundtable
- Green Businesses
- Large Meeting-Conference Spaces (>350)
- Marketing Talent
- Meeting Spaces for Home-Based Businesses | Remote Workers
- Machining Programs
- New Office Space
- Nightlife
- Property Appraisers
- Public Parking Areas
- Recital-Performance Spaces
- Relationship-based Networking
- Rooftop Restaurants
- Small Business Health Insurance
- Specialty Retail
- Surveyors
- Train Stop
- University Presence
- Workforce Training
- Young Professionals
- Western Hotels and Food Services

# Martin County Advantages

**Lifestyle**

**Strategic Location**

**Community Connections-Resources**

**Ease of Networking**

**Available Land**

**Access to Supportive Elected Officials**

**Upscale Clientele**

**Natural Environment**

**Access to Waterways**

**Sense of Community**

**Caring, Philanthropic Giving**

*Ranked by Frequency of Mention*





# Areas for Improvement



- Variety and Cost of Housing**
- Lower Wages**
- Talent Availability**
- "Closed for Business" Reputation**
- Cost of Living**
- Closed Network of Influence**
- Working Waterfronts**
- No Growth Mentality**
- Federal Highway Congestion**
- Talent Recruitment Strategy**

*Ranked by Frequency of Mention*







# Special Thank You

*Pulse Visit Survey Participants*

Advanced Metal Roofing dba  
Brilliant Roofing  
AGeekToGo!  
AGTI - Advanced Technology Group  
Air Burners  
Alltel Network  
Alzheimer's Community Care  
ARC of Martin County  
Big Five Tours & Expeditions  
Bonnie C Landry & Associates, P.A.  
Chapman School of Seamanship  
Clark & Associates  
Clean Sweep Pest Management  
Comfort Suites  
Connect Credit Union  
Daniels Fence Corp.  
Designer Services of the Treasure  
Coast dba Coastal DKI  
Ebersold Boatworks LLC

Family Promise of MC  
Four Fish Inn  
Four Fish Marina  
Garlington Landweeer Yachts  
Gary Owens Insurance Group  
Gilbert's Coffee Bar  
Growth Squad  
Hampton Inn and Suites Stuart  
Hinckley Yacht Services  
HJA Design Studio  
Hobe Sound Farmers Market  
Hurricane Boat Lifts  
Importico's Bakery LLC  
Indiantown Airport X58, Inc.  
Indiantown Marina  
Indiantown Marine Center  
International Training  
Kai Kai Farms  
Kath & Nicks Baber Shop

Keiser University  
Kinane Printing  
Lotus Gun Works of SFL  
Loving Chiropractic of Stuart  
Madison's Miracles  
Manatee Pocket Yacht Sales  
Mark Brechbill PLLC CPAs  
Masterpiece Builders  
Mate Series  
McCarthy, Summers, Wood,  
Norman, Melby + Schultz . PA.  
Meltio  
Michael Dale Attorney  
Mingace Custom Sound  
Ocean Republic Brewing  
Pace Machine & Tool  
PNC  
Project Lift  
PuroClean



# Special Thank You

*Pulse Visit Survey Participants*

Red Properties Realty  
Rehmann CPAs & Consultants  
Sea Shell Digital  
Seacoast Bank  
Seatorque Control Systems  
Seminole Inn  
Shear Water FI  
Sky Blue Jet Aviation  
Southwest Greens  
Sunset Bay Marina  
Sunshine Land Design  
Tami Karol Insurance  
TC Business Brokers & Commercial  
TeamLogic IT  
The Barn Theater  
The Terrio Group  
Thrivent Financial  
Town of Ocean Breeze  
Triple L Insurance Agency

Truist Bank  
United Way  
Willis Custom Yachts  
WKFK Law  
WMR & Nihilo Concepts  
Y of the Treasure Coast

*Pulse Visits and Surveys  
conducted 10/1/2022 -  
9/30/2022.*



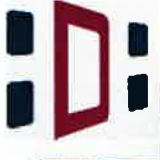


# Special Thank You

*Pulse Team Executive Leaders*

- William "David" Snyder, Evergreen Private Care, Pulse Team Lead
- Alex Anzalone, IRSC-Chastain
- Ted Astolfi, Economic Council
- Sarah Baker, First Citizen's Bank
- Kate Cotner, FPL
- Patrick Gleason, State Insurance Agency
- Joan K. Goodrich, Business Development Board MC
- Trisha Hawthorne, TD Bank
- Eric Kiehn, C & W Technologies
- Jeff Leslie, Leslie Ventures
- Jill Marasa, Ashley Capital
- Ron Rose, Jensen Beach Chamber of Commerce
- Troy McDonald, Mayor, City of Stuart
- Jamil Mikati, American Stairparts
- Jaymie Sardo
- Lynn Smith, Business Development Board MC
- Pierre Taschereau, Business Development Board MC
- Rich Vaaler, NAI Southcoast
- Bill West, West Advisory Services





[www.bdbmc.org](http://www.bdbmc.org)



[info@bdbmc.org](mailto:info@bdbmc.org)



772.221.1380

# Get in Touch

The **Business Development Board of Martin County** wants to connect. **Call today to schedule a Pulse Visit** or **provide a referral** to other Martin County owners, executives and entrepreneurs we should visit too.

v. 10/9/2022





# Martin County Talent & Workforce Guide



GUIDE FOR  
LOCAL EMPLOYERS

ABOUT

# Martin County Talent & Workforce Guide



Increasing the talent pool, aligning the talent pipeline and improving labor market conditions is the goal of our collective efforts to build a strong, adaptable workforce for today's (and tomorrow's) Martin County economy.

Highlighted in this inaugural guide are resource providers and community partners who are helping businesses fill jobs quickly, lower training costs, use labor market data, be an 'employer of choice' and connect with talent pipelines.

Nearly \$40 million of new Martin County talent-workforce facilities, programs services are in the works (or newly launched) for local employers to connect with and create new partnerships.

As this resource guide is meant to be a living document, let us know of new and changing information by emailing us at [info@bdbmc.org](mailto:info@bdbmc.org), attention Talent Team.

Yours in partnership,

Tammy Matthew, Chair  
Bank of America

*BDB Talent Advancement Team*

# Talent Solutions



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INTERNSHIPS

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LABOR MARKET TRENDS &  
MARTIN COUNTY METRICS

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# Apprenticeships & Internships

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## CAREERSOURCE RESEARCH COAST - APPRENTICESHIPS

Mary Murphy  
866.482.4473 x560  
apprenticeships@careersourcerc.com

**CareerSource Research Coast** is helping to sponsor new registered apprenticeship programs that allow job seekers to earn wages while learning workplace skills, working toward a career and avoiding student loan debt.

With financial support from Florida Department of Education, Division of Adult Education, CareerSource Research Coast currently offers apprenticeship programs in Information Technology (Tech Support Specialist, Network Support Specialist and Cybersecurity Support Technician) and Marine (Marine Services Technician) industries.



## CAREERSOURCE RESEARCH COAST - SUMMER OF SUCCESS

Rachel Pamer  
866.482.4473 x 513  
summerofsuccess@careersourcerc.com

During **Summer of Success**, eligible youth ages 16-19 can attend Youth Employment Success Solutions (YESS) training where they will learn valuable skills to help them succeed in the workplace. Those who complete the classroom portion of the program will then participate in an internship at a local business where they will earn while they learn. Youth are compensated through the program (June-August) and at no cost to local businesses.



THE  
EDUCATION  
FOUNDATION  
OF MARTIN COUNTY



## MARTIN COUNTY HIGH SCHOOL INTERNSHIP PLATFORM

Lana Barros  
710 SE Central Pkwy  
Stuart, FL 34994  
772.219.1200 x 30412  
barros@matinschools.org

**Martin County School District** and the **Education Foundation of Martin County's High School Internship** platform is a one-stop solution for local employers seeking to promote their work-based learning experiences to local Martin County high schoolers.

Visit [educationfoundationmc.org](http://educationfoundationmc.org) and click **High School Internships** to list all your paid or unpaid internships. Full, semester and summer periods are suggested.





# Career Centers & Staffing Services

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## **CAREERSOURCE RESEARCH COAST - MARTIN COUNTY**

Joe Azevedo  
710 SE Central Pkwy  
Stuart, FL 34994  
866.482.4473 x 104  
jazevedo@careersourcerc.com

**CareerSource Research Coast's** network of professionals connect employers with job seekers by analyzing an employer's workforce needs while customizing services and programs according to their goals.

Key services include: grants and incentives, federal bonding services, recruiting services, apprenticeships, rapid response services, local area profiles, regional labor market data, economic profile reports and more.



## **ESI WORKS**

Talena Addison Howard  
4229 SW High Meadow Avenue, # 201  
Palm City, FL 34990  
888.246.6066  
talena@esiworks.com

Founded in 2015, **ESI Works** is committed to providing simplified employment solutions through superior work ethic and industry experience.

It's their mission to treat every person with wholehearted integrity and dedication. ESI Works proudly holds the distinction of being a service disabled, veteran owned small business.

ESI Works specializes in the education and healthcare industries and direct hire staffing.



## **EXPRESS EMPLOYMENT PROFESSIONALS**

Mike England  
900 E Prima Vista Blvd., Ste. 100  
Port St. Lucie, FL 34952  
772.212.7479  
mike.england@expresspros.com  
Serves Martin County

**Express Employment Professionals** is one of the area's key staffing companies. Every day, they help people find jobs and provide workforce solutions to local businesses.

Express provides a full range of employment solutions that include full-time, temporary, and part-time employment in a wide range of positions, including Professional, Light Industrial, and Office Services.

# Career Centers & Staffing Services

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INDIAN RIVER  
STATE COLLEGE

## INDIAN RIVER STATE COLLEGE - CHASTAIN CAMPUS

Suzanne Prior, Career and Transfer  
Specialist  
2400 SE Salerno Road, Stuart, FL 34997  
772.419.5604  
sprior@irsc.edu

**IRSC's Career and Transfer Services Center** team prepares students and graduates to connect with employers by providing career assessment, career advising, resume writing, mock interviews, internships, job shadowing, career fairs, transfer services, along with co-advising from partnering universities, graduate school events, and job search strategies.



Manpower®

## MANPOWER

Alberto Delgado  
1650 S. Kanner Highway  
Stuart, FL 34994  
772.287.5359  
alberto.delgado@manpower.com

**Manpower** provides quality employment opportunities, training and workforce solutions.

They opened their doors on the Treasure Coast in 1980 and offers local companies innovative workforce solutions in staffing including temporary, temporary-to-permanent, permanent placement, payroll and HR consulting services.



**SPHERION**  
STAFFING & RECRUITING

## SPHERION

Rich Kolleda  
240 NW Peacock Blvd., Suite 104  
Port Saint Lucie, FL 34986  
772.336.9545  
richkolleda@spherion.com  
Serves Martin County

**Spherion** is a national recruiting and staffing enterprise that blends the resources of a global HR company with the local insights of their independent franchise owners like Rich Kolleda.

A pioneer in the staffing industry, Spherion has been providing companies with the workforce solutions they need for over 75 years, while helping people find jobs and build careers where they can thrive.

# Job Posting Sites

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## **EMPLOY FLORIDA**

Florida Department of Economic  
Opportunity  
Local Liaison: CareerSource  
Research Coast  
Joe Azevedo  
710 SE Central Pkwy  
Stuart, FL 34994  
866.482.4473 x 104  
jazevedo@careersourcerc.com

**Employ Florida** is the State of Florida's comprehensive online portal for employers and job seekers. Employers are able to post job openings, find candidates, stay current on job market trends and view labor market information for all areas in Florida. Visit [employflorida.com](http://employflorida.com)



## **HOBE SOUND CHAMBER OF COMMERCE**

Lainey Muenich  
560 S. US Highway 1  
8958 SE Bridge Road - 2nd Floor  
Hobe Sound, FL 33455  
772.546.4724  
lainey@hobesound.org

**The Hobe Sound Chamber of Commerce** seeks to advance the general welfare and prosperity of the Hobe Sound area so that its citizens and all areas of business prosper. The Hobe Sound Chamber organizes a number of networking functions, produces several signature community events, publishes a bi-weekly e-newsletter touting business related events and news and provides an online job bank for area employers. Visit [hobesound.org](http://hobesound.org).



**INDIAN RIVER  
STATE COLLEGE**

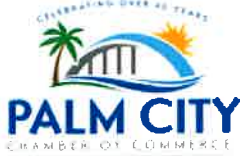
## **INDIAN RIVER STATE COLLEGE - COLLEGE CENTRAL NETWORK**

Suzanne Prior, Career and Transfer  
Specialist  
2400 SE Salerno Road, Stuart, FL 34997  
772.419.5604  
sprior@irsc.edu

**IRSC's Career and Transfer Services Office** is the entry point to College Central\* job postings service that provides leading-edge technology for connecting employers with qualified emerging talent, quickly and easily. Employers can post job opportunities FREE of charge on **College Central Network\*** and reach skilled, registered job seekers who are enrolled at or have graduated from Indian River State College and other Network\* institutions.

# Job Posting Sites

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## **PALM CITY CHAMBER OF COMMERCE**

Missi Campbell  
2701 SW Cornell Avenue  
Palm City, FL 34990  
772.286.8121  
missi@palmcitychamber.com

The **Palm City Chamber of Commerce** serves as the principal advocate of the community and its businesses, acting as the catalyst in promoting the economic development of the Palm City area, stimulating jobs and improving the quality of life.

To learn more about its Job Posting service call the Chamber or visit [palmcitychamber.com](http://palmcitychamber.com).

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STUART/MARTIN COUNTY



## **STUART MARTIN COUNTY CHAMBER OF COMMERCE**

Angela Hoffman  
1650 S. Kanner Highway  
Stuart, FL 34994  
772.287.1088  
ahoffman@stuartmartinchamber.org

The largest Chamber of Commerce on the Treasure Coast, the **Stuart-Martin County Chamber of Commerce** plays a key role in strengthening Martin County's economy through initiatives and activities that problem solve, showcase and support area businesses and its members. The Chamber's online job posting service helps connects job seekers to employers of choice. Visit [stuartmartinchamber.org](http://stuartmartinchamber.org) to learn more.

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## **TREASURE COAST BUILDERS ASSOCIATION**

Maddie Williams  
6560 S. US Highway 1  
Port St. Lucie, FL 34952  
772.336.8222  
maddie@treasurecoastba.com  
Serves Martin County

**Treasure Coast Builders Association** provides trade members in residential, commercial or industrial construction and other associates the chance to post job openings online. Mentoring, Future Builders of America, career days and boot camps are also held year round to ensure the industry has skilled talent. Visit [treasurecoastba.com](http://treasurecoastba.com).

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# Talent Pipeline Partners

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**BOYS & GIRLS CLUBS  
OF MARTIN COUNTY**

## **BOYS & GIRLS CLUBS OF MARTIN COUNTY**

Keith "Fletch" Fletcher  
11954 SE Dixie Highway  
Hobe Sound, FL 33455  
772.545.1255  
kfletcher@bgcmartin.org

For more than 30 years, **Boys & Girls Clubs of Martin County** has provided award-winning programs designed to guide and inspire young people ages 6-18 to learn, grow and mature in route to becoming successful adults. Each of the BDCMC clubs offer opportunities for fun, fitness, and S.T.E.A.M. activities, and certified teachers collaborate with club members on everything from tutoring and homework help to specialized courses that prepare them for careers in a variety of trades.

A fifth club, to be built soon near Stuart Middle School in east Stuart, will house the new flagship Workforce Development Collaboratory and provide innovative experiences to equip teens and high school students with career and trade skills.



**Helping  
People  
Succeed**

## **HELPING PEOPLE SUCCEED**

Jennifer Ripperger | Shannon Wilson  
1601 NE Braille Place  
Jensen Beach, FL 34957  
772.320.0770  
jripperger@hpsfl.org  
swilson@hpsfl.org

**Helping People Succeed** is a comprehensive organization that has recognized that many populations within our society need strength-based services that lead to self-sufficiency, personal responsibility, and the ability to lead an everyday life. Helping People Succeed's goal is to help each person to reach their potential so they may have a successful future, enjoying their life fully and participating as productive taxpaying citizens. Helping People Succeed also helps improve the community's economic viability and diversity through programs that assist children to become ready for school and adults to find and maintain employment.



## **HOUSE OF HOPE**

Rob Ranieri  
Megan McKeever, Workforce-Career  
2484 SE Bonita Street  
Stuart, FL 34997-5004  
772.286.4673 x 1001  
772.286.4673 x 1030  
rob@hohmartin.org  
megan@hohmartin.org

**House of Hope** is a nonprofit agency that provides food, clothing, furniture, financial assistance, information & referral, and life-changing case management services to Martin County residents in need.

The organization has service centers and thrift stores in Stuart, Hobe Sound, Indiantown, and Jensen Beach. House of Hope's Golden Gate Center for Enrichment in Stuart offers free programs, technology, and workshops designed to enhance life skills, earning potential, health, and overall well-being. House of Hope also operates the Growing Hope Farm in Palm City and several nutrition gardens.

House of Hope recently expanded its workforce-career services and seeks new local employer partnerships.

# Talent Pipeline Partners



## PROJECT LIFT

Bob Zaccheo  
1330 SW 34th Street  
Palm City, FL 34990  
772.221.2244  
bob@projectliftmc.com

**Project LIFT's** innovative delivery of mental health services provides therapy through the unique platform of vocational training.

At no cost, at risk 14–21 year old young men & women engage in hands- on training in: welding, HVAC, solar installation, metal forging, barbering & cosmetology, construction, auto repair, screen printing and more, while licensed therapists work with them to address issues including depression, anxiety, addiction, trauma, abuse and anger management.

**Regular, on-site boot camps** with area industry groups and concluding with 'signing days' is providing emerging talent to growing businesses.

IRSC Tuition Free Workforce Recovery Training also available at Project Life for adults seeking certification as **Construction** or **Solar Energy Technicians**. Weekly entry points for training.



## REVERSE THE DOOR

Lisa Dames | James Haslom  
4001 SE Commerce Avenue  
Stuart, FL 34997  
772.485.1279  
lisadames@att.net

The mission of **Reverse the Door** is to assist non-violent offenders and their families build valuable life skills through education, mental therapy, mentorship and employment opportunities to become productive members of society.

Many second chancers - those coming out of jail and prison - have received classes, workshops, skills training and certificates of completion in a variety of programs while they were serving.

STUART-MARTIN COUNTY



## STUART-MARTIN COUNTY CHAMBER OF COMMERCE CAREER CONNECT MARTIN

Angela Hoffman | Gina Masters  
1650 S. Kanner Highway  
Stuart, FL 34994  
772.287.1088 x 103  
ahoffman@stuartmartinchamber.org  
ginam@stuartmartinchamber.org

In 2022, the **Stuart-Martin County Chamber of Commerce** launched a new workforce development program called **Career Connect Martin**.

Funded in part by the Martin County Board of County Commissioners, the program is designed to help individuals get on a path to higher earnings.

It also focuses on the needs of local employers as they strive to recruit, train and retain talent. **Trial Employment Opportunities**, Neighborhood Hiring Events, Industry Tours and employer focused workshops are the hallmarks of this new initiative.

# Training & Education

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## **CLARK ADVANCED LEARNING CENTER**

Dr. Leslie Judd, Executive Director  
2400 SE Salerno Road, Stuart, FL 34997  
772.419.5750  
ljudd@irsc.edu

**Clark Advanced Learning Center** (Clark) offers high-school students (sophomores, juniors, seniors) the opportunity to earn college credits at no cost for tuition or books. In a partnership between Indian River State College (IRSC) and Martin County School District, Clark is located on IRSC's Chastain Campus in Stuart, FL. Technology-related "majors" combined with an interdisciplinary project-based curriculum, extensive exposure to career-based and contextual learning opportunities, job shadowing, internships, dual enrollment, and articulated credit engages students in academically challenging courses in preparation for lifelong learning and career success.



## **FLORIDA ATLANTIC UNIVERSITY NORTH**

Cara Perry  
5600 N. US Highway 1  
Fort Pierce, FL 34946  
772.332.0515  
perryc@fau.edu  
Serves Martin County

Located 25 minutes north of FAU's main campus, **FAU's John D. MacArthur Campus** in Jupiter is where groundbreaking programs in research and education are occurring. FAU Jupiter is also home to the nationally-ranked Harriet L. Wilkes Honors College, faculty labs from the Charles E. Schmidt College of Science, and The Osher Lifelong Learning Institute, the largest of its kind in the country. delivering personal enrichment courses covering a broad range of stimulating topics.

And just to the north of Martin County, **FAU's Harbor Branch Oceanographic Institute** (Fort Pierce) is one of the nation's premier, innovative oceanographic centers.



**INDIAN RIVER STATE COLLEGE**

## **INDIAN RIVER STATE COLLEGE - CHASTAIN CAMPUS**

Dr. Alessandro (Alex) Anzalone, Ph.D.  
2400 SE Salerno Road, Stuart, FL 34997  
772.419.5604  
aanzalone@irsc.edu

As a leader in education and innovation, **Indian River State College** is a comprehensive college accredited to award Baccalaureate Degrees, Associate Degrees, and Career and Technical Certificates. The College offers more than 100 programs and courses along with providing Adult Education GED prep and ESL programs. Additionally, IRSC is the only college anywhere to provide the entire Adobe Creative Cloud, Microsoft 365 and Wolfram Technologies suite of tools to all students at no cost.

Financial aid is available to all who qualify, and 91% of IRSC students graduate without debt.

# Training & Education

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INDIAN RIVER  
STATE COLLEGE

## INDIAN RIVER STATE COLLEGE FLORIDA WORKFORCE RECOVERY TRAINING

### Various Locations

Shannon Wood  
772-267-8149  
swood@irsc.edu

Treasure Coast residents can now apply to train for one of three highly sought-after **industry certifications, tuition-free, at Indian River State College**. In addition to tuition-free instruction, eligible students may also receive financial assistance to defray costs associated with the training.

The certification programs in Construction, Heating-Ventilation-Air Conditioning (HVAC) and Solar Energy is a collaborative effort between IRSC, CareerSource Research Coast and Project LIFT.



INDIAN RIVER  
STATE COLLEGE



## INDIANTOWN HIGH SCHOOL

Anthony Boyer, Principal  
Southwest Citrus Boulevard  
Indiantown, FL  
772.419.5603  
aboyer@irsc.edu

**Indiantown High School (IHS)** is a new public charter high school in Martin County, Florida, focusing on career and workforce education. Operated by Indian River State College (IRSC) in partnership with the Martin County School District, IHS integrates traditional high school curriculum with workforce and college courses, producing graduates that can directly pursue career opportunities or higher education upon graduation.

Indiantown High School opened its doors on August 10, 2022, for incoming Grade 9 students, offering programs that meet Florida's public high school graduation requirements, career and technical certifications, and college-level Dual Enrollment opportunities.



**KEISER**  
UNIVERSITY

## KEISER UNIVERSITY

9400 SW Discovery Way  
Port St. Lucie, FL 34987  
772.398.9990  
admissionsinfopsl@keiseruniversity.edu  
Serves Martin County

**Keiser University** offers a career-focused education in growing fields, such as Biotechnology, Business, Computer Graphics and Design, Criminal Justice, Nursing, Radiologic Technology, or Video Game Design,

Keiser University, a private, independent, non-profit university, currently offers more than 100 degrees from associates to the doctoral level. Keiser University is a designated Hispanic-Serving Institution, a member of the Hispanic Association of Colleges and Universities, and was ranked No. 5 in the U.S. in Social Mobility by U.S. News And World Report in 2022.



# Training & Education

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## **MARTIN COUNTY REACH CENTER**

George Stokus, Assistant County  
Administrator  
1921 SE Airport Road  
Stuart, FL 34996  
772.221.2352  
gstokus@martin.fl.us

An emerging collaboration between **IRSC**, the **Martin County School District** and **CareerSource Research Coast**, the **Martin County Board of County Commissioners' REACH Center** will serve as a new workforce training center in a non-traditional setting. Initially envisioned to target the training needs of the aviation-aerospace and marine industries, the REACH Center will provide hands-on training for local residents seeking to upskill their talents as they search for better jobs. The County also anticipates offering high demand general education classes - GED and ESL (English as a Second Language) to the community at the new learning center.



## **MARTIN COUNTY SCHOOL DISTRICT**

Lana Barros  
710 SE Central Pkwy  
Stuart, FL 34994  
772.219.1200 x 30412  
barros@matinschools.org

**Martin County School District** offers a robust offering of career and technical education program to provide high school students with the competencies necessary for effective entry into the world of work and entrepreneurship.

Accelerated career and technical programs are also available allow students to earn elective credit toward graduation and postsecondary credit toward an A.S. degree or a technical certificate.

For a full list of offerings visit [martinschools.org](http://martinschools.org) and search career and technical education.



## **THE PINE SCHOOL**

Binney Caffrey  
12340 SE Federal Highway  
Hobe Sound, FL 33455  
772.675.7005  
bcaffrey@thepineschool.org

**The Pine School** was created in 1969 for the purpose of bringing academic rigor to K-12 students of the Treasure Coast. In pursuing this mission to its fullest, it has become a school of academic innovation, and a point of lasting pride for an entire community of students. With celebrated educators, beautiful facilities and multiple accreditations, area families are preparing teens with pre-college education.

The Pine School makerspaces have age-appropriate technology, including iPad apps, OSMOs, Makey Makeys, LEGO Robots and 3D printers. STEM, Coding, Virtual Reality and Augmented Reality are also a key component in preparing students for 21st century learning and working.

# Workforce Grants

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## **CAREERSOURCE RESEARCH COAST - TRAINING GRANTS**

Mary Murphy  
710 SE Central Parkway  
Stuart, FL 34994  
866.482.4473 x560  
mmurphy@careersourcerc.com

### **ON THE JOB TRAINING GRANTS**

On The Job Training offers participants an opportunity to earn as they learn, while the employer benefits by receiving a partial wage reimbursement during their training period.

- Receive 50% reimbursement of a new employee's wages, while they are training on the job.
- No cost access to a carefully screened pool of available talent.
- Assessment testing for potential hires and current employees.
- You set the qualifications, interview, and select the individual.
- Customized training your way, at your workplace.
- Simple process with minimal paperwork.

### **INCUMBENT WORKER TRAINING**

This program provides grant funding for customized training for existing for-profit businesses with a maximum award of \$50,000. The grants may reimburse companies up to 75% for pre-approved training costs. Funding priority is given to businesses providing employees with opportunities to acquire new or improved skills by earning a credential on the Master Credentials List (CAPE Funding List). The application process is generally handled online with assistance from CareerSource Research Coast and must be submitted at least 90 days prior to the desired start of business training.

### **QUICK RESPONSE TRAINING PROGRAM**

The Quick Response Training program provides grant funding for customized, skills-based curriculum development and training, through partial reimbursement, to new or expanding businesses in Florida's targeted industries (qualified targeted industries). These are high-skill industries with exportable goods or services and wages of 125 percent above state or Martin County average annual wage of \$46,492 or \$22.35/hour.

The application process is designed as a collaborative effort between the business, a community college-area technical center-state university, CareerSource Research Coast and the Business Development Board of Martin County.

# Labor Market Trends

162,981

Population (2021)

Population grew by 4,556 over the last 5 years and is projected to grow by 3,501 over the next 5 years

80,295

Total Regional Employment

Jobs grew by 5,389 over the last 5 years and are projected to grow by 7,556 over the next 5 years

\$65.8K

Median Household Income (2020)

Median household income is \$827 above the national median household income of \$65.0K

## Takeaways

- As of 2021 the region's population increased by 2.9% since 2016, growing by 4,556. Population is expected to increase by 2.1% between 2021 and 2026, adding 3,501.
- From 2016 to 2021, jobs increased by 7.2% in Martin County, FL from 74,906 to 80,295. This change outpaced the national growth rate of 1.8% by 5.4%. As the number of jobs increased, the labor force participation rate increased from 53.1% to 55.3% between 2016 and 2021.
- Concerning educational attainment, 22.8% of Martin County, FL residents possess a Bachelor's Degree (2.5% above the national average), and 9.3% hold an Associate's Degree (0.6% above the national average).
- The top three industries in 2021 are Restaurants and Other Eating Places, General Medical and Surgical Hospitals, and Private Households.

## 16,703 Companies Employ Your Workers

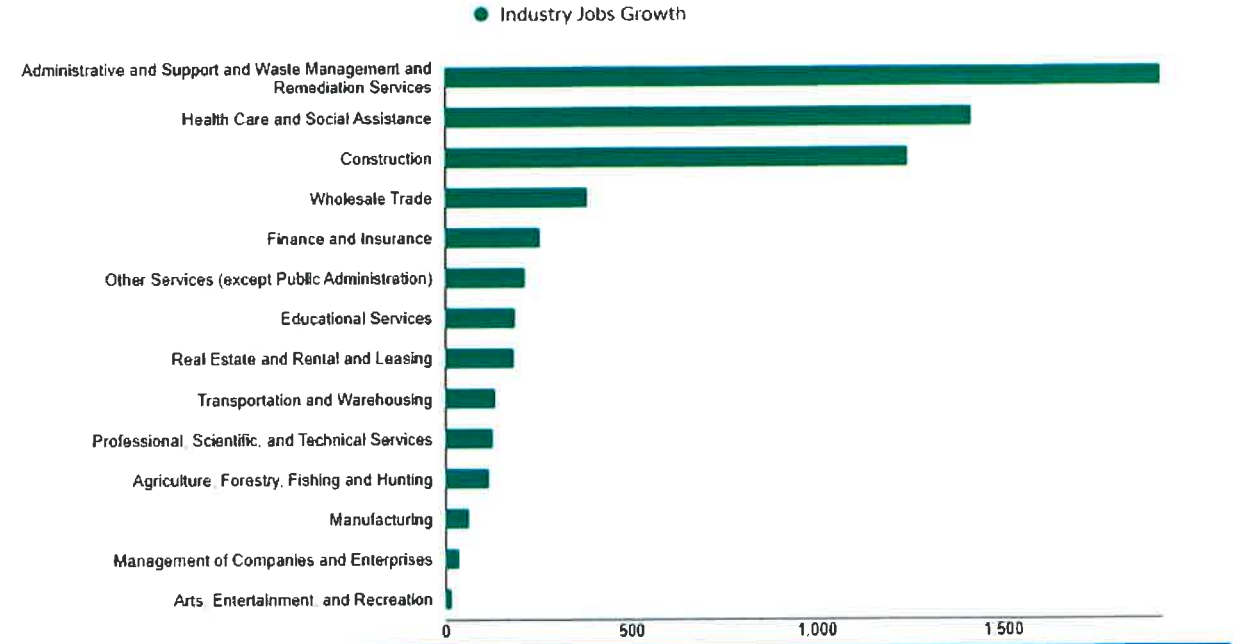
Online profiles for your workers mention 16,703 companies as employers, with the top 10 appearing below. In the last 12 months, 2,355 companies in Martin County, FL posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Martin County School District	586	Cleveland Clinic	953
Martin Memorial Health Systems	444	Lowe's	193
Florida Power & Light	382	Marriott International	184
Seacoast Bank	180	State of Florida	173
Keller Williams Realty	169	Wellpath	145
Nextera Energy Resources	169	Seacoast Bank	126
Publix	167	Martin County	113
Cleveland Clinic Martin Health	163	The Home Depot	104
Cleveland Clinic	136	Encompass Health	102
Indian River State College	135	Seacoast National Bank	100

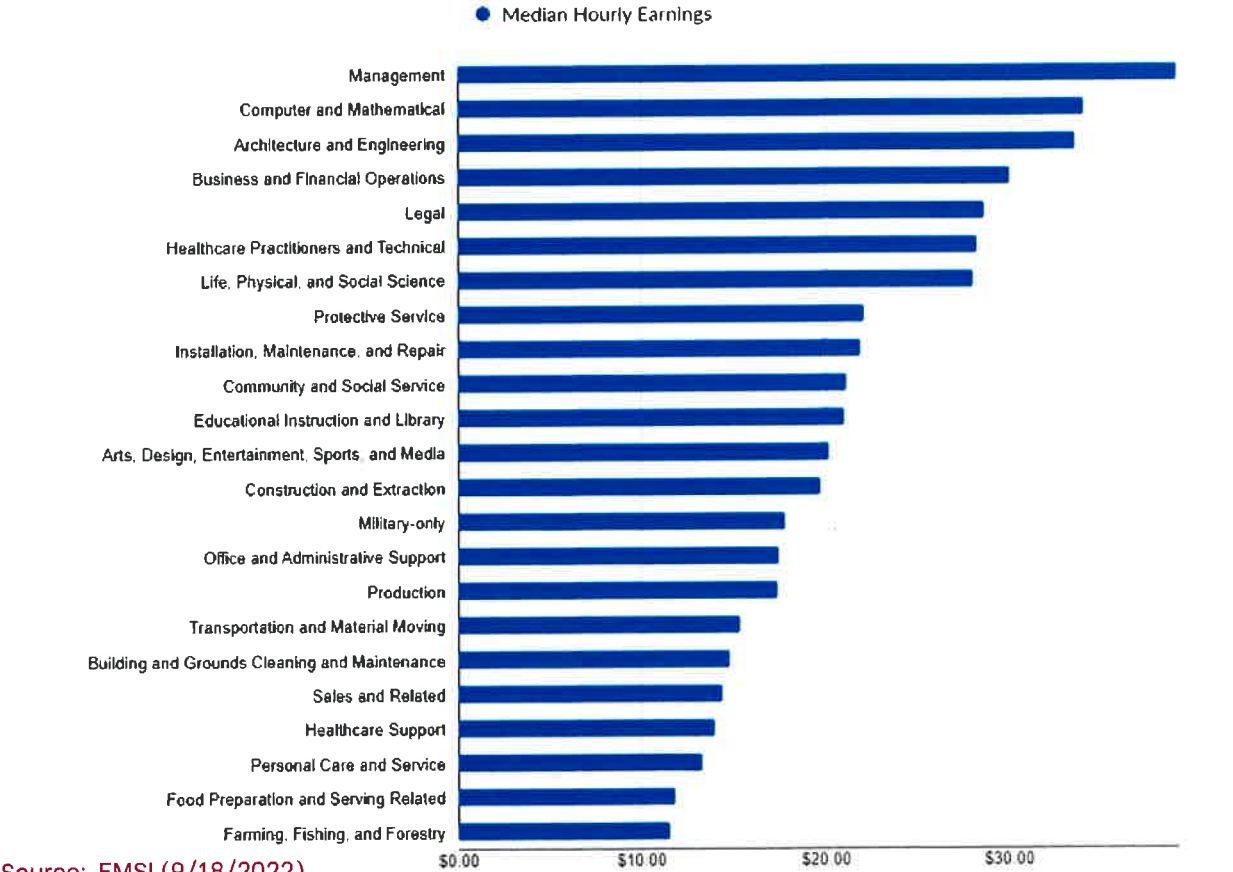
Source: EMSI (9/18/2022)

# Labor Market Trends

## Top Growing Industries



## Top Occupation Earnings



Source: EMSI (9/18/2022)

# Martin County Metrics



Source: The Florida Scorecard.org (9/18/2022)

# The BDB

## **BUSINESS DEVELOPMENT BOARD OF MARTIN COUNTY**

Joan K. Goodrich  
1002 SE Monterey Commons  
Blvd., Ste. 207  
Stuart, FL 34996  
772.221.1380  
joan@bdbmc.org

**The Business Development Board**, a 501(c)6 public-private economic development corporation, champions and strengthens Martin County's economy by starting, growing, keeping and welcoming job creators to the community.

Funded in part by the Board of County Commissioners, private, public and non-profit entities and leaders, the BDB is also the key partner with Enterprise Florida, the State of Florida's economic development entity. To learn more, visit [bdbmc.org](http://bdbmc.org).

## **LET THE BDBMC ASSIST YOU WITH:**

- Site selection
- Resources
- Tailored market research
- Key introductions
- Connections to capital
- Talent recruitment and retention
- Problem solving and more



**772.221.1380**

nowsthetime@bdbmc.org | [bdbmc.org](http://bdbmc.org)

We're here  
to help



**BUSINESS  
DEVELOPMENT BOARD**  
MARTIN COUNTY | FLORIDA

1002 SE Monterey Commons Blvd., Ste. 207  
Stuart, FL 34996  
772.221.1380  
[www.bdbmc.org](http://www.bdbmc.org)

**A Stronger Economy is Everyone's Business.**

**5**  
Economic Development Project Announcements

Annual Target: 10  
Pipeline: 56

**294**  
Jobs Created - Retained to Date

Annual Target: 450  
Pipeline: 2,839

**981,500**  
Square Footage Impacted to Date

Annual Target: 100,000 SF  
Pipeline: 4.5 million SF

**\$125.7M**  
Capital Investment to Date

Annual Target: \$5 million  
Pipeline: \$2.1 billion

**702**  
Biz Hotline, Outbound Calls, Online Searches and General Assistance<sup>1</sup>

Beginning 10/1/2021

**79**  
Growing Our Own – Pulse Visits and Surveys  
*(Business Retention + Expansion)*

Annual Target: 75

**16,401**  
Martinomics-PR-Marketing Impressions and Engagement<sup>2</sup>

Beginning 10/1/2021

**234**  
Social Media Posts<sup>3</sup> with a Reach of 92,065 and an Engagement of 6,480

10/1/2021 – 9/30/2022

**88**  
Referrals Received From | Made to Partners

Beginning 10/1/2021

<sup>1</sup> Includes Zoom Prospector visits  
<sup>2</sup> Highlights number of Constant Contact messages, opens and BDBMC.org users  
<sup>3</sup> Facebook and LinkedIn Social Media posts



#	Strategy	Timing	Notes	Status
1	Provide on-demand services to leads, prospects and clients.	On-Going	The team made an economic development announcement – the relocation of an US headquarters by an Italian firm to Jensen Beach with an impact of 4 new jobs, 2,500 sf and \$500,000 in capital investment.. Additionally, continues to work with 56 prospects with potential impacts of 2,839 new-retained jobs, 4.5 million square feet and \$1.2 billion in capital investment.	Completed
2	Produce the 2021 Martin County Business Awards.	1Q	Conducted the sold-out event on Friday, November 5, 2021 and recognized 8 local businesses and leaders  Planning for the 2022 MC Business Awards Luncheon has begun and is scheduled for Friday, December 9, 2022.	Completed
3	Poll and survey Martin County business owners, managers, entrepreneurs, and executives.	2Q, 4Q	Pulse Survey and Visits continue with Board, Investors and Partners. 2022 Pulse Report completed.	Completed
4	Host one Commercial Real Estate Roundtable and two Industry Roundtables to keep a pulse on needs and trends.	2Q, 3Q, 4Q		Partially Completed
5	Expand the Business Expansion-Retention 1:1 Visitation Strategy.	On-Going with Final Report in 4Q	Annual goal: 75; 79 Pulse Visits conducted, and Inaugural FY 2022 MC Pulse Report issued.	Completed
6	Conduct Thank You for Creating Jobs and Investing Sessions with Key BDB and Partner Leaders.	Quarterly		Placed on Hold
7	Propel MC: Produce 2 Business Accelerator Programs (BAP) and 2 Side Hustle to Main Gig (SHTMG) Cohorts.	2Q, 4Q		Partially Completed
8	Propel MC: Pilot a Micro-loan Program with Partners including possible seed funding from the County's ARPA funding.	3Q	Following notice by the County that ARPA funding is not possible due to strict guidelines, the BDB will cease this activity at this time.	Placed on Hold
9	Update and distribute Business Resource Guide, maintain MC Biz Hub, and produce 3 Small Talks.	2Q, 3Q, 4Q	702 business assistance service requests completed in FY 2022.	Partially Completed
10	Execute the Hubs of Excellence Marketing and Business Development Strategy and launch a new advertising campaign.	On-Going	Now's the Time "to Make Business Moves in Martin County" advertisement completed. Now's the Time video and landing page in production.	Completed

Key: Green Completed Blue Partially Completed Yellow Placed on Hold Red No Action Taken White Not Started

**A Stronger Economy is Everyone's Business**

#	Strategy	Timing	Notes	Status
11	Evolve business storytelling strategy featuring CEO-Entrepreneur Profiles and increase imagery for "Distinctive. By Design." brand.	Bi-Monthly		Blue
12	Attract and/or host one new regional-state-corporate meeting with room nights and develop a new collateral piece to use with business visitors in partnership with the Office of Tourism and Marketing.	2Q	Florida Career Pathways Network returning to Martin County in 2023 and BDB is assisting with Pre-Conference Industry Tours.	Green
13	Host two Future of Work + Learning Events with partners and provide semi-annual Talent Indicators to partners and policymakers.	1Q, 2Q, 3Q, 4Q	BDB Talent Advancement Team meeting conducted on 9/19/2022. Martin County Talent-Workforce Guide released in September 2022.	Green
14	Advance activities from the County's 2021 COVID-19 Economic Study.	1Q	BDB team continues to partner with County consultant Bill West to support 1:1 visits in the Innovation Hub. 13 visits conducted to date.	Green
15	Advocate for and recruit new in-area training and higher education facilities and resources to grow the Hubs of Excellence, as needed.	On-Going	The BDB continues to participate as a community partner of the new FAU Health Network.	Green
16	Develop the BDB's Economic Development Policy and Legislative Action Plan and make recommendations for updates to MC's incentives toolbox and use of the Economic Development Trust Fund.	1Q, 3Q	The BDB's research, best practices and benchmarking is underway on Martin County's Incentives Toolbox and in preparation of strategic discussions with the BDB Board, County, Economic Partners and area land development, planning, CRE and banking-finance professionals. Formal white paper with recommendations will be completed in the 1Q FY 2023.	Green
17	Continue the Partner's Council (MC Biz Team) designed to work on common initiatives, leverage resources and share market-business intelligence to improve MC's economy and market reputation.	Quarterly	Partner Council met on 9/9/2022 and Katherine Culhane, Associate Director of the FSBDC named as Chair.	Green
18	Advance the BDB's Leadership Engagement Model resulting in an increase in funding (\$156,590) and the number of economic development champions involved.	On-Going	To date, \$81,000 of non-public sector annual investments have been made to support the BDB Business Plan and economic development strategy. The number of economic champions has increased to 130 from 55 in FY 2021.	Blue

Key: Green Completed Blue Partially Completed Yellow Placed On Hold Red No Action Taken White Not Started

**A Stronger Economy is Everyone's Business**



## BDBMC EXECUTIVE COMMITTEE MEETING MINUTES

Wednesday, September 7, 2022

Indian River State College Chastain Campus – Wolf Technology, Building C  
2400 SE Salerno Road, Stuart, FL 34997

**Present:** Jeff Leslie, Eric Kiehn, Patrick Gleason  
**Absent:** Tommy Bueno  
**Staff:** Joan K. Goodrich, Ike Crumpler, Lynn Smith, Pierre Taschereau

1. **Call to Order & Welcome:** The meeting was called to order at 9:41 am by Jeff Leslie, President of the Board. A quorum was established by roll call.
2. **Public Comments:** None
3. **Partner Comments:** None
4. **Approval of August 3, 2022, Executive Committee Minutes:** Eric Kiehn moved to accept minutes as presented. Seconded by Patrick Gleason. Approved 3 – 0.
5. **2 x 2 x 2.5 Board Initiative:** Joan K. Goodrich touted the status of the Board’s Initiative and thanked the members for their impactful contributions.
  - **Testimonials:** 71% Board Participation.
  - **Pulse Visits:** 28 Board Pulse Visits/Surveys Completed with annual target of 28 with 64% Board Participation.
  - **Investor Raising:** \$57,000 give/get annual contributions exceeding annual target of \$37,500 with 66% Board Participation.

Additionally, with the updated Board Position Description for new and existing Directors the foundation for Board engagement set this year will be continued in future years.

6. **ED Performance Review Committee:** Joan K. Goodrich explained that per current policy it is the Board President’s responsibility to select a “Executive Director Performance Review Committee” of 3 to 5 current BDBMC Board Members to meet in the Sunshine to discuss the Executive Director’s annual review and then bring forward recommended Executive Director annual goals and other recommendations to the Board for consideration. After discussion, it was agreed that the 2022 Executive Director Performance Review Committee would include Jeff Leslie, Eric Kiehn, Patrick Gleason, Tommy Bueno and Commissioner Troy McDonald. Mr. Leslie requested the Executive Director provide all background materials including job description, previous goals, lists of accomplishments and items that need improvement along with the first-year evaluation for reference prior to meeting which is scheduled for October 5<sup>th</sup> directly following the BDB Executive Committee meeting.

- 7. Public Record Requests:** Joan K. Goodrich updated the Executive Committee on recent public records requests that the BDB is responding to as well as several concerns being raised by a member of the public directly to County Administration and the Board of County Commissioners. Additionally, it was noted that the BDB meet with the Martin County Taxpayer's Association to brief them on current activities and address any questions on audits and financials.
- 8. Team Updates:**
- a. Year-end Activities, Staff, and Investor Recruitment:** Joan K. Goodrich updated the committee on year-end activities associated with the BDB's Now's the Time Campaign (video, landing page, website updates), Growing Our Own strategies (Pulse Report, Talent-Workforce Resource Guide, Business Resource Guide, Talent Advancement Team, launch of the Corporate Council), United Economic Leadership activities (Board-Officer transition, Partner's Council, Business Awards, Investor Recruitment, Memorandum of Understanding with IRSC) and other administrative projects (QuickBooks clean-up project, EDC recruitment).
  - b. Business Development:** Pierre Taschereau, Business Development Executive emphasized the value of the efforts to stabilize the tax base by 1) helping local companies to grow and 2) attracting new companies to the area. Mr. Taschereau announced an Italian company, IM Group (a referral by Enterprise Florida) is relocating from New Jersey and opening a 2,500 square foot facility in Jensen Beach which will become their US headquarters. In the coming years, IM Group is looking to move their manufacturing component to Martin County to serve Central and South America and the US. Mr. Taschereau is currently working with various other companies and industry sectors who are interested in calling Martin County home and will update accordingly. Additionally, it was announced that a local boat builder is looking to increase its current footprint with an 80,000 square foot expansion and is looking for locations inside the City of Stuart.
  - c. 2022 Martin County Business Awards:** Lynn Smith, Business & Partner Relations provided the Executive Committee the latest dashboard for the 2022 Business Awards including event sponsorship revenue of \$13,500 and more than 22 sponsors (includes BDB annual contributors with event sponsorship benefits). Expected guests to date, total 206 attendees with a sell-out capacity of 276. If seats are available following sponsorship sales, they will go on sale in October.
- 9. Officer Comments and Updates:** None.
- 10. Adjournment:** There being no further business, the meeting was adjourned at 11:16 am.



**Business Development Board of Martin County**  
**FY 2023 Board of Directors**  
**Legal Counsel and Staff Directory**

<p><b>Eric Kiehn, President/CEO</b>  <b>President of the Board</b>  C&amp;W Technologies  2522 SE Federal Hwy.  Stuart, FL 34994  Business: 772-287-5215  Cell: 772-678-0599  Email: Eric@bdbmc.org   Eric@cwnow.com  Term: 2 Years   Expires: 9/30/2024  Appointed By: Economic Council of Martin Cty</p>	<p><b>Susan Rabinowitz, Market President</b>  <b>President-Elect of the Board</b>  Bank of America  900 SE Federal Highway  Stuart, FL 34994  Business: 561-838-2228  Cell: 561-385-3243  Email: susan.rabinowitz@bofa.com  Term: 2 Years   Expires 9/30/24  Appointed by: BDB Board, At-Large</p>
<p><b>Tomas “Tommy” Bueno, CEO/Founder</b>  <b>Secretary of the Board</b>  SkyBlue Jet Aviation  2315 SE Witham Field Drive  Stuart, FL 34996  Business: (772) 781-3903  Cell: (407) 468-5296  Email: tomas@skyblueja.com  Term: 2 years   Expires: 9/30/2024  Appointed by: BDB Board, At-Large</p>	<p><b>William D. Snyder, II, Owner/COO</b>  <b>Treasurer of the Board</b>  Evergreen Private Care  7801 SE Gaines Avenue  Stuart, FL 34997  Business: (772) 291—2990  Cell: (772) 801-8181  Email: wsnyder@evergreenprivatecare.com  Term: 2 Years   Expires: 9/30/2023  Appointed by: BDB Board, At-Large</p>
<p><b>Alessandro (Alex) Anzalone, Ph.D.</b>  <b>Chastain Campus President</b>  Indian River State College  2400 SE Salerno Rd.  Stuart, FL 34997  Business: (772) 419-5604  Cell: 813-399-7253  Email: aanzalone@irsc.edu  Term: 2 Years Expires: 9/30/2023  Appointed By: IRSC</p>	<p><b>Marshall Critchfield, Sr. External Affairs Advisor</b>  Florida Power &amp; Light Co.  800 Universe Blvd.  Juno Beach, FL 33408  Business: (561) 304-5913  Cell: (772) 251-9868  Email: marshall.critchfield@fpl.com  Term: 2 Years   Expires: 9/30/2024  Appointed By: BDB Board, At-Large</p>

<p><b>Patrick Gleason, Managing Partner-Owner Secretary</b>  State Insurance Agency Inc.   State Insurance Group LLC  1010 SW Martin Downs Boulevard  Palm City, FL 34990  Business: (772) 247-2427  Cell: (321) 759-1606  Email: patrick@stateinsuranceagent.com  Term: 2 years   Expires: 9/30/2024  Appointed by: BDB Board, At-Large</p>	<p><b>Ransom "Reed" Hartman, Owner/CEO</b>  Hartman Real Estate  3500 SW Corporate Parkway  Palm City, FL 34990  Business: (772) 287-4690  Cell: (772) 408-7341  Email: ransomhartman@gmail.com  Term: 2 Years   Expires: 9/30/2024  Appointed By: Martin County REALTORS® of the Treasure Coast</p>
<p><b>Jeff Leslie, CEO</b>  Leslie Ventures, LLC  111 Golfview Drive  Tequesta, FL 33469  Cell: (561) 373-1203  Email: jeffl@itsfishn.com  Term: 2 Years Expires: 9/30/2023  Appointed by: BDB Board, At-Large</p>	<p><b>Troy McDonald, Mayor</b>  City of Stuart  121 SW Flagler Avenue  Stuart, FL 34994  Business: (772) 288-5312  Email: tmcDonald@ci.stuart.fl.us  Term: 2 Years   Expires: 9/30/2022  Appointed by: City of Stuart</p>
<p><b>Ron Rose, President-CEO</b>  Jensen Beach Chamber of Commerce  1960 NE Jensen Beach Boulevard  Jensen Beach, FL 34957  Business: (772) 334-3444  Cell: (772) 341-6772  Email: Ron@JensenBeach.biz  Term: 2 Years Expires: 9/30/2023  Appointed By: Council of Chambers</p>	<p><b>Councilman Carmine Dipaolo</b>  Village of Indiantown  PO Box 398  Indiantown, FL 34956  cdipaolo@indiantownfl.gov  772-485-5199  Term: 2 Years Expires: 9/30/2024  Appointed by: Village of Indiantown</p>
<p><b>Thomas P. Weber, CEO</b>  Hobe Sound Early Learning Center  11580 SE Gomez Avenue  Hobe Sound, FL 33455  Business: (772) 546-5462  Cell: (561) 707-0451  Email:  t.weber@hobesoundearlylearningcenter.org</p>	<p><b>Ed Weinberg, President</b>  EW Consultants, Inc.  1000 SE Monterey Commons Blvd., Ste. 208  Stuart, FL 34996  Business: (772) 287-8771  Cell: 772-485-1700  Email: eweinberg@ewconsultants.com  BDB Email: eweinbergbdb@gmail.com  Term: 2 Years Expires: 9/30/23  Appointed by: Martin County BoCC</p>

<p><b>Tom Whittington, Employing Broker/ Owner</b> Manatee Pocket Yacht Sales 4905 SE Dixie Hwy Stuart, FL 34997 Business: (772) 600-8535 Cell: (772) 834-6390 Email: tom@manateepocketyachtsales.com Term: 2 Years Expires: 9/30/23 Appointed by: Marine Industries Association Of the Treasure Coast</p>	<p><b>Kenneth A. Norman, Esq.</b> <b>BDBMC Legal Counsel</b> McCarthy, Summers, Wood, Norman, Melby &amp; Schultz, P.A. 2400 SE Federal Hwy. 4<sup>th</sup> Floor Stuart, FL 34994 Business: (772) 286-1700 x 239 Cell: (772) 486-3156 Email: kan@mccarthysummers.com</p>
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<p><b>Joan K. Goodrich, Executive Director</b>  Business Development Board of Martin County  1002 SE Monterey Commons Blvd., Ste. 207  Stuart, FL 34496  General: (772) 221-1380  Direct Dial: (772) 210-0211  Cell: (772) 486-1001  Email: joan@bdbmc.org</p> <p>Strategic Areas: Board-Executive Committee  Resource Development, IDA Secretary-Mgr.,  Enterprise Florida – Department of Economic  Opportunity Liaison, County Contract Administrator,  Strategic Planning-Operations-Budgeting</p>	<p><b>Ike Crumpler, Public Relations Advisor</b>  Business Development Board of Martin County  1002 SE Monterey Commons Blvd., Ste. 207  Stuart, FL 34496  General: (772) 221-1380  Direct Dial: (772) 201-9996  Email: ikecrumpler@gmail.com</p> <p>Strategic Areas: “Now’s the Time” Campaign  Manager, Media Relations, Communications,  Earned Media Content, Social Media Lead for  Facebook</p>
<p><b>Lynn Smith, Business and Partner Relations</b>  Business Development Board of Martin County  1002 SE Monterey Commons Blvd., Ste. 207  Stuart, FL 34496  General: (772) 221-1380  Direct Dial: (772) 210-0992  Email: lynn@bdbmc.org</p> <p>Strategic Areas: Board-Executive Committee  Administration, Partner Council Coordinator,  Investor Relations, Executive Support, Website  and Email Marketing, Social Media Lead for  LinkedIn</p>	<p><b>Pierre Taschereau</b>  <b>Business Development Executive</b>  Business Development Board of Martin County  1002 SE Monterey Commons Blvd., Ste. 207  Stuart, FL 33496  General: (772) 221-1380  Direct Dial: (772) 210-0214  Cell: (772) 486-8410  Email: pierre@bdbmc.org</p> <p>Strategic Areas: Business Recruitment, Foreign  Direct Investment, Economic Development  Prospect-Leads Concierge Services, Hubs of  Excellence Business Development Strategy, CEO  and Leadership Councils Liaison</p>
<p><b>TBD</b>  <b>Economic Development Coordinator</b>  Business Development Board of Martin County  1002 SE Monterey Commons Blvd., Ste. 207  Stuart, FL 34496  General: (772) 221-1380  Email:</p> <p>Strategic Areas: Grow Our Own, Pulse (Business  Retention &amp; Expansion), Propel  (Entrepreneurship), Talent Advancement</p>	