CareerSource FLORIDA

Strategic Policy & Performance Council

May 16, 2017

Welcome and Remarks

Kevin Doyle

Chairman

Today's Agenda

- Council Member Highlight: Brittany Birken
- Measuring Florida's Progress
- Workforce System Performance
- Strategic Policy Review

Council Member Highlight:
Two Generational Solutions

Brittany Birken

Vice Chairman

THE GOAL

Increase the prosperity of workers and employers; reduce welfare dependency; increase economic self-sufficiency; meet employer needs; and enhance productivity and competitiveness.

careersourceflorida.com

CareerSource FLORIDA

Measuring Florida's Progress:
Florida's Talent Dashboard

Adrienne Johnston

Chief, Bureau of Labor Market Statistics

Department of Economic Opportunity

Florida's Talent Dashboard

FLORIDA DEPARTMENT of ECONOMIC OPPORTUNITY

May 16, 2016

Agenda

- Measures and Sub-Measures
- Dashboard Demo
- Discussion: Dashboard in Context

Increase Worker Prosperity

Measure

- Real Wage of Florida Workers
  - Statewide 2015 real wages increased 2.73% from 2014

Secondary Measures:

- Disposable Income per Capita
  - Florida's 2015 disposable income per capita increased $1,300 from 2014

- Cost of Living Index
  - Florida ranked 29th against other states in 2016

Increase Employer Prosperity

Measure

- Net Percent of Florida Businesses that are Expanding Employment
  - 1.73% of Florida establishments expanded employment by 2015

Secondary Measures:

- Net Percent of Florida Businesses that are Expanding Employment by Age of Firm

Firm Age	2015 Net Expansion (%)
1 year	10.1
5 year	5.7
10 year	3.8
15 year	5.3
20 year	2.8

- Net Job gains of Florida Businesses by Firm Size

Firm Size (Number of Employees)	2015 Net Job Gains
0-19	34,300
20-49	5,700
50-249	11,700
249-499	2,000
500+	8,600

Reduce Welfare Dependency

Measure

- Transfer Payments as a Percent of Personal Income
  - Florida's 2015 rate was 7.01%, up 0.01% from 2014

Secondary Measures:

- Total Number of Recipients for SNAP
  - The 2015 Statewide SNAP Participation was 3,656,169, up 3.68% from 2014

- Total Number of People in Poverty
  - The 2015 Statewide Poverty Estimate was 3,129,061, down 3.2% from 2014

Meet Employer Needs

Measure

- Ratio of Job Openings – AA/Certificate Graduates
  - The 2015 ratio was 4.13, meaning that for every AA/Certificate graduate there were about four job openings available

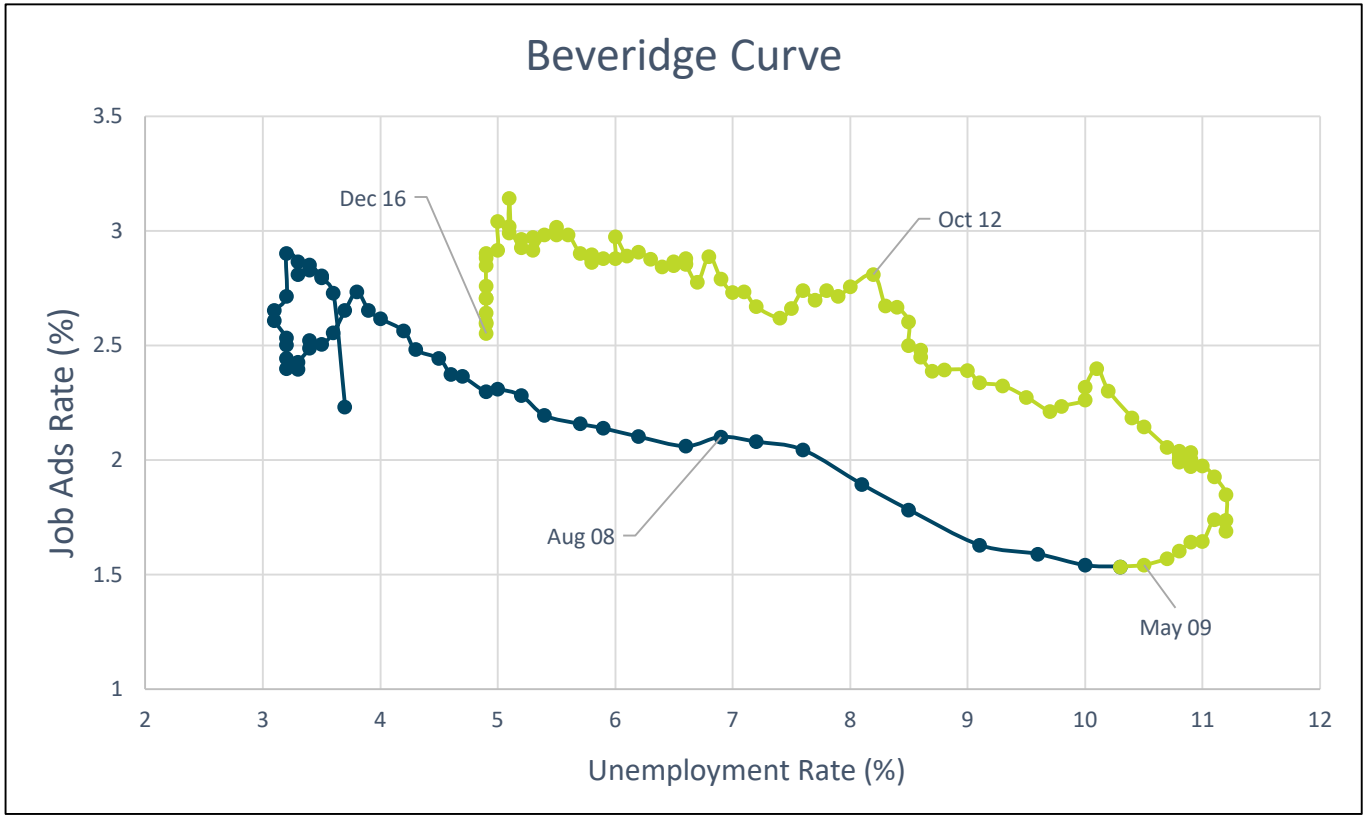
Secondary Measures:

- Beveridge Curve
  - From 2010 to the present, the series has been trending up. In December 2016, the unemployment rate was 4.9 percent and the job ads rate was 2.6 percent.

- HWOL Job Ads
  - There were 271,125 job ads on average during 2016, down 0.23% from 2015

Meet Employer Needs

- Beveridge Curve Graph



Enhance Worker Productivity

Measure

- Statewide Labor Productivity
  - The 2015 Florida Ratio was 56.16, up 0.89 from 2014

Secondary Measures:

- Statewide Labor Productivity by Industry

Industry	2014	2015	Change
Construction	39.04	39.95	2.3%
Manufacturing	55.58	55.96	0.7%
Trade, Transportation and Utilities	53.96	53.72	-0.4%
Financial Activities	169.51	167.07	-1.4%
Professional and Business Services	45.36	45.87	1.1%
Education and Health Services	34.41	35.35	2.7%
Leisure and Hospitality	29.07	29.50	1.5%
Other Services	37.31	37.23	-0.2%

- Statewide labor underutilization
  - The 2015 total of discouraged, marginal and part-time workers decrease by 0.7% since 2014

Enhance Business Competitiveness

Measure

- Business Competitiveness Index
  - 2015 Index Value of 322.36, up by 202.98 from 2014

Secondary Measures:

The index is currently composed of three measurement groupings:

- Economic Performance (labor productivity, net expansions)
- Innovation (Number of patents, R&D expenditures)
- Population Wellness (income per capita, educational attainment)

Increase Economic Self-Sufficiency

Measure Proposal

- Part-Time / Full-time Employment Ratio
  - The 2015 Florida rate was 3.02%, up 0.02% from 2014

Secondary Measures:

- Percent of Population in the Housing Choice Voucher Program
  - The 2015 Statewide rate was 1.26%, down 0.01% since 2014

- Percent of Households Earning more than a Living Wage

Earned at least Living Wage	Percentage of Households (%)
1 adult	56.4%
1 adult, 1 child	18.3%
2 adults (1 working), 1 child	49.3%
2 adults (2 working), 1 child	69.5%

QUESTIONS

CONTACT

Thank You.

If you have questions or comments about this presentation or need to discuss a future project; please contact Adrienne Johnston
Adrienne.Johnston@deo.myflorida.com

DEO Bureau of Labor Market Statistics
Adrienne Johnston: (850) 245-7257

Workforce System Performance:
WIOA Indicators of Performance

James Lincoln Finch

Workforce Services Administrator

Department of Economic Opportunity

Florida Workforce Performance Update

Florida Department of Economic Opportunity

FLORIDA DEPARTMENT of ECONOMIC OPPORTUNITY

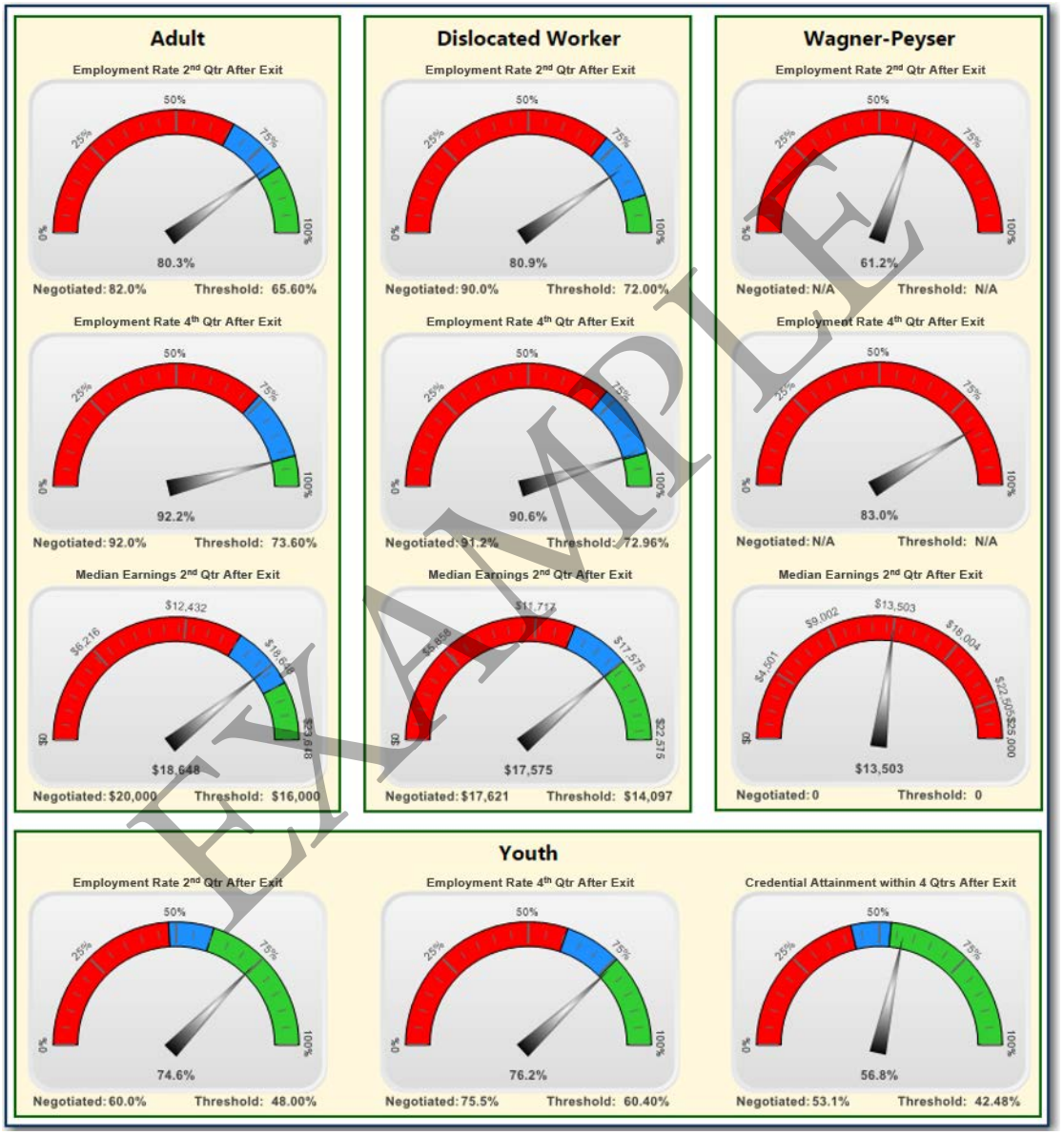
WIOA UPDATE

- Florida negotiated State performance goals for Program Years 2016-17 and 2017-18 with USDOL, utilizing the Statistical Adjustment Model.
  - States can renegotiate state levels for Program Year 2017-18.
- Local performance negotiations for Program Year 2017-18 will occur in the coming months. (Awaiting Methodology from USDOL)
  - State will display local performance relative to the negotiated state levels for Program Year 2016-17 for informational purposes only.
- First full year of local performance data for all measures will not be available until Program Year 2018-19.

STATE NEGOTIATED GOALS

		PY 2016-17	PY 2017-18
Adults	Employment Rate 2nd Quarter After Exit	86%	89%
	Employment Rate 4th Quarter After Exit	82%	85%
	Median Earnings 2nd Quarter After Exit	$7,550	$7,850
	Credential Attainment within 4 Quarters After Exit	59%	62%
DW	Employment Rate 2nd Quarter After Exit	80%	83%
	Employment Rate 4th Quarter After Exit	76%	79%
	Median Earnings 2nd Quarter After Exit	$6,550	$6,850
	Credential Attainment within 4 Quarters After Exit	65%	68%
WP	Employment Rate 2nd Quarter After Exit	61%	64%
	Employment Rate 4th Quarter After Exit	63%	66%
	Median Earnings 2nd Quarter After Exit	$4,550	$4,850
Youth	Employment Rate 2nd Quarter After Exit	73%	76%
	Employment Rate 4th Quarter After Exit	66%	69%
	Credential Attainment within 4 Quarters After Exit	75%	78%

WIOA PERFORMANCE MEASURES

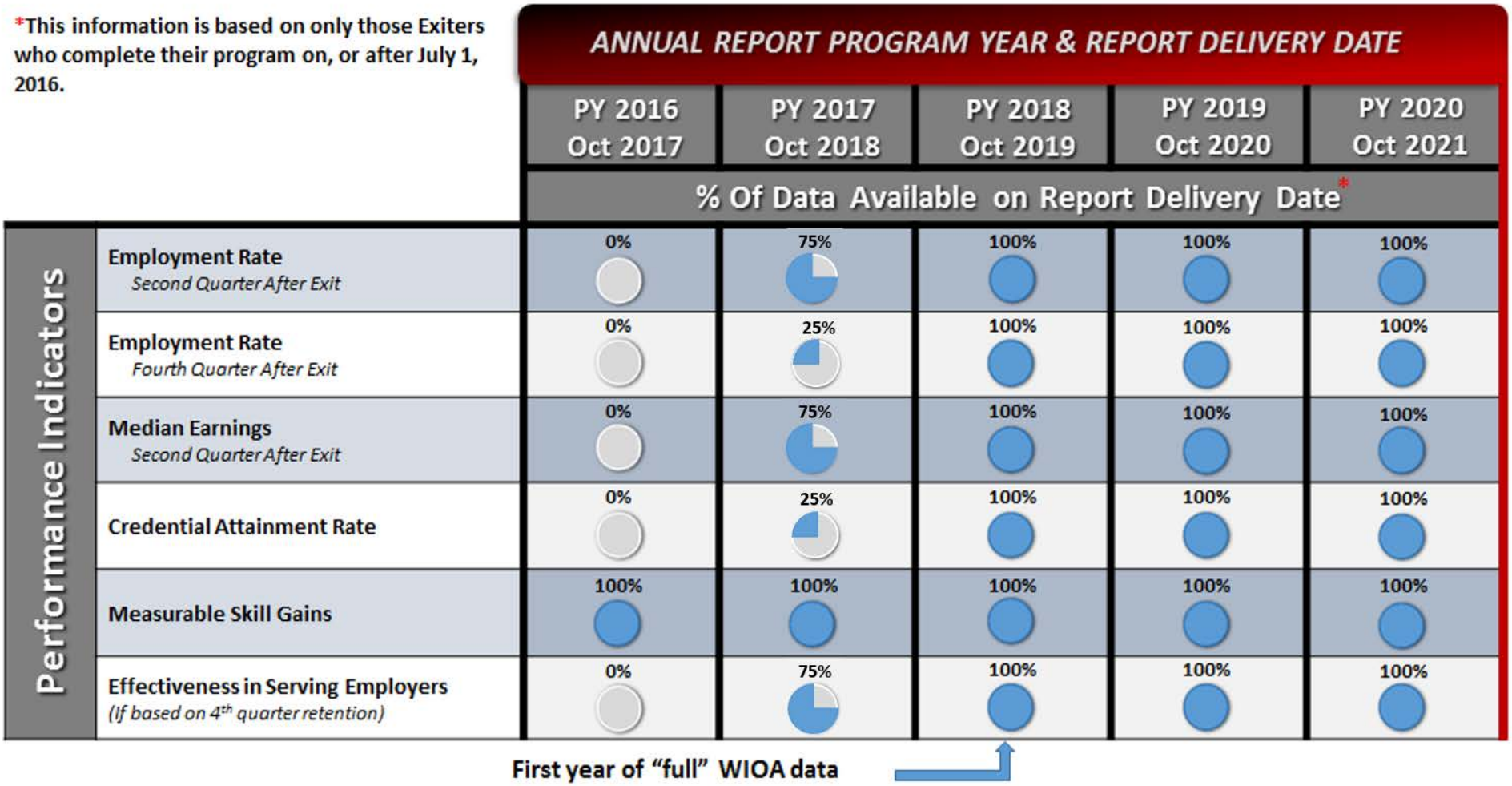


EXAMPLE

The updated measures will be displayed within Employ Florida.

DATA AVAILABILITY

*This information is based on only those Exiters who complete their program on, or after July 1, 2016.



Source: "WIOA Performance Accountability – Core Programs" Presentation
October 13, 2016
WorkforceGPS and Innovation & Opportunity Network
*Amended

CURRENT PERFORMANCE

PY 2016 - 2017 Florida Workforce Measures
STATEWIDE

Measures	PY 2016-2017 1st Quarter Performance Goals	PY 2016-2017 2nd Quarter Performance Goals	PY 2016-2017 3rd Quarter Performance Goals	PY 2016-2017 Performance Goals	PY 2016-2017 % of Performance Goal Met
Adults:					
Employed 2nd Quarter After Exit	82.97%	83.26%	82.45%	86.00%	95.87%
Employed 4th Quarter After Exit	82.74%	80.95%	81.02%	82.00%	98.81%
Median Wage 2nd Quarter After Exit	$8,183.00	$8,179.00	$8,137.00	$7,550.00	107.77%
Dislocated Workers:					
Employed 2nd Quarter After Exit	79.65%	79.55%	77.96%	80.00%	97.45%
Employed 4th Quarter After Exit	78.64%	76.61%	76.98%	76.00%	101.28%
Median Wage 2nd Quarter After Exit	$7,474.00	$7,500.00	$7,577.00	$6,550.00	115.68%
Youth:					
Employed 2nd Quarter After Exit	70.19%	71.65%	70.94%	73.00%	97.18%
Employed 4th Quarter After Exit	70.41%	70.84%	71.15%	66.00%	107.80%
Wagner-Peyser:					
Employed 2nd Quarter After Exit	63.14%	63.88%	64.65%	61.00%	105.98%
Employed 4th Quarter After Exit	61.05%	61.50%	61.71%	63.00%	97.96%
Median Wage 2nd Quarter After Exit	$4,950.00	$4,979.00	$5,018.00	$4,550.00	110.29%

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)

During the transition from the Workforce Investment Act (WIA) to the Workforce Innovation and Opportunity Act (WIOA), the methodology for how participation begins and ends was changed. With this in mind, we've reached out to other states to ask how they plan to provide meaningful feedback at both the state and local areas during this transition period, which will last until fiscal year 2018-2019. One state reported they have implemented the new WIOA measures retroactively by adjusting participant outcomes to reflect the current WIOA definitions (what is considered beginning and extending participation) and we are looking further into that methodology. Meanwhile, we used the new WIOA/WP measure methodology against the most recent WIOA/WP exiters available for the measures.

ADDITIONAL INFORMATION

For more information, please contact:

James Lincoln Finch

Florida Department of Economic Opportunity

One-Stop and Program Support

(850) 245-7485

James.Finch@deo.myflorida.com

Workforce System Performance:
Performance Funding Model

Telly Buckles

Workforce Program Support

Performance Reporting and Analysis Unit

Department of Economic Opportunity

PFM Metrics: FY 2015-16 to 2016-17

- **Placement:**
  - Unemployed Placement Rate (%) — FY 15-16 / 16-17
  - Time to Earnings (# quarters) — FY 15-16 / 16-17
- **Exit:**
  - Average Earnings ($) — FY 16-17
  - Cost per Employed Exit ($) — FY 15-16 / 16-17
  - Earnings per Dollar Spent ($ ROI) — FY 16-17
- **Business:**
  - Business Engagement (# of surveys) — FY 15-16 / 16-17
  - Customer Satisfaction (response rate and responses) — FY 16-17

Fiscal Year 2015-16

- **Results:**
  - o Global Scores (400 Target): 319.20 – 521.21
  - o Over $5.94 million awarded
    - Target: 23 of 24 boards
    - Improve: 8 boards
    - Excel: 8 boards
- **Enhancements:**
  - o Improved processes
  - o Expanded CSF / DEO partnership
  - o Established Technical Review Committee

Fiscal Year 2016-17

- **Performance (to date):**
  - o Placement metrics: Q1 and Q2 (up to July-Sept. 2016)
  - o Exit metrics: Q1
  - o Business metrics: as of March 1, 2017
    - Seven boards are currently meeting minimum thresholds
    - Nine additional boards could get Target awards by addressing the two business metrics
- **Strategies:**
  - o Placement vs. exit metrics
  - o Business surveys and outreach

Launch of PFM Web Application

- Local board specific
- One-stop communication hub
  - o Metrics & methodologies (by year)
  - o FAQs (overall and by year)
  - o Online forms
- Strategic resource development
  - o Populations served
  - o Individual-level enhanced case management
  - o Timely updates
- Local board exemplary program replication

Strategic Policy Review

Warren Davis

Policy Analyst

Introduction

CareerSource Florida Policy 2014.08.28.A.1 requires the professional team to review *all* policies in its policy portfolio every two years.

Policy Review

- The CareerSource Florida Policy & Performance unit worked with DEO to:
  - Ensure existing policies focus on strategy rather than operational aspects of workforce system oversight.
  - Edit policies in simplified language and streamline references to partners and programs described in WIOA.
  - Eliminate obsolete language and policies.
  - Streamline the format and appearance of strategic policies to align more closely with the format of DEO administrative policies.

New Conflict of Interest Policy

- The CareerSource Florida Policy & Performance unit clarified and *expanded* conflict of interest contract policies by consolidating two existing policies and creating a **CareerSource Florida Board of Directors Conflict of Interest Disclosure policy.**
- The new policy:
  - o Reinforces the board's commitment to transparency;
  - o Includes a statement for board members to sign; and,
  - o Provides guidelines and instructions for disclosing potential conflicts.

Next Steps

- The Strategic Policy & Performance Council may review new and revised strategic policies and formally *approve* them.
- If *approved* by the Council, the following action will be recommended to the full board:

Consent Item 2

- Approve recommendations for elimination of obsolete policies.
- Eliminate administrative policies from the CareerSource Florida policy portfolio and transfer these policies to the DEO for management.
- Approve creation of 2017 CareerSource Florida Board of Directors Conflict of Interest Disclosure policy.
- Approve revisions to strategic policies in the CareerSource Florida policy portfolio.

Thank You!