

Board of Directors Meeting Agenda

MAY 23, 2019 • 8:30 A.M. – 12 P.M. ET

HAMMOCK BEACH RESORT
200 OCEAN CREST DRIVE, PALM COAST, 32137

MEETING ROOM: ATLANTIC BALLROOM

Chairman's Welcome & Remarks

Kevin Doyle

Mission Moment — *Succeeding Through Achieving Retail Skills (STARS)*

Robin King
CareerSource Flagler Volusia
Ralph Yourie
Walgreens
Carlos Valderrama
Valderrama Partners, LLC

President's Report

Michelle Dennard

Consent Agenda

Kevin Doyle

1. Feb. 13, 2019, Meeting Minutes
2. Florida Department of Education Designee
3. Local Workforce Development Area Subsequent Designations

Council Report

- Finance Council

Arnie Girnun

Action Item

- Fiscal Year 2019-2020 CareerSource Florida Network Funding

Andrew Collins

The Gig Economy and Florida's Workforce System

John Kaliski
Evan Enarson-Hering
Cambridge Systematics

Panel Discussion: Gig Workers and Florida's Future Workforce

- **Stephanie Smith**, Moderator
- **Keith Bowers**, Florida A&M University Small Business Development Center
- **Michael Corbit**, CareerSource Palm Beach County
- **Lisa Ekinci**, Office Divvy
- **Leslie Giscombe**, African American Entrepreneurs Association

Partners Report

Kim Bodine
Florida Workforce Development Association President

Open Discussion/Public Comment

Chairman's Closing Remarks

Kevin Doyle

UPCOMING MEETINGS

Board of Directors/Workforce Professional Development Summit
Sept. 11-13, Orlando
Finance Council and Board Teleconferences
Dec. 11

FOR IMMEDIATE RELEASE
January 17, 2019

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CareerSource Flagler Volusia Awarded \$64,772 by The Able Trust



Carlos Valderrama, CareerSource Flagler Volusia Board Chair; Robin King, President & CEO, CareerSource Flagler Volusia; Dwayne Ingram, Ambassador, The Able Trust; Dr. Susanne Homant, President & CEO, The Able Trust; Rep. Elizabeth Fetterhoff; Rep. Paul Renner.

CareerSource Flagler Volusia received a boost this afternoon to their STARS (Succeeding Through Achieving Retail Skills) program. The STARS program partners with Walgreens to provide individuals with disabilities with a three-week retail training program in a real-world setting. CareerSource Flagler Volusia works with participants with training, job placement, and ensures they are ready to enter (or re-enter) the workforce.

Today, The Able Trust awarded CareerSource Flagler Volusia with a \$64,772 grant to expand this program. The funds will be used to hire additional staff and serve sixty additional individuals. Representative Elizabeth Fetterhoff, House District 26 and Representative Paul Renner, House District 24 attended the ceremony today and showed their support for training and hiring individuals with disabilities.

"We are honored to be a grant recipient of The Able Trust and are looking forward to working with them over the next year. Our focus now is on expanding this program and bringing this training model to other local retail businesses," Ms. Robin King, President and CEO for CareerSource Flagler Volusia stated.

Businesses interested in becoming a training site, or individuals interested in learning more about eligibility, they may contact Kathy Spencer at: (386) 561-9750 or kathyspencer@careersourcefv.com.

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CareerSource Flagler Volusia offers tools to find jobs and advance careers for residents of Flagler and Volusia. On average, the organization provides nearly 1,268 job seekers each

month with services such as an online job bank, career counseling, recruitment events, training, financial aid, career assessments and internships. It also assists an average of 417 employers each month with recruitment, retention and training. For more information, visit www.CareerSourceFV.com

CareerSource Flagler Volusia is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

Mission Moment Bios

Carlos Valderrama



Carlos Valderrama is managing partner of Valderrama Partners, LLC, and chairman of the CareerSource Flagler Volusia Board of Directors. As managing partner, Mr. Valderrama offers timely, effective and flexible service solutions to small businesses. He is a QuickBooks certified accountant. Mr. Valderrama serves on the National Notary Association, National Society of Tax Professionals and is a founding member of both the Volusia Hispanic Chamber and the West Volusia Regional Chamber. He brings a wealth of knowledge as a member of the City of Deltona Economic Committee and the West Volusia Economic Committee. Mr. Valderrama also is a creative art consultant and entertainment manager.

Ralph Yourie



Ralph Yourie is a store manager for Walgreens and has worked for the company for 34 years. Mr. Yourie is a United States Navy veteran and graduate of the University of Connecticut. In 2011, he helped to pilot the Retail Employees with Disabilities Initiative program while working as a store manager in Enfield, Connecticut. Mr. Yourie has conducted more than 50 Retail Employees with Disabilities Initiative training sessions, with a graduation rate of more than 90 percent. More than half of those who graduated are recommended for hire and nearly all are offered a position with Walgreens. He moved to Palm Coast in 2017 and began partnering with CareerSource Flagler Volusia in 2018 to bring the Retail Employees with Disabilities Initiative program to Flagler and Volusia counties. The program has since been adopted on a larger scale to form the Succeeding Through Achieving Retail Skills program.

Consent Item 1

Approved _____
Disapproved _____

Consent Item 1

FEBRUARY BOARD MEETING MINUTES

In accordance with Article VII, Section 7.3 of the approved bylaws, the corporation is required to keep correct and complete books and records of accounts and shall keep minutes on the proceedings of the board of directors.

FOR CONSIDERATION

Approval of February 2019 Board Meeting Minutes, to include any modifications or changes noted by the board.

**DRAFT MINUTES
CAREERSOURCE FLORIDA
BOARD OF DIRECTORS MEETING
Feb. 13, 2019**

CALL TO ORDER

Chairman Kevin Doyle called the meeting of the CareerSource Florida Board of Directors to order at approximately 9 a.m. ET on Feb. 13, 2019, by welcoming board members and partners to the meeting. Chairman Doyle asked CareerSource Capital Region CEO and U.S. Army veteran Jim McShane to lead everyone in the Pledge of Allegiance. The Pledge of Allegiance was recited and Chairman Doyle asked Lisa Cramer to call roll.

ROLL CALL/QUORUM

A quorum was present with the following board members in attendance:

Kevin Doyle
Brittany Birken
Robert Campbell
Steve Capehart
Tim Center
Rose Conry
Duane De Freese
Robert Doyle
Rod Duckworth*

Arnie Girnun
Elisha Gonzalez
Bill Johnson
Ken Lawson
Tony McGee
Bryan Nelson
James Nolan
Stephanie Smith

Board members not in attendance were: Gov. Ron DeSantis, Richard Corcoran, Elli Hurst, Camille Lee-Johnson, Rick Mathews, Sen. Bill Montford, Mike Myhre, Alex Moseley, Todd Rebol and Joe York.

*Designee

CHAIRMAN'S WELCOME & REMARKS

Chairman Doyle introduced new board members:

- Governor Ron DeSantis
- Florida Department of Economic Opportunity Executive Director Ken Lawson
- Florida Department of Education Commissioner Richard Corcoran

Chairman Doyle stated the board last met in December by teleconference and heard from a couple of local workforce development board partners on the network's efforts to help veterans find rewarding careers after leaving military service. Chairman Doyle also shared there was a special presentation on the Florida Chamber Foundation's Florida 2030 Blueprint, looking ahead to future talent and education needs as industries evolve over the next decade and beyond.

MISSION MOMENT

Chairman Doyle invited CareerSource Suncoast President and CEO Ted Ehrlichman to the microphone. Chairman Doyle stated CareerSource Suncoast was the first local workforce development board in the state to become a sponsor of an apprenticeship program. Working with PGT Innovations, CareerSource Suncoast developed an advanced manufacturing apprenticeship program.

Mr. Ehrlichman introduced Bayne Beecher with PGT Industries. Mr. Beecher thanked CareerSource Florida and CareerSource Suncoast for their great work. Mr. Beecher reported what great success PGT Industries has had with the apprenticeship program. Mr. Beecher also shared a video with the board.

CONSENT AGENDA

Chairman Doyle introduced the Consent Agenda:

Consent Item 1 – December 2018 Board of Directors Meeting Minutes

Consent Item 2 – Selection of Firm for Audit and Tax Preparation Services

Motion: Ken Lawson

Second: Arnie Girmun

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle opened the floor for public comment. Hearing none, Chairman Doyle called for a vote. The motion passed. None were opposed. President Michelle Dennard will sign and annotate the Meeting Minutes for the official record.

PRESIDENT'S REPORT

Chairman Doyle introduced President Dennard and congratulated her on her DCI 40 Under 40 Leaders in Economic Development award. President Dennard welcomed everyone to Tallahassee. She stated the goals of the state workforce development board are to:

- Communicate the Vision
- Leverage Strategic Partnerships
- Keep Our System Accountable

Communicate the Vision

President Dennard stated CareerSource Florida is communicating the vision with all the transitions in the Governor's office and legislature. She stated the new Governor has set a strong vision for Florida and CareerSource Florida is excited to support his vision. President Dennard stated recently issued executive order 19-31 begins the process of making Florida the number one state in the nation for workforce education as well as ensuring Florida students are prepared to fill the high-demand, high-wage jobs of today and the future.

President Dennard then stated the Governor's Budget recommendations includes \$9 million for Quick Response Training and \$3 million for Incumbent Worker Training. CareerSource Florida looks forward to championing efforts in support of those recommendations for those two

programs. Another opportunity for communicating the vision comes with the Governor's appointments of new agency heads. CareerSource Florida is happy to welcome Ken Lawson, Executive Director of the Florida Department of Economic Opportunity, and Richard Corcoran, Commissioner of Education to the CareerSource Florida Board of Directors.

Leverage Strategic Partnerships

President Dennard stated in January, several of the CareerSource Florida team members had the opportunity to participate at the International Economic Development Council Leadership Summit in Fort Lauderdale. President Dennard gave the keynote address at a plenary session focused on talent, inclusive economic development and opportunities for collaboration with the workforce system.

Senior Vice President of Business & Workforce Development Andra Cornelius had the opportunity to moderate a panel at the conference, talking about the future leaders of economic development and how to cultivate talent for the profession.

The CareerSource Florida Strategic Initiative Funding opportunities have been well-received. This year, CareerSource Florida received more proposals than there was funding. The majority of the awards have been given.

Keeping the System Accountable

President Dennard shared that in September, the board discussed additional training opportunities for CareerSource Florida's local workforce development boards and partners. In January, CareerSource Florida facilitated a training, hosting about 50 participants from 17 of the 24 local workforce development boards. The training was designed to focus on strategies related to the Workforce Innovation and Opportunity Act local plan implementation as it relates to performance outcomes. The training was customized, intended for a smaller, more focused group, with executive directors strategically selecting the participants. The training, as well as other trainings CareerSource Florida has implemented over the last few months, engaged over 300 participants in both webinars and in-person workshops, with a goal of enhancing the understanding and use of the Workforce Innovation and Opportunity Act Primary Indicators of Performance, and to provide tools for aligning performance with the development of local strategies to better serve our customers.

President Dennard concluded her report.

DRIVING COMPETITIVENESS AND PROSPERITY THROUGH FLORIDA'S TRAINING GRANTS

Chairman Doyle introduced Senior Vice President of Business & Workforce Development Andra Cornelius to lead the conversation on CareerSource Florida's two vital programs that help spur economic development and prosperity in our state – Quick Response Training and Incumbent Worker Training.

Ms. Cornelius told the board the two grant programs help Floridians gain new skills, often resulting in wage and productivity gains but also aid in building a skilled talent pool.

Ms. Cornelius stated Quick Response Training was created in 1993 and has served more than 600 businesses and trained at least 139,463 workers. Incumbent Working Training was created in 1999 and has served more than 2,600 businesses and trained at least 166,000 workers.

Ms. Cornelius stated Incumbent Worker Training provides grants for continuing education through training of current employees at existing Florida businesses, and reimburses businesses for pre-approved training costs.

Ms. Cornelius reported the Office of Program Policy Analysis and Government Accountability and the Office of Economic and Demographic Research are required to provide a detailed analysis of state economic development programs per Section 288.0001, F.S.

Analysis Highlights for Quick Response Training:

- 96% of companies surveyed reported the program had a positive impact on their business
- 83% reported employee productivity improved or greatly improved
- 33% reported the grant played a role in the decision to expand or establish in Florida
- 63% reported an increase in employment growth and 14-18% increase in wages
- 81% of QRT trainees still employed in Florida

Analysis Highlights for Incumbent Worker Training:

- 91% of companies surveyed reported the grant had a positive impact on their business
- 25% reported they gained new business, contracts or sales increased due to the grant
- An average of 26% increase in employment growth and an 18% average increase in wage growth – even higher than the statewide averages (12% and 9%)
- 82% of the trainees still employed in Florida

Ms. Cornelius concluded her report and asked Chairman Doyle if he had any questions. Chairman Doyle had no questions.

STRATEGIC POLICY AND PERFORMANCE COUNCIL REPORT

Chairman Doyle introduced Strategic Policy and Performance Council Chair Brittany Birken to recap yesterday's meeting. Ms. Birken thanked staff and council members for their collaboration. Ms. Birken stated Elisia Norton and Warren Davis presented on the CareerSource Florida Apprenticeship Policy and Mary Lazor provided an update on several Strategic Policy and performance initiatives this year. Stephanie Smith, John Kaliski and Evan Enarson-Hering provided an update on a study on the Gig Economy for Florida's Workforce System.

Ms. Birken concluded her report and invited Mary Lazor to present the Apprenticeship Strategic Policy.

Ms. Lazor reported the Workforce Innovation and Opportunity Act clearly establishes sector strategies as a primary approach for meeting employer needs while simultaneously building and defining careers pathways for individuals. The Apprenticeship Policy defines CareerSource Florida's vision for apprenticeship. Ms. Lazor thanked everyone who contributed to the Apprenticeship Strategic Policy.

Arnie Girnun congratulated CareerSource Florida for being a leader of the apprenticeship initiative.

Chairman Doyle introduced the Action Items:

Action Item 1 – Apprenticeship Strategic Policy

Motion: Brittany Birken

Second: Ken Lawson

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle opened the floor for public comment. Hearing none, Chairman Doyle called for a vote. The motion passed. None were opposed.

Chairman Doyle introduced Warren Davis and asked him to explain the Career and Professional Education Act Action Item.

Mr. Davis stated the Career and Professional Education Act helps attract, expand and retain targeted, high-value industries and sustain a strong, knowledge-based economy. It also helps prepare students for further education and employment. Schools districts are awarded additional full-time equivalent funding for students who earn certifications.

Each year, CareerSource Florida, the Florida Department of Economic Opportunity and the Department of Education complete a comprehensive review of certifications submitted for addition to the annual Career and Professional Education industry certifications list. Upon completion of this year's review, they recommended adding 22 new certifications to the list and removing five obsolete certifications. This list is the foundation for a final postsecondary funding list that is approved by the State Board of Education.

James Nolan stated the Jacksonville Electrical Joint Apprenticeship Association submitted five certifications for the list but they were not approved. He requested additional information regarding which certifications were not approved during the state review and why.

Mr. Davis explained the review team's recommendations for additions and deletions to the industry certifications list are based on applicable state statutes and rules. Mr. Davis offered to schedule a meeting with Mr. Nolan to review the association's application and answer additional questions.

Robin Wikle of Alpha UMi Inc. also submitted a certification for approval to add to the list and wanted to know why it was not approved. President Dennard thanked Ms. Wikle for her comment and stated soft skills training, as recommended, does not meet the certification list guidelines. President Dennard also noted there are available opportunities for partnerships with local workforce development boards and state funding to support soft skills training, which is important.

Action Item 2 – Career and Professional Education Act 2019-2020 Industry Certifications

Motion: Robert Doyle

Second: Brittany Birken

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle opened the floor for public comment. Hearing none, Chairman Doyle called for a vote. The motion passed. None were opposed.

PARTNER'S UPDATE

Chairman Doyle invited Florida Workforce Development Association President Kim Bodine to the microphone to provide an update. Ms. Bodine provided a handout with the Local Workforce Development Board updates.

Jose Alfaro with KPMG LLP in Tallahassee also addressed the board — speaking about disaster recovery.

OPEN DISCUSSION/PUBLIC COMMENT

Chairman Doyle opened the floor for public comment.

CHAIRMAN'S CLOSING REMARKS

Chairman Doyle thanked the board and local partners for their participation and engagement. Chairman Doyle reminded board members of the upcoming meetings:

- April 9, 2019 – Executive Committee Meeting
 - May 23, 2019 – Board of Directors Meeting
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BOARD SECRETARY CERTIFICATION

In accordance with Article VII, Section 7.3, I hereby certify these minutes reflect the proceedings by the Board of Directors of CareerSource Florida, have been reviewed by the Board, and approved or approved with modifications which have been incorporated herein.

Michelle Dennard
Board Secretary

Date

Consent Item 2

Approved _____
Disapproved _____

Consent Item 2

APPOINTMENT OF DESIGNEE TO SERVE IN PLACE OF APPOINTED BOARD MEMBER

Pursuant to Section 445.004(3)(a), Florida Statutes, and Public Law No. 113-128, Title I, Section 101(b) Commissioner Corcoran of the Florida Department of Education serves as a member of the CareerSource Florida Board of Directors.

Pursuant to the CareerSource Florida Bylaws, s. 4.17, Commissioner Corcoran designates Chancellor for Innovation Eric Hall to serve in his absence, subject to the board's approval.

FOR CONSIDERATION

- Approval of Education Commissioner Richard Corcoran's request to appoint Eric Hall as the Florida Department of Education's designee to serve in his absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.

Designee Bio

Eric Hall



Eric Hall is Chancellor for Innovation for the Florida Department of Education. In this role, his focus is on leading and implementing top education priorities throughout the state.

Chancellor Hall has nearly two decades of experience serving in executive leadership, with expertise in the fields of education, youth development and juvenile justice. In July 2018, he was named as the Deputy State Superintendent for Innovation. Before being appointed by the State Board of Education, Chancellor Hall served as president and CEO of Communities in Schools of North Carolina. He also served as the National Director of Educational Services for AMIkids, Inc., a nonprofit organization providing intervention services to youth in juvenile justice programs and nontraditional schools in nine states.

Chancellor Hall has a bachelor's degree, master's degree and a doctorate in Educational Leadership and Policy studies from the University of South Florida.



Marva Johnson, *Chair*
Andy Tuck, *Vice Chair*
Members
Ben Gibson
Tom Grady
Michael Olenick
Joe York



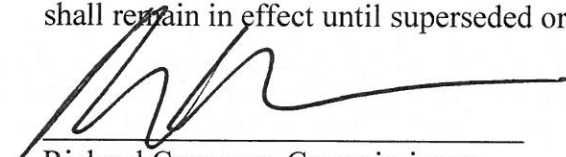
May 14, 2019

MEMORANDUM


TO: Eric Hall, Chancellor for Innovation
FROM: Richard Corcoran, Commissioner
SUBJECT: Delegation of Authority

Pursuant to the authority vested in me by section 20.05(1)(b), Florida Statutes, I hereby delegate to you, in your capacity as Chancellor for Innovation, the power to act on my behalf in all matters related to CareerSource Florida, except those explicitly required by the applicable law to be non-delegable and to be carried out by me in my capacity as Commissioner of Education. This delegation supersedes any prior delegations of authority relating to these matters.

In exercising this authority, you shall comply with all applicable laws and rules. This delegation shall remain in effect until superseded or rescinded.


Richard Corcoran, Commissioner

5-14-19
Date


Matthew Mears, General Counsel

5-14-19
Date

Approved _____
Disapproved _____

Consent Item 3

SUBSEQUENT DESIGNATION OF LOCAL AREAS

The Workforce Innovation and Opportunity Act (WIOA) requires that every two years after local workforce development boards are initially designated, the chief elected officials and local workforce development boards in local areas submit a request for subsequent designation of the local area. The Governor shall approve the request if for the two most recent program years, the local area performed successfully; sustained fiscal integrity; and, in the case of a local area in a planning region, met the regional planning requirements described in WIOA Section 106(c)(1).

- **Performed Successfully** means the local area met or exceeded the levels of performance the Governor negotiated with the local workforce development board and chief elected official for core indicators of performance, and the local area has not failed any individual measure for the last two consecutive program years, for which data are available, in accordance with a state-established definition, provided in the WIOA State Plan, of met or exceeded performance.

For subsequent designation determinations made at the conclusion of Program Year 2018, or at any point thereafter, a finding of whether a local area performed successfully must be based on all six of the WIOA indicators of performance as described at 20 CFR 677.155(a)(1)(i) - (vi), for the two most recently completed program years.

- **Sustained Fiscal Integrity** means that the Secretary of the U.S. Department of Labor has not made a formal determination that the grant recipient or the administrative entity of the area mis-expended funds due to willful disregard of the requirements of the provision involved, gross negligence or failure to comply with accepted standards of administration for the two-year period preceding the determination.

The Department of Economic Opportunity reviewed and confirmed that all 24 local workforce development boards submitted [requests for subsequent designation of a local area](#) as described in Public Law 113-128, Chapter 2, Sections 106 – 107— Workforce Development Areas.

Chapter 445.004(5), Florida Statutes, states that CareerSource Florida, Inc., shall have all the powers and authority not explicitly prohibited by statute which are necessary or convenient to carry out and effectuate its purposes as determined by WIOA.

FOR CONSIDERATION

- Approve subsequent local area designation requests as submitted, contingent upon any additional information or approval signatures required.

Action Item

Approved _____
Disapproved _____

Action Item

FISCAL YEAR 2019-2020 CAREERSOURCE FLORIDA NETWORK FUNDING

Each year, Florida is notified of several federal awards and state appropriations to be received during the upcoming fiscal year. In most cases, the manner for distributing these funds among the state and 24 local workforce development boards is defined in the authorizing federal act or in the state appropriations bill; however, the specific state and local calculations are not known until updated allocation factors are applied to the funding awards. This action item defines these specific allocations in accordance with the authorizing grants, provides recommendations for the allocation of state-level funds for various state initiatives that advance the statewide strategic goals for workforce development and seeks the approval of the CareerSource Florida Board of Directors for specific reserves, commitments and local workforce development board allocations.

This action item covers several major funding streams including the Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF) and Wagner-Peyser Act (WP) as well as other workforce-related funding initiatives. It serves as the financial blueprint for operationalizing the unified brand values, vision, mission, promise and pillars of the CareerSource Florida network:

Our Values

- Business-Driven
- Continuous Improvement
- Integrity
- Talent Focus
- Purpose-Driven

Our Vision

Florida will be the global leader for talent.

Our Mission

The Florida Workforce System connects employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity.

Our Promise

Florida's Workforce System promises a dedicated team of professionals who possess an understanding of your needs. Uniquely positioned, we offer assets, expertise and effective partnerships to deliver seamless and efficient services, demonstrate our value to all customers through results and drive economic priorities through talent development.

Our Pillars

- Collaborate
- Innovate
- Lead

Funding provided under WIOA must be allocated in accordance with the authorizing federal act (Public Law 113-128, as amended). This act defines specific allocation methodologies for its three principal funding streams (Adult, Youth, and Dislocated Worker) to be followed in allocating funding to local workforce development boards. It also defines allowances for funding levels for the state rapid response initiative and state-level set-aside funds (also referred to as the Governor's Reserve or as discretionary state board funding).

In the case of TANF state-appropriated funds, the Florida Legislature allocates a certain level of funding to the workforce system but does not define specific local allocations or the specific allocation methodology that the state board must use. However, the Legislature does define specific line-item appropriations or specific proviso language which would be deducted from total funding available prior to the allocation of TANF funds to local workforce development boards. This board, in determining specific local allocations, is required to maximize funds distributed directly to the local workforce development boards through these appropriations, with such distributions to be based on the anticipated client caseload and the achievement of performance standards.

Specific direction and approval are needed by the board for key workforce investment areas as follows:

1. **Workforce Innovation and Opportunity Act Funding** consisting of the Adult, Youth and Dislocated Worker funding streams with three primary allocation categories:
 - a. Local Workforce Development Board Allocations
 - b. State-Level Set-Aside or Governor's Reserve
 - c. State Rapid Response Funds
2. **Temporary Assistance for Needy Families** including:
 - a. State-Level Allocations and Initiatives
 - b. Local Workforce Development Board Allocations and Initiatives
3. **Jointly Managed Programs** including:
 - a. Wagner-Peyser 7(a)
 - b. Wagner-Peyser 7(b)

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

FEDERAL PROGRAM YEAR 2019 for Fiscal Year 2019/20 – \$144,360,689 (Prior Year 2018/19 – \$156,051,190; decrease of \$11,690,501 or -7.49%)

BASIC PURPOSE AND ELIGIBILITY:

1. Career services and training services for adults, youth and dislocated workers through the CareerSource Florida network; and,
2. Broad, nearly universal eligibility for career services, but more restrictive eligibility for training services based on priority for individuals with low income, employment barriers and/or dislocation from employment.

SPECIFIC MANDATES/LIMITATIONS: There are multiple federal restrictions and regulations governing allocation to state and local workforce development boards, including the use of funds, reporting, etc. Further, state law mandates percentages of WIOA funds that must be used for Individual Training Accounts (ITAs) at the local level.

DISTRIBUTION MECHANISMS: Federal laws specify formulas for distributing WIOA funds among states and for sub-state allocations, primarily based upon relative shares of workforce, unemployment and poverty factors. WIOA (Public Law 113-128) provides that for adult and youth funding streams, 85% of the total federal award must be distributed to local workforce development boards by formula, allowing the governor to reserve up to 15% at the state level for operational expenses, performance-based incentive payments to boards, program management and oversight, and state board-authorized initiatives.

Similarly, WIOA dislocated worker funds also allow 15% to be transferred to the state-level “pool,” with another 25% of the total federal award allocated for purposes of funding a state-level program for rapid response assistance to dislocated workers, including emergency supplements to local workforce development boards. The remaining 60% of the federal dislocated worker funds are then distributed to the boards based on a formula that uses local economic factors.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2019/20: The Program Year 2019 funding allotments to the states, published in TEGL 16-18, are reflected in this board presentation. For specific identification of amounts to be received under the various WIOA categories by the state and local workforce development boards, refer to the flowchart titled “**Florida Funding for Workforce Innovation and Opportunity Act.**”

As shown on the following chart, a total of **\$144,360,689** will be awarded to Florida from Program Year 2019 funds for Fiscal Year 2019/20, down by **\$11,690,501** or a decrease of **7.49%** from the previous year’s grant award. From the total WIOA funds awarded, **\$21,654,103**, is allocated by the federal act to the state-level set-aside pool; the statewide Dislocated Worker Program for the Rapid Response Unit is allocated 25%, or **\$13,030,303**, of the federal dislocated worker funding, and the balance of **\$109,676,283** is allocated to the 24 local workforce development areas.

	<u>FY 2018/19</u>	<u>FY 2019/20</u>	<u>Change</u>
Total WIOA Grant Award	\$ 156,051,190	\$ 144,360,689	\$ (11,690,501)
State Set-Aside	23,407,679	21,654,103	(1,753,576)
Rapid Response	13,422,507	13,030,303	(392,204)
Local Allocations	119,221,004	109,676,283	(9,544,721)

LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB) ALLOCATIONS

As mentioned above and shown on the *Florida Estimated Funding for Workforce Innovation and Opportunity Act* chart for Program Year 2019, a total of **\$109,676,283** is available through direct formula allocations to local workforce development areas from the adult, youth and dislocated worker funds. The spreadsheet titled "*Program Year 2019 Workforce Innovation and Opportunity Act, Estimated Local Workforce Development Board Formula Allocations*," shows the total allocations of WIOA funds with a comparison to the prior year, and the four sets of spreadsheets that follow it reflect the individual allocations for each of the three funding streams.

STATE SET-ASIDE ALLOCATIONS

15% State Set-Aside Allocation – As shown in the *Florida Estimated Funding for Workforce Innovation and Opportunity Act* chart, the federal act allocates a portion of each of the WIOA adult, youth and dislocated worker funding streams for use by the governor for state-level initiatives. For Fiscal Year 2019/20, the amount currently allocated to the state is **\$21,654,103**.

From these state-level funds, the CareerSource Florida Board allocates certain funds for administrative and program costs of the Department of Economic Opportunity (DEO) and CareerSource Florida. Additionally, in accordance with Section 445.003(3)(a)2, Florida Statutes, \$2 million in WIOA set-aside funds must be allocated for the Incumbent Worker Training (IWT) program, administered by the CareerSource Florida professional team. Also included is a \$2 million budget reserve to maintain fiscal responsibility while not adversely affecting the workforce system's performance. From the balance of state-level WIOA funds, this board determines any additional or specific allotments for purposes of state demonstration and pilot projects as well as other workforce development initiatives.

	<u>FY 2019/20</u>
Total WIOA Set-Aside Pool	\$21,654,103
Plus Estimated Balance of Recaptured Funds (includes Est. Balance of Rapid Response 15% State Level)	7,191,882
Total WIOA Funds Available	\$28,845,985
Less Appropriations and Required Allocations:	
DEO/CareerSource Florida Program Services	(6,993,836)
LWDB Support and Shared Services	(1,000,000)
Initial Skills Review	(749,931)
Incumbent Worker Training (Per FL Statutes)	(2,000,000)
Budget Reserve	(2,000,000)
Balance of Funds Available for Board Discretion	\$16,102,218

Discretionary Board Allocations – As shown in the previous tabulation, CareerSource Florida has available discretionary funding in the amount of **\$16,102,218**, after combining the balance of WIOA unobligated funding brought forward from the prior year with the new year's WIOA grant award and accounting for fixed administrative costs and required allocations.

The following funding recommendations reflect strategic initiatives and priorities directed by the CareerSource Florida Executive Committee, specific funding requests from DEO and local workforce development boards, and discretionary funding priorities recommended by the CareerSource Florida professional team. These initiatives and priorities recommended for funding will further advance the CareerSource Florida network's collective effort to increase the prosperity of workers and employers, reduce welfare dependency, increase economic self-sufficiency, meet employer needs and enhance worker productivity and business competitiveness. Each recommendation is in alignment with CareerSource Florida's corporate goals, which mirror the three critical roles of high-performing state workforce boards identified by the National Governors Association Center for Best Practices:

Communicate the CareerSource Florida Network Vision – Communicate the CareerSource Florida network vision to enhance thought leadership, strategies, and policies that strengthen excellence to Florida businesses, job seekers, and workers.

Leverage Strategic Partnerships – Leverage strategic partnerships to cultivate local, regional and state capacity building that increases economic opportunity.

Keep Florida's Workforce System Accountable – Emphasize data-driven decisions to keep Florida's workforce system accountable by encouraging performance achievement and boosting talent pipeline alignment.

Communicate the Vision

Strengthening Education Partnerships and Supporting Talent Pipeline Strategies for Rural Communities (\$500,000) – As this board and network continue the important work to enhance thought leadership, strategies and policies, there are opportunities to support the state response to Governor Ron DeSantis' Executive Order 19-31. One of the new administration's first executive actions, the order calls on the Florida Department of Education to work with local and state stakeholders in secondary and postsecondary education, business, workforce and economic development (including the CareerSource Florida network and the Department of Economic Opportunity) to make Florida No. 1 in the nation for workforce education. To begin work toward this goal, the order calls for a statewide audit of Florida's Career and Technical Education (CTE) programs to ensure alignment with business demand including high-growth, high-wage employment opportunities.

Additionally, as Florida's rural communities work to address ongoing significant workforce challenges, there remains a need to sustain the evaluation of best practices and talent strategies in areas such as increasing access to digital training and tools and supporting entrepreneurship and small business growth while enhancing collaboration across education, workforce, economic and community development systems. In order to advance these priorities for strengthening partnerships that drive greater alignment of Florida's career and technical education programs to marketplace needs as well as identifying and activating talent solutions for building and retaining a skilled rural workforce, these funds may be used to support stakeholder convenings, research and action planning as well as development of workforce solutions.

Leverage Strategic Partnerships

Apprenticeship Expansion (\$1,750,000) – Workforce development boards and the apprenticeship system share the same fundamental goals: They connect workers to economic opportunity while meeting the skills needs of employers in high-demand industries. Apprenticeship is a proven, time-tested earn and learn model that blends classroom learning with on-the-job experience. In Florida, apprenticeships are heavily concentrated in construction and skilled trades occupations, yet there are opportunities in other key sectors of the state's economy including Healthcare, Information Technology and Advanced Manufacturing as well as Leisure and Hospitality. Through a State Apprenticeship Expansion grant from federal partners, CareerSource Florida, the Florida Department of Education and the Florida Department of Economic Opportunity, along with business and educational leaders from across the state, have been hard at work identifying challenges to apprenticeship expansion as well as strategies and recommendations for increasing the number of Floridians benefiting from this work-based learning method.

Last year, with support from CareerSource South Florida and Florida International University, the state's first statewide apprenticeship summit was held in Miami. With attendance at capacity, the event brought forward great interest and momentum to advance best practices in implementing this training model. Consistent with our corporate values and pillars of continuous improvement and innovation, this year's investment would support the continued expansion of apprenticeships in Florida in the non-traditional sectors listed above.

Continuous Improvement Performance Initiative (\$5,000,000) – The CareerSource Florida Board of Directors and the board's Strategic Policy and Performance Council continue to provide significant investments, business perspective, direction and guidance in the development of key performance metrics to incent continuous improvement and high achievement by the CareerSource Florida network. Since 2015, CareerSource Florida has provided support for capacity-building and funding to assist in implementation of local workforce development boards' sector strategies. The goal of sector strategies is to build regional talent pipelines, address skills shortages and create meaningful career pathways for a range of workers in specific industry sectors. Each of Florida's 24 local workforce development boards has identified local sectors of focus in their WIOA plans. Among recommendations received in May 2017 and implemented by the CareerSource Florida Board is empowering the local system to use sectors in the development of career pathways.

Focusing on key sectors important to the state's economy also has been underscored by the Florida Chamber as well as the Florida Council of 100. The Council's December 2018 [Project Sunrise](#) report identified the importance of prioritizing areas of focus to strengthen Florida's future economy, noting, "to make the best use of finite efforts and funds, the state should anchor initiatives on sectors and regions that are positioned for growth and provide the highest impact for the state's overall economy." As a natural point of evolution and continuous improvement, there are opportunities to address key activities such as career pathways/apprenticeships and skills gaps under the broader, coordinated sector strategy approach.

Implementing a broad-based continuous improvement approach that benefits industry sectors of importance in local economies through skills development will position the CareerSource Florida network to more effectively engage employers, address current and emerging skills gaps, engage those community residents most in need of assistance through training that provides pathways to prosperity (i.e., veterans, youth, people with disabilities, those with significant barriers) and more effectively align and leverage programs and resources that serve employers, job seekers and workers.

This focused engagement will be supported by CareerSource Florida's Continuous Improvement Performance Initiative. The Continuous Improvement Performance Initiative is based on statutory authority provided in FS 445.004(6)(b), stating, "CareerSource Florida, Inc., may take action that it deems necessary to achieve the purposes of this section, including, but not limited to... (b)

Establishing policy direction for a funding system that provides incentives to improve the outcomes of career education, registered apprenticeship, and work-based learning programs and that focuses resources on occupations related to new or emerging industries that add greatly to the value of the state's economy."

Performance incentive funding recommendations are presented to and approved by the state board. Performance metrics are developed based on feedback from executive directors, staff and managers from LWDBs throughout the state and across multiple forums. Recommendations include focus on alignment with strategic direction, core services, promoting collaboration, accurate and timely data, using existing data sources, and making the system easy to understand, implement and track.

The Continuous Improvement Performance Initiative will use three measures that meet the recommendations mentioned above:

- 1) Percentage of WIOA and Wagner-Peyser participants who secured employment;
- 2) Percentage of WIOA participants who received career training services; and
- 3) Business penetration rate.

Local workforce development boards that meet the criteria set for continuous improvement will be provided performance incentive funding with additional credit for serving populations with barriers to employment, and for providing services to business sectors identified in LWDB plans.

This initiative supports key workforce system outcomes including increases of individuals placed in employment, participants receiving high-quality training focused on skills/credentials to meet job/career goals, and services to individuals with barriers to employment. The performance continuous improvement system also drives increases in number of businesses served with an added emphasis on businesses within industry sectors identified in local workforce development plans.

Keep the System Accountable

Training Opportunities (\$250,000) – CareerSource Florida collaborates with the Department of Economic Opportunity to provide technical assistance and training services for Florida's local workforce development boards. These services are designed to improve the knowledge and skills related to the performance requirements of WIOA and Wagner-Peyser.

Continuation services will include identification of and training on successful strategies and best practices for the continuous improvement of business processes and overall performance of local workforce development boards. Local workforce development board management teams will participate in a blended learning approach using webinars, job aids, onsite workshops and other tools. Ongoing evaluation of training effectiveness will be conducted. Funding of this shared training initiative allows for the cost-effective design and delivery of consistent and effective learning content to streamline services, improve business outreach and drive performance outcomes throughout the CareerSource Florida network.

Other Recommendations

Additional WIOA Formula Funds (\$4,000,000) – Based on feedback from the Executive Committee and local workforce development board representatives, this additional funding is recommended for distribution to local workforce development boards through the WIOA adult funding formula. This would provide additional funds to local workforce development boards and would be more flexible than traditional formula funds. Some examples of ways these funds could be used include additional On-the-Job Training (OJT) grants, integration efforts with local WIOA

partners, development of best practices to be shared across the state, or pilot projects that could be used to apply for other grant opportunities.

Emerging Initiatives Funding (\$1,500,000) – Through CareerSource Florida’s disciplined process of validating project ideas and activities, we recognize the need to continually evaluate prospective project proposals as well as current initiatives. Economic conditions, business climate and industry needs can change rapidly over a 12-month period. As these changes occur, the CareerSource Florida network must be prepared to take proactive steps to analyze and address those changing conditions. If a decision is made during the fiscal year to fund a new initiative based on how it advances our strategic goals and principles, the state will need to ensure there are funds available, if needed, for any new project proposals. These funds would position CareerSource Florida to address and respond to workforce development strategies resulting from emerging ideas and initiatives throughout the year.

Additional Funding for the Incumbent Worker Training Grant Program (\$2,000,000) – When workers lack needed training and businesses experience skills gaps, the company’s ability to compete, expand and retain workers can be compromised. Florida’s Incumbent Worker Training (IWT) grant program addresses such needs. The IWT program was created to provide grant funding for continuing education and training of incumbent employees at existing Florida businesses. It has proven to be a popular resource for small businesses. These funds, combined with the statutorily required \$2 million, will be used for the IWT program. This would bring the total allocated for this program to \$4 million. With the continuing focus on building capacity at the local level, we foresee a large increase in demand for training for existing workers to help grow the businesses within our state.

Rural Initiatives (\$1,000,000) – Florida has identified 29 Florida counties and six cities in three additional counties as Rural Areas of Opportunity. These counties and cities face extraordinary economic challenges. Historically, CareerSource Florida’s Board of Directors has designated supplementary allocations for local workforce development boards identified as rural boards to support provision of workforce services to employers and residents in the areas they serve. Initiatives funded through this allocation will support critical workforce development needs in rural communities.

Discretionary Funding Summary

Pending approval of the recommended reserves and commitments outlined here, an estimated balance of \$102,218 will be available to be added to the budgeted reserve or carried forward into the next fiscal year. This amount is an estimate because certain current-year funds may not be available for carry-forward purposes and allocated funds may not be expended at the level expected during the fiscal year.

Total 2019/20 WIOA Funds Available	\$16,102,218
Less Proposed Discretionary Board Allocations:	
Communicate the Vision	(500,000)
Leverage Strategic Partnerships	(6,750,000)
Keep the System Accountable	(250,000)
Additional Formula Distribution	(4,000,000)
Emerging Initiatives	(1,500,000)
Additional Incumbent Worker Training	(2,000,000)
Rural Initiatives	(1,000,000)
Balance Remaining for State Projects	\$102,218

WIOA – STATE RAPID RESPONSE FUNDS

As noted previously, **25%, or \$13,030,303**, of the total federal WIOA Dislocated Worker funding (\$52,121,208) provided to the state for Fiscal Year 2019/20 may be reserved by federal law for the purposes of establishing and operating the state-level Rapid Response Unit and providing emergency allocations to address local dislocation events. From this amount, the board is required by Chapter 445, F.S., to maintain an emergency reserve, historically set at \$3,000,000, to fund the operational costs of the DEO Rapid Response Unit.

The following tabulation shows the distribution of the total federal award for 2019/20:

Total Dislocated Worker Funds (19/20)	\$52,121,208
Less Local Pass-Through (60%)	(31,272,724)
Less State-Level Set Aside (15%)	(7,818,181)
Balance for State-Level Rapid Response Reserve (25%)	\$13,030,303

From the total Rapid Response funding available to the board from new-year funding, program management costs of **\$500,069** are being requested as well as continuation of the **\$3,000,000** emergency reserve to address major events that may occur during Fiscal Year 2019/20.

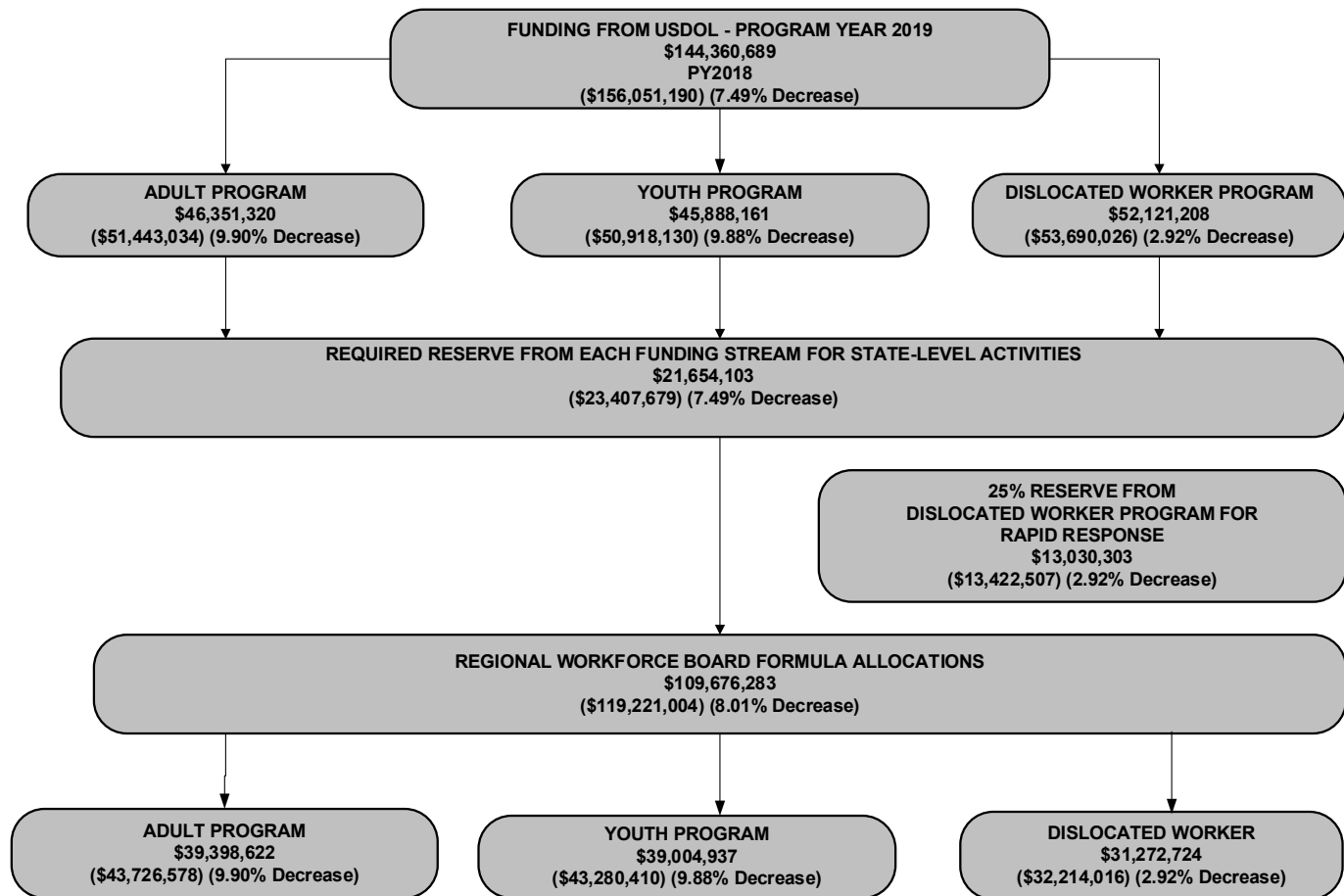
Total Rapid Response State-Level Allocation	\$13,030,303
Less: Proposed Rapid Response Program Unit Costs	(500,069)
Less: Proposed Emergency Reserve (<i>Chapter 445, F.S.</i>)	(3,000,000)
Less: Supplemental Dislocated Worker Allocation	(9,530,234)
Balance	\$ 0

The CareerSource Florida professional team proposes allocating **\$9,530,234** of the **\$13,030,303** that is available in discretionary dislocated worker funding using the local pass-through allocation formula. The \$3,000,000 emergency reserve will allow the board to fund supplemental requests from local workforce development boards during the upcoming fiscal year for major dislocations and plant closures as well as the needs of the unemployed and long-term unemployed. In the event of a major dislocation, if funding held at the state level is insufficient to meet the needs of affected local workforce development boards, CareerSource Florida will deobligate funds from unaffected local workforce development boards and reobligate those funds to the affected local workforce development boards.

FOR CONSIDERATION

- **Approval to establish the Program Year 2019/20 WIOA state-level set-aside allocations, authorizing operations and administration funding, other reserves, obligations and commitments for DEO and CareerSource Florida. Additionally, authorize flexibility for the CareerSource Florida President and Treasurer to adjust actual spending categories as necessary within the total approved budget for all funding allocations approved through this action.**

FLORIDA FUNDING FOR WORKFORCE INNOVATION & OPPORTUNITY ACT



**Program Year 2019 Workforce Innovation and Opportunity Act
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		WIOA ADULT	WIOA YOUTH	WIOA DISLOCATED WORKER	PY 2019 FINAL ALLOCATION	PY 2018 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	\$846,160	\$1,030,729	\$633,695	\$2,510,584	\$2,743,192	(\$232,608)	-8.48%
2	CareerSource Okaloosa Walton	\$314,861	\$268,126	\$261,801	\$844,788	\$964,379	(\$119,591)	-12.40%
3	CareerSource Chipola	\$363,430	\$320,527	\$169,401	\$853,358	\$928,537	(\$75,179)	-8.10%
4	CareerSource Gulf Coast	\$377,185	\$352,012	\$641,738	\$1,370,935	\$1,211,188	\$159,747	13.19%
5	CareerSource Capital Region	\$902,163	\$1,721,650	\$503,812	\$3,127,625	\$3,269,362	(\$141,737)	-4.34%
6	CareerSource North Florida	\$321,656	\$341,885	\$144,377	\$807,918	\$977,723	(\$169,805)	-17.37%
7	CareerSource Florida Crown	\$274,755	\$325,667	\$139,392	\$739,814	\$793,012	(\$53,198)	-6.71%
8	CareerSource Northeast Florida	\$2,552,829	\$2,611,709	\$2,555,065	\$7,719,603	\$8,751,610	(\$1,032,007)	-11.79%
9	CareerSource North Central Florida	\$600,875	\$1,217,361	\$319,034	\$2,137,270	\$2,240,150	(\$102,880)	-4.59%
10	CareerSource Citrus Levy Marion	\$1,379,079	\$1,346,572	\$720,048	\$3,445,699	\$3,484,297	(\$38,598)	-1.11%
11	CareerSource Flagler Volusia	\$1,085,558	\$1,071,729	\$960,408	\$3,117,695	\$3,676,499	(\$558,804)	-15.20%
12	CareerSource Central Florida	\$3,568,177	\$3,744,098	\$4,012,107	\$11,324,382	\$13,077,949	(\$1,753,567)	-13.41%
13	CareerSource Brevard	\$875,014	\$786,225	\$775,694	\$2,436,933	\$2,823,614	(\$386,681)	-13.69%
14	CareerSource Pinellas	\$1,350,737	\$1,033,026	\$1,391,813	\$3,775,576	\$4,308,689	(\$533,113)	-12.37%
15	CareerSource Tampa Bay	\$2,615,433	\$2,829,176	\$2,279,225	\$7,723,834	\$8,016,849	(\$293,015)	-3.65%
16	CareerSource Pasco Hernando	\$1,284,150	\$1,168,846	\$1,008,945	\$3,461,941	\$3,855,544	(\$393,603)	-10.21%
17	CareerSource Polk	\$1,696,330	\$1,687,332	\$1,062,553	\$4,446,215	\$4,450,266	(\$4,051)	-0.09%
18	CareerSource Suncoast	\$971,242	\$771,008	\$879,539	\$2,621,789	\$2,956,532	(\$334,743)	-11.32%
19	CareerSource Heartland	\$594,221	\$634,815	\$279,032	\$1,508,068	\$1,699,034	(\$190,966)	-11.24%
20	CareerSource Research Coast	\$1,313,423	\$1,180,934	\$1,036,962	\$3,531,319	\$3,632,811	(\$101,492)	-2.79%
21	CareerSource Palm Beach County	\$2,576,812	\$2,416,660	\$2,332,050	\$7,325,522	\$8,289,857	(\$964,335)	-11.63%
22	CareerSource Broward	\$2,957,419	\$2,531,287	\$3,245,789	\$8,734,495	\$10,244,665	(\$1,510,170)	-14.74%
23	CareerSource South Florida	\$8,474,099	\$7,704,219	\$4,287,060	\$20,465,378	\$19,888,198	\$577,180	2.90%
24	CareerSource Southwest Florida	\$2,103,014	\$1,909,344	\$1,633,184	\$5,645,542	\$6,937,047	(\$1,291,505)	-18.62%
STATEWIDE TOTALS		\$39,398,622	\$39,004,937	\$31,272,724	\$109,676,283	\$119,221,004	(\$9,544,721)	-8.01%

**Program Year 2019 Workforce Innovation and Opportunity Act
Adult Program Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	AREA OF SUBSTANTIAL UNEMPLOYMENT				ECONOMICALLY DISADVANTAGED		LWDB SHARE	HH *	PY 2019 FINAL ALLOCATION	PY 2018 FINAL ALLOCATION	DIFFERENCE	%
	LABOR FORCE	UNEMPLOYED Total	Rate	Excess	Total	Excess						
1 CareerSource Escarosa	56,845	3,670	6.5%	1,112	41,790	38,983	0.021476895		\$846,160	\$949,673	(\$103,513)	-10.90%
2 CareerSource Okaloosa Walton	6,445	428	6.6%	138	21,615	20,011	0.007991669	*	\$314,861	\$379,867	(\$65,006)	-17.11%
3 CareerSource Chipola	2,224	157	7.1%	57	25,000	24,480	0.009224439	*	\$363,430	\$425,762	(\$62,332)	-14.64%
4 CareerSource Gulf Coast	19,705	1,283	6.5%	396	21,215	19,955	0.009573548	*	\$377,185	\$464,662	(\$87,477)	-18.83%
5 CareerSource Capital Region	66,853	4,325	6.5%	1,317	40,125	37,786	0.022898341		\$902,163	\$923,558	(\$21,395)	-2.32%
6 CareerSource North Florida	5,077	330	6.5%	102	25,780	25,196	0.008164152		\$321,656	\$425,038	(\$103,382)	-24.32%
7 CareerSource Florida Crown	5,688	385	6.8%	129	20,915	20,330	0.006973730		\$274,755	\$299,809	(\$25,054)	-8.36%
8 CareerSource Northeast Florida	168,279	10,864	6.5%	3,291	128,970	118,976	0.064794880		\$2,552,829	\$3,062,948	(\$510,119)	-16.65%
9 CareerSource North Central Florida	38,674	2,526	6.5%	786	30,035	28,185	0.015251175		\$600,875	\$603,725	(\$2,850)	-0.47%
10 CareerSource Citrus Levy Marion	106,068	6,860	6.5%	2,087	58,350	55,859	0.035003224		\$1,379,079	\$1,401,931	(\$22,852)	-1.63%
11 CareerSource Flagler Volusia	50,585	3,264	6.5%	988	58,470	54,716	0.027553208	*	\$1,085,558	\$1,369,736	(\$284,178)	-20.75%
12 CareerSource Central Florida	128,588	8,327	6.5%	2,541	217,270	200,341	0.090566042	*	\$3,568,177	\$4,438,390	(\$870,213)	-19.61%
13 CareerSource Brevard	20,141	1,325	6.6%	419	44,825	41,459	0.022209254	*	\$875,014	\$1,041,446	(\$166,432)	-15.98%
14 CareerSource Pinellas	68,454	4,419	6.5%	1,339	79,745	73,552	0.034283852	*	\$1,350,737	\$1,624,709	(\$273,972)	-16.86%
15 CareerSource Tampa Bay	191,666	12,375	6.5%	3,750	119,555	110,409	0.066383874		\$2,615,433	\$2,745,712	(\$130,279)	-4.74%
16 CareerSource Pasco Hernando	94,501	6,102	6.5%	1,849	58,025	54,272	0.032593774		\$1,284,150	\$1,504,499	(\$220,349)	-14.65%
17 CareerSource Polk	139,400	9,029	6.5%	2,756	66,330	62,620	0.043055572		\$1,696,330	\$1,688,917	\$7,413	0.44%
18 CareerSource Suncoast	39,015	2,523	6.5%	767	54,215	49,662	0.024651664	*	\$971,242	\$1,154,808	(\$183,566)	-15.90%
19 CareerSource Heartland	35,542	2,300	6.5%	701	31,355	30,392	0.015082272		\$594,221	\$657,618	(\$63,397)	-9.64%
20 CareerSource Research Coast	105,494	6,808	6.5%	2,061	53,715	50,275	0.033336768		\$1,313,423	\$1,394,463	(\$81,040)	-5.81%
21 CareerSource Palm Beach County	194,880	12,570	6.5%	3,800	114,350	105,276	0.065403604		\$2,576,812	\$3,039,117	(\$462,305)	-15.21%
22 CareerSource Broward	176,565	11,401	6.5%	3,456	152,310	139,387	0.075064010	*	\$2,957,419	\$3,656,990	(\$699,571)	-19.13%
23 CareerSource South Florida	721,712	46,601	6.5%	14,124	318,205	300,269	0.215086200		\$8,474,099	\$7,827,926	\$646,173	8.25%
24 CareerSource Southwest Florida	127,563	8,228	6.5%	2,488	112,795	105,314	0.053377853		\$2,103,014	\$2,645,274	(\$542,260)	-20.50%
STATEWIDE TOTALS	2,569,964	166,100	6.5%	50,454	1,894,960	1,767,705	1.000000000		\$39,398,622	\$43,726,578	(\$4,327,956)	-9.90%

**Program Year 2019 Workforce Innovation and Opportunity Act
Youth Program Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	AREA OF SUBSTANTIAL UNEMPLOYMENT				ECONOMICALLY DISADVANTAGED		LWDB SHARE	HH *	PY 2019 FINAL ALLOCATION	PY 2018 FINAL ALLOCATION	DIFFERENCE	%
	LABOR FORCE	UNEMPLOYED Total	Rate	Excess	Total	Excess						
1 CareerSource Escarosa	56,845	3,670	6.5%	1,112	9,625	6,818	0.026425601		\$1,030,729	\$1,163,505	(\$132,776)	-11.41%
2 CareerSource Okaloosa Walton	6,445	428	6.6%	138	3,155	1,551	0.006874149	*	\$268,126	\$325,000	(\$56,874)	-17.50%
3 CareerSource Chipola	2,224	157	7.1%	57	2,530	2,010	0.008217589	*	\$320,527	\$375,163	(\$54,636)	-14.56%
4 CareerSource Gulf Coast	19,705	1,283	6.5%	396	2,665	1,405	0.009024805	*	\$352,012	\$419,028	(\$67,016)	-15.99%
5 CareerSource Capital Region	66,853	4,325	6.5%	1,317	16,765	14,426	0.044139278		\$1,721,650	\$1,855,493	(\$133,843)	-7.21%
6 CareerSource North Florida	5,077	330	6.5%	102	3,205	2,621	0.008765183	*	\$341,885	\$403,388	(\$61,503)	-15.25%
7 CareerSource Florida Crown	5,688	385	6.8%	129	3,795	3,210	0.008349382		\$325,667	\$356,854	(\$31,187)	-8.74%
8 CareerSource Northeast Florida	168,279	10,864	6.5%	3,291	23,895	13,901	0.066958418	*	\$2,611,709	\$3,104,646	(\$492,937)	-15.88%
9 CareerSource North Central Florida	38,674	2,526	6.5%	786	12,630	10,780	0.031210432		\$1,217,361	\$1,305,249	(\$87,888)	-6.73%
10 CareerSource Citrus Levy Marion	106,068	6,860	6.5%	2,087	9,135	6,644	0.034523129		\$1,346,572	\$1,369,156	(\$22,584)	-1.65%
11 CareerSource Flagler Volusia	50,585	3,264	6.5%	988	9,540	5,786	0.027476752	*	\$1,071,729	\$1,306,953	(\$235,224)	-18.00%
12 CareerSource Central Florida	128,588	8,327	6.5%	2,541	41,870	24,941	0.095990363	*	\$3,744,098	\$4,667,941	(\$923,843)	-19.79%
13 CareerSource Brevard	20,141	1,325	6.6%	419	6,955	3,589	0.020157060	*	\$786,225	\$930,729	(\$144,504)	-15.53%
14 CareerSource Pinellas	68,454	4,419	6.5%	1,339	10,995	4,802	0.026484501		\$1,033,026	\$1,290,270	(\$257,244)	-19.94%
15 CareerSource Tampa Bay	191,666	12,375	6.5%	3,750	24,470	15,324	0.072533790		\$2,829,176	\$3,004,861	(\$175,685)	-5.85%
16 CareerSource Pasco Hernando	94,501	6,102	6.5%	1,849	8,835	5,082	0.029966612		\$1,168,846	\$1,380,517	(\$211,671)	-15.33%
17 CareerSource Polk	139,400	9,029	6.5%	2,756	11,275	7,565	0.043259455		\$1,687,332	\$1,689,773	(\$2,441)	-0.14%
18 CareerSource Suncoast	39,015	2,523	6.5%	767	7,835	3,282	0.019766921	*	\$771,008	\$923,631	(\$152,623)	-16.52%
19 CareerSource Heartland	35,542	2,300	6.5%	701	5,350	4,387	0.016275253		\$634,815	\$703,935	(\$69,120)	-9.82%
20 CareerSource Research Coast	105,494	6,808	6.5%	2,061	7,875	4,435	0.030276514		\$1,180,934	\$1,250,430	(\$69,496)	-5.56%
21 CareerSource Palm Beach County	194,880	12,570	6.5%	3,800	19,235	10,161	0.061957805		\$2,416,660	\$2,864,176	(\$447,516)	-15.62%
22 CareerSource Broward	176,565	11,401	6.5%	3,456	23,310	10,387	0.064896582	*	\$2,531,287	\$3,168,401	(\$637,114)	-20.11%
23 CareerSource South Florida	721,712	46,601	6.5%	14,124	45,510	27,574	0.197519093		\$7,704,219	\$7,015,458	\$688,761	9.82%
24 CareerSource Southwest Florida	127,563	8,228	6.5%	2,488	17,310	9,829	0.048951333	*	\$1,909,344	\$2,405,853	(\$496,509)	-20.64%
STATEWIDE TOTALS	2,569,964	166,100	6.5%	50,454	327,765	200,510	1.000000000		\$39,004,937	\$43,280,410	(\$4,275,473)	-9.88%

**Program Year 2019 Workforce Innovation and Opportunity Act
Dislocated Worker Program Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		20% UC CLAIMANTS	25% UC CONCENTRATION	25% MASS LAYOFF	30% LONG-TERM UNEMPLOYED	LWDB SHARE	HH *	PY 2019 FINAL ALLOCATION	PY 2018 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	714	7,825	6,731	109	0.020263516		\$633,695	\$630,014	\$3,681	0.58%
2	CareerSource Okaloosa Walton	284	3,780	2,825	38	0.008371555		\$261,801	\$259,512	\$2,289	0.88%
3	CareerSource Chipola	169	1,661	2,857	21	0.005416908		\$169,401	\$127,612	\$41,789	32.75%
4	CareerSource Gulf Coast	717	3,985	13,654	57	0.020520697		\$641,738	\$327,498	\$314,240	95.95%
5	CareerSource Capital Region	474	6,483	5,336	95	0.016110261		\$503,812	\$490,311	\$13,501	2.75%
6	CareerSource North Florida	149	1,782	1,444	28	0.004616693		\$144,377	\$149,297	(\$4,920)	-3.30%
7	CareerSource Florida Crown	145	1,767	1,284	28	0.004457304		\$139,392	\$136,349	\$3,043	2.23%
8	CareerSource Northeast Florida	2,778	27,573	28,273	490	0.081702663		\$2,555,065	\$2,584,016	(\$28,951)	-1.12%
9	CareerSource North Central Florida	288	4,864	3,005	57	0.010201660		\$319,034	\$331,176	(\$12,142)	-3.67%
10	CareerSource Citrus Levy Marion	783	8,958	6,742	141	0.023024800		\$720,048	\$713,210	\$6,838	0.96%
11	CareerSource Flagler Volusia	1,030	11,376	9,425	191	0.030710729		\$960,408	\$999,810	(\$39,402)	-3.94%
12	CareerSource Central Florida	4,174	45,435	42,898	787	0.128294120		\$4,012,107	\$3,971,618	\$40,489	1.02%
13	CareerSource Brevard	813	9,746	7,911	144	0.024804185		\$775,694	\$851,439	(\$75,745)	-8.90%
14	CareerSource Pinellas	1,477	16,163	13,990	278	0.044505642		\$1,391,813	\$1,393,710	(\$1,897)	-0.14%
15	CareerSource Tampa Bay	2,427	24,886	24,001	459	0.072882218		\$2,279,225	\$2,266,276	\$12,949	0.57%
16	CareerSource Pasco Hernando	1,092	12,090	9,929	197	0.032262786		\$1,008,945	\$970,528	\$38,417	3.96%
17	CareerSource Polk	1,114	12,156	11,025	211	0.033976985		\$1,062,553	\$1,071,576	(\$9,023)	-0.84%
18	CareerSource Suncoast	903	12,358	8,299	158	0.028124794		\$879,539	\$878,093	\$1,446	0.16%
19	CareerSource Heartland	298	3,419	2,694	53	0.008922524	*	\$279,032	\$337,481	(\$58,449)	-17.32%
20	CareerSource Research Coast	1,148	11,627	9,424	223	0.033158665		\$1,036,962	\$987,918	\$49,044	4.96%
21	CareerSource Palm Beach County	2,502	26,049	23,436	477	0.074571373		\$2,332,050	\$2,386,564	(\$54,514)	-2.28%
22	CareerSource Broward	3,431	34,919	32,442	692	0.103789768		\$3,245,789	\$3,419,274	(\$173,485)	-5.07%
23	CareerSource South Florida	4,097	54,466	37,774	922	0.137086251	*	\$4,287,060	\$5,044,814	(\$757,754)	-15.02%
24	CareerSource Southwest Florida	1,685	21,730	15,253	312	0.052223903		\$1,633,184	\$1,885,920	(\$252,736)	-13.40%
STATEWIDE TOTALS		32,692	365,098	320,652	6,168	1.000000000		\$31,272,724	\$32,214,016	(\$941,292)	-2.92%

**Program Year 2019 Workforce Innovation and Opportunity Act
Supplemental Dislocated Worker Program Local Workforce Development Board
Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	20% UC CLAIMANTS	25% UC CONCENTRATION	25% MASS LAYOFF	30% LONG-TERM UNEMPLOYED	LWDB SHARE	PY 2019 FINAL ALLOCATION	PY2019 SUPPLEMENTAL	TOTAL
1 CareerSource Escarosa	714	7,825	6,731	109	0.020263516	\$633,695	\$193,116	\$826,811
2 CareerSource Okaloosa Walton	284	3,780	2,825	38	0.008371555	\$261,801	\$79,783	\$341,584
3 CareerSource Chipola	169	1,661	2,857	21	0.005416908	\$169,401	\$51,624	\$221,025
4 CareerSource Gulf Coast	717	3,985	13,654	57	0.020520697	\$641,738	\$195,567	\$837,305
5 CareerSource Capital Region	474	6,483	5,336	95	0.016110261	\$503,812	\$153,535	\$657,347
6 CareerSource North Florida	149	1,782	1,444	28	0.004616693	\$144,377	\$43,998	\$188,375
7 CareerSource Florida Crown	145	1,767	1,284	28	0.004457304	\$139,392	\$42,479	\$181,871
8 CareerSource Northeast Florida	2,778	27,573	28,273	490	0.081702663	\$2,555,065	\$778,645	\$3,333,710
9 CareerSource North Central Florida	288	4,864	3,005	57	0.010201660	\$319,034	\$97,224	\$416,258
10 CareerSource Citrus Levy Marion	783	8,958	6,742	141	0.023024800	\$720,048	\$219,432	\$939,480
11 CareerSource Flagler Volusia	1,030	11,376	9,425	191	0.030710729	\$960,408	\$292,680	\$1,253,088
12 CareerSource Central Florida	4,174	45,435	42,898	787	0.128294120	\$4,012,107	\$1,222,673	\$5,234,780
13 CareerSource Brevard	813	9,746	7,911	144	0.024804185	\$775,694	\$236,390	\$1,012,084
14 CareerSource Pinellas	1,477	16,163	13,990	278	0.044505642	\$1,391,813	\$424,149	\$1,815,962
15 CareerSource Tampa Bay	2,427	24,886	24,001	459	0.072882218	\$2,279,225	\$694,585	\$2,973,810
16 CareerSource Pasco Hernando	1,092	12,090	9,929	197	0.032262786	\$1,008,945	\$307,472	\$1,316,417
17 CareerSource Polk	1,114	12,156	11,025	211	0.033976985	\$1,062,553	\$323,809	\$1,386,362
18 CareerSource Suncoast	903	12,358	8,299	158	0.028124794	\$879,539	\$268,036	\$1,147,575
19 CareerSource Heartland	298	3,419	2,694	53	0.008922524	\$279,032	\$85,034	\$364,066
20 CareerSource Research Coast	1,148	11,627	9,424	223	0.033158665	\$1,036,962	\$316,010	\$1,352,972
21 CareerSource Palm Beach County	2,502	26,049	23,436	477	0.074571373	\$2,332,050	\$710,683	\$3,042,733
22 CareerSource Broward	3,431	34,919	32,442	692	0.103789768	\$3,245,789	\$989,141	\$4,234,930
23 CareerSource South Florida	4,097	54,466	37,774	922	0.137086251	\$4,287,060	\$1,306,463	\$5,593,523
24 CareerSource Southwest Florida	1,685	21,730	15,253	312	0.052223903	\$1,633,184	\$497,706	\$2,130,890
STATEWIDE TOTALS	32,692	365,098	320,652	6,168	1.000000000	\$31,272,724	\$9,530,234	\$40,802,958

Action Item Continued

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

STATE APPROPRIATIONS, FISCAL YEAR 2019/20 – \$58,121,806 (Prior Year 2018/19 – \$58,114,731; increase of \$7,075 or .01%)

BASIC PURPOSE AND ELIGIBILITY: TANF serves low-income families with children, including two-parent families. The TANF program strongly emphasizes a “Work First” philosophy that combines added assistance in obtaining needed training, starting work and receiving childcare; transportation and transitional supports to retain employment, advance and become self-sufficient; and time limits and sanctions as needed.

SPECIFIC MANDATES/LIMITATIONS: Eligibility limits for receiving Temporary Cash Assistance (TCA) benefits include having a gross income equal to or less than 185% of the federal poverty level and limited assets. Services/programs that assist families in avoiding welfare dependency by gaining and retaining employment are available in the form of one-time payments, job placement assistance and transitional work support services, and can be more broadly extended to “needy families” (set at 200% of the poverty level in Florida). Also, there are other diversion programs designed to reduce and/or prevent welfare dependency, such as teen pregnancy prevention programs, programs that enable the formation and maintenance of two-parent families, and post-employment career advancement and job retention programs. Florida is required to provide matching state general revenue funds to satisfy the federal “maintenance of effort.” TANF funds may not be used for medical expenses, undocumented immigrants or convicted felons. TANF funds which are unspent at the local level within specified time limits are restricted to “benefits only” and can no longer be used for other purposes including workforce and support services.

DISTRIBUTION MECHANISMS: TANF funds are provided to the state by federal block grants with some special supplements provided to Florida and other states. There are no federally established formulas for sub-state distribution of TANF funds, noting that TANF administration in most states is state or county-based, with no decentralized governance/delivery structures similar to Florida’s local workforce development boards. The Florida Legislature defines and approves the yearly appropriation of TANF funds to DEO and the CareerSource Florida Board to address both state and local needs which are further administered, allocated and directed by the state board.

Since the state workforce board’s inception in July 2000, the CareerSource Florida Board has transitioned the historical TANF (Welfare Transition) allocation formula (based only on the cash assistance caseload) to a 50/50 allocation formula – 50% of the available funds are allocated to local workforce development boards based upon their share of the number of children within households receiving food stamps, and the remaining 50% based upon cash assistance caseload or TANF households with an adult member. The data on numbers of children receiving food stamps and the cash assistance caseload are available from the Department of Children and Families. In calculating the 2019/20 distributions, the board applied a 90% “hold harmless” provision to ensure that no local workforce development board would face an inordinate shift or reduction of funds from the prior

fiscal year due to shifts in data used in the funding methodology. This is the same hold harmless provision required under the WIOA Adult, Youth and Dislocated Worker programs, which calculates a two-year average percentage for each local workforce development board and assures they will not receive less than 90% of that average.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2019/20: A total of **\$58,121,806** in TANF funds was appropriated by the 2019 Legislature. This amount includes **\$4,190,899** for program and administrative support provided by the Department of Economic Opportunity and the CareerSource Florida Board. This funding also includes a specific appropriation of \$750,000 for the Non-Custodial Parent Employment Program for Pinellas, Pasco and Hillsborough counties, and \$666,000 for Miami-Dade County to be administered by CareerSource Pasco Hernando. After deducting program and administrative support, and the **\$1,416,000** for the Non-Custodial Parent Employment Program, the remaining amount available for local allocations is **\$52,514,907**, which is level-funded with the prior year.

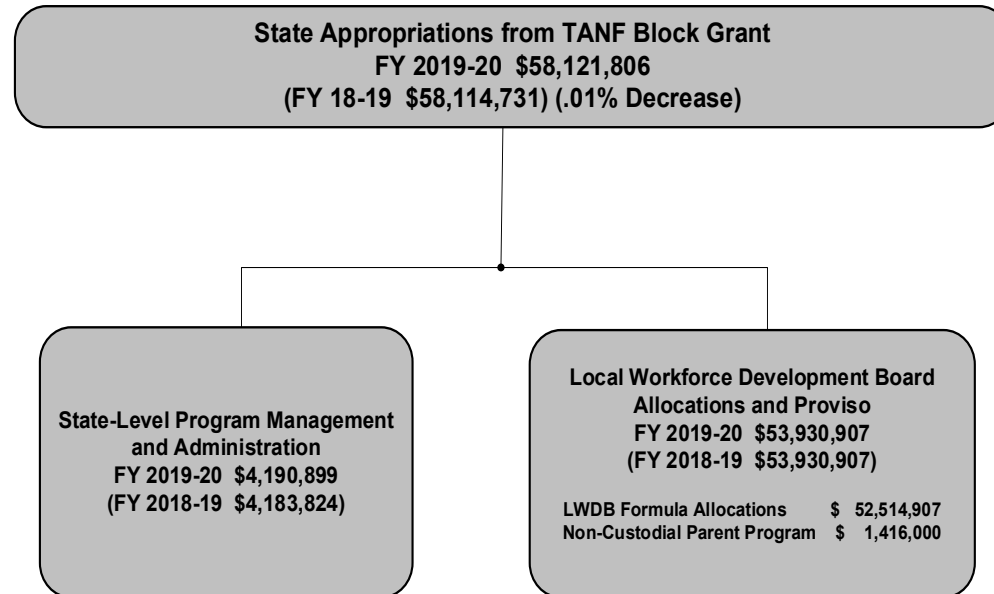
	<u>FY 2019/20</u>
DEO and CSF Administration	\$ 4,190,899
Non-Custodial Parent Program	1,416,000
Local Allocations	52,514,907
Total	\$58,121,806

Using these amounts and assuming no additional changes in the allocation methodology, the total amounts by local workforce development board are reflected on the attached chart titled “***Program Year 2019 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations.***”

FOR CONSIDERATION

- **Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2019/20. Additionally, authorize flexibility for the CareerSource Florida President and Treasurer to adjust actual spending categories as necessary within the total approved budget for all funding allocations approved through this action.**

**FLORIDA FUNDING FOR
Temporary Assistance for Needy Families (TANF)**



Program Year 2019 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations

LOCAL WORKFORCE DEVELOPMENT BOARDS		50% WELFARE		FY 2019/20		FY 2018/19	DIFFERENCE	%	
		50% SNAP	CASELOAD	HH	FINAL	FINAL			
				LWDB SHARE	* ALLOCATION	ALLOCATION			
1	CareerSource Escarosa	169,740	2,853	0.023557912		\$1,237,142	\$1,240,048	(\$2,906)	-0.23%
2	CareerSource Okaloosa Walton	70,721	1,224	0.009968537		\$523,497	\$490,772	\$32,725	6.67%
3	CareerSource Chipola	47,880	706	0.006216466		\$326,457	\$317,494	\$8,963	2.82%
4	CareerSource Gulf Coast	78,748	1,105	0.009980450		\$524,122	\$500,777	\$23,345	4.66%
5	CareerSource Capital Region	122,548	2,598	0.020830083	*	\$1,093,890	\$1,195,977	(\$102,087)	-8.54%
6	CareerSource North Florida	53,100	464	0.006358108	*	\$333,895	\$370,995	(\$37,100)	-10.00%
7	CareerSource Florida Crown	55,322	939	0.007717734		\$405,296	\$385,832	\$19,464	5.04%
8	CareerSource Northeast Florida	576,344	9,055	0.079699174	*	\$4,185,395	\$4,646,890	(\$461,495)	-9.93%
9	CareerSource North Central Florida	93,332	1,748	0.013735998	*	\$721,345	\$801,494	(\$80,149)	-10.00%
10	CareerSource Citrus Levy Marion	205,092	4,294	0.032139920		\$1,687,825	\$1,611,592	\$76,233	4.73%
11	CareerSource Flagler Volusia	215,150	5,381	0.037520217		\$1,970,371	\$1,931,799	\$38,572	2.00%
12	CareerSource Central Florida	1,001,532	17,569	0.142191955		\$7,467,197	\$6,974,230	\$492,967	7.07%
13	CareerSource Brevard	165,970	3,219	0.024898357		\$1,307,535	\$1,142,619	\$164,916	14.43%
14	CareerSource Pinellas	257,051	6,100	0.043399499		\$2,279,121	\$2,248,158	\$30,963	1.38%
15	CareerSource Tampa Bay	587,639	9,665	0.080636866		\$4,234,638	\$4,344,963	(\$110,325)	-2.54%
16	CareerSource Pasco Hernando	237,902	5,247	0.038436403		\$2,018,484	\$1,813,119	\$205,365	11.33%
17	CareerSource Polk	335,417	6,178	0.048897077		\$2,567,825	\$2,364,728	\$203,097	8.59%
18	CareerSource Suncoast	174,622	3,050	0.025690471	*	\$1,349,133	\$1,479,908	(\$130,775)	-8.84%
19	CareerSource Heartland	95,832	1,984	0.014920455		\$783,546	\$587,535	\$196,011	33.36%
20	CareerSource Research Coast	184,899	1,140	0.018007207	*	\$945,647	\$1,050,719	(\$105,072)	-10.00%
21	CareerSource Palm Beach County	428,607	3,261	0.042370666		\$2,225,092	\$2,198,888	\$26,204	1.19%
22	CareerSource Broward	640,193	6,993	0.072498723		\$3,807,264	\$3,988,329	(\$181,065)	-4.54%
23	CareerSource South Florida	1,384,011	15,709	0.159298054		\$8,365,521	\$8,723,383	(\$357,862)	-4.10%
24	CareerSource Southwest Florida	363,007	3,947	0.041029668		\$2,154,669	\$2,104,658	\$50,011	2.38%
STATEWIDE TOTALS		7,544,659	114,429	1.000000000		\$52,514,907	\$52,514,907	\$0	0.00%

*Indicates 90% Hold Harmless in Effect

Action Item Continued

WAGNER-PEYSER (WP)

ESTIMATED FEDERAL AWARD FY 2019/20 FOR WAGNER-PEYSER – \$37,920,561 (Prior Year 2018/19 – \$38,144,961; decrease of \$224,400 or -.59%)

Statutory Reference: Wagner-Peyser Act of 1933, 48 Stat.113 as amended; Workforce Investment Act of 1998; Workforce Innovation and Opportunity Act of 2014.

Grantor Agency: USDOL

Grant Program Objectives: To place persons in employment by providing a variety of placement-related services without charge to job seekers and to employers seeking qualified individuals to fill job openings.

DESCRIPTION OF THE GRANT PROGRAM:

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Wagner-Peyser Act was amended by the Workforce Investment Act of 1998 and the Workforce Innovation and Opportunity Act of 2014, making the Employment Service part of the one-stop delivery system. Employment services are an integral part of the one-stop delivery system that provides an integrated array of high-quality services so that workers, job seekers and businesses can find the services they need under one roof in easy-to-reach locations. Employment services are services related to a labor exchange system including job search assistance, referral and placement assistance to job seekers, reemployment services to unemployment insurance claimants and recruitment services to employers with job openings. Services may be delivered through self-service, facilitated self-help services and staff-assisted services. Core services, such as assessments of skill levels, abilities and aptitudes; career guidance when appropriate; job search workshops; and referral to training as appropriate may also be available. The services offered to employers, in addition to referral of job seekers to job openings, include matching job requirements with job seeker experience, skills and other attributes; helping with special recruitment needs; helping employers analyze hard-to-fill job orders; assisting with job restructuring; and helping employers address layoffs.

DESCRIPTION OF PROCESS USED TO ALLOCATE AVAILABLE GRANT FUNDS:

Wagner-Peyser 7(a) Funds – As shown on the *Florida Estimated Funding for Wagner-Peyser* chart, CareerSource Florida and DEO reserve less than 10% of the 7(a) grant funds (\$2,818,672) for state-level program operations and administration. More than 90% (\$31,309,833) of these funds are available to support one-stop program services at the local level.

The allocation of Wagner-Peyser funding to local workforce development boards is based on the federal formula used to distribute grant funds among the states. The formula is:

- 2/3 based on the relative share of the state's civilian labor force (based on an annualized average)

- 1/3 based on the relative share of the state's number of unemployed individuals (based on an annualized average)

Total PY 2019 WP 7(a)	\$34,128,505
LWDB Salaries and Pass-Through	(26,814,242)
Labor Exchange System	(4,128,705)
LWDB Insurance and HR Fees	(366,886)
Remaining for State-Level Administration	\$2,818,672

Wagner-Peyser 7(b) Funds – Section 7(b) of the Wagner-Peyser Act reserves 10% (or \$3,792,056) of the available grant funds allocated to Florida (\$37,920,561) for use by this board for state-level activities including outreach, special projects, performance incentives, and the maintenance of a reasonable budget reserve. The remaining grant funds are available for additional eligible activities.

Total PY 2019 WP 7(b)	\$3,792,056
Plus Est. Bal. of Unreserved W-P 7(b) Funds	\$1,283,950
Less Budget Reserve	(700,000)
Total WP 7(b) Funds Available	\$4,376,006

The following recommendations are presented to the board for the establishment of commitments for 2019/20.

Statewide Outreach (\$2,500,000) – Each year the state board approves funding administered by its professional team to advance the mission and outreach of the organization and the CareerSource Florida network through an integrated strategic communications plan and tactics. This investment supports CareerSource Florida's work to build and maintain brand consistency by providing time- and money-saving templates and tools for use by workforce partners statewide through the development of shared communications resources. Additionally, this funding supports competitively procured expert services to expand the outreach and education capabilities of the CareerSource Florida professional team through public information, media relations, advertising outreach to job seekers and businesses, social media and other strategies. CareerSource Florida emphasizes targeted digital outreach and other tactics including outreach on broadcast outlets and in printed publications to reach customers in all areas of Florida.

In the 2019/20 fiscal year, CareerSource Florida plans to continue its successful Cooperative Outreach Program in support of local workforce development boards' outreach efforts. The Co-Op provides funding and collaboration for customized outreach and education tools and tactics for each of the 24 local workforce development boards, encouraging shared resources and economies of scale. With a state as large and diverse as Florida, the investment in a multipronged but integrated outreach strategy is critical to raise awareness and increase the use of resources available statewide to address the employment and training needs of job seekers, workers and employers.

Military Family Employment Advocacy Program (\$850,000) – The Military Family Employment Advocacy Program (MFEAP) was established by Section 445.055, F.S., to provide employment advocates and services at Florida career centers with high military populations associated with military bases. Persons eligible for assistance through this program include spouses and dependents of active-duty military personnel, Florida National Guard members and military reservists located in Florida. CareerSource Florida has allocated Wagner-Peyser 7(b) funds to local workforce development boards 1, 2, 4, 8, 13, 15 and 23 since state Fiscal Year 2008/09 to

keep this successful program operational. There are approximately 37,000 military spouses who currently reside in Florida, and 60% of them live in these local areas. The current funding helps facilitate the work of 10 MFEAP advocates currently assigned to career centers in Pensacola, Fort Walton Beach, Panama City, Jacksonville, Cocoa, Tampa Bay and Miami-Dade. The MFEAP advocates' sole focus is to assist active-duty military spouses and dependents in obtaining and retaining gainful employment. Many of the advocates are co-located at family support centers within military bases.

Other Business Outreach Initiatives (\$500,000) – The CareerSource Florida professional team recommends approval for sustained funding for a variety of initiatives under the category of business outreach. The uses of these funds are consistent with federal and state law priorities under Chapter 445, F.S., as they relate to facilitating business awareness and access to workers from special population groups (e.g., youth, veterans, older workers, people with disabilities) as well as addressing workforce needs in targeted industry sectors. Some of the initiatives funded through this reserve include partnership programs with faith- or community-based organizations, the state workforce system's annual Professional Workforce Development Summit, local workforce development board and economic development partnerships, and workforce development and training workshops. This funding also may be used to support cooperative outreach efforts to leverage state and local resources for enhancing business services.

Customer Relationship Management (CRM) System (Salesforce) Licenses (\$500,000) – Under the Expanding Business Engagement initiative, established in 2011, the CareerSource Florida Business and Workforce Development Team, along with a group of local workforce development boards, reviewed and selected a technology platform to help the state and local workforce development boards begin consistently tracking the number and types of businesses they serve. After a thorough review, Salesforce.com was selected as the network-wide CRM platform. Shaped by CareerSource Florida network business professionals, the Salesforce instance provides a consistent process for tracking businesses served and helps in identifying and deepening the network's business market penetration. With Salesforce, Florida's workforce system now has a cross-local resource in place with a singular aim of improving services to business – seamlessly and efficiently – as a true network. CareerSource Florida is looking at ways to integrate its instance with other state partner organizations that work in the economic development arena.

Wagner-Peyser 7(b) Funding Summary

In the event the foregoing reserves and commitments are approved by the state board, an estimated balance of **\$26,006** will remain available to CareerSource Florida to be added to the budgeted reserve or as a carry forward into the next fiscal year. Please note this amount is an estimate because certain current year funds may not be available for carry-forward purposes or allocated funds may not be expended at the level expected during the fiscal year.

Total 2019/20 WP 7(b) Funds Available	\$4,376,006
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Less Proposed Discretionary Board Allocations:

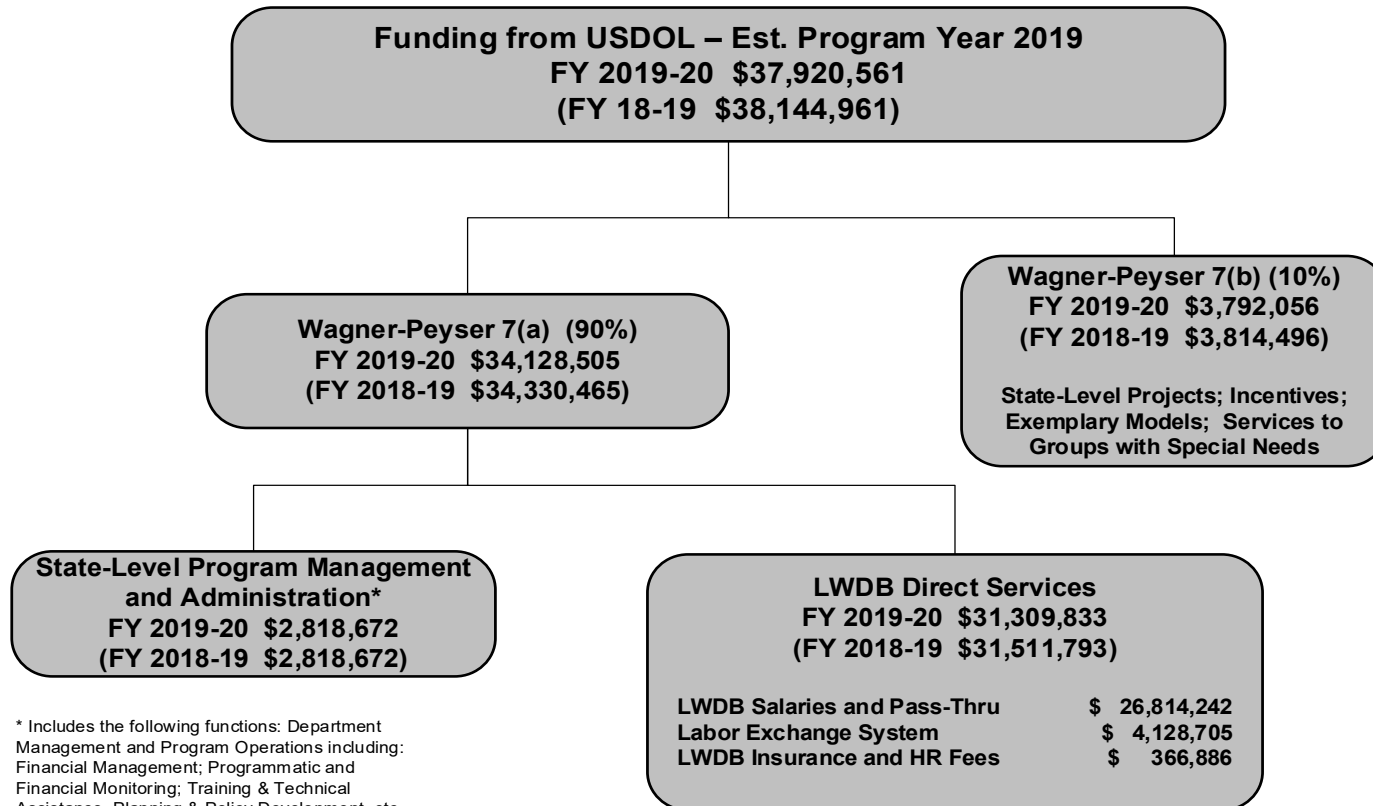
Statewide Outreach	(2,500,000)
Military Family Employment Advocacy Program	(850,000)
Salesforce Licenses	(500,000)
Other Business Outreach Initiatives	(500,000)

Balance Remaining	\$26,006
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FOR CONSIDERATION

- **Approval of the Program Year 2019/20 Wagner Peyser 7(a) and 7(b) projects, with the understanding that if final federal funding changes, updates will be made using the approved allocation shares. Additionally, authorize flexibility for the CareerSource Florida President and Treasurer to adjust actual spending categories as necessary within the total approved budget for all funding allocations approved through this action.**

ESTIMATED FLORIDA FUNDING FOR WAGNER-PEYSER



* Includes the following functions: Department Management and Program Operations including: Financial Management; Programmatic and Financial Monitoring; Training & Technical Assistance, Planning & Policy Development, etc. for a total of \$2,628,011. An additional \$190,661 is reserved for CareerSource Florida costs associated with this program.

**Program Year 2019 Wagner-Peyser Act
Estimated Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		2/3 CIVILIAN LABOR FORCE	1/3 UNEMPLOYED INDIVIDUALS	LWDB SHARE	PY 2019 FINAL ALLOCATION	PY 2018 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	225,952	7,825	0.021862133	\$586,217	\$590,849	(\$4,632)	-0.78%
2	CareerSource Okaloosa Walton	126,913	3,780	0.011717915	\$314,207	\$316,516	(\$2,309)	-0.73%
3	CareerSource Chipola	42,170	1,661	0.004263333	\$114,318	\$114,022	\$296	0.26%
4	CareerSource Gulf Coast	100,213	3,985	0.010165910	\$272,591	\$264,584	\$8,007	3.03%
5	CareerSource Capital Region	187,922	6,483	0.018159715	\$486,939	\$490,035	(\$3,096)	-0.63%
6	CareerSource North Florida	47,094	1,782	0.004694543	\$125,881	\$128,756	(\$2,875)	-2.23%
7	CareerSource Florida Crown	46,852	1,767	0.004665084	\$125,091	\$126,234	(\$1,143)	-0.91%
8	CareerSource Northeast Florida	800,591	27,573	0.077322502	\$2,073,344	\$2,083,360	(\$10,016)	-0.48%
9	CareerSource North Central Florida	148,643	4,864	0.014123040	\$378,699	\$379,347	(\$648)	-0.17%
10	CareerSource Citrus Levy Marion	200,470	8,958	0.021236726	\$569,447	\$572,479	(\$3,032)	-0.53%
11	CareerSource Flagler Volusia	300,516	11,376	0.029961092	\$803,384	\$810,866	(\$7,482)	-0.92%
12	CareerSource Central Florida	1,369,031	45,435	0.130657172	\$3,503,473	\$3,470,006	\$33,467	0.96%
13	CareerSource Brevard	276,558	9,746	0.026912345	\$721,634	\$724,027	(\$2,393)	-0.33%
14	CareerSource Pinellas	492,704	16,163	0.046850240	\$1,256,254	\$1,265,132	(\$8,878)	-0.70%
15	CareerSource Tampa Bay	735,690	24,886	0.070641795	\$1,894,206	\$1,885,754	\$8,452	0.45%
16	CareerSource Pasco Hernando	302,447	12,090	0.030738752	\$824,236	\$819,373	\$4,863	0.59%
17	CareerSource Polk	298,759	12,156	0.030558783	\$819,411	\$815,251	\$4,160	0.51%
18	CareerSource Suncoast	365,817	12,358	0.035111194	\$941,480	\$941,108	\$372	0.04%
19	CareerSource Heartland	76,913	3,419	0.008131451	\$218,039	\$221,884	(\$3,845)	-1.73%
20	CareerSource Research Coast	281,898	11,627	0.028977526	\$777,010	\$769,971	\$7,039	0.91%
21	CareerSource Palm Beach County	731,004	26,049	0.071398377	\$1,914,493	\$1,927,568	(\$13,075)	-0.68%
22	CareerSource Broward	1,036,212	34,919	0.099377123	\$2,664,722	\$2,684,320	(\$19,598)	-0.73%
23	CareerSource South Florida	1,428,609	54,466	0.142783204	\$3,828,623	\$4,014,066	(\$185,443)	-4.62%
24	CareerSource Southwest Florida	611,793	21,730	0.059690045	\$1,600,543	\$1,600,694	(\$151)	-0.01%
STATEWIDE TOTALS		10,234,771	365,098	1.000000000	\$26,814,242	\$27,016,202	(\$201,960)	-0.75%

Action Item Continued

Consolidated Action Item – Fiscal Year 2019-2020 CareerSource Florida Network Funding

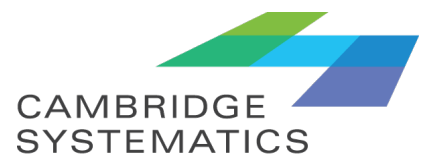
FOR CONSIDERATION

- 1. Approval to establish the Program Year 2019/20 WIOA state-level set-aside allocations, authorizing operations and administration funding, other reserves, obligations and commitments for DEO and CareerSource Florida.**
- 2. Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2019/20.**
- 3. Approval of the Program Year 2019/20 Wagner Peyser 7(a) and 7(b) projects, with the understanding that if final federal funding changes, updates will be made using the approved allocation shares.**
- 4. Approval of authorization of flexibility for the CareerSource Florida President and Treasurer to adjust actual spending categories as necessary within the total approved budget for all funding allocations approved through this action.**

The Gig Economy and Florida's Workforce System

**Programmatic, Policy and
Performance Recommendations
and Final Board Presentation**

May 2019



The Gig Economy and Florida's Workforce System

CareerSource Florida's Strategic Policy & Performance Council established a priority initiative to explore the impact of the gig economy on Florida's workforce system. A six-month study was launched in January 2019 with the purpose of furthering CareerSource Florida's understanding of the gig economy and the potential workforce, education, and economic development implications on Florida. Cambridge Systematics provided technical assistance in developing this study which synthesized national research, gathered Florida-specific data and trends, and engaged workforce partners in discussions about the future of work.

This brief summarizes initial findings of this research effort and identifies potential opportunities for CareerSource Florida to meet the future workforce needs of gig economy businesses and workers. The study will be completed in June 2019 and provide additional detail, data, and strategic policy and programmatic recommendations for CareerSource Florida to engage in the gig economy.

What is the gig economy?

There is no commonly accepted national definition of the gig economy. At the broadest level, gig work covers any independent workers including contractors, sole proprietors, informal self-employment, remote workers, and online or offline freelancers. Many of these arrangements are not new in the U.S. labor force, though the rise of web platforms and ability to work online has increased the visibility of this segment of the economy.

- Gig work is temporary or project-based in nature, and generally provided through non-traditional job arrangements and non-payroll-based enterprises.
- Independent workers, part-time contractors, flexible workers, seasonal employees, temporary agency workers, freelancers, moonlighters, self-employed workers, contingent workers, 1099 workers, and a variety of other terms are used to describe gig workers.
- The gig economy is enabled through online platforms that connect workers seeking gigs to individuals and businesses. Examples include app-based opportunities (such as *Uber*, *Handy* or *Instacart*) and web-based platforms (such as *Upwork*, *TaskRabbit* or *Freelancer*).
- Gig work extends beyond personal services and common examples of driving for Uber or Lyft. Gig platforms are facilitating significant expansion of gig work into industries and occupations in professional, technical, creative, business, administrative, financial and legal services.
- With a concentration of gig workers in industries such as professional and business services, transportation, hospitality, and increasingly education and healthcare, Florida may be more engaged in the gig economy than national estimates suggest.

What is the scale of the gig economy?

Given discrepancies in definitions and the overlapping nature of traditional, non-traditional, and alternative work arrangements, estimating the number of gig workers is challenging. Although some empirical data suggest that independent work has not substantially increased in recent decades, most anecdotal evidence suggests a significant rise in gig work. Sufficient data do not exist to estimate the scope and scale of gig work in Florida.

- A study by the JPMorgan Chase Institute suggests 4.5 percent of U.S. households participated in the online platform economy at some point in 2018.
- Estimates from the U.S. Bureau of Labor Statistics indicate 10 percent of workers held alternative work arrangements and 1 percent engaged in electronically mediated work in the United States in 2017.

- The Federal Reserve Board's Survey of Household Economics and Decisionmaking found that in 2017, 31 percent of all adults engaged in gig work, up from 28 percent in 2016.
- The annual Freelancing in America survey, commissioned in partnership by Upwork and Freelancers Union, found 35 percent of Americans freelanced work in 2018.
- Gig work is expected to continue to grow, with some estimates suggesting the majority of workers will be involved, in some form or fashion, with gig work by 2030.

Who are gig workers and what are they doing?

Gig workers represent a cross-section of the U.S. workforce. They represent young and old, men and women, and the racial, ethnic, and socioeconomic diversity of the country. Although there are some patterns in the demographic composition of independent workers, the characteristics of gig workers vary considerably by the type of work arrangement, occupation or work type, and purpose of independent work pursued.

- In general, research suggests gig workers are more likely to be more highly educated, relatively younger, and located in more urban areas than the workforce as a whole.
- Gig workers may work full-time in gig arrangements or supplement earnings from traditional jobs. Many gig workers are active infrequently or on an as-needed basis.
- Workers participate in the gig economy for a variety of reasons. Top rationales cited in national surveys include flexibility, freedom, independence, lifestyle, opportunities, earning potential, and other benefits of independent work.
- The most active professions for independent workers are likely to be in professional, technical, business, administrative, financial, and legal services. These industries include a range of occupations, skill sets, and skill levels.
- Skills advertised on online gig platforms typically are specific software programming languages; experience in graphic design and editing programs; familiarity with common customer support or client management software; proficiency in foreign language, writing or technical editing; and a variety of specific experience in finance, accounting, engineering, legal, architecture, and other accredited skills.
- With the continued growth in online gig platform providers that cater to a wider variety of professional, technical, business, and consumer services, the gig economy is expanding into new industries and reaching across a greater diversity of occupations and skill levels.

How can we understand gig workers?

CareerSource Florida identified six different independent worker archetypes. Workers may fall into one or more of these categories and may move across categories based on changes in finances, work-life situations and other factors. The workforce support needs, job opportunities, skills, education and training wants of these worker archetypes can differ significantly.

- **The Subscriber** – These workers are likely to choose independent work by choice for reasons of flexibility, independence, work-life balance and other perceived benefits. They are likely to be engaged on a full-time equivalent basis and independent work is their primary income source. These workers are more likely to be high-skilled and to work in professional, technical or creative occupations. Gigs may include more traditional contract, consultant and self-employed arrangements as well as independent workers primarily using online gig platforms to find work.

- **The Supplementer** – These workers are engaged in independent work primarily to provide additional income, likely as a secondary job. Part-time work is likely and time commitments may be sporadic or infrequent based on opportunity or need. While these workers are gig workers by choice, additional income may be necessary for some. These workers are likely engaged in transportation, professional, business support, customer service, or other middle-skill occupations. Work arrangements are likely to include online platform work or in some cases more traditional part-time, seasonal, or temporary staffing agency positions.
- **The Alternative** – These workers are likely to pursue gig work out of necessity, perhaps because traditional jobs are not available in an area due to physical or mental disabilities, criminal histories or other factors that limit traditional opportunities. For other workers, alternative arrangements may be a choice and a preferred work style. They may be either full-time workers or more likely part-time to supplement fixed income sources such as long-term disability or worker compensation payments. For others, independent work may be out of necessity. Worker skills can be high, middle or lower and work activities may range across a variety of industries. Work arrangements are likely to be driven by online platforms but also may include contract or temporary agency work.
- **The Reluctant** – These workers are engaged in alternative work arrangements and independent work solely out of need – either to provide additional income or to keep active during periods of unemployment, transition, health or injury recovery. These workers are likely to prefer more traditional work arrangements and full-time jobs but are engaged in the gig economy on a temporary basis. Work is likely on a part-time basis and facilitated through online platforms or informal agreements. Industries and occupations vary, but workers may be engaged in transportation, sales or personal services.
- **The Retiree** – The workers are generally older and are likely to have retired from full-time positions. They may pursue independent work to supplement fixed incomes, to pay for unexpected costs, or simply to keep active and engage in social interactions. Workers are likely part-time, pursue opportunities when they arise, and may be engaged in transportation, hospitality, or individual consumer service occupations. These workers may engage in gig work either out of choice or necessity. Work arrangements may be facilitated by online platforms, but also may include temporary agency, on-call, consultant, self-employed or independent contractor work activities.
- **The Enthusiast** – These workers are likely a smaller segment of the gig workforce but may engage in supplemental independent work by choice. Work may or may not provide additional income, but income is likely not the primary reason for engaging in gig work. Instead workers may produce goods, arts or crafts; support non-profit, religious or service organizations; serve as board members or technical advisors; or provide leasing or sales services to support a hobby or interest. Work arrangements may be facilitated by online platforms but are more likely under non-traditional and informal agreements.

What are the workforce needs of gig workers and businesses?

Gig workers face a variety of issues related to financial management, income insecurity, employment regulations, legal and insurance provisions, digital marketing, service pricing and business planning. The following needs related to workforce and education have been identified based on national research and interviews with Florida stakeholders:

- Initial digital literacy training and independent work education;
- Targeted skill or technology-specific knowledge upgrades;
- Industry-specific training or certifications;
- Expansion of early entrepreneurship pathways and business development skills; and

- Work transition, including experience-based resumes, career counseling and soft skills-building for independent work.

Risks, challenges, and regulatory environments continue to evolve for businesses using gig workers. Based on national research and outreach to Florida gig economy stakeholders, the following needs and issues for businesses have been identified:

- Federal employee classification, reporting, and tax liabilities;
- Regulatory and legal uncertainties of employment law and worker status;
- Information, intellectual property, and cybersecurity risks;
- Recruitment, talent access and human resource processes and protocols;
- Soft-skills development and quality assurance needs; and,
- Industry-accepted certifications, accreditations, or specific training for independent workers.

What challenges and implications does the gig economy present?

The likely continuing increase in independent work presents significant implications for Florida and Florida's workforce investment system. These challenges may not yet be fully visible or understood. Immediate challenges for local workforce development boards and partners are tied to the structure of Federal regulations and workforce programs. Future risks to Florida's economy and communities may be elevated should a greater proportion of the workforce shift toward independent work.

- Regulations and performance requirements of the Workforce Innovation and Opportunity Act (WIOA) limit the services that local workforce development boards can provide to workers interested in independent work and businesses seeking non-traditional employees.
- Federal and state policy, programs and data systems do not reflect the changing nature of work and may not be prepared to meet or measure demand for independent work.
- Independent workers may not be accurately counted as participating in the labor force through public labor market statistics, and positive employment outcomes for job placement services for independent workers may not be counted by local workforce development boards. Potential undercounting of employment activity may have implications for formula-based funding programs for local boards.
- The lack of broadband connectivity in some areas of Florida may limit online work opportunities for rural residents who may be interested in independent work.
- Independent workers, primarily independent contractors, are not eligible for employer-provided benefits, including health insurance, retirement plans, and some workplace protections. For some workers this may present barriers to employment, including workers with vocational limitations or disabilities who cannot risk the loss of defined benefits or cover costs of personal insurance.
- If employment were to significantly shift away from W-2 based work, local communities and state programs may face declining revenues from sales taxes or payroll-based taxes. In this scenario, the loss of value-added benefits of physical businesses and employment, including community connections, philanthropy, and indirect demand for supporting retail and consumer services also may impact local communities.

- Talent is increasingly global and technology enables some independent work to be performed virtually anywhere at any time. Florida independent workers and businesses may face increased competition from other independent workers located across the globe.

What opportunities does the gig economy present for Florida?

Gig work represents potential pathways to entrepreneurship, career starts, experience-building and income growth for many different types of workers. For some traditionally underserved populations, independent work provides opportunities that traditional employment may not offer. Key opportunities presented by the gig economy include:

- Independent work can provide unemployed or underemployed workers with opportunities to gain work experience and build transferable skills. This starter experience can support pathways to more permanent and traditional employment or toward business development or full-time gig work.
- Gig work may be most beneficial to workers in rural areas with broadband connectivity, recent immigrants, non-English language speakers, refugees, seasonal or transitional workers, military spouses, transitioning veterans, workers with criminal records, and others with barriers to traditional employment, including transportation costs or childcare obligations.
- Dislocated workers affected by major layoff events or natural disasters may find opportunities for supplemental or gap work in the gig economy. Workers also may use gig work to cover essential costs while pursuing continuing education or while pursuing business development opportunities.
- Online gig platforms and technology are lowering barriers to business creation and entrepreneurship. Independent gig work offers a relatively low-risk pathway for individuals to begin marketing services, skills, and ideas and can help launch new enterprises.
- Independent work may offer a competitive edge to Florida's regional economies and communities that develop target industry or sector strategies around remote work, coworking spaces, communications connectivity, and anchor industries. The globalization of talent is both a challenge and an opportunity, as Florida workers can compete and provide services globally with fewer barriers than ever before.

How can Florida's workforce system best engage in the gig economy?

Based on discussions with local workforce development boards, education and core workforce partners, economic development organizations and national industry associations, there is general agreement that the nature of work is changing and that Florida's workforce system should engage in the gig economy.

Policy and regulatory shifts

- Continue to convene state and regional leaders to develop policy recommendations and influence pending workforce reauthorization and legislative discussions at the federal level.
- Encourage shifts in federal and state workforce guidelines and performance outcomes to better reflect demand from businesses for independent workers and to enable local boards to provide placement and training services for independent and remote workers.
- Recognize independent work training and development services as an authorized and eligible activity under WIOA.

Data needs and system designs

- Consider a statewide survey or data collection effort, in coordination with partners, to provide baseline data on the prevalence and nature of independent work in Florida. Consider ongoing surveys of youth and next generation workers to understand work preferences, assess digital skills, and better align programming to business and worker needs.
- Adapt existing data systems, job marketplaces and labor market statistics programs to better capture data on independent workers and to enable alternative work outcomes to be tracked.

Gig-specific programming and resources

- Strengthen existing workforce development programs to emphasize soft skills training and transferable experience necessary for independent work.
- Fill potential gaps in statewide entrepreneurship programs and support services through basic digital literacy, marketing, service pricing and business development programs.
- Develop a statewide online resource or digital toolkit that provides information and education on gig work basics, including online opportunities, necessary skills, frequently asked questions, common challenges, and links to further training and workforce development services.
- Explore potential for broad education and outreach initiatives to employers, workers and youth to promote independent work opportunities and the value of work experience and transferable skills.
- Consider partnerships between the workforce system and private gig platform or independent work placement service providers.

About this Study

CareerSource Florida retained Cambridge Systematics, Inc., to complete this study of the gig economy and Florida's workforce system. Cambridge Systematics provided technical assistance, research and outreach to stakeholders and partners under this effort. This summary of the major challenges, opportunities and engagement areas is drawn from conversations with key partners from across the state and country. CareerSource Florida appreciates the assistance and input of the following partners.

- CareerSource Broward
- CareerSource Flagler Volusia
- CareerSource Gulf Coast
- CareerSource Heartland
- CareerSource North Central Florida
- CareerSource Northeast Florida
- CareerSource Palm Beach County
- CareerSource South Florida
- CareerSource Suncoast
- Digital Works/Connected Nation
- FlexJobs.com, Inc.
- Florida Chamber Foundation
- Florida Department of Economic Opportunity, Bureau of Workforce Statistics & Economic Research
- Florida Department of Economic Opportunity, Bureau of One-Stop and Program Support
- Florida Department of Education, Division of Career and Adult Education
- Florida Department of Education, Division of Vocational Rehabilitation
- Florida Department of Education, Florida College System
- Florida Department of Education, Florida Division of Blind Services
- Florida Economic Development Council
- Florida Small Business Development Center Network
- Florida Small Business Development Center, Florida A & M University
- Hamilton County Development Authority
- JAX USA Partnership
- Jobs for the Future
- New Horizons South Florida, Inc.
- Next Era Energy Company
- Santa Fe College, Center for Innovation and Economic Development
- TIP Strategies, Inc.
- Uber, Inc.

Presenter Bios

Evan Enarson-Hering



Evan Enarson-Hering is a principal with Cambridge Systematics. Mr. Enarson-Hering has more than 11 years of experience in applied policy analysis, performance management, regional economics, strategic planning and socioeconomic indicators. He has managed work covering organizational strategic planning, workforce and education, economic development, finance and tax policy, trade and logistics and transportation policy development and analysis. Mr. Enarson-Hering has managed and supported clients throughout Florida, including the Florida Chamber Foundation, Gulf Coast

Community Foundation, Palm Beach North Chamber of Commerce, Florida Department of Economic Opportunity and CareerSource Florida. He earned a bachelor's degree from Colorado College Master of Science from the University of Michigan.

John Kaliski



John Kaliski is a principal with Cambridge Systematics. Mr. Kaliski has more than 20 years of experience in integrated planning and policy, economic development, visioning and strategic planning. He has worked with state and regional agencies and other public and private entities to understand long-range trends and potential futures; define visions and goals; develop strategic plans; and align policies, plans, and investments. Mr. Kaliski has managed recent efforts for the Florida Chamber Foundation, Florida Department of Transportation, Florida Department of Economic Opportunity, Space

Florida and regional organizations and agencies throughout Florida. He earned a bachelor's degree from Dartmouth College.



Moderator and Panelist

Bios

Keith Bowers



Keith Bowers is the regional director for the Florida Small Business Development Center at Florida Agricultural & Mechanical University and has served in this capacity for more than six years. Mr. Bowers and his team provide support services and technical assistance to entrepreneurs and small business owners throughout an eight- county region in northwest Florida. He graduated from Florida Agricultural & Mechanical University and upon graduating, Mr. Bowers was commissioned as a second lieutenant in the United States Army. He served in the United States Army Reserves as captain and adjutant general of the Joint Detention Operations Group in Guantanamo Bay and captain and commander of United States Army Postal Operations in Bosnia.

Mr. Bowers previously served as founder of the Bowers Group, community reinvestment act officer for Peoples First Community Bank and single-family administrator and planning manager for the Florida Housing Finance Corporation.

Michael Corbit



Michael Corbit is director of business development for CareerSource Palm Beach County. Mr. Corbit works with local businesses, government, education and industry leaders to spur job growth and business development. He serves on the boards for the Palm Beach County League of Cities, City of West Palm Beach Mayor's Village Initiative, Treasure Coast Regional Planning Council's Comprehensive Economic Development Strategies, Miami Dade College Science and Biotechnology Advisory Board, Florida Manufacturing Trade Grant, City of West Palm Beach National Center for Arts & Technology, City of Delray Beach West Atlantic Redevelopment Coalition and the South Florida Manufacturing Association and Marine Industry Association of Palm Beach County.

Previously, Mr. Corbit served as the vice president of marketing and sales for Advanced Processing & Imaging, Inc., executive director of InternetCoast, channel marketing manager of Citrix Systems, director of marketing and communications for Champion Solutions Group (IBM) and marketing manager for Sensormatic Electronics.



Lisa Ekinici



Lisa Ekinici is cofounder and partner of Office Divvy. As professionals who understand the changing workplace, recruiting millennial talent, automating and streamlining work for more flexible business models that don't require teams to be in a single location, the Office Divvy founders have built a community for startups, small businesses and entrepreneurs in Palm Coast and Flagler County. Ms. Ekinici started her own business serving New York investment banks in her twenties. Some of her clients included IBM, Marvel, frog design, radicalmedia, GE, Chase, Kenneth Cole, Barnes & Noble, MTV, NBCU, Billboard, TIME, JetBlue and more.

Mentoring the next generation is a joy for Ms. Ekinici. More than 30 interns of Office Divvy have graduated over the past 10 years. Her insight and experience working with traditional business and gig economy workers gives Office Divvy a significant advantage as they court businesses large and small.

Leslie Giscombe



Leslie Giscombe is founder and CEO of the African American Entrepreneur Association. African American entrepreneurs are one of the fastest-growing entrepreneurial demographic segments in the United States. The African American Entrepreneur Association supports its members through education, mentoring, group economics, a business directory and micro-financing partners.

With more than 25 years of experience as an entrepreneur, Mr. Giscombe is the oldest African American to graduate from the undergraduate College of Business at the University of Florida. He also holds a Master of Business Administration from the Florida Institute of Technology.



Stephanie Smith



Stephanie Smith is the senior manager of Florida public policy at Uber. Prior to joining Uber, Ms. Smith was the public affairs director for AT&T Florida and Georgia. She previously served as executive deputy chief of staff to and director of external affairs for Governor Charlie Crist. Before joining the governor's staff, Ms. Smith served as the public affairs coordinator for WRS Infrastructure and Environment, Inc. in Tampa. Her experience also includes specials events coordinator for Governor Jeb Bush and business development liaison for the Office of Tourism, Trade and Economic Development.

Ms. Smith is a member of the CareerSource Florida Strategic Policy and Performance Council and Board of Directors. She is graduate of Florida State University.



Information Items



ADVERTISING OUTREACH AND INTEGRATED COMMUNICATIONS HIGHLIGHTS

JULY 2018 – MARCH 2019

INTRODUCTION

On behalf of CareerSource Florida, Moore, Inc., uses an integrated communications approach to advance the organization's mission to connect employers with qualified, skilled talent and Floridians with employment and career development opportunities. A key component of these efforts is an advertising outreach campaign designed to reach, inform and engage businesses and job seekers.

The following are highlights from the statewide outreach campaign as of March 31, 2019, and a look at some of the high-impact integrated communications tactics that successfully reached our audiences.

Note: A final advertising report will be provided at the conclusion of the fiscal year on June 30.

ADVERTISING OUTREACH OVERVIEW

Career Services

- Goal: Career Services Inquiries (email submits)
- Targeting: Floridians 16 to 24 for a specific youth campaign (Passion to Profession) and 25+ who are underemployed or want to make a career change for general job seekers.
- Strategy: Reach Florida's youth and underemployed population who need assistance finding a career through visual assets, compelling copy and various options for opting-in to learn more.

Business Services

- Goal: Training Grant Inquiries (email submits)
- Targeting: Business decision makers including C-suite executives, HR professionals, owners and directors at Florida-based businesses, consultants and training providers.
- Strategy: Raise awareness and drive Florida business leaders to information, websites and videos to help them determine which training grant is best for their company.

CAREER SERVICES OVERVIEW

Job seekers statewide are being targeted through several individual campaigns, including:

- Underemployed Floridians interested in changing careers, looking for job resources, rejoining the workforce and actively searching for a job.
- Youth 18 – 24 with no career history or who recently graduated high school or college and are interested in career counseling, apprenticeships or internships.

HIGHLIGHTS AND EXAMPLES

HURRICANE MICHAEL

In the aftermath of Hurricane Michael, we quickly launched an advertising outreach campaign to connect with the thousands of individuals impacted by the loss of businesses and jobs as a result of the storm.

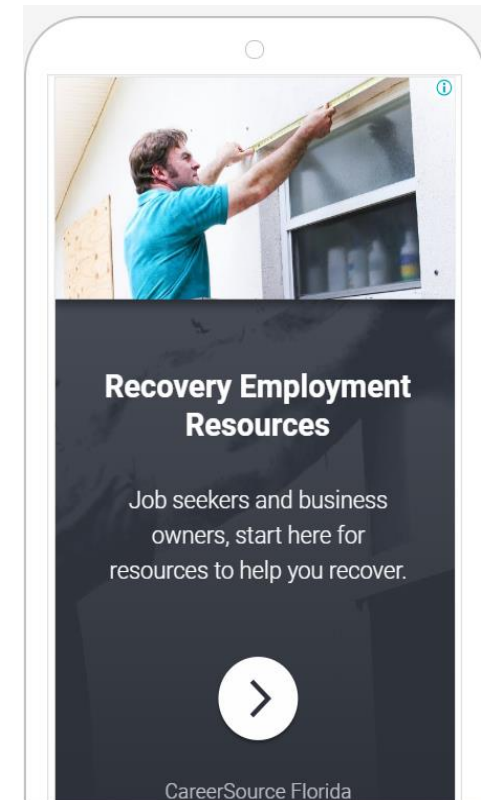
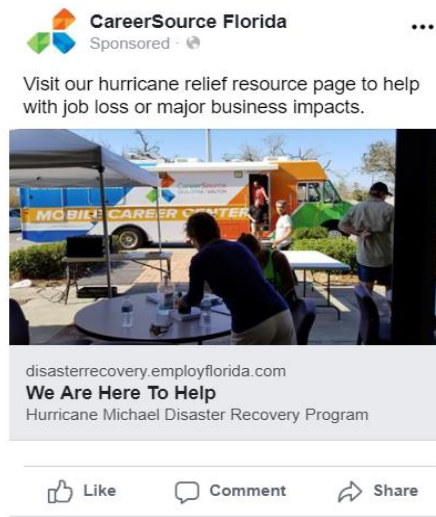
With many lacking internet access, we launched a mobile-only campaign using Facebook and Google to reach the impacted areas.

Channels:

- Facebook
- Google Display

Highlights:

- 8,439,026 impressions
- 8,246 website sessions



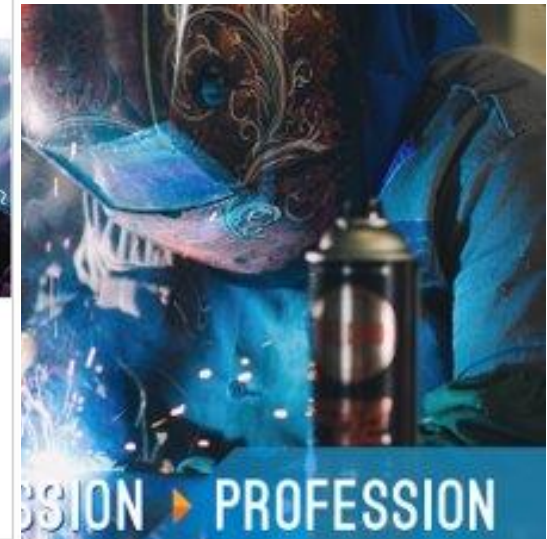
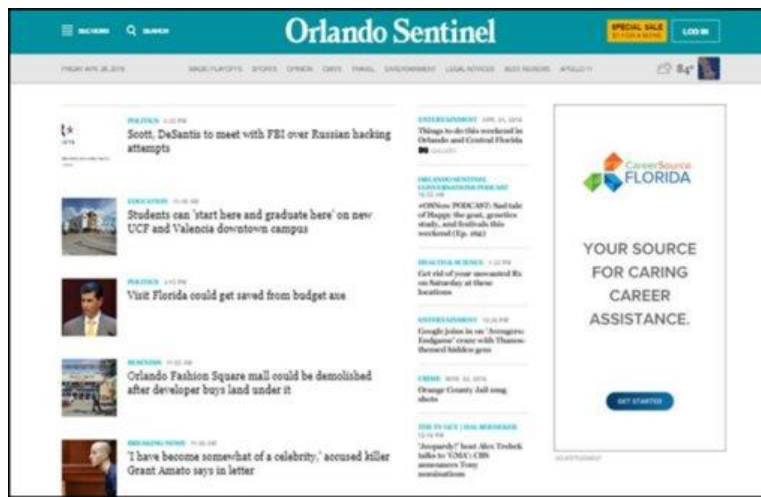
HIGHLIGHTS AND EXAMPLES CAREER SERVICES

Channels:

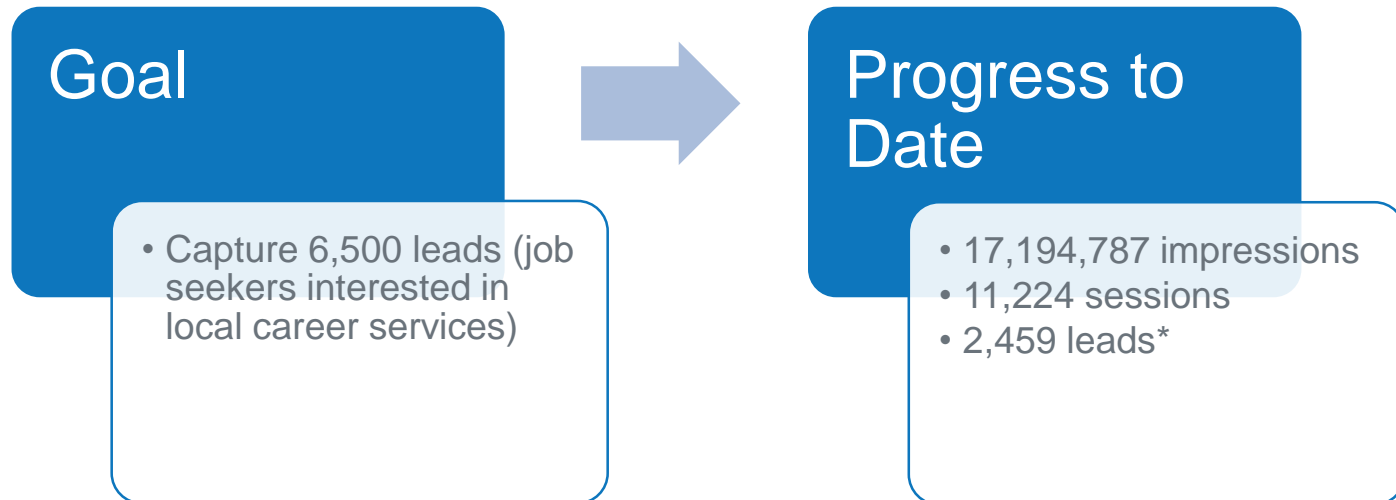
- Facebook Lead Ads
- Instagram Stories
- Snapchat
- Google Search
- Programmatic Display
- Florida Trend

Highlights:

- 8,755,761 impressions
- 11,224 sessions
- 2,459 leads



ADVERTISING OUTREACH GOALS



*Includes Q1 – Q3 results. Final report with Q4 successes to come.

BUSINESS SERVICES OVERVIEW

Business services advertising is focused on educating businesses about FloridaFlex training grants, including Quick Response Training and Incumbent Worker Training.

After the near-complete allocation of Incumbent Worker Training funds in early spring 2019, all advertising shifted to highlight Quick Response Training grants.

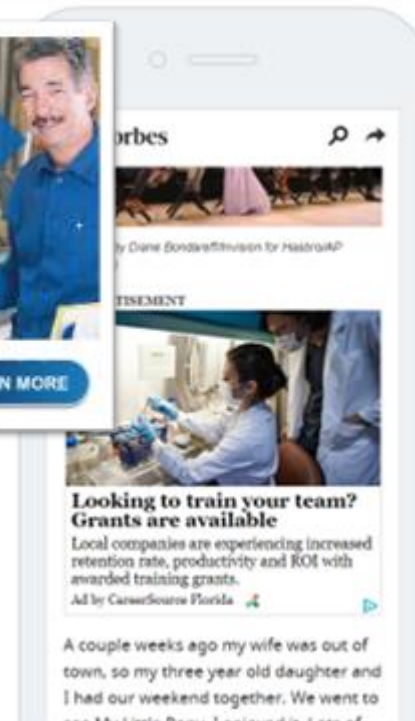
HIGHLIGHTS AND EXAMPLES BUSINESS SERVICES

Channels:

- LinkedIn Lead Ads
- Programmatic Display
- Florida Trend
- HR Review

Highlights:

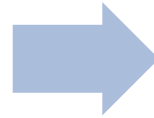
- 12,185,414 impressions
- 4,395 sessions
- 704 leads



ADVERTISING OUTREACH GOALS

Goals

- Capture 250 Incumbent Worker Training leads (email submits)
- Capture 150 Quick Response Training leads (email submits)



Progress to Date

- 12,185,414 impressions
- 4,395 sessions
- 704 leads (**goal exceeded**)

INTEGRATED HIGHLIGHTS

- Development and launch of Apprentice Florida
- Management and implementation of Cooperative Outreach Program, providing integrated communications services to local workforce development boards
- Development and distribution of elected official education tools, including:
 - Workforce system explainer video
 - Regional impact one-pagers
 - Elected official contact guide, customized for all 24 local boards

A LOOK AHEAD

As the successes represented here inform our strategies moving forward, high priority initiatives for Q4 include:

- Ongoing focus on advertising outreach, especially career services and Quick Response Training
- Engagement with Florida Chamber Foundation on Learners to Earners Workforce Summit
- Completion of 2018 – 2019 Co-Op Program
- Planning for 2019 – 2020 Co-Op Program Year

Workforce Innovation and Opportunity Act (WIOA) Primary Indicators of Performance

An Eight-Year Look at Florida's Achievement Levels



The WIOA Primary Indicators of Performance are reported to the US Department of Labor on a quarterly basis. The indicators include the following:

Employment Indicators

- **Employment 2nd Quarter After Exit** (WIOA Adult, WIOA Dislocated Workers, Wagner-Peyser): This indicator captures the percentage of participants who are in unsubsidized employment during the 2nd quarter after exiting the program.
- **Youth Education and Employment 2nd Quarter After Exit** (WIOA Youth): This indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 2nd quarter after exiting the program.
- **Employment 4th Quarter After Exit** (WIOA Adult, WIOA Dislocated Workers, Wagner-Peyser): This indicator captures the percentage of participants who are in unsubsidized employment during the 4th quarter after exit from the program.
- **Youth Education and Employment 4th Quarter After Exit** (WIOA Youth): This indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 4th quarter after exiting the program.
- **Median Earnings 2nd Quarter After Exit** (WIOA Adult, WIOA Dislocated Worker, Wagner-Peyser): This indicator captures participants' median (middle value) quarterly earnings in the 2nd quarter after exiting the program.

Education/Training Indicators

- **Credential Attainment** (WIOA Adult, WIOA Dislocated Worker, WIOA Youth): This indicator captures the percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training or customized training) who attain a recognized postsecondary credential or a secondary education diploma, or its recognized equivalent, during participation in or within one year after exiting the program.
- **Measurable Skill Gains** (WIOA Adult, WIOA Dislocated Worker, WIOA Youth): This indicator captures the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

The Measurable Skill Gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specified reporting period. Therefore, it is not an exit-based measure. Instead, it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals.

This report includes Florida statewide performance trends from PY 2011-2012 to the most recent quarter reported. The tables in the report show actual performance in relation to performance targets negotiated with USDOL for PY 2018-2019 and 2019-2020.

Performance for all statewide indicators is stable or trending in a positive direction. All performance indicators are exceeding negotiated performance targets statewide. This is excellent news for the CareerSource Florida network and the communities we serve. Continued job growth and low unemployment in Florida, as well as innovative and responsive workforce services and programs contribute to this sustained performance period. In addition to statewide performance, it should be noted that Florida's local workforce development boards are also meeting 94% of negotiated performance targets. For additional information, please visit: <https://www.doleta.gov/wioa/>.

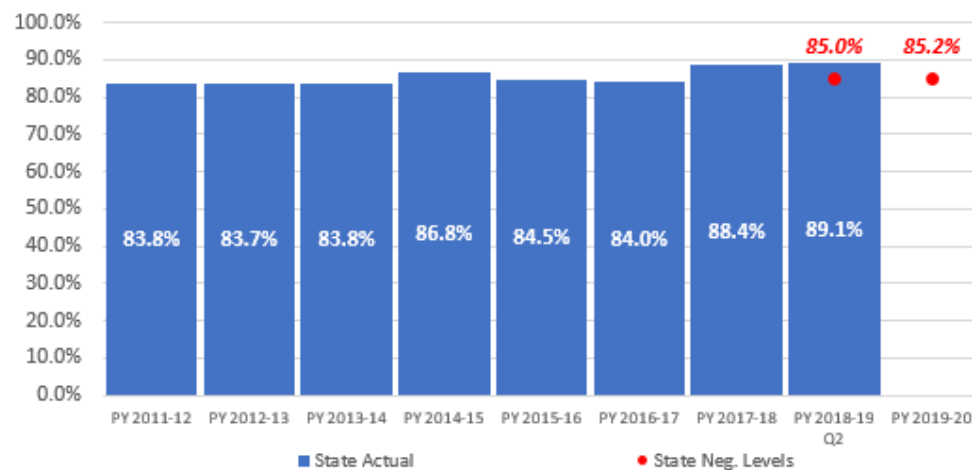
If you have questions about this report, please contact Casey Penn, Bureau of One-Stop Management at the Department of Economic Opportunity, at (850) 245-7485.

WIOA Category:

WIOA Metric:

Adult

Employment Rate (2nd Qtr after exit)

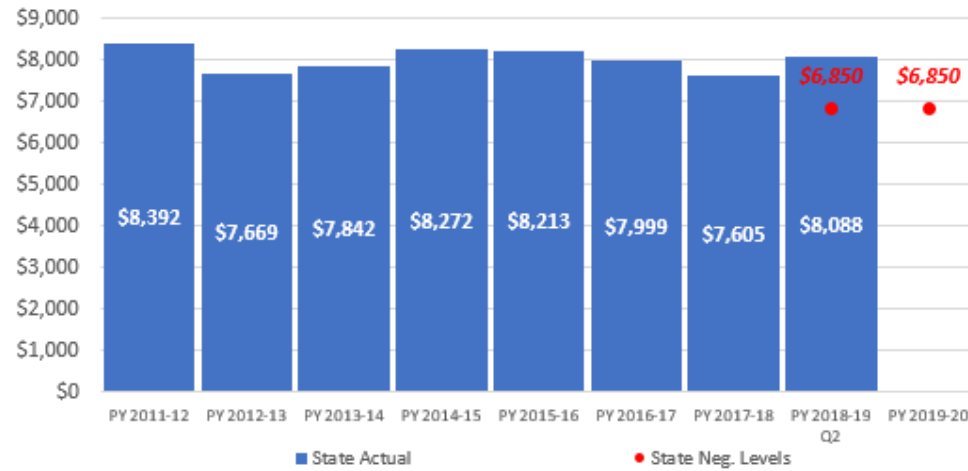


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	83.8%	14,791
PY 2012-13	83.7%	12,741
PY 2013-14	83.8%	14,391
PY 2014-15	86.8%	13,900
PY 2015-16	84.5%	15,387
PY 2016-17	84.0%	15,214
PY 2017-18	88.4%	13,592
PY 2018-19 Q2	89.1%	11,435
PY 2018-19 State Neg. Level	85.0%	
PY 2019-20 State Neg. Level	85.2%	

WIOA Category:

WIOA Metric:

Adult Median Earnings (2nd Qtr after exit)

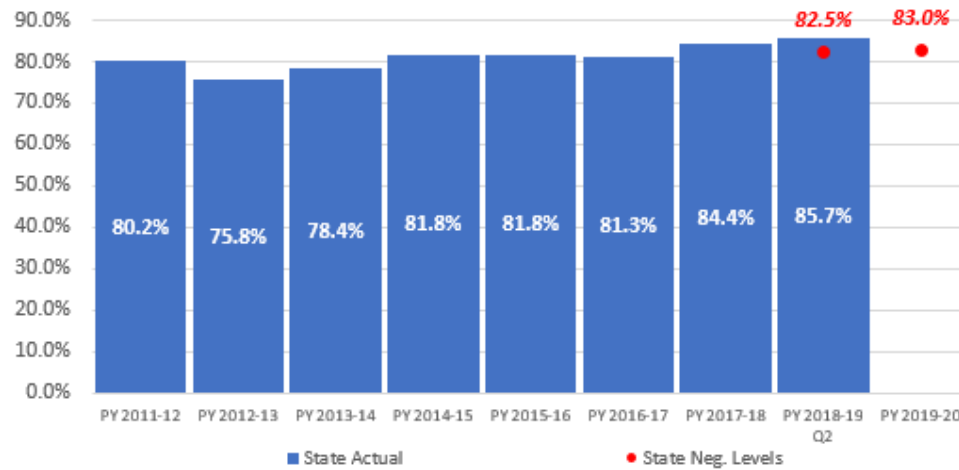


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	\$8,392	12,132
PY 2012-13	\$7,669	10,028
PY 2013-14	\$7,842	11,633
PY 2014-15	\$8,272	11,664
PY 2015-16	\$8,213	12,541
PY 2016-17	\$7,999	8,385
PY 2017-18	\$7,605	12,065
PY 2018-19 Q2	\$8,088	11,435
PY 2018-19 State Neg. Level	\$6,850	
PY 2019-20 State Neg. Level	\$6,850	

WIOA Category:

WIOA Metric:

Adult Employment Rate (4th Qtr after exit)

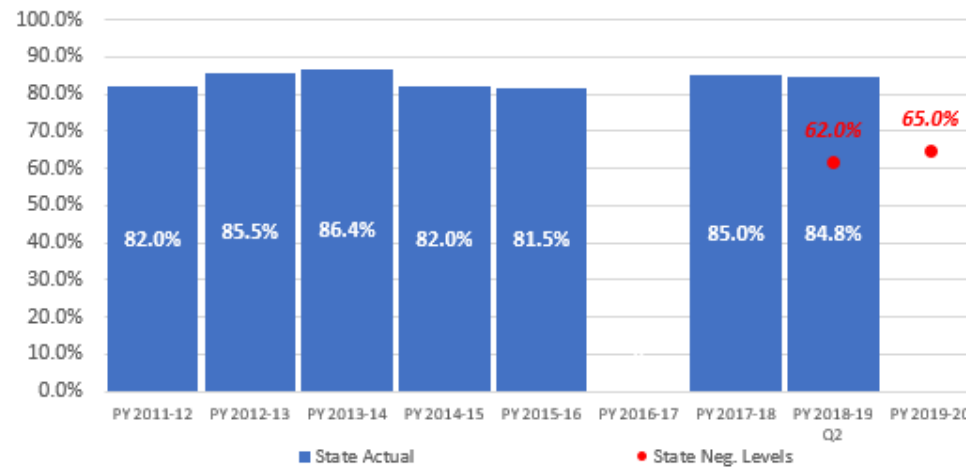


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	80.2%	16,571
PY 2012-13	75.8%	13,802
PY 2013-14	78.4%	13,422
PY 2014-15	81.8%	14,364
PY 2015-16	81.8%	13,920
PY 2016-17	81.3%	15,630
PY 2017-18	84.4%	6,361
PY 2018-19 Q2	85.7%	13,650
<i>PY 2018-19 State Neg. Level</i>	<i>82.5%</i>	
<i>PY 2019-20 State Neg. Level</i>	<i>83.0%</i>	

WIOA Category:

WIOA Metric:

Adult Credential Attainment Rate



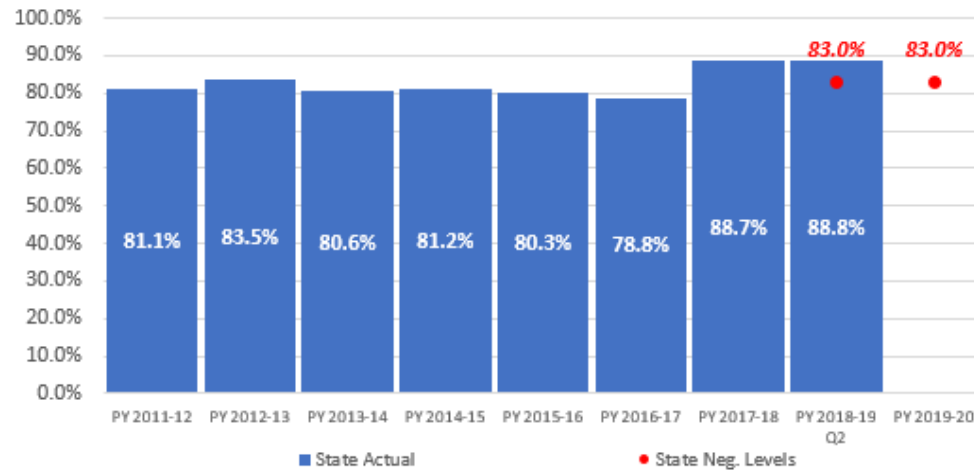
Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	82.0%	10,525
PY 2012-13	85.5%	9,012
PY 2013-14	86.4%	10,912
PY 2014-15	82.0%	11,437
PY 2015-16	81.5%	12,054
PY 2016-17	*	*
PY 2017-18	85.0%	2,325
PY 2018-19 Q2	84.8%	5,201
PY 2018-19 State Neg. Level	62.0%	
PY 2019-20 State Neg. Level	65.0%	

* PY 2016-17 WIOA Credential Attainment Rate baseline data collection period. Target not set and performance not reported due to WIA reporting requirements ending June 30, 2016. PY 2017-18 WIOA Credential Attainment Rate target not set due to this being a baseline data collection period.

WIOA Category:

WIOA Metric:

Dislocated Worker Employment Rate (2nd Qtr after exit)

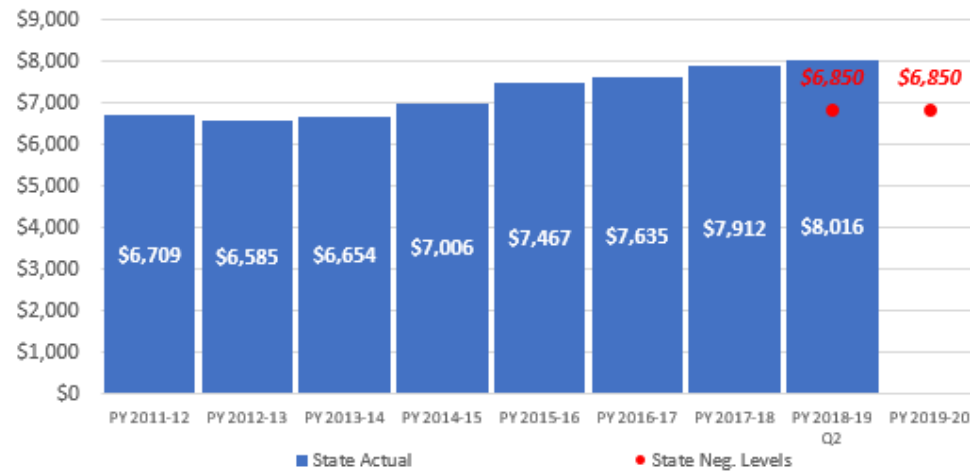


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	81.1%	8,166
PY 2012-13	83.5%	8,077
PY 2013-14	80.6%	7,393
PY 2014-15	81.2%	6,442
PY 2015-16	80.3%	5,732
PY 2016-17	78.8%	4,777
PY 2017-18	88.7%	3,227
PY 2018-19 Q2	88.8%	3,071
<i>PY 2018-19 State Neg. Level</i>	<i>83.0%</i>	
<i>PY 2019-20 State Neg. Level</i>	<i>83.0%</i>	

WIOA Category:

WIOA Metric:

Dislocated Worker Median Earnings (2nd Qtr after exit)

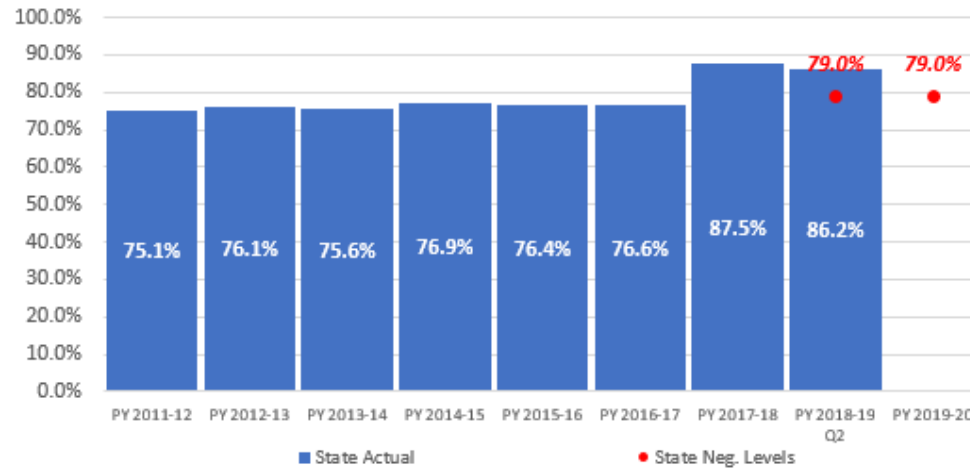


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	\$6,709	6,408
PY 2012-13	\$6,585	6,496
PY 2013-14	\$6,654	5,674
PY 2014-15	\$7,006	4,965
PY 2015-16	\$7,467	4,401
PY 2016-17	\$7,635	2,348
PY 2017-18	\$7,912	2,861
PY 2018-19 Q2	\$8,016	3,071
<i>PY 2018-19 State Neg. Level</i>	<i>\$6,850</i>	
<i>PY 2019-20 State Neg. Level</i>	<i>\$6,850</i>	

WIOA Category:

WIOA Metric:

Dislocated Worker Employment Rate (4th Qtr after exit)

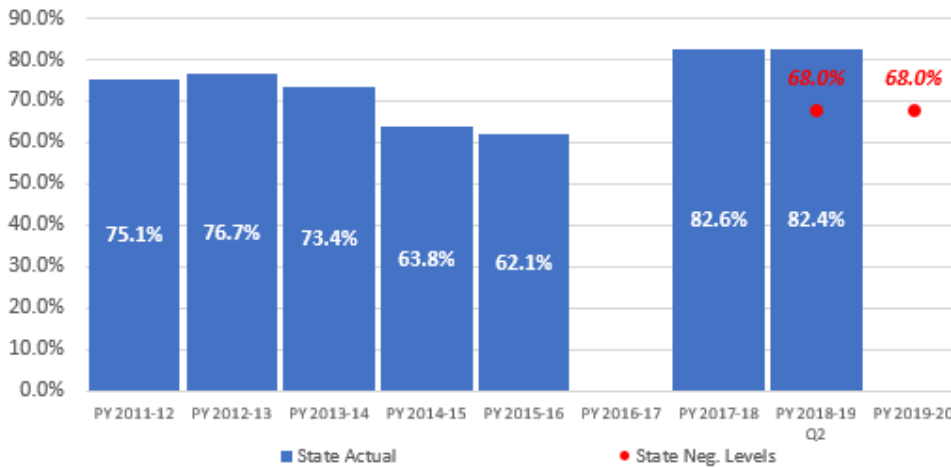


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	75.1%	6,704
PY 2012-13	76.1%	8,878
PY 2013-14	75.6%	7,620
PY 2014-15	76.9%	6,883
PY 2015-16	76.4%	6,015
PY 2016-17	76.6%	5,262
PY 2017-18	87.5%	1,572
PY 2018-19 Q2	86.2%	3,228
PY 2018-19 State Neg. Level	79.0%	
PY 2019-20 State Neg. Level	79.0%	

WIOA Category:

WIOA Metric:

Dislocated Worker Credential Attainment Rate



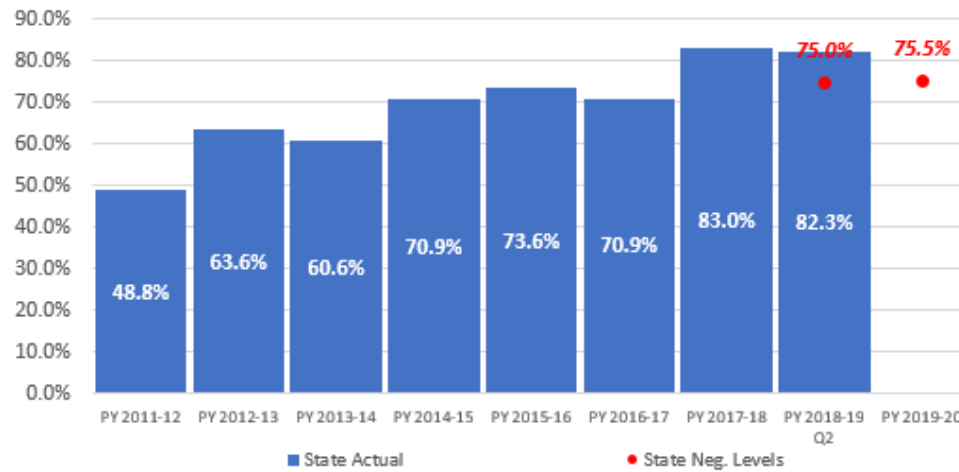
Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	75.1%	6,595
PY 2012-13	76.7%	5,667
PY 2013-14	73.4%	5,879
PY 2014-15	63.8%	4,932
PY 2015-16	62.1%	3,983
PY 2016-17	*	*
PY 2017-18	82.6%	625
PY 2018-19 Q2	82.4%	1,356
PY 2018-19 State Neg. Level	68.0%	
PY 2019-20 State Neg. Level	68.0%	

* PY 2016-17 WIOA Credential Attainment Rate baseline data collection period. Target not set and performance not reported due to WIA reporting requirements ending June 30, 2016. PY 2017-18 WIOA Credential Attainment Rate target not set due to this being a baseline data collection period.

WIOA Category:

WIOA Metric:

Youth Employment Rate (2nd Qtr after exit)

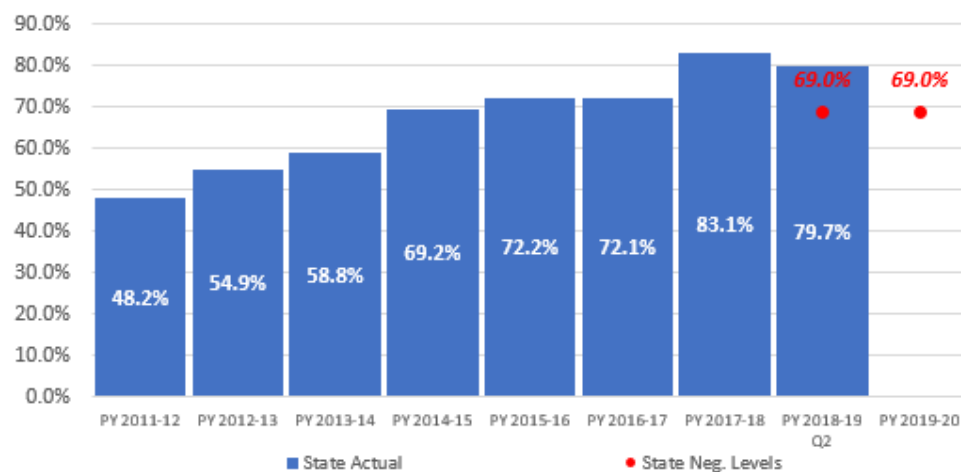


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	48.8%	5,455
PY 2012-13	63.6%	4,931
PY 2013-14	60.6%	5,896
PY 2014-15	70.9%	4,881
PY 2015-16	73.6%	6,688
PY 2016-17	70.9%	6,571
PY 2017-18	83.0%	3,871
PY 2018-19 Q2	82.3%	4,169
PY 2018-19 State Neg. Level	75.0%	
PY 2019-20 State Neg. Level	75.5%	

WIOA Category:

WIOA Metric:

Youth Employment Rate (4th Qtr after exit)

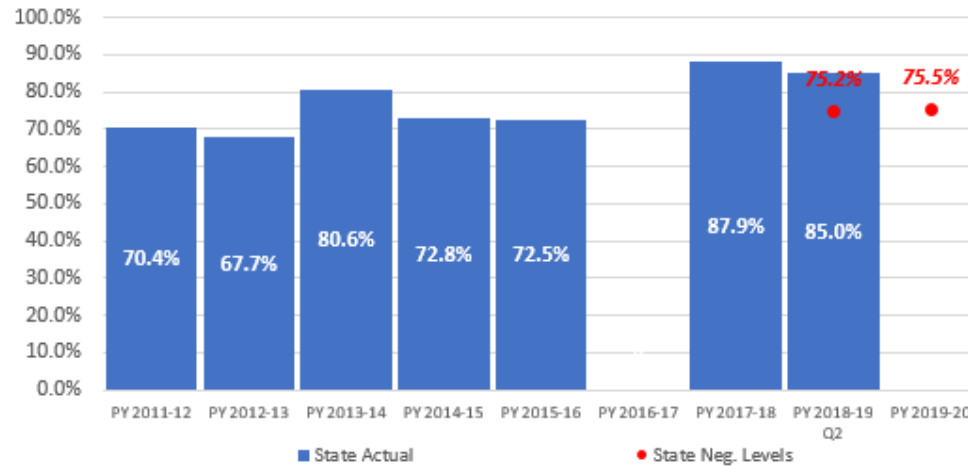


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	48.2%	5,359
PY 2012-13	54.9%	4,908
PY 2013-14	58.8%	5,729
PY 2014-15	69.2%	5,245
PY 2015-16	72.2%	5,156
PY 2016-17	72.1%	6,709
PY 2017-18	83.1%	1,847
PY 2018-19 Q2	79.7%	4,081
PY 2018-19 State Neg. Level	69.0%	
PY 2019-20 State Neg. Level	69.0%	

WIOA Category:

WIOA Metric:

Youth Credential Attainment Rate



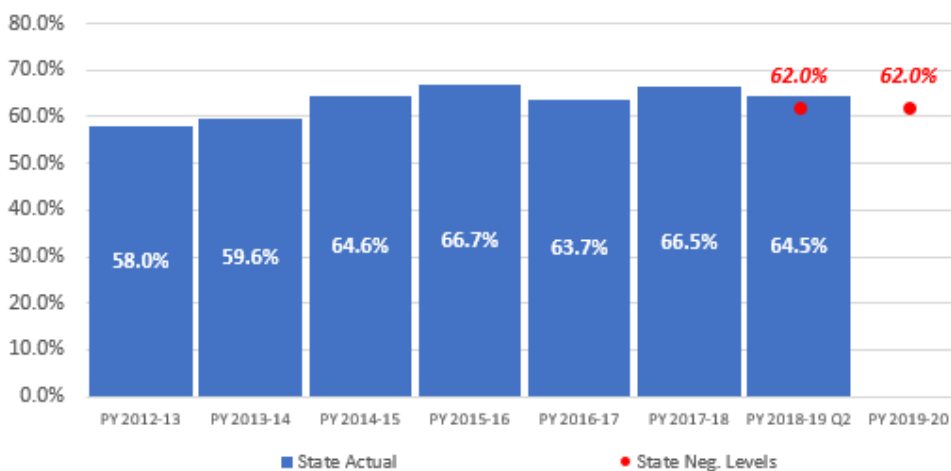
Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	70.4%	5,205
PY 2012-13	67.7%	4,595
PY 2013-14	80.6%	5,271
PY 2014-15	72.8%	4,398
PY 2015-16	72.5%	6,345
PY 2016-17	*	*
PY 2017-18	87.9%	1,695
PY 2018-19 Q2	85.0%	3,519
PY 2018-19 State Neg. Level	75.2%	
PY 2019-20 State Neg. Level	75.5%	

* PY 2016-17 WIOA Credential Attainment Rate baseline data collection period. Target not set and performance not reported due to WIA reporting requirements ending June 30, 2016. PY 2017-18 WIOA Credential Attainment Rate target not set due to this being a baseline data collection period.

WIOA Category:

WIOA Metric:

Wagner-Peyser Employment Rate (2nd Qtr after exit)

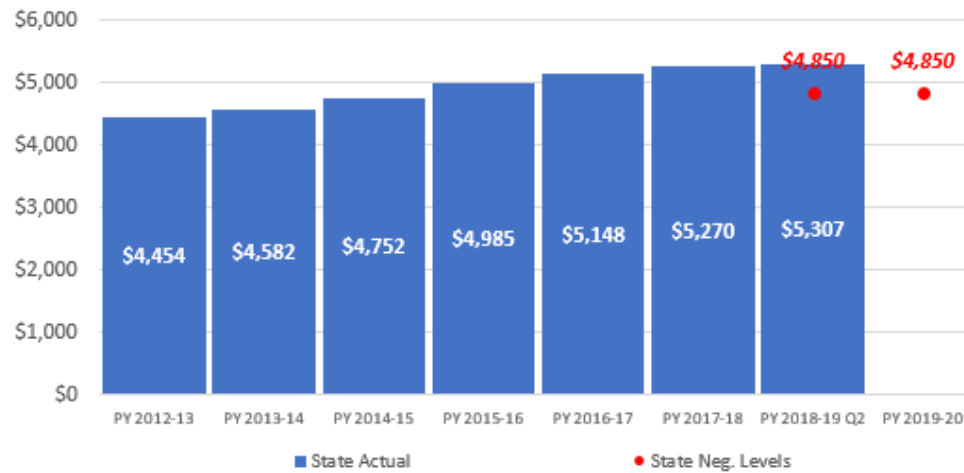


Program Year (PY)	Actual Performance	Participants (n)
PY 2012-13	58.0%	622,978
PY 2013-14	59.6%	702,411
PY 2014-15	64.6%	633,791
PY 2015-16	66.7%	593,729
PY 2016-17	63.7%	556,757
PY 2017-18	66.5%	480,444
PY 2018-19 Q2	64.5%	433,911
<i>PY 2018-19 State Neg. Level</i>	<i>62.0%</i>	
<i>PY 2019-20 State Neg. Level</i>	<i>62.0%</i>	

WIOA Category:

WIOA Metric:

Wagner-Peyser Median Earnings (2nd Qtr after exit)

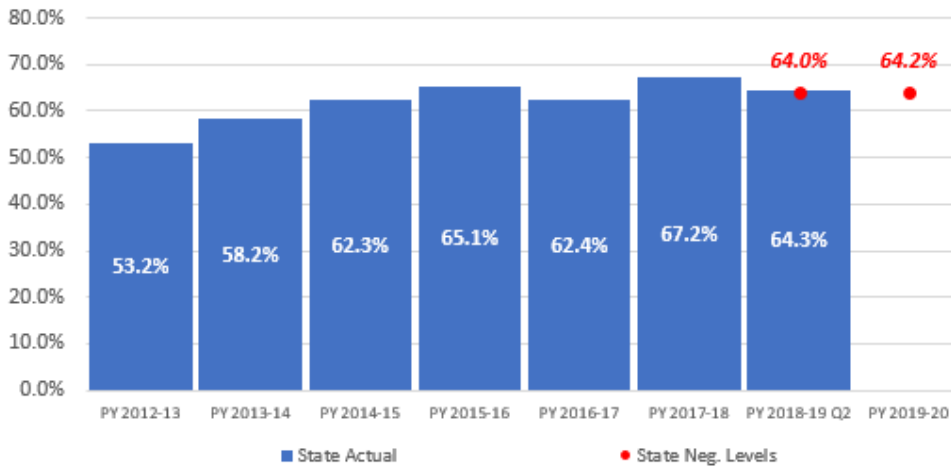


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	\$0	514,370
PY 2012-13	\$4,454	337,075
PY 2013-14	\$4,582	418,960
PY 2014-15	\$4,752	409,628
PY 2015-16	\$4,985	396,175
PY 2016-17	\$5,148	363,830
PY 2017-18	\$5,270	319,675
PY 2018-19 Q2	\$5,307	433,911
<i>PY 2018-19 State Neg. Level</i>	<i>\$4,850</i>	
<i>PY 2019-20 State Neg. Level</i>	<i>\$4,850</i>	

WIOA Category:

WIOA Metric:

Wagner-Peyser Employment Rate (4th Qtr after exit)



Program Year (PY)	Actual Performance	Participants (n)
PY 2012-13	53.2%	595,192
PY 2013-14	58.2%	695,674
PY 2014-15	62.3%	671,551
PY 2015-16	65.1%	598,928
PY 2016-17	62.4%	556,282
PY 2017-18	67.2%	230,646
PY 2018-19 Q2	64.3%	482,150
PY 2018-19 State Neg. Level	64.0%	
PY 2019-20 State Neg. Level	64.2%	