

Board of Directors Meeting Agenda

MAY 17, 2017 • 8:30 A.M. – 12:00 P.M. ET

HILTON ST. PETERSBURG BAYFRONT
333 1ST STREET SOUTH
ST. PETERSBURG, FL

MEETING ROOM: ST. PETERSBURG I & II

Chairman's Welcome & Remarks	<i>Britt Sikes</i>
Mission Moment <ul style="list-style-type: none">• SCC Soft Computer	<i>Elizabeth Morris</i>
President's Report	<i>Michelle Dennard</i>
Consent Agenda <ol style="list-style-type: none">1. Approval of Feb. 8, 2017 Board of Directors Meeting Minutes2. Strategic Policy Review3. Local Area Designations4. Department of Economic Opportunity Designee5. Local Workforce Development Board Direct Service Provider Extensions	<i>Britt Sikes</i>
Council Reports <ul style="list-style-type: none">• Strategic Policy & Performance Council• Finance Council	<i>Kevin Doyle</i> <i>Arnie Girnun</i>
Fiscal Year 2017-2018 CareerSource Florida Network Funding <ul style="list-style-type: none">• Action Item – Fiscal Year 2017-2018 CareerSource Florida Network Funding Allocations	<i>Andrew Collins</i>
Sector Strategies Solutions	<i>Andra Cornelius, CEcD</i> <i>Rick Maher</i>
Open Discussion/Public Comment	
Chairman's Closing Remarks	<i>Britt Sikes</i>

UPCOMING MEETINGS

Board of Directors & Councils Webinar Meeting
August 8-9, 2017

Board of Directors/Workforce Professional Development Summit
Oct. 23-26, 2017, Orlando

collaborate.
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lead.



Consent Item 1
CAREERSOURCE FLORIDA
BOARD OF DIRECTORS
DRAFT MEETING MINUTES
Feb. 8, 2017

CareerSource Florida Board of Directors Meeting May 17, 2017 Consent Item 1 Approved _____ Disapproved _____
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CALL TO ORDER

Chairman Britt Sikes called the meeting of the CareerSource Florida Board of Directors to order at approximately 9:00 a.m. ET on Feb. 8, 2017, welcoming all board members and attendees to the meeting. Chairman Sikes began the meeting by noting three new board members. Stan Connally and Mike Myhre who were unable to join the meeting, and James Nolan who introduced himself later in the meeting. He then requested a roll call.

ROLL CALL/QUORUM

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

Chairman Britt Sikes	William Johnson
Brittany O. Birken	Rick Matthews,
Robert Campbell	Edwin Moore
Bryan da Frota	Bryan Nelson
Kevin Doyle	James Nolan
Elisha Gonzalez	Todd Rebol
Arnie Girmun	Chancellor Rod Duckworth*
Elli Hurst	Ardian Zika

Board members not in attendance were: Gov. Rick Scott, Steve Capehart, Timothy Center, Rose Conry, Stan Connally Jr., Duane De Freese, Thomas McIntosh, Sen. Bill Montford, W. Alexander Moseley, Michael Myhre, Cissy Proctor, Rep. Elizabeth Porter and Mike Tomas

*Designees

CHAIRMAN'S WELCOME & REMARKS

Chairman Sikes welcomed the board members, the CareerSource Florida professional team and local workforce development boards to the first quarterly board meeting of 2017. Chairman Sikes invited new board member James Nolan, training director at the Jacksonville Electrical Joint Apprenticeship Association, to say a few words about himself. Mr. Nolan spoke about his background in the apprenticeship field. Chairman Sikes thanked Mr. Nolan and welcomed his voice representing apprenticeship to the board. Chairman Sikes also recognized board member Rick Matthews for being named Business Leader of the Year by Space Coast Business Magazine.

Chairman Sikes acknowledged and thanked the board sponsors:

- Platinum Sponsors:
 - Dex Imaging
 - Florida Chamber Foundation
 - Gulf Power Company
- Gold Sponsor:
 - Coldwell Banker Commercial AI Group
- Silver Sponsors:
 - Florida Vocational Institute
 - Independent Colleges & Universities of Florida
 - New Horizons
 - StaffTime
 - U.S. StemCell
 - Wexford Strategies

Chairman Sikes noted he would provide opportunities for public comment after a motion and second have been made for any consent and action items and again toward the end of the meeting at the designated time. He also recapped the work of the board during the November teleconference meeting.

Refer to Nov. 10, 2016 Board Meeting Minutes on the CareerSource Florida [website](#).

Chairman Sikes informed the board that since the November meeting, President and CEO Chris Hart IV was selected to head Enterprise Florida, Inc. and CareerSource Florida's Chief Financial and Operating Officer, Scott Fennell, left shortly thereafter to join Mr. Hart at Enterprise Florida, Inc. Since that time, CareerSource Florida's three vice presidents – Andra Cornelius, Michelle Dennard and Adriane Grant have worked to ensure operations have continued to run smoothly.

During this time, Chairman Sikes appointed a President and CEO Search Committee consisting of board members Arnie Girnun, Elli Hurst and chaired by Kevin Doyle to move forward with the process of leading the search for CareerSource Florida's next leader.

Chairman Sikes shared that after a thorough process, the board will be asked this morning to consider the recommendation of Michelle Dennard as CareerSource Florida's next president and CEO. He asked Kevin Doyle to share some additional information about the process and how the search committee arrived at its recommendation.

President and CEO Search Committee Chair Kevin Doyle explained the committee had performed an extensive search and interview process very quickly. He thanked board members Elli Hurst and Arnie Girnun for serving on the committee and their contributions. Mr. Doyle said the process was transparent. The position was posted on numerous job sites and 130 applications were received before the closing date. The committee rated each candidate based on specific criteria. The committee then interviewed the top three candidates and provided its recommendation to Chairman Sikes. Chairman Sikes thanked Mr. Doyle and the committee members for their intensive work in this process particularly during a busy holiday season.

Chairman Sikes continued and thanked the board members for their participation in the CareerSource Florida Day at the Capitol. He also recognized CareerSource Florida Director of Government Relations April Money for another extraordinary job organizing these opportunities for to meet with dozens of elected leaders who are helping to shape policy and budget decisions that impact Florida's workforce development system.

He then moved to the next agenda item.

CONSENT ITEM

Chairman Sikes explained the Consent Item: Approval of the November 2016 Board of Directors meeting minutes.

Chairman Sikes asked for a motion to approve the Consent Item as presented.

Motion: Bryan da Frota

Second: Elisha Gonzalez

Chairman Sikes opened the floor for discussion and corrections. Hearing none, Chairman Sikes opened the floor for public comment. Hearing none, he called for a vote. The motion passed. None were opposed. The President will sign and annotate the meeting minutes for the official record.

ACTION ITEMS

Chairman Sikes presented Action Item 1 to consider the Chairman and Selection Committee's recommendation to approve the hire of Michelle Dennard as the new President and CEO of CareerSource Florida. This includes delegating the authority to fulfill the duties of the office to the new president.

Mr. Sikes highlighted Ms. Dennard's qualifications including her work in skillfully navigating the implementation of the first major overhaul of federal workforce law in more than a decade and bringing multiple partners together to do so. She also has been the professional team lead for CareerSource Florida's Strategic Policy Council monitoring progress on several high-profile board priorities, he added.

Chairman Sikes asked for a motion.

Action Item 1

- Approval of President and CEO Candidate for CareerSource Florida

Motion: Kevin Doyle

Second: Rick Matthews

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

Chairman Sikes congratulated newly approved CareerSource Florida President and CEO Michelle Dennard and invited her to speak. President Dennard thanked Chairman Sikes and board members for their support. Ms. Dennard expressed how honored she is to be selected to lead CareerSource Florida. She further explained why she sought to lead this organization and her vision for CareerSource Florida. She stated her belief in the strong foundation of the system. Florida has a governor who champions jobs every day. CareerSource Florida has a business-led board committed to making Florida the global leader for talent and a professional team working to ensure Florida is recognized as an innovator and thought leader in workforce strategy and policy, she said.

Ms. Dennard also highlighted the strong network of local board partners that work with businesses, job seekers and community leaders to impact the lives of Florida families. Not only is the foundation strong, she continued, but this is the best time to be part of a workforce system in Florida. The implementation of the Workforce Innovation and Opportunity Act is at a critical point. Local board partners are innovating in ways never imagined with ideas and initiatives that reach businesses and job seekers, especially those hardest to serve.

Ms. Dennard concluded by committing to the Chairman and the board that she will build on the foundation established by previous leaders of the system while seizing the opportunities that lie within it. Florida will be the global leader for talent.

Chairman Sikes thanked Ms. Dennard and moved to the next agenda item.

Action Item 2

Annually, the board reviews and approves additions to the list of Career and Professional Education Act industry certifications available to Florida's middle and high school students. CareerSource Florida Policy Analyst Warren Davis explained the action item.

The CareerSource Florida Board of Directors makes recommendations for industry certifications for secondary students to the Florida Department of Education. The school districts of students who earn these certifications are awarded additional funding. Since 2007, the Career and Professional Education Act has gained national recognition. It helps attract, expand and retain targeted high-value industry and sustain a strong knowledge-based economy.

Certifications offered through career academies and career-themed courses are coordinated with relevant and appropriate industries to prepare students for further education or employment.

Refer to the agenda packet and PowerPoint on the CareerSource Florida [website](#) for the full presentation.

Chairman Sikes asked if there were any questions or comments. Several board members asked questions regarding the data. Mr. Davis noted the board's questions and will compile answers to respond to the board in a timely manner. Chairman Sikes moved to a vote.

Action Item 3

- Approval of newly submitted certification recommendations

Needed Action

Authorize the CareerSource Florida professional team in collaboration with Department of Education staff to revise approved certifications due to changes made by certifying entities to upgrade existing products, release newer versions, or changes that relate to eligibility of certification requirements.

Chairman Sikes asked for a motion.

Motion: Kevin Doyle

Second: Ardian Zika

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

BUSINESS HIGHLIGHT

Chairman Sikes introduced the Syntech Systems located in Tallahassee. He invited Syntech Vice President Dan Phillips to present to the board about how the company has worked with CareerSource Capital Region. Syntech Systems is a veteran-owned business that builds products to help manage fuel systems and fleets and prides itself on an inviting, flexible work culture. The privately-held company was in North Florida offering cutting-edge technology for fuel systems. It has 55 engineers and programmers working to bring the latest innovation to this industry. Mr. Phillips continued by sharing his background and the lessons he has learned about hiring talent. He then asked his colleague, Colene Rogers, to speak.

Talent Acquisition Manager Colene Rogers continued the presentation highlighting the company's successful collaboration with CareerSource Capital Region. As a participant in events such as *Paycheck for Patriots*, she has always been very impressed with the screening process implemented by the team at CareerSource Capital Region. CareerSource Capital Region has provided qualified candidates which has benefitted Syntech Systems firsthand. Ms. Rogers complimented the working relationship with CareerSource Capital Region and state that it has been a win-win for Syntech Systems as they offer numerous benefits to businesses. Mr. Phillips and Ms. Rogers concluded and took questions from the board.

Refer to the agenda packet and PowerPoint for the full presentation.

LEGISLATIVE UPDATE

Chairman Sikes again thanked CareerSource Florida Director of Government Relations April Money for her coordination of the Day at the Capitol. As Ms. Money is at the Capitol attending to legislative issues, Mr. Sikes introduced President Dennard to provide the legislative update.

Ms. Dennard thanked everyone who participated in the CareerSource Florida Day at the Capitol. There were 47 participants (15 CareerSource Florida board members and 32 local partners) and 22 meetings with key Senate and House members that serve on our committees of reference.

Session is quickly approaching. There are two more committee weeks and then the legislative session begins on March 7th, President Dennard reported. Governor Scott's budget recommendations were released on Jan. 31 and include a \$20 million request for the Quick Response Training program, an \$8 million increase over the current year's funding. The governor's staff is presenting the budget recommendations to the Senate and House Appropriation Committees, which is where Ms. Money is now. Currently, the House Transportation & Tourism Appropriations Subcommittee is being presented with an overview of Governor Scott's economic and workforce development recommendations.

The political climate at the Capitol is quite interesting. There is a noticeable alignment between the Senate and Governor on many issues, particularly economic development. However, the House of Representatives leadership has been quite vocal about economic development and many of the public-private partnerships. CareerSource Florida's hope is that the network will continue to demonstrate the valuable services we provide to all Floridians – both job seekers and businesses.

CareerSource Florida is following several bills. Here are a few worth noting:

- The House Careers and Competition Subcommittee filed a proposed committee bill relating to economic programs that is being considered in the subcommittee's meeting this afternoon. If approved, the bill would repeal EFI, VISIT FLORIDA and many economic development programs, including the Quick Response Training Program. The Senate has already indicated they are not supportive of the proposals in this bill and we will keep you posted as this continues to develop.
- HB 581 relating to family self-sufficiency would require CareerSource Florida and the Department of Economic Opportunity to contract with a vendor to develop a pilot program focused on subset of job seekers who have significant barriers to finding employment. Once the program is developed, three local workforce development boards would ultimately be selected in the following year for implementation of the pilot program and then CareerSource Florida would be required to report on outcomes in the year 2020.
- HB 333 relating to the Rural Economic Development Initiative makes membership changes to the partnership and gives the Governor the authority to potentially designate more than three rural areas of opportunity (no maximum number is provided in the bill).

Ms. Dennard requested board members to please continue to follow our *Capitol Update* newsletter for timely information on these items throughout the legislative session. Feel free to reach out to April Money with any legislative questions. Ms. Dennard concluded the legislative update. Chairman Sikes asked if there were any questions. Hearing none, he moved to the next agenda item.

SUNSHINE LAW OVERVIEW

Chairman Sikes introduced CareerSource Florida General Counsel Jay Barber to provide a refresher on the Sunshine Law. Mr. Barber outlined the basic Sunshine Law requirements:

- Meetings of public entities must be open to the public
- Reasonable notice must be given
- Meeting minutes must be taken and made available to the public

Mr. Barber covered the general rules which state a board member cannot conduct business:

- Outside a publicly noticed meeting
- With other CareerSource Florida board members
- Regarding a CareerSource Florida Board of Directors topic
- In the absence of recorded minutes

Mr. Barber also outlined the potential consequences of violation:

- 60-days imprisonment and/or fine up to \$500
- Suspension and/or removal from office
- Payment of prosecuting attorney's fees
- Civil actions for injunctive/declaratory relief

Chairman Sikes asked if anyone had any questions or comments. Hearing none, he moved to the next agenda item. Mr. Sikes asked Strategic Policy Council Chairman Kevin Doyle to provide his report.

STRATEGIC POLICY COUNCIL REPORT

Strategic Policy Council Chairman Kevin Doyle informed the board that the council continued its aggressive slate of initiatives for the year. The council covered several, important ongoing projects during the meeting. Department of Economic Opportunity Bureau of Labor Market Statistics Chief Adrienne Johnston provided the council with an update on the Florida Talent and Prosperity Dashboard as the council works to adjust the metrics.

CareerSource Florida Director of Research & Analytics Rob White provided proposed updates to the Performance Funding Model and gave council members insight into feedback he has received. Finally, focusing on the board's value of continuous improvement, proposed updates to the board's strategic policies were reviewed.

Refer to the Feb. 7, 2017 Strategic Policy Council meeting [agenda packet](#).

Chairman Sikes asked if anyone had any questions or comments for Mr. Doyle. Hearing none, Chairman Sikes invited Florida Workforce Development Association President Bruce Ferguson, Jr. to report on the status of the evaluation process for statewide regional planning areas.

ENHANCE BUSINESS COMPETITIVENESS

Florida Workforce Development Association President Bruce Ferguson, Jr. provided an update on regional planning and activities statewide. Mr. Ferguson said the purpose of a region is to:

- Align workforce development activities and resources
- Ensure coordinated and efficient services to businesses and job seekers
- Lower costs and increased effectiveness of service delivery

Mr. Ferguson reminded the board that the Workforce Innovation and Opportunity Act calls for three primary regional activities:

1. Planning
2. Information sharing
3. Coordination of services

Mr. Ferguson continued with details of the work being done in each of these areas by the Local Workforce Development Boards. He highlighted partnerships between different local boards

Refer to the agenda packet and PowerPoint on the CareerSource Florida [website](#) for the full presentation.

Chairman Sikes thanked Mr. Ferguson and asked if anyone had any questions or comments. Mr. Ferguson addressed questions from board members. Once concluded, Chairman Sikes moved on to the next agenda item.

SECTOR STRATEGIES UPDATE

Chairman Sikes invited CareerSource Florida Senior Vice President Business & Workforce Development Andra Cornelius, CEcD to present the sector strategies update. Ms. Cornelius reminded the board of Corporate Goal 2: Enhance the ability of existing, emerging and evolving businesses to attract, develop and keep talent by improving CareerSource Florida's products, service and talent delivery model. She also outlined the associated corporate objective. Objective: Sector Strategies Solution — A Critical Tool to Drive Workforce & Economic Development.

Ms. Cornelius explained to the board the importance of human capital as it relates to expanding and relocating businesses. She walked the board through a historical timeline of the business-led engagement efforts beginning with the 2010-13 Business Intelligence Sector Task Forces to the present-day efforts of the Sector Partnership NEG:

- \$6.98 M
- Focused on Advanced Manufacturing, the Healthcare
- Sector Strategy Institute in Orlando
- Four territory Sector Strategies Technical Assistance Workshops

Ms. Cornelius provided more details about sector strategies and business engagement, job seeker and business perspectives and the partnership model

Refer to the agenda packet and PowerPoint on the CareerSource Florida [website](#) for the full presentation.

Ms. Cornelius concluded by outlining the upcoming technical assistance workshops which will culminate with sector strategy policy recommendations from Maher & Maher, talent development and change management consultants, at the May board meeting

Chairman Sikes thanked Ms. Cornelius for her presentation. He asked if there were any questions. Hearing none, he moved to the next agenda item.

OPEN DISCUSSION/ PUBLIC COMMENT

Chairman Sikes asked if board members had any comments to make. Several board members thanked the professional team for their work during the transition and others made comments about the presentations. Chairman Sikes then asked if anyone from the audience would like to make a public comment. Hearing none, Chairman Sikes moved to his closing remarks.

CHAIRMAN'S CLOSING REMARKS

Chairman Sikes said today's meeting began by introducing a new leader for CareerSource Florida and the state's workforce system and will close by thanking and wishing well several workforce system leaders who either have retired or will be retiring in the next few months. These leaders have dedicated many decades among them to improving the lives of Floridians and businesses throughout the state. Chairman Sikes then requested the following leaders to come forward:

- Linda Sumblin, executive director of CareerSource Okaloosa Walton, is retiring in the spring after 28 years of service.
- Sheryl Rehberg retired at the end of last year from her role as executive director of CareerSource North Florida after a decade of service.
- Richard Stetson, whose last day as CareerSource Research Coast CEO was last Thursday after 17 years of service.

On behalf of the board and the people and businesses in the state, Chairman Sikes thanked them for their dedication and commitment to making Florida the global leader for talent. He also welcomed new leader Diane Head as the Executive Director of CareerSource North Florida.

Chairman Sikes then asked Lois Scott, who is retiring this April, to come forward to be honored for her years of service. Lois Scott has been an extraordinary partner and passionate champion for the workforce development system for more than three decades. Chairman Sikes asked Mr. Ferguson to say a few words about Lois, as well as the other retiring workforce system leaders. After Mr. Ferguson spoke, Chairman Sikes continued his remarks.

Chairman Sikes reminded the board members of his Chairman's Challenge: If you have not already done so, between now and May, please reach out to the local workforce development board in your home county. He thanked Rose Conry, Bill Johnson, Bryan Nelson and Todd Rebol for having already taken that challenge. I'm sure you found your visits as valuable as I have in visiting several local boards around the state, Mr. Sikes said.

Chairman Sikes then highlighted upcoming meetings.

- Rescheduled Executive Committee Meeting – TBD
- May 16-17, 2017— St. Petersburg
Board of Directors & Related Meetings
- August 8-9, 2017 — Teleconferences
Board of Directors & Related Meetings
- Oct. 23-26, 2017 — Orlando
Workforce Professional Development Summit
Board of Directors & Related Meetings
- Complete 2017 Board & Related Meeting Calendar
www.careersourceflorida.com/boardroom

The meeting adjourned at approximately 10:55 a.m. ET.

Refer to the CareerSource Florida Feb. 2017 meeting agenda packet and PowerPoint presentation on the CareerSource Florida website at <http://careersourceflorida.com/boardroom>.

BOARD SECRETARY CERTIFICATION

In accordance with Article VII, Section 7.3, I hereby certify that 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

Approved _____
Disapproved _____

Consent Item 2

CAREERSOURCE FLORIDA POLICY REVIEW

CareerSource Florida policy **2014.08.28.A.1** requires the CareerSource Florida professional team to review all policies in the CareerSource Florida Policy Portfolio every two years. For each policy, recommendations are made to the CareerSource Florida Board of Directors to rescind, modify or amend the policy, consolidate policies, continue the policy without change or pursue other action.

The CareerSource Florida Strategic Policy and Performance Unit worked with the Department of Economic Opportunity to complete this review, ensuring existing policies focus on strategy rather than operational aspects of workforce system oversight; editing policies in simplified language and streamlining references to partners and programs as described in the Workforce Innovation and Opportunity Act; and eliminating obsolete language and policies.

Policies Recommended for Elimination

The CareerSource Florida Performance and Policy Unit recommends the elimination of the policies below that are not strategic or are obsolete:

[2013.02.20.A.6](#) **Electronic Board Packet Policy**

[2011.05.26.M](#) **Strategic Focus on Policy**

[2010.08.12.A.1](#) **CareerSource Florida Conflict of Interest Contracts – 2/3 Vote for Approval**

[2010.12.09.I.1](#) **CareerSource Florida Conflict of Interest Contract Policy Clarification**

[2000.11.15.A.9](#) **Regional Workforce Board Alternative Procurement Procedures**

Policies Recommended to be Transferred to DEO as Administrative Policies

During the 2014 review of CareerSource Florida policies, the organization made a distinction between strategic and administrative policies. Strategic policies are high-level principles or directional statements that inform or clarify legislative policy or workforce system strategies.

These strategic policies direct decision making at the program level and may result in the development of administrative policies. Conversely, administrative policies are business rules, requirements, processes and/or responsibilities that expand, explain or further specify legislative or strategic policy.

The policies below were identified as administrative policies that should be managed by the Department of Economic Opportunity.

[2008.06.18.A.2](#) **Direct Services; Process for Requesting by RWBs**

[2002.02.18.C.2](#) **Individual Development Accounts**

New Policies Providing Clarification

It is recommended that the CareerSource Florida Board of Directors clarify and expand its existing contract conflict of interest policy by creating a CareerSource Florida Board of Directors Conflict of Interest Disclosure Policy. The new policy reinforces the board's commitment to transparency and includes a statement for board members to sign. This policy will continue to provide guidelines and instruction to disclosing potential conflicts and will instruct the CareerSource Florida general counsel to assist board members with the identification of actual and potential conflicts of interest.

[2017.05.17.C.2](#) **CareerSource Florida Board of Directors
Conflict of Interest Disclosure Policy**

[CareerSource Florida Board of Directors
Conflict of Interest Disclosure Forms](#)

Policies Edited for Language Consistency and Clarity

The policies listed below were edited for consistency with legal references and/or plain language.

[2014.08.20.A.1](#) **Periodic Review of CareerSource Florida Policies
(Sunset Policy)**

[2013.11.07.A.1](#) **Local Area Targeted Occupations List Policy**

[2013.08.29.A.1](#) **Performance Incentives Policy**

2013.05.22.A.3	Florida Workforce System Statewide Brand
2012.05.24.A.2	State and Local Workforce Development Board Contracting Conflict of Interest Policy
	State and Local Workforce Development Board Contracting Conflict of Interest Policy (Complete)
	State and Local Workforce Development Board Contracting Conflict of Interest Policy (Forms)
2012.05.24.A.2.3	Individual Training Accounts Waiver Criteria and Waiver Review Process
2012.05.24.A.2.2	Qualified Training Expenditures
2012.05.24.A.2.1	Local Area Reporting Requirements
2005.08.25.A.2	TANF Deobligation Policy Modification
2003.03.19.A.3	Rapid Response Process Modifications
2002.01.09.A.3	Deobligation and Reallocation of WIOA Funds
2000.08.15.I.8D	Chartering of Local Workforce Development Boards
2000.06.21.A.1	Incumbent Worker Training Program

NEEDED ACTION

- **Approve recommendations for elimination of policies**
- **Eliminate administrative policies from the CareerSource Florida Policy Portfolio and transfer these policies to the Department of Economic Opportunity for management**
- **Approve creation of 2017 CareerSource Florida Board of Directors Conflict of Interest Disclosure Policy**
- **Approve revisions to strategic policies in the CareerSource Florida Policy Portfolio**

Approved _____
Disapproved _____

Consent Item 3

SUBSEQUENT DESIGNATION OF LOCAL AREAS

Each region was granted initial designation as a local workforce development area as allowed by the Workforce Innovation and Opportunity Act in 2015. Local area initial designations are set to expire on June 30, 2017. The Workforce Innovation and Opportunity Act requires local workforce development areas that received an initial designation to be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

- **Performed successfully** indicates the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and that the local area has not failed the same measure for the last two consecutive program years.
- **Sustained Fiscal Integrity** means the Secretary of the United States Department of Labor has not made a formal determination that the grant recipient nor the administrative entity of the area misexpended 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.

Each local workforce development board was required to submit an application for subsequent area designation by April 14, 2017. All 24 local boards submitted applications. Performance data for primary indicators for the most recent two-year period has not been made available to the states, to date. Additionally, none of the local areas have misexpended funds, willfully disregarded the requirement of the provisions involved, been grossly negligent nor failed to comply with acceptable standards of administration.

NEEDED ACTION

Approve subsequent local area designation requests, contingent on any additional information or approval signatures required.

CareerSource Florida
Board Meeting
May 17, 2017

Consent Item 4

Approved _____
Disapproved _____

Consent Item 4
APPROVAL 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) Executive Director of the Florida Department of Economic Opportunity Cissy Proctor serves as a member of the CareerSource Florida Board of Directors.

Pursuant to the CareerSource Florida Bylaws, s. 4.17, Director Proctor designates Director of Workforce Services Tom Clendenning as to serve in her absence, subject to the board's approval.

NEEDED ACTION

Approve Director Proctor's request to appoint Tom Clendenning as the Department of Economic Opportunity's designee to serve in her absence on the CareerSource Florida Board of Directors.

Supporting Documents

The Department of Economic Opportunity Executive Director Cissy Proctor's letter to CareerSource Florida Chairman Britt Sikes dated March 7, 2017

Rick Scott
GOVERNOR



Cissy Proctor
EXECUTIVE DIRECTOR

March 7, 2017

Mr. Britt Sikes
Chairman of the Board of Directors
CareerSource Florida, Inc.
P.O. Box 13179
Tallahassee, FL 32317

Re: CareerSource Florida, Inc.

Dear Chairman Sikes:

The purpose of this letter is to request Board approval to delegate a department official to serve in my place on the Board of Directors for CareerSource Florida, Inc., if I am unable to attend a meeting.

Pursuant to section 445.004(3)(a), Florida Statutes, and Public Law No. 113-128, Title I, section 101(b), I serve as a member of the CareerSource Florida, Inc., Board of Directors. I will make every effort to attend each meeting of the Board of Directors; however, should I be unable to attend, and upon the Board's approval, I designate Tom Clendenning, DEO's Director of Workforce Services, to serve in my place.

If you have any questions concerning this matter, please contact me at (850) 245-7298.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Cissy Proctor', with a long horizontal flourish extending to the right.

Cissy Proctor
Executive Director

Florida Department of Economic Opportunity | Caldwell Building | 107 E. Madison Street | Tallahassee, FL 32399
850.245.7105 | www.FloridaJobs.org
www.twitter.com/FLDEO | www.facebook.com/FLDEO

An equal opportunity employer/program. Auxiliary aids and service are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TTD equipment via the Florida Relay Service at 711.

Designee Bio

Tom Clendenning

Tom Clendenning serves as the Director of Workforce Services for the Florida Department of Economic Opportunity. In this role, he is responsible for all workforce programs, reemployment assistance and labor market statistics. Mr. Clendenning previously served as the Assistant Agency Head for the Florida Agency for Workforce Innovation. In addition, he spent more than 10 years with the Florida Department of Labor and Employment Security, serving as the Florida Reemployment Assistance Director and the Assistant Director of Jobs and Benefits.



Approved _____
Disapproved _____

Consent Item 5

APPROVAL OF EXTENSION FOR LOCAL WORKFORCE DEVELOPMENT BOARDS DIRECT PROVIDERS OF WORKFORCE SERVICES

The following local workforce development boards currently operate as direct providers of workforce services pursuant to s. 445.007(6), Florida Statutes, and under CareerSource Florida's previous authorization.

CareerSource Okaloosa Walton	CareerSource Pasco Hernando
CareerSource Gulf Coast	CareerSource Polk
CareerSource North Florida	CareerSource Suncoast
CareerSource Florida Crown	CareerSource Heartland
CareerSource Citrus Levy Marion	CareerSource Research Coast
CareerSource Central Florida	CareerSource Palm Beach County
CareerSource Pinellas	CareerSource Southwest Florida
CareerSource Tampa Bay	

Section 445.007(6) limits the grant of authorization to three years. The three-year authorization for each of the above local workforce development boards ends June 30, 2017 after which local boards would not be allowed to provide direct services without approval by the CareerSource Florida Board of Directors. The Department of Economic Opportunity and CareerSource Florida developed criteria under which such authorization may be granted. At the time of the Board's consideration of this Consent Item, all criteria may not be received by the Department of Economic Opportunity and CareerSource Florida.

The CareerSource Florida professional team recommends the board authorize the local workforce development boards listed above to be direct service providers beginning July 1, 2017, and ending June 30, 2020. Conditional authorization is contingent upon each local board submitting required documentation to CareerSource Florida by May 31, 2017, and that such documentation be reviewed and found to meet established criteria by the Department of Economic Opportunity by June 30, 2017.

NEEDED ACTION

Authorize 15 local workforce development boards to be direct providers of workforce services for three years, beginning July 1, 2017 and ending June 30, 2020.

Approved _____
Disapproved _____

Action Item 1

APPROVAL OF STATE AND LOCAL BUDGET ALLOCATIONS FOR FISCAL YEAR 2017/18

* * * * *

Each year, Florida is notified of several federal awards and state appropriations to be received during the upcoming fiscal year. This action item defines specific allocations, updated annually 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 federal Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF) program and Wagner-Peyser (WP) Act as well as other workforce-related funding initiatives. It serves as the financial blueprint for operationalizing the CareerSource Florida network's mission to connect employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity.

Funding provided under WIOA must be allocated in accordance with the authorizing federal act (Public Law 113-128, as amended). This act defines specific methodologies to be followed in allocating its three principal funding streams (Adult, Youth, and Dislocated Worker) to local workforce development boards, and 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 the 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. 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 state 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 is 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
 - b. Combined Veterans Programs
4. **Other Workforce-Related Programs** including:
 - a. Supplemental Nutrition Assistance
 - b. Reemployment Assistance Services
5. **Budget Implementing Actions**

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

FEDERAL PROGRAM YEAR 2017 for Fiscal Year 2017/18 – \$153,106,461 (Prior Year 2016/17 – \$164,353,071; decrease of \$11,246,610 or -6.84%)

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 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 and allows 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 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 funds are then distributed to the boards based on a formula that uses local economic factors.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2017/18: Due to the federal continuing resolution, the final funding allotments to the states have not yet been issued for federal program year 2017 funding. Therefore, the PY2017 planning estimates that were published in TEGL 14-16 are reflected in this board presentation. For specific identification of anticipated amounts to be received under the various WIOA categories by the state and local workforce development boards, refer to the flowchart titled “*Florida Estimated Funding for Workforce Innovation and Opportunity Act.*”

As shown on this chart, a total of **\$153,106,461** is anticipated to be awarded to Florida from Program Year 2017 funds for fiscal year 2017/18, down by **\$11,246,610** or a decrease of **6.84%** from the previous year's grant award. From the total WIOA funds awarded, **\$22,965,969** 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 **\$14,632,733**, of the federal Dislocated Worker funding, and the balance of **\$115,507,759** is allocated to the 24 local workforce development areas.

	<u>FY 2016/17</u>	<u>FY 2017/18</u>	<u>Change</u>
Total WIOA Grant Award	\$ 164,353,071	\$ 153,106,461	\$ (11,246,610)
State Set-Aside	24,652,961	22,965,969	(1,686,992)
Rapid Response	16,263,446	14,632,733	(1,630,713)
Local Allocations	123,436,664	115,507,759	(7,928,905)

LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB) ALLOCATIONS

As shown on the *Florida Estimated Funding for Workforce Innovation and Opportunity Act* chart for Program Year 2017, a total of **\$115,507,759** is available through direct formula allocations to local workforce development areas from the Adult, Youth and Dislocated Worker funds. Federal laws specify formulas for distributing WIOA among the 24 local workforce development areas, primarily based upon relative shares of workforce, unemployment and poverty factors. The spreadsheet titled "**Program Year 2017 Workforce Innovation and Opportunity Act, 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 2016/17, the amount currently allocated to the state is **\$22,965,969**.

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 network'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 2017/18</u>
Total WIOA Set-Aside Pool	\$22,965,969
Plus Estimated Balance of Recaptured Funds (includes Est. Balance of RR 15% –State Level)	8,794,830
Total WIOA Funds Available	\$31,760,799
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	\$19,017,032

Discretionary Board Allocations – As shown in the previous tabulation, CareerSource Florida has available discretionary funding in the amount of **\$19,017,032**, after combining the balance of WIOA unobligated funding brought forward from the prior year with the fiscal year 2017/18 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 other discretionary funding priorities recommended by the CareerSource Florida professional team that 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.

Sector Strategies Initiative (\$3,500,000) – Since the passage of the federal Workforce Innovation and Opportunity Act, with its emphasis on sector strategy solutions, the CareerSource Florida network has committed to implementing, transitioning to or improving on efforts to embrace this innovative approach in workforce development to more effectively provide businesses the talent they need while simultaneously supporting workers as they advance in high-growth careers. Sector strategies are not a program; rather a transformational way of providing services to business and individuals. Sector strategies are regional, industry-focused approaches to building skilled workforces and are recognized nationally as among the most effective ways to align public and private resources to address the talent needs of employers. There is a growing body of evidence showing that sector strategies can simultaneously improve employment opportunities for job seekers and the competitiveness of industries. Among other benefits, the sector strategy approach positions the CareerSource Florida network to more effectively engage employers, address current and emerging skills gaps, identify and respond to key policy needs, and more effectively align and leverage programs and resources that serve employers, job seekers and workers.

During the past year, CareerSource Florida, with the assistance of Maher & Maher, a nationally recognized talent development consulting firm, has organized developed and implemented sector strategy self-assessments for local workforce development boards and strategic partners, leading to four customized technical assistance workshops statewide. These workshops have included more than 400 workforce development professionals, businesses, economic development and education partners and community-based organizations, among others. The workshops have received very high remarks from attendees. Further, during the April 2017 meeting of the CareerSource Florida Executive Committee, committee members and local board executives expressed strong interest in continuing support for sector strategies, with funding enabling local boards to provide sector-specific career

pathway training and other initiatives to support local sector strategy approaches.

Pathways to Prosperity for Low-Income Floridians (\$2,000,000) – More than four of every 10 Florida households (3.3 million of Florida’s 7.5 million households) are struggling to meet basic needs, according to the United Way of Florida. As noted in the Florida Chamber Foundation’s new report, *Less Poverty, More Prosperity*, “the sheer number of Floridians living in poverty” impacts families, businesses, Florida’s economy and the state’s global competitiveness. Seeking to provide a focused investment on strategies and outcomes that expand economic opportunity for low-income Floridians — those who earn less than the federal poverty level or are among the working poor who earn more than the federal poverty level but continue to struggle financially to afford basic needs — this funding would be dedicated to opportunities that help low-income working Floridians increase their earnings through skills development and employment that enhances their pathways to family-sustaining earnings and economic prosperity.

Rural Initiatives (\$1,000,000) – By executive order, Governor Rick Scott 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 up to five local workforce development boards identified as rural to support the smallest of Florida’s local boards in providing a minimal level 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.

Community Based Training (\$1,000,000) – The CareerSource Florida network has been focused on business engagement and ensuring Florida businesses have the talent they need. Last year, 80,728 businesses were served through the state’s 24 local workforce development boards. Florida’s workforce system is on track to exceed that number this year, as 65,717 businesses have been served statewide to date (July 1, 2016 – March 31, 2017). To continue to meet the needs of businesses, we must grow the link between the supply side (education and training providers) and the demand side (business). We can do that by leveraging programs and resources through local workforce development boards, economic development organizations, state colleges and universities and business, among others. When those links are made — and resources leveraged and shared across the organizations with an eye toward crafting sustainable solutions developed to meet the specific needs of a business or multiple businesses within a sector — the result will be a total talent solution. These funds would be available for such opportunities as we work with businesses and local partners. This funding opportunity was first made available to local boards last year. The number of applications received from local boards exceeded the amount of funding set aside for this purpose, attesting to the value of this initiative.

Governor’s Jobs Challenge (\$1,000,000) – Governor Rick Scott has been focused on creating and filling jobs for Floridians as his top priority since he took office. Through his commitment and an improving economy, since 2010, Florida has added 1,353,000 new jobs and the unemployment rate has dropped from 10.7 percent to 4.8 percent. The Governor wants to ensure that every Floridian who wants a job can get one. To that end, and consistent with past challenges the Governor has issued to local workforce development boards to help Floridians get to work and advance in their careers, this funding will be used to issue another challenge to boards to amplify their good work placing Floridians into jobs. Past challenges have included moving more Floridians from reemployment assistance into new jobs and increasing the number of businesses served by the CareerSource Florida network and the quality of services provided.

Integrated Services Pilot Project (\$750,000) – The Integrated Services Pilot Project is designed to support the development and implementation of local multi-disciplinary workforce training strategies that will improve the employment outcomes for low-income individuals served by both local workforce development boards and community action agencies. Using strategies such as joint case management,

targeted workforce training and support services, one or more workforce boards selected for this pilot will work with the designated community action agency or agencies in the local workforce development areas they serve. Together, they will employ innovative and systemic approaches to their collective work to increase opportunities for their shared clients to become self-sufficient and reduce their reliance on public assistance.

Emerging Initiatives Funding (\$3,000,000) – 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 board will need to ensure there are funds available, if needed, for any new project costs. These funds would position CareerSource Florida to address and respond to workforce development strategies resulting from emerging ideas and initiatives throughout the year.

Additional WIOA Formula Funds (\$4,000,000) – Based feedback from the Executive Committee and local workforce development board representatives, this additional funding is being recommended for distribution to local boards through the Workforce Innovation and Opportunity Act Adult funding formula. This would provide additional funds to local 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.

Additional Funding for the Incumbent Worker Training Grant Program (\$2,000,000) – When workers lack needed training and businesses experience skill gaps, the company’s ability to compete, expand and retain workers can be compromised. Florida’s Incumbent Worker Training (IWT) program, addresses such needs. The IWT program was created to provide grants 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 statutory required \$2 million, will be used for the IWT program. This would bring the total allocated for this program to \$4 million. With the new 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.

LWDB Performance Incentives (\$750,000) – CareerSource Florida, through a collaborative statewide process, has designed a data-driven Performance Funding Model (PFM) that drives network outcomes to help Florida become the global leader for talent. The PFM is designed to help encourage stronger performance by measuring local workforce development boards on metrics that reflect Florida-emphasized workforce development priorities with economic rewards for achievement. The model seeks to inform policy discussions and decisions, align resources to shared goals, reward excellence and showcase improvement.

Discretionary Funding Summary

Pending approval of the recommended reserves and commitments outlined here, an estimated balance of \$17,032 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, and/or allocated funds may not be expended at the level expected during the fiscal year.

Total 2016/17 WIOA Funds Available	\$19,017,032
Less Proposed Discretionary Board Allocations:	
Sector Strategies	(3,500,000)
Pathways to Prosperity for Low Income Floridians	(2,000,000)
Rural Initiatives	(1,000,000)
Community Based Training	(1,000,000)
Governor's Jobs Challenge	(1,000,000)
Integrated Services Pilot Project	(750,000)
Emerging Initiatives	(3,000,000)
Additional WIOA Adult Formula Distribution	(4,000,000)
Additional Incumbent Worker Training	(2,000,000)
LWDB Performance Incentives	(750,000)
Balance Remaining for State Projects	\$17,032

WIOA – STATE RAPID RESPONSE FUNDS

As noted previously, **25%, or \$14,632,733**, of the total federal WIOA Dislocated Worker funding (\$65,053,785) provided to the state for fiscal year 2017/18 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 state Department of Economic Opportunity's Rapid Response Unit.

The following tabulation shows the distribution of the total federal award for 2017/18:

Total Dislocated Worker Funds (17/18)	\$58,530,934
Less Local Pass-Through (60%)	- 35,118,561
Less State-Level Set-Aside (15%)	<u>- 8,779,640</u>
Balance for State-Level Rapid Response Reserve (25%)	\$14,632,733

From the total Rapid Response funding, available to the board from new fiscal 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 2016/17.

Total Rapid Response State-Level Allocation	\$14,632,733
Less: Proposed RR Program Unit Costs	-500,069
Less: Proposed Emergency Reserve (<i>Chapter 445, F.S.</i>)	-3,000,000
Less: Supplemental Dislocated Worker Allocation	<u>-11,100,000</u>
Balance Fund Reserve	\$32,664

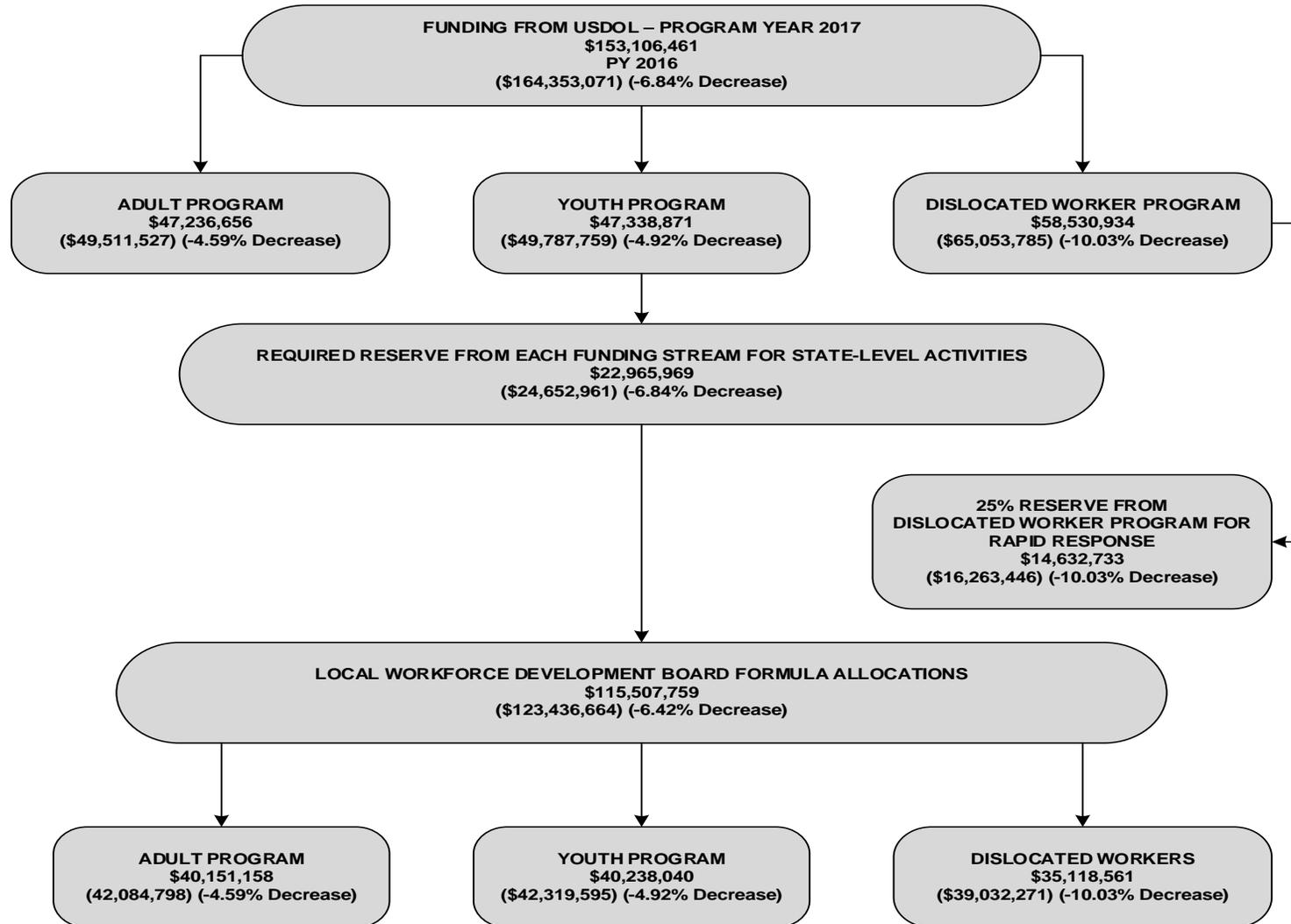
The CareerSource Florida professional team proposes allocating **\$11,100,000** of the **\$14,632,733** that is available in discretionary Dislocated Worker funding through the use of the local pass-through allocation formula. Combined with the \$3,000,000 emergency reserve, the board will have a total of **\$3,032,664** 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, and 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.

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NEEDED ACTIONS

- 1. Approval of the program year 2017/18 local WIOA Adult, Youth and Dislocated Worker fund allocation shares, with the understanding that if final federal funding changes, updates will be made using the approved allocation shares.**
- 2. Approval to establish the program year 2017/18 WIOA state-level set-aside allocations, authorize operations and administration funding, other reserves, obligations, and commitments for DEO and CareerSource Florida.**
- 3. Authorize flexibility for the President and Treasurer to adjust actual spending categories as necessary within the total approved budget.**

FLORIDA FUNDING FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT



**Program Year 2017 Workforce Innovation and Opportunity Act
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		WIOA ADULT	WIOA YOUTH	WIOA DISLOCATED WORKER	PY 2017 FINAL ALLOCATION	PY 2016 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	\$947,261	\$1,099,423	\$711,482	\$2,758,166	\$2,966,304	(\$208,138)	-7.02%
2	CareerSource Okaloosa Walton	\$364,249	\$312,520	\$305,345	\$982,114	\$1,167,550	(\$185,436)	-15.88%
3	CareerSource Chipola	\$432,100	\$386,008	\$143,670	\$961,778	\$1,033,522	(\$71,744)	-6.94%
4	CareerSource Gulf Coast	\$427,530	\$417,406	\$379,228	\$1,224,164	\$1,379,844	(\$155,680)	-11.28%
5	CareerSource Capital Region	\$918,188	\$1,718,986	\$557,410	\$3,194,584	\$3,316,436	(\$121,852)	-3.67%
6	CareerSource North Florida	\$325,632	\$408,732	\$171,709	\$906,073	\$1,015,912	(\$109,839)	-10.81%
7	CareerSource Florida Crown	\$283,772	\$344,482	\$156,823	\$785,077	\$906,530	(\$121,453)	-13.40%
8	CareerSource Northeast Florida	\$2,770,264	\$3,100,872	\$2,820,140	\$8,691,276	\$9,653,772	(\$962,496)	-9.97%
9	CareerSource North Central Florida	\$589,705	\$1,312,822	\$342,664	\$2,245,191	\$2,382,151	(\$136,960)	-5.75%
10	CareerSource Citrus Levy Marion	\$1,282,281	\$1,236,159	\$833,489	\$3,351,929	\$3,463,087	(\$111,158)	-3.21%
11	CareerSource Flagler Volusia	\$1,200,693	\$1,241,831	\$1,116,186	\$3,558,710	\$3,932,808	(\$374,098)	-9.51%
12	CareerSource Central Florida	\$4,005,264	\$4,243,442	\$4,399,713	\$12,648,419	\$14,246,789	(\$1,598,370)	-11.22%
13	CareerSource Brevard	\$1,025,326	\$937,097	\$975,392	\$2,937,815	\$3,281,967	(\$344,152)	-10.49%
14	CareerSource Pinellas	\$1,567,109	\$1,153,004	\$1,525,492	\$4,245,605	\$4,747,695	(\$502,090)	-10.58%
15	CareerSource Tampa Bay	\$2,404,071	\$2,720,483	\$2,442,236	\$7,566,790	\$8,262,228	(\$695,438)	-8.42%
16	CareerSource Pasco Hernando	\$1,374,016	\$1,282,673	\$1,087,285	\$3,743,974	\$3,875,212	(\$131,238)	-3.39%
17	CareerSource Polk	\$1,510,787	\$1,574,747	\$1,238,532	\$4,324,066	\$4,419,781	(\$95,715)	-2.17%
18	CareerSource Suncoast	\$1,139,158	\$908,811	\$997,324	\$3,045,293	\$3,427,238	(\$381,945)	-11.14%
19	CareerSource Heartland	\$612,209	\$654,438	\$328,415	\$1,595,062	\$1,672,082	(\$77,020)	-4.61%
20	CareerSource Research Coast	\$1,245,791	\$1,140,502	\$1,074,689	\$3,460,982	\$3,706,707	(\$245,725)	-6.63%
21	CareerSource Palm Beach County	\$2,556,108	\$2,380,973	\$2,712,350	\$7,649,431	\$7,754,475	(\$105,044)	-1.35%
22	CareerSource Broward	\$3,339,605	\$2,857,234	\$3,695,097	\$9,891,936	\$10,690,854	(\$798,918)	-7.47%
23	CareerSource South Florida	\$7,533,812	\$6,665,007	\$5,198,708	\$19,397,527	\$19,407,901	(\$10,374)	-0.05%
24	CareerSource Southwest Florida	\$2,296,227	\$2,140,388	\$1,905,182	\$6,341,797	\$6,725,819	(\$384,022)	-5.71%
STATEWIDE TOTALS		\$40,151,158	\$40,238,040	\$35,118,561	\$115,507,759	\$123,436,664	(\$7,928,905)	-6.42%

**Program Year 2017 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 * ALLOCATION	PY 2017	PY 2016	DIFFERENCE	%
	LABOR FORCE	UNEMPLOYED			Total	Excess			FINAL	FINAL		
		Total	Rate	Excess					ALLOCATION	ALLOCATION		
1 CareerSource Escarosa	118,129	7,637	6.5%	2,321	37,565	34,898	0.023592368	\$947,261	\$999,500	(\$52,239)	-5.23%	
2 CareerSource Okaloosa Walton	33,818	2,195	6.5%	673	17,175	15,678	0.009071944	\$364,249	\$430,663	(\$66,414)	-15.42%	
3 CareerSource Chipola	27,474	1,783	6.5%	546	22,405	21,895	0.010761831	\$432,100	\$457,705	(\$25,605)	-5.59%	
4 CareerSource Gulf Coast	49,808	3,223	6.5%	982	17,705	16,478	0.010648024	\$427,530	\$480,826	(\$53,296)	-11.08%	
5 CareerSource Capital Region	117,618	7,605	6.5%	2,312	35,540	33,279	0.022868282	\$918,188	\$910,386	\$7,802	0.86%	
6 CareerSource North Florida	28,493	1,838	6.5%	556	15,390	14,779	0.008110143	\$325,632	\$358,124	(\$32,492)	-9.07%	
7 CareerSource Florida Crown	15,722	1,015	6.5%	308	14,815	14,239	0.007067595	* \$283,772	\$331,914	(\$48,142)	-14.50%	
8 CareerSource Northeast Florida	402,777	25,981	6.5%	7,856	98,835	89,347	0.068995871	\$2,770,264	\$3,067,237	(\$296,973)	-9.68%	
9 CareerSource North Central Florida	54,918	3,565	6.5%	1,094	27,380	25,611	0.014687134	\$589,705	\$623,935	(\$34,230)	-5.49%	
10 CareerSource Citrus Levy Marion	178,277	11,519	6.5%	3,497	46,225	43,789	0.031936349	\$1,282,281	\$1,307,545	(\$25,264)	-1.93%	
11 CareerSource Flagler Volusia	170,843	11,028	6.5%	3,340	43,265	39,702	0.029904320	\$1,200,693	\$1,338,778	(\$138,085)	-10.31%	
12 CareerSource Central Florida	553,875	35,769	6.5%	10,845	149,970	134,139	0.099754625	\$4,005,264	\$4,514,284	(\$509,020)	-11.28%	
13 CareerSource Brevard	164,115	10,590	6.5%	3,205	33,130	29,920	0.025536657	\$1,025,326	\$1,126,441	(\$101,115)	-8.98%	
14 CareerSource Pinellas	172,295	11,126	6.5%	3,373	65,180	59,186	0.039030241	* \$1,567,109	\$1,772,367	(\$205,258)	-11.58%	
15 CareerSource Tampa Bay	335,456	21,671	6.5%	6,575	88,835	80,158	0.059875507	\$2,404,071	\$2,611,886	(\$207,815)	-7.96%	
16 CareerSource Pasco Hernando	219,016	14,148	6.5%	4,292	44,040	40,502	0.034221091	\$1,374,016	\$1,382,061	(\$8,045)	-0.58%	
17 CareerSource Polk	232,619	15,008	6.5%	4,540	50,110	46,601	0.037627495	\$1,510,787	\$1,508,455	\$2,332	0.15%	
18 CareerSource Suncoast	144,431	9,317	6.5%	2,818	45,445	41,140	0.028371729	\$1,139,158	\$1,275,868	(\$136,710)	-10.72%	
19 CareerSource Heartland	71,743	4,638	6.5%	1,409	24,825	23,881	0.015247607	\$612,209	\$632,478	(\$20,269)	-3.20%	
20 CareerSource Research Coast	201,133	12,978	6.5%	3,927	39,530	36,240	0.031027534	\$1,245,791	\$1,298,163	(\$52,372)	-4.03%	
21 CareerSource Palm Beach County	388,662	25,071	6.5%	7,581	87,490	78,783	0.063662122	\$2,556,108	\$2,561,701	(\$5,593)	-0.22%	
22 CareerSource Broward	484,941	31,285	6.5%	9,463	119,870	107,366	0.083175802	\$3,339,605	\$3,559,557	(\$219,952)	-6.18%	
23 CareerSource South Florida	1,126,093	72,709	6.5%	22,035	256,605	239,427	0.187636182	\$7,533,812	\$7,150,531	\$383,281	5.36%	
24 CareerSource Southwest Florida	337,418	21,765	6.5%	6,581	80,745	73,582	0.057189547	\$2,296,227	\$2,384,393	(\$88,166)	-3.70%	
STATEWIDE TOTALS	5,629,674	363,463	6.5%	110,129	1,462,075	1,340,620	1.000000000	\$40,151,158	\$42,084,798	(\$1,933,640)	-4.59%	

**Program Year 2017 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 2017 FINAL ALLOCATION	PY 2016 FINAL ALLOCATION	DIFFERENCE	%
	FORCE	UNEMPLOYED			Total	Excess						
		Total	Rate	Excess								
1 CareerSource Escarosa	118,129	7,637	6.5%	2,321	8,925	6,258	0.027322980		\$1,099,423	\$1,161,079	(\$61,656)	-5.31%
2 CareerSource Okaloosa Walton	33,818	2,195	6.5%	673	3,025	1,528	0.007766723		\$312,520	\$377,506	(\$64,986)	-17.21%
3 CareerSource Chipola	27,474	1,783	6.5%	546	3,305	2,795	0.009593107		\$386,008	\$409,212	(\$23,204)	-5.67%
4 CareerSource Gulf Coast	49,808	3,223	6.5%	982	3,365	2,138	0.010373414		\$417,406	\$471,503	(\$54,097)	-11.47%
5 CareerSource Capital Region	117,618	7,605	6.5%	2,312	14,900	12,639	0.042720428		\$1,718,986	\$1,751,471	(\$32,485)	-1.85%
6 CareerSource North Florida	28,493	1,838	6.5%	556	3,580	2,969	0.010157856		\$408,732	\$446,640	(\$37,908)	-8.49%
7 CareerSource Florida Crown	15,722	1,015	6.5%	308	3,335	2,759	0.008561115		\$344,482	\$406,213	(\$61,731)	-15.20%
8 CareerSource Northeast Florida	402,777	25,981	6.5%	7,856	24,245	14,757	0.077063194		\$3,100,872	\$3,435,642	(\$334,770)	-9.74%
9 CareerSource North Central Florida	54,918	3,565	6.5%	1,094	12,565	10,796	0.032626389		\$1,312,822	\$1,385,029	(\$72,207)	-5.21%
10 CareerSource Citrus Levy Marion	178,277	11,519	6.5%	3,497	8,130	5,694	0.030721163		\$1,236,159	\$1,260,943	(\$24,784)	-1.97%
11 CareerSource Flagler Volusia	170,843	11,028	6.5%	3,340	9,220	5,657	0.030862109		\$1,241,831	\$1,388,753	(\$146,922)	-10.58%
12 CareerSource Central Florida	553,875	35,769	6.5%	10,845	34,990	19,159	0.105458472		\$4,243,442	\$4,796,307	(\$552,865)	-11.53%
13 CareerSource Brevard	164,115	10,590	6.5%	3,205	6,140	2,930	0.023288830		\$937,097	\$1,036,132	(\$99,035)	-9.56%
14 CareerSource Pinellas	172,295	11,126	6.5%	3,373	8,880	2,886	0.028654572	*	\$1,153,004	\$1,283,710	(\$130,706)	-10.18%
15 CareerSource Tampa Bay	335,456	21,671	6.5%	6,575	22,075	13,398	0.067609727		\$2,720,483	\$2,961,361	(\$240,878)	-8.13%
16 CareerSource Pasco Hernando	219,016	14,148	6.5%	4,292	7,990	4,452	0.031877117		\$1,282,673	\$1,293,187	(\$10,514)	-0.81%
17 CareerSource Polk	232,619	15,008	6.5%	4,540	10,475	6,966	0.039135779		\$1,574,747	\$1,580,101	(\$5,354)	-0.34%
18 CareerSource Suncoast	144,431	9,317	6.5%	2,818	7,255	2,950	0.022585860	*	\$908,811	\$1,042,271	(\$133,460)	-12.80%
19 CareerSource Heartland	71,743	4,638	6.5%	1,409	4,825	3,881	0.016264155		\$654,438	\$677,716	(\$23,278)	-3.43%
20 CareerSource Research Coast	201,133	12,978	6.5%	3,927	7,005	3,715	0.028343880		\$1,140,502	\$1,193,473	(\$52,971)	-4.44%
21 CareerSource Palm Beach County	388,662	25,071	6.5%	7,581	16,935	8,228	0.059172202		\$2,380,973	\$2,393,099	(\$12,126)	-0.51%
22 CareerSource Broward	484,941	31,285	6.5%	9,463	21,105	8,601	0.071008276		\$2,857,234	\$3,068,457	(\$211,223)	-6.88%
23 CareerSource South Florida	1,126,093	72,709	6.5%	22,035	41,130	23,952	0.165639492		\$6,665,007	\$6,264,648	\$400,359	6.39%
24 CareerSource Southwest Florida	337,418	21,765	6.5%	6,581	15,170	8,007	0.053193160		\$2,140,388	\$2,235,142	(\$94,754)	-4.24%
STATEWIDE TOTALS	5,629,674	363,463	6.5%	110,129	298,570	177,115	1.000000000		\$40,238,040	\$42,319,595	(\$2,081,555)	-4.92%

**Program Year 2017 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 2017 FINAL ALLOCATION	PY 2016 FINAL ALLOCATION	DIFFERENCE	%
1 CareerSource Escarosa	879	10,408	6,371	134	0.020259425		\$711,482	\$805,725	(\$94,243)	-11.70%
2 CareerSource Okaloosa Walton	337	4,984	2,821	54	0.008694685		\$305,345	\$359,381	(\$54,036)	-15.04%
3 CareerSource Chipola	177	2,210	1,224	27	0.004091003		\$143,670	\$166,605	(\$22,935)	-13.77%
4 CareerSource Gulf Coast	449	4,782	3,569	81	0.010798515		\$379,228	\$427,515	(\$48,287)	-11.29%
5 CareerSource Capital Region	519	8,581	5,025	122	0.015872228		\$557,410	\$654,579	(\$97,169)	-14.84%
6 CareerSource North Florida	192	2,461	1,441	38	0.004889405		\$171,709	\$211,148	(\$39,439)	-18.68%
7 CareerSource Florida Crown	163	2,301	1,302	36	0.004465533		\$156,823	\$168,403	(\$11,580)	-6.88%
8 CareerSource Northeast Florida	3,263	36,436	25,853	616	0.080303418		\$2,820,140	\$3,150,893	(\$330,753)	-10.50%
9 CareerSource North Central Florida	310	6,104	2,940	68	0.009757339		\$342,664	\$373,187	(\$30,523)	-8.18%
10 CareerSource Citrus Levy Marion	960	11,832	7,317	175	0.023733584		\$833,489	\$894,599	(\$61,110)	-6.83%
11 CareerSource Flagler Volusia	1,234	15,019	10,255	243	0.031783367		\$1,116,186	\$1,205,277	(\$89,091)	-7.39%
12 CareerSource Central Florida	4,694	58,808	39,975	997	0.125281697		\$4,399,713	\$4,936,198	(\$536,485)	-10.87%
13 CareerSource Brevard	1,070	13,574	8,430	219	0.027774268		\$975,392	\$1,119,394	(\$144,002)	-12.86%
14 CareerSource Pinellas	1,636	21,081	13,583	341	0.043438331		\$1,525,492	\$1,691,618	(\$166,126)	-9.82%
15 CareerSource Tampa Bay	2,621	31,675	22,632	555	0.069542589		\$2,442,236	\$2,688,981	(\$246,745)	-9.18%
16 CareerSource Pasco Hernando	1,200	15,587	9,431	236	0.030960421		\$1,087,285	\$1,199,964	(\$112,679)	-9.39%
17 CareerSource Polk	1,343	16,069	10,729	296	0.035267169		\$1,238,532	\$1,331,225	(\$92,693)	-6.96%
18 CareerSource Suncoast	1,075	16,019	8,201	206	0.028398766		\$997,324	\$1,109,099	(\$111,775)	-10.08%
19 CareerSource Heartland	381	4,658	2,595	75	0.009351601		\$328,415	\$361,888	(\$33,473)	-9.25%
20 CareerSource Research Coast	1,438	14,895	7,612	243	0.030601744		\$1,074,689	\$1,215,071	(\$140,382)	-11.55%
21 CareerSource Palm Beach County	2,995	34,228	22,869	668	0.077234092		\$2,712,350	\$2,799,675	(\$87,325)	-3.12%
22 CareerSource Broward	4,013	46,241	32,052	905	0.105217780		\$3,695,097	\$4,062,840	(\$367,743)	-9.05%
23 CareerSource South Florida	5,294	73,957	41,357	1,281	0.148033027		\$5,198,708	\$5,992,722	(\$794,014)	-13.25%
24 CareerSource Southwest Florida	2,100	28,452	15,350	424	0.054250013		\$1,905,182	\$2,106,284	(\$201,102)	-9.55%
STATEWIDE TOTALS	38,343	480,362	302,934	8,040	1.000000000		\$35,118,561	\$39,032,271	(\$3,913,710)	-10.03%

**Program Year 2017 Workforce Innovation and Opportunity Act
Supplemental Dislocated Worker Program Local Workforce Development Board
Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	20%	25%	25%	30%	LWDB SHARE	PY 2017	PY2017	TOTAL
	UC CLAIMANTS	UC CONCENTRATION	MASS LAYOFF	LONG-TERM UNEMPLOYED		FINAL ALLOCATION	SUPPLEMENTAL	
1 CareerSource Escarosa	879	10,408	6,371	134	0.020259425	\$711,482	\$224,880	\$936,362
2 CareerSource Okaloosa Walton	337	4,984	2,821	54	0.008694685	\$305,345	\$96,511	\$401,856
3 CareerSource Chipola	177	2,210	1,224	27	0.004091003	\$143,670	\$45,410	\$189,080
4 CareerSource Gulf Coast	449	4,782	3,569	81	0.010798515	\$379,228	\$119,864	\$499,092
5 CareerSource Capital Region	519	8,581	5,025	122	0.015872228	\$557,410	\$176,182	\$733,592
6 CareerSource North Florida	192	2,461	1,441	38	0.004889405	\$171,709	\$54,272	\$225,981
7 CareerSource Florida Crown	163	2,301	1,302	36	0.004465533	\$156,823	\$49,567	\$206,390
8 CareerSource Northeast Florida	3,263	36,436	25,853	616	0.080303418	\$2,820,140	\$891,368	\$3,711,508
9 CareerSource North Central Florida	310	6,104	2,940	68	0.009757339	\$342,664	\$108,306	\$450,970
10 CareerSource Citrus Levy Marion	960	11,832	7,317	175	0.023733584	\$833,489	\$263,443	\$1,096,932
11 CareerSource Flagler Volusia	1,234	15,019	10,255	243	0.031783367	\$1,116,186	\$352,795	\$1,468,981
12 CareerSource Central Florida	4,694	58,808	39,975	997	0.125281697	\$4,399,713	\$1,390,627	\$5,790,340
13 CareerSource Brevard	1,070	13,574	8,430	219	0.027774268	\$975,392	\$308,294	\$1,283,686
14 CareerSource Pinellas	1,636	21,081	13,583	341	0.043438331	\$1,525,492	\$482,165	\$2,007,657
15 CareerSource Tampa Bay	2,621	31,675	22,632	555	0.069542589	\$2,442,236	\$771,923	\$3,214,159
16 CareerSource Pasco Hernando	1,200	15,587	9,431	236	0.030960421	\$1,087,285	\$343,661	\$1,430,946
17 CareerSource Polk	1,343	16,069	10,729	296	0.035267169	\$1,238,532	\$391,466	\$1,629,998
18 CareerSource Suncoast	1,075	16,019	8,201	206	0.028398766	\$997,324	\$315,226	\$1,312,550
19 CareerSource Heartland	381	4,658	2,595	75	0.009351601	\$328,415	\$103,803	\$432,218
20 CareerSource Research Coast	1,438	14,895	7,612	243	0.030601744	\$1,074,689	\$339,679	\$1,414,368
21 CareerSource Palm Beach County	2,995	34,228	22,869	668	0.077234092	\$2,712,350	\$857,298	\$3,569,648
22 CareerSource Broward	4,013	46,241	32,052	905	0.105217780	\$3,695,097	\$1,167,917	\$4,863,014
23 CareerSource South Florida	5,294	73,957	41,357	1,281	0.148033027	\$5,198,708	\$1,643,168	\$6,841,876
24 CareerSource Southwest Florida	2,100	28,452	15,350	424	0.054250013	\$1,905,182	\$602,175	\$2,507,357
STATEWIDE TOTALS	38,343	480,362	302,934	8,040	1.000000000	\$35,118,561	\$11,100,000	\$46,218,561

Action Item 1, Continued

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

* * * * *

STATE APPROPRIATIONS FISCAL YEAR 2017/18 – \$58,084,001 (Prior Year 2016/17 \$59,875,524; decrease of \$1,791,523 or 2.99%)

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

SPECIFIC MANDATES/LIMITATIONS: Eligibility limits for receiving Temporary Cash Assistance (TCA) benefits are complex, and 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 states 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 2017/18 distributions, the board applied a 90% “hold harmless” provision to ensure that no local 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 board and assures they will not receive less than 90% of that average.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2017/18: A total of **\$58,084,001** in TANF funds was appropriated by the 2017 Legislature. This amount includes **\$4,153,094** 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 (NCP) for Pinellas, Pasco and Hillsborough counties, and an additional \$666,000 for Miami-Dade to be administered by CareerSource Pinellas. 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 a 2.78% percent reduction from the prior year.

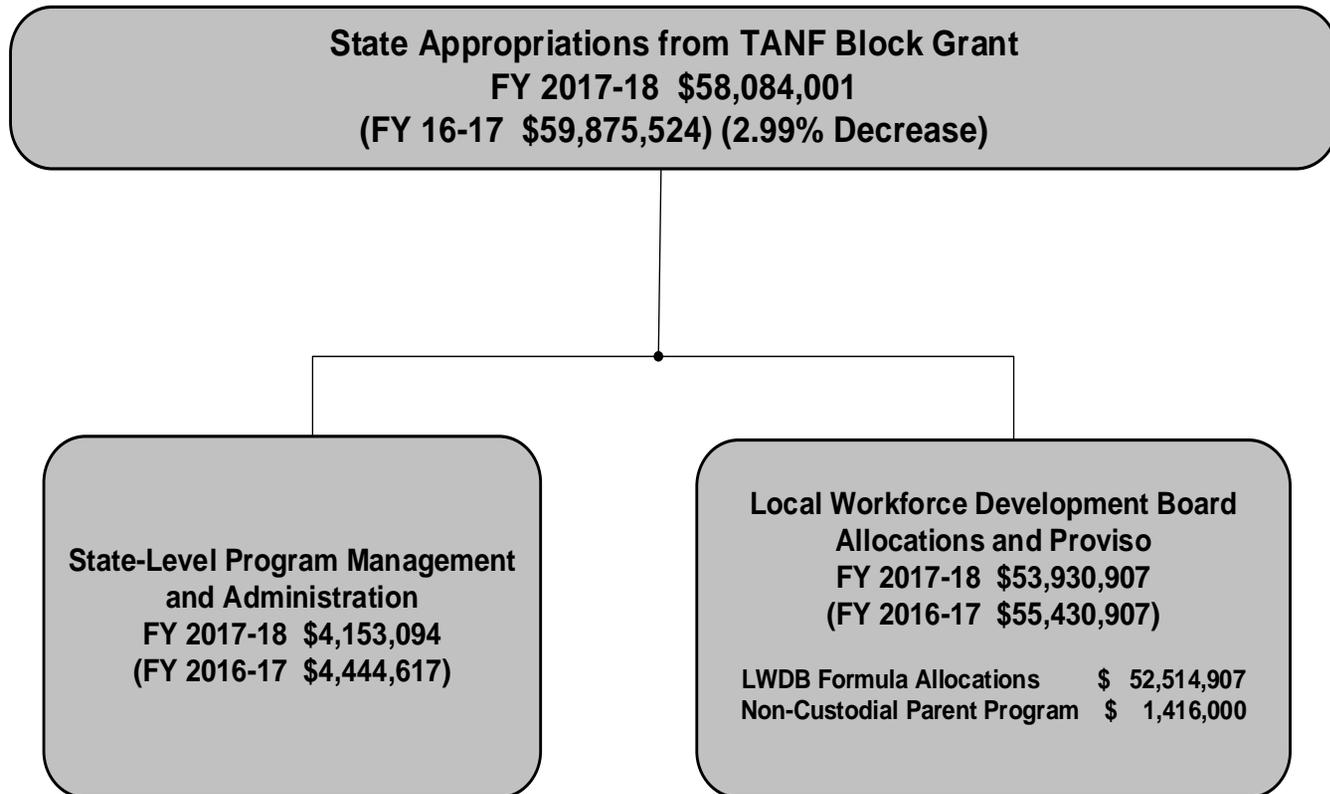
	<u>FY 2017/18</u>
DEO and CSF Administration	\$ 4,153,094
Non-Custodial Parent Program	1,416,000
Local Allocations	<u>52,514,907</u>
Total	\$58,084,001

Using these amounts and assuming no additional changes in the allocation methodology, the total amounts by local board are reflected on the attached chart titled “***Program Year 2017 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations.***”

NEEDED ACTION

Approval of the allocation methodology as proposed for the distribution of TANF funding for fiscal year 2017/18. Additionally, to authorize flexibility for the President and Treasurer to adjust actual spending categories and local allocations as necessary within the total approved budget.

FLORIDA FUNDING FOR Temporary Assistance for Needy Families (TANF)



**Program Year 2017 Temporary Assistance for Needy Families
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		50% SNAP	50% WELFARE CASELOAD	RWB SHARE	HH * ALLOCATION	FY 2017/18 FINAL ALLOCATION	FY 2016/17 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	181,919	3,185	0.022399293		\$1,176,297	\$1,271,230	(\$94,933)	-7.47%
2	CareerSource Okaloosa Walton	78,022	1,033	0.008402220		\$441,242	\$446,488	(\$5,246)	-1.17%
3	CareerSource Chipola	49,817	668	0.006045796	*	\$317,494	\$317,724	(\$230)	-0.07%
4	CareerSource Gulf Coast	84,695	889	0.008280412		\$434,845	\$475,729	(\$40,884)	-8.59%
5	CareerSource Capital Region	134,708	4,274	0.023515031		\$1,234,890	\$1,254,681	(\$19,791)	-1.58%
6	CareerSource North Florida	58,967	811	0.007064561	*	\$370,995	\$444,480	(\$73,485)	-16.53%
7	CareerSource Florida Crown	57,475	981	0.007205158	*	\$378,378	\$464,377	(\$85,999)	-18.52%
8	CareerSource Northeast Florida	622,338	14,212	0.088622207		\$4,653,987	\$5,282,750	(\$628,763)	-11.90%
9	CareerSource North Central Florida	99,585	2,181	0.015262220	*	\$801,494	\$964,409	(\$162,915)	-16.89%
10	CareerSource Citrus Levy Marion	225,714	4,809	0.030892401		\$1,622,312	\$1,505,168	\$117,144	7.78%
11	CareerSource Flagler Volusia	237,254	6,828	0.038885378		\$2,042,062	\$1,974,656	\$67,406	3.41%
12	CareerSource Central Florida	1,086,404	17,221	0.127257519		\$6,682,917	\$6,308,247	\$374,670	5.94%
13	CareerSource Brevard	189,879	2,195	0.019294403		\$1,013,244	\$1,175,540	(\$162,296)	-13.81%
14	CareerSource Pinellas	295,034	7,473	0.044673684		\$2,346,034	\$2,377,549	(\$31,515)	-1.33%
15	CareerSource Tampa Bay	644,939	12,663	0.084370916		\$4,430,731	\$4,278,525	\$152,206	3.56%
16	CareerSource Pasco Hernando	253,277	5,366	0.034555403		\$1,814,674	\$1,832,448	(\$17,774)	-0.97%
17	CareerSource Polk	346,387	5,840	0.041837951		\$2,197,116	\$2,123,041	\$74,075	3.49%
18	CareerSource Suncoast	201,563	4,660	0.028909207		\$1,518,164	\$1,640,126	(\$121,962)	-7.44%
19	CareerSource Heartland	104,113	940	0.011187958		\$587,535	\$825,173	(\$237,638)	-28.80%
20	CareerSource Research Coast	205,395	1,761	0.020008008	*	\$1,050,719	\$1,155,808	(\$105,089)	-9.09%
21	CareerSource Palm Beach County	470,106	3,943	0.042374858		\$2,225,312	\$2,356,454	(\$131,142)	-5.57%
22	CareerSource Broward	705,015	9,709	0.077278669		\$4,058,282	\$4,291,710	(\$233,428)	-5.44%
23	CareerSource South Florida	1,550,289	21,177	0.169307377		\$8,891,160	\$8,963,413	(\$72,253)	-0.81%
24	CareerSource Southwest Florida	429,610	4,611	0.042369370		\$2,225,023	\$2,285,181	(\$60,158)	-2.63%
STATEWIDE TOTALS		8,312,505	137,430	1.000000000		\$52,514,907	\$54,014,907	(\$1,500,000)	-2.78%

Action Item 1, Continued

WAGNER-PEYSER (WP)

* * * * *

FEDERAL AWARD FY 2017/18 FOR WAGNER-PEYSER – \$39,144,904 (Prior Year 2016/17 – \$39,144,904)

Statutory Reference: Wagner-Peyser Act of 1933, 48 Stat.113 as amended, Public Law 105-220; 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 Also may 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 – Due to the federal continuing resolution, the final funding allotments to the states have not yet been issued for federal program year 2017 funding. Therefore, the PY2017 funding is presented as level funding with PY2016. As soon as final funding is provided to the states, this information will be updated.

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 92% (\$32,411,742) of these funds are available to support one-stop program services at the local level.

The allocation of Wagner-Peyser funding to local 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 2017 WP 7(a)	\$35,230,414
LWDB Salaries and Pass-Through	(27,916,151)
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 \$3,914,490) of the available grant funds allocated to Florida (\$39,144,904) 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 2017 WP 7(b)	\$3,914,490
Plus Est. Bal. of Unreserved W-P 7(b) Funds	552,662
Less Budget Reserve	(250,000)
Total WP 7(b) Funds Available	\$4,217,152

The following recommendations are presented to the state board for the establishment of reserves and commitments for incentives and business outreach efforts for 2017/18.

LWDB Performance Incentives (\$750,000) – CareerSource Florida, through a collaborative statewide process, has designed a data-driven Performance Funding Model (PFM) that drives network outcomes to help Florida become the global leader for talent. The PFM is designed to help drive stronger performance by measuring local workforce development boards on metrics that reflect Florida-emphasized workforce development priorities with economic rewards for achievement. The Model seeks to inform policy discussions and decisions, align resources to shared goals, reward excellence and showcase improvement.

Integrated Communications – CareerSource Florida and Statewide (\$1,750,000) – 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 through the development of shared communications resources by providing time- and money-saving templates and tools for use by workforce partners statewide. Additionally, this funding supports competitively procured expert services to enhance the outreach and education efforts of the CareerSource Florida professional team through public relations, media

relations, public affairs, social media and advertising support. Notably, with advances in information technology and the rapidly multiplying and evolving means by which both employers and job seekers receive and share information, CareerSource Florida has placed an increasing emphasis on digital advertising and outreach strategies. CareerSource Florida employs traditional communications tactics as well, including print and radio advertising, distribution of brochures, etc., to reach customers for whom a traditional approach to receiving information is more practical.

In the 2017/18 fiscal year, CareerSource Florida plans to build upon its successful 2016/17 Co-operative Outreach Program. The Co-op is providing funding and collaboration to support customized outreach and education tools and tactics for Florida's 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 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, the Tampa Bay area and Miami-Dade County. The MFEAP advocate's 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 broad category of business outreach. The uses of these funds are consistent with 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, disabled) as well as addressing workforce needs in targeted industry sector groups. Some of the initiatives funded through this reserve include partnership programs with faith- or community-based organizations, the annual workforce development summit, local workforce development board and economic development partnerships, and workforce 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 (\$350.000) – Under the Expanding Business Engagement initiative, established in 2011, Salesforce.com was selected as the network-wide CRM platform. Shaped by CareerSource Florida network business professionals, the Salesforce instance not only provides a consistent process for tracking businesses served, it also helps in identifying and deepening the network's business market penetration. With Salesforce, the CareerSource Florida network has a cross-local resource in place with a singular aim of improving services to business, seamlessly and efficiently. We continue to seek opportunities to integrate our instance with other state partners that work in the economic development arena.

Wagner-Peyser 7(b) Funding Summary

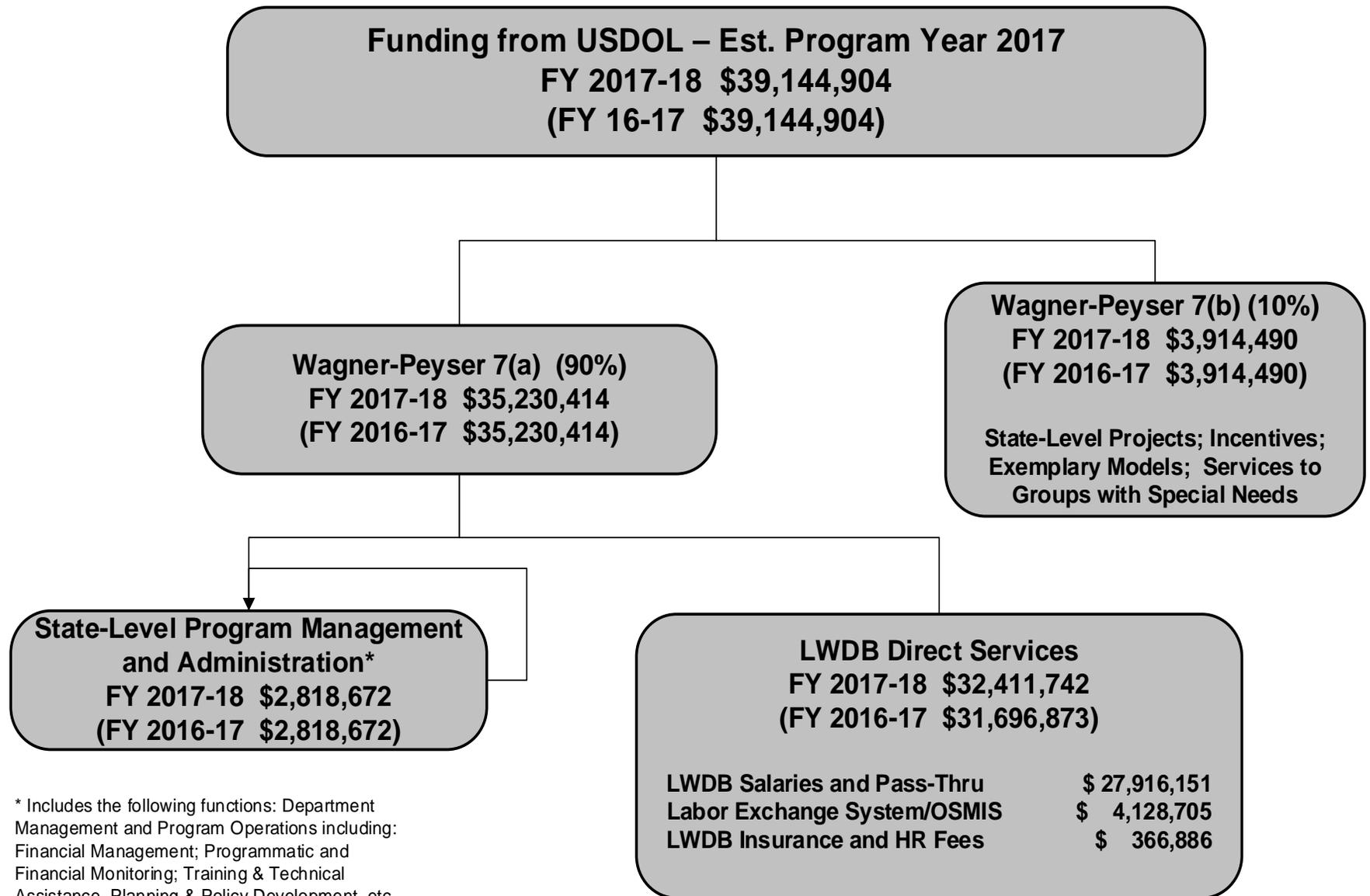
In the event the foregoing reserves and commitments are approved by the state board, an estimated balance of **\$17,152** will remain available to CareerSource Florida to be added to the budgeted reserve or as a carry forward into the next fiscal year. Please note this amount is an estimate because certain 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 2017/18 WP 7(b) Funds Available	\$4,217,152
Less Proposed Discretionary Board Allocations:	
Local Performance Incentives	(750,000)
Integrated Communications – Statewide Outreach	(1,750,000)
Military Family Employment Advocacy Program	(850,000)
Other Business Outreach	(500,000)
Salesforce Licenses	(350,000)
Balance Remaining	\$17,152

NEEDED ACTION

- 1. Approval of the program year 2017/18 local Wagner-Peyser 7(a) fund allocation shares, with the understanding that if final federal funding changes, updates will be made using the approved allocation shares.**
- 2. Approval to establish the program year 2017/18 WP 7 (a) operations and administration funding and WP 7(b) state-level activities, other reserves, obligations, and commitments for DEO and CareerSource Florida.**
- 3. Authorize flexibility for the President and Treasurer to adjust actual spending categories as necessary within the total approved budget**

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 2017 Wagner-Peyser Act
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		2/3	1/3	LWDB SHARE	PY 2017	PY 2016	DIFFERENCE	%
		CIVILIAN LABOR FORCE	UNEMPLOYED INDIVIDUALS		FINAL ALLOCATION	FINAL ALLOCATION		
1	CareerSource Escarosa	216,531	10,408	0.021894039	\$611,197	\$610,722	\$475	0.1%
2	CareerSource Okaloosa Walton	122,288	4,984	0.011744494	\$327,861	\$327,155	\$706	0.2%
3	CareerSource Chipola	41,436	2,210	0.004341186	\$121,189	\$122,609	(\$1,420)	-1.2%
4	CareerSource Gulf Coast	98,768	4,782	0.010010653	\$279,459	\$283,397	(\$3,938)	-1.4%
5	CareerSource Capital Region	182,402	8,581	0.018313733	\$511,249	\$513,834	(\$2,585)	-0.5%
6	CareerSource North Florida	47,698	2,461	0.004939661	\$137,896	\$143,608	(\$5,712)	-4.0%
								0.0%
7	CareerSource Florida Crown	46,874	2,301	0.004772801	\$133,238	\$132,759	\$479	0.4%
8	CareerSource Northeast Florida	761,630	36,436	0.076890238	\$2,146,479	\$2,164,047	(\$17,568)	-0.8%
9	CareerSource North Central Florida	143,260	6,104	0.013942706	\$389,227	\$385,368	\$3,859	1.0%
10	CareerSource Citrus Levy Marion	197,052	11,832	0.021562325	\$601,937	\$605,025	(\$3,088)	-0.5%
11	CareerSource Flagler Volusia	290,609	15,019	0.030113087	\$840,641	\$836,315	\$4,326	0.5%
12	CareerSource Central Florida	1,284,064	58,808	0.127813727	\$3,568,067	\$3,543,330	\$24,737	0.7%
								0.0%
13	CareerSource Brevard	262,026	13,574	0.027173644	\$758,584	\$765,200	(\$6,616)	-0.9%
14	CareerSource Pinellas	481,914	21,081	0.047282082	\$1,319,934	\$1,327,925	(\$7,991)	-0.6%
15	CareerSource Tampa Bay	706,028	31,675	0.069818999	\$1,949,078	\$1,934,701	\$14,377	0.7%
16	CareerSource Pasco Hernando	287,872	15,587	0.030321781	\$846,467	\$842,673	\$3,794	0.5%
17	CareerSource Polk	284,936	16,069	0.030457313	\$850,251	\$847,633	\$2,618	0.3%
18	CareerSource Suncoast	350,958	16,019	0.034896136	\$974,166	\$964,219	\$9,947	1.0%
								0.0%
19	CareerSource Heartland	76,564	4,658	0.008420108	\$235,057	\$237,142	(\$2,085)	-0.9%
20	CareerSource Research Coast	267,875	14,895	0.028486630	\$795,237	\$790,237	\$5,000	0.6%
21	CareerSource Palm Beach County	710,513	34,228	0.071894475	\$2,007,017	\$1,955,702	\$51,315	2.6%
22	CareerSource Broward	1,004,123	46,241	0.100124977	\$2,795,104	\$2,799,747	(\$4,643)	-0.2%
23	CareerSource South Florida	1,387,818	73,957	0.145356102	\$4,057,784	\$4,145,129	(\$87,345)	-2.1%
24	CareerSource Southwest Florida	585,697	28,452	0.059429103	\$1,659,032	\$1,637,674	\$21,358	1.3%
STATEWIDE TOTALS		9,838,936	480,362	1.000000000	\$27,916,151	\$27,916,151	\$0	0.0%

Action Item 1, continued

COMBINED VETERANS PROGRAMS (DVOP and LVER)

* * * * *

ESTIMATED FEDERAL AWARD FY 2017/18 FOR DVOP and LVER – \$ 11,707,664
(Prior Year Actual 2016/17 – \$11,542,922, increase of 1.4%)

Statutory Reference: Jobs for Veterans Act (Public Law 107-288); Title 38, United States Code (USC), Chapters 41-42, as amended by the Jobs for Veterans Act (Public Law 107-288); Title 38, USC, Chapter 31; Servicemen's Readjustment Act of 1944.

Grantor Agency: USDOL

Grant Program Objectives: To develop jobs and job training opportunities for disabled and other veterans through contacts with employers; promote and develop on-the-job training and apprenticeship and other on-the-job training positions within federal job training programs (e.g. Veterans Workforce Investment Program, Veterans Affairs programs); provide outreach to veterans through community agencies and organizations; provide assistance to community-based groups and organizations and appropriate grantees under other federal and federally funded employment and training programs; develop linkages with other agencies to promote maximum employment opportunities for veterans; and provide employability development and vocational guidance to eligible veterans, especially disabled veterans, utilizing a case-management approach to services wherever applicable. Also, to provide job development, placement and support services directly to veterans and to ensure there is local supervision of state employment agencies' compliance with federal regulations, performance standards and grant agreement provisions in carrying out requirements of 38 U.S.C. 4104 in providing veterans with maximum employment and training opportunities.

Description and Limitations of the Grant Program: Funds must be used only for salaries and expenses necessary to reasonably support veterans program staff who shall be assigned only those duties directly related to meeting the employment needs of eligible veterans according to the provisions of 38 U.S.C. 4103A.

Description of Process Used to Allocate Available Grant Funds: The allocation methodology of Disabled Veterans Outreach Program (DVOP)/Local Veterans Employment Representative (LVER) funds to local workforce development boards is based on the staffing cost needs of each board for approved DVOP/LVER positions and the related costs to support these positions.

Funding for dedicated Vocational Rehabilitation and Employment Program (VR&E) staff and the Incarcerated Veterans Transition Program (IV-TP), as negotiated by DEO with the USDOL, will not be included in the affected local boards' DVOP/LVER annual awards. These funds will be separately awarded. In addition, 1% of the total veterans grant award has been reserved for required performance incentives.

As needed, DEO will consult with the CareerSource Florida professional team and reallocate any funding that is no longer needed for the original purpose to other allowable uses within the program.

* * * * *

NEEDED ACTION

Approval of the state and local DVOP and LVER allocation methodology for state fiscal year 2017/18 with authority given to the CareerSource Florida professional team and DEO to reallocate funds that may become available due to deobligations or changes in original need.

Action Item 1, continued

SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EMPLOYMENT & TRAINING PROGRAM (SNAP E&T)

(Formerly known as Food Stamp Employment & Training Program – FSET)

* * * * *

ESTIMATED FEDERAL AWARD FY 2017/18 FOR SNAP E&T PROGRAM – \$10,126,764
(Prior Year Actual 2016/17 – \$9,724,639, increase of 4.14%)

Statutory Reference: Food Stamp Act of 1977, as amended, Section 16, Public Law 95-113, 91 Stat. 958, 7 U.S.C. 2025; Public Law 99-198, Public Law 105-33, Public Law 105-185.

Grantor Agency: U.S. Department of Agriculture (USDA)

Grant Program Objectives: To provide federal financial aid to state agencies for costs incurred to operate the Employment and Training Program for food stamp recipients. The Department of Children and Families is the state’s recipient of federal grant funds for the Food Stamp Program. DEO operates the SNAP E&T Program directly for USDA.

Description and Limitations of the Grant Program: By April 1, 1987, all states were to implement a Food Stamp Employment and Training (E&T) program as mandated by Public Law 99-198. The state agency is responsible for reimbursing participants for expenses incurred in fulfilling E&T requirements. Expenditures that may be included in this category are transportation, dependent care, books or training manuals, uniforms or other special equipment that a participant must have for participation, and any other necessary and reasonable cost that a participant incurs. Participant reimbursements must be paid for with the 50/50 percent federal grant. State E&T plans are not approvable unless USDA receives assurance that participant reimbursement funds are available. The Balanced Budget Act (Public Law 105-33) provides additional funding (100 percent grant) for grants to states for work/training programs generally targeted for non-working able-bodied adults without dependents. These grants do not require a match.

Description of Process Used to Allocate Available Grant Funds: The SNAP E&T program operates on the federal fiscal year and a new state plan is needed for the new federal year that will begin October 1, 2017. Florida has been on a mandatory participation basis since January 1, 2016, and this status will remain in effect for the next federal fiscal year.

Therefore, the CareerSource Florida professional team recommends allocating available funding to the local workforce development boards using the work-based formula of the relative share of the number of able-bodied adults without dependents. As needed, DEO will reallocate any funding initially reserved for state-level operations or for a local workforce development board that no longer needs the funding to other boards in need of additional resources.

NEEDED ACTION

Approval of the methodology to allocate 100% of SNAP funds to the local workforce development boards for fiscal year 2017/2018, with authority given to the CareerSource Florida professional team and DEO to reallocate funds that may become available due to deobligations or changes in original need.

Action Item 1, Continued

REEMPLOYMENT ASSISTANCE (RA) SERVICES

* * * * *

**FEDERAL AWARD FOR RA SERVICES – FY Year 2017/18 – \$1,000,000
(Prior Year 2016/17 – \$1,500,000; decrease of \$500,000 or 33%)**

Statutory Reference: Social Security Act, as amended, 42 U.S.C. 501- 504, 1101-1109; Trade Act of 1974, as amended, Public Law 93-618, 88 Stat. 2024, 19 U.S.C. 2311; Federal Unemployment Tax Act, as amended, 26 U.S.C. 3404 note; Federal Employees and Ex-Service Members, 5 U.S.C. 8501 and 8521; Robert T. Stafford Disaster Relief and Emergency Assistance Act, as amended, Public Law 100-707, 88 Stat. 153, 42 U.S.C. 5171.

Grantor Agency: USDOL

Grant Program Objectives: To administer the state's program of unemployment insurance for eligible workers through federal and state cooperation, to administer payment of trade adjustment assistance, disaster unemployment assistance, and unemployment compensation for federal employees and ex-service members.

Description and Limitations of the Grant Program: Funds are provided to support local career center staff who assist customers with filing Reemployment Assistance initial and continuing claims via the state's online system. Funds allocated in 17/18 are 33% less than the previous year due to the overall drop in the state's unemployment rate.

Description of Process Used to Allocate Available Grant Funds: Funds are distributed to local workforce development boards based on each board's relative share of the annual average of all initial RA claims filed for the 2016 calendar year.

* * * * *

NEEDED ACTION

Approval of the local Reemployment Assistance Services fund allocations for fiscal year 2017/18 with authority given to DEO and the CareerSource Florida professional team to reallocate such funds between local workforce development boards as needed.

Action Item 1, Continued

BUDGET IMPLEMENTING ACTIONS NEEDED For Fiscal Year 2017/18

* * * * *

State Funding for the Quick Response Training Program and Marketing – The Quick Response Training (QRT) grant program is funded by state dollars and is defined in the General Appropriations Act and/or substantive legislation. For the 2017/18 fiscal year, funding for the QRT grant program was appropriated to CareerSource Florida in the amount of **\$15,000,000**. In addition, funding totaling **\$100,000** was appropriated to CareerSource Florida to market and promote CareerSource Florida network resources to businesses.

Individual Training Account (ITA) Waiver for Fiscal Year 2017/18 – Florida Statutes state that at least 50% of the Title I funds for Adults and Dislocated Workers that are passed through to local workforce development boards must be allocated to and expended on Individual Training Accounts (ITAs). The law also allows a local workforce development board to request and obtain a waiver relating to the 50% requirement from CareerSource Florida. The CareerSource Florida professional team recommends continuing the same policy as was approved in the previous fiscal year. The ITA waiver policy would allow for local workforce development areas to select a waiver percentage based on two options: 1) additional one-year extensions of their approved ITA percentage, or 2) a sliding scale ITA percentage based on their reduced funding levels (WIOA, WP and TANF) as compared to fiscal year 2012/13 (the year in which Florida implemented the new statutory requirement of 50% ITA expenditures). Local workforce development boards may request a percentage between the statutorily required amount of 50% and the lowest option available. For example, a local board may be eligible for a waiver that would reduce its required ITA percentage to 35%. However, the board may want its waiver percentage to be at some higher level, such as 42%. Under this scenario, the board would request a 42% waiver.

Local workforce development boards will submit waiver requests to CareerSource Florida with an explanation of their waiver request amount. The CareerSource Florida professional team will send the results of the sliding scale calculation and instructions to local workforce development boards outlining the specific information that will need to be included in such requests.

If a local board does not request a waiver percentage based on this policy, it will be required to either meet the statutorily required ITA percentage (50%) or submit a full waiver request under the board's existing ITA waiver policy. All full waiver requests will be submitted to the CareerSource Florida Executive Committee for approval or denial.

* * * * *

NEEDED ACTION

To approve the fiscal year 2017/18 Individual Training Account optional waiver policy. In addition, to approve state funding as described above, and to authorize the CareerSource Florida president and treasurer to adjust actual spending in the event appropriated amounts are adjusted during the year.

Consolidated Action Item 1 – Approval of Funding Allocations and Implementing Operational Policies

1. Approval of the program year 2017/18 local Adult, Youth and Dislocated Worker fund allocations.
2. Approval to establish the program year 2017 WIOA state-level set-aside allocations, authorize operations and administration funding, other reserves, obligations, and commitments for DEO and CareerSource Florida.
3. Approval of the allocation methodology as proposed for the distribution of TANF funding for fiscal year 2017/18.
4. Approval of the local Wagner-Peyser 7(a) fund allocations and 7(b) state-level activities for state fiscal year 2017/18.
5. Approval of the state and local DVOP and LVER allocation methodology for state fiscal year 2017/18 with authority given to DEO and the CareerSource Florida professional team to reallocate funds that may become available due to deobligations or a change in original need.
6. Approval of the methodology to allocate 100% of SNAP funds to the local workforce development boards for fiscal year 2017/18, and authorization for the CareerSource Florida professional team and DEO to make funding shifts among local workforce development boards, CareerSource Florida and DEO to maximize utilization of available SNAP E&T funds during the year.
7. Approval of the local Reemployment Assistance Services fund allocations for state fiscal year 2017/18 with authority given to DEO and the CareerSource Florida professional team to reallocate such funds between local workforce development boards as needed.
8. Approval of the fiscal year 2017/18 Individual Training Account optional waiver policy. In addition, to approve State of Florida appropriated funding as described.
9. Approval of authorization 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.

Presenter Bios

Richard “Rick” Maher



Richard “Rick” Maher is President and CEO of Maher & Maher. He is a veteran of the human resources industry and a recognized leader in the fields of managing organizational change and the strategic management of human capital. Mr. Maher has been at the forefront of workforce system transformation and policy guidance – working throughout the United States and internationally. He helped to design and deploy Workforce3 One, the Department of Labor's first online Community of Practice, to build capacity of both workforce and educational professionals.

Elizabeth Morris



Elizabeth Morris is a recruiter for SCC Soft Computer, a Clearwater-based company. SCC Soft Computer is a supplier of comprehensive laboratory and clinical information systems for the healthcare industry. In this role, Ms. Morris works to connect qualified individuals with rewarding careers. She is a graduate of the University of South Florida and is currently pursuing a Master of Business Administration.





FY 2016-17 Statewide Advertising Performance Overview Report

OVERVIEW

In FY 2016-17, CareerSource Florida executed an omni-channel statewide advertising campaign to reach, inform and engage Florida businesses and job seekers across the state. There is a focus on digital placements, which are continuously enhanced as advertising performance is measured effectively through tracking and tags. Digital placements comprise more than 60% of the total statewide advertising budget.

This fiscal year, there are three primary statewide campaigns: FloridaFlex business services available through the CareerSource Florida network, the Employ Florida Mobile app and Incumbent Worker Training grants.

FloridaFlex: Raising awareness of the program among C-suite executives, HR professionals and small business owners in Florida; showcasing real business customers of our network.

The advertisement features a background image of a man in a grey polo shirt and dark trousers working at a piece of industrial equipment labeled 'FUELMASTER'. An orange diamond-shaped graphic is overlaid on the image, containing the text 'Discover your BIGGEST ADVANTAGE as a Florida business'. The FloridaFlex logo is in the top left corner. Below the diamond, there is a white box containing text about FloridaFlex services, including 'LOCATING SPECIALIZED TALENT', 'HIRING NEW EMPLOYEES', and 'STRENGTHENING CURRENT SKILLS'. At the bottom, there is contact information for FloridaFlex and the CareerSource Florida logo.

FLORIDA FLEX

Discover your
**BIGGEST
ADVANTAGE**
as a Florida business

FloridaFlex, powered by CareerSource Florida, has helped Florida companies grow for more than two decades by:

LOCATING SPECIALIZED TALENT: Our experienced recruiting team is ready to support businesses of all sizes.

HIRING NEW EMPLOYEES: Specialists are available to provide candidate screening, interviewing/processing support, funding and even physical resources like interviewing space.

STRENGTHENING CURRENT SKILLS: Our flexible grants can help cover training and related equipment.

THE #1 BENEFIT OF FLORIDAFLEX IS FLEXIBILITY
Your team stays in full control of how you recruit, hire and train. FloridaFlex provides the staff support, funding and physical resources you need to build an even stronger team.

Discover how FloridaFlex can be your biggest advantage.
EMAIL bizservices@careersourceflorida.com
VISIT careersourceflorida.com

CareerSource Florida is an equal opportunity employer. All qualified applicants are encouraged to apply. Diversity and inclusion are core values of CareerSource Florida.

CareerSource
FLORIDA



Mobile App: Raising awareness and encouraging download and use of the new **Employ Florida Mobile** app among Florida job seekers.



***Incumbent Worker Training (IWT):* Raising awareness of, and application to, the program among C-suite executives, small business owners and HR professionals in Florida.
These ads feature Hilomast; a small business IWT customer.**



 **CareerSource Florida**
Sponsored ·  [Like Page](#)

Do you want to enhance your team's skills and strengthen your business? Our training grants reimburse up to 75% of employee training costs. See if your business qualifies:



Training Grants for Your Team
We provide the expertise, funding and resources you need to succeed.

CAREERSOURCEFLORIDA.COM [Learn More](#)

13 Likes 2 Shares

[Like](#) [Comment](#) [Share](#)

 **CareerSource Florida**
Sponsored ·  [Like Page](#)

Whether you have one or 1,000 employees, your business may be eligible to receive training grants to be more competitive.



Small Business Funding
Up to 75% of Costs are Reimbursed

CAREERSOURCEFLORIDA.COM [Learn More](#)

1 Reaction

[Like](#) [Comment](#) [Share](#)

ADVERTISING GOALS

Overall

- To increase knowledge and use of the CareerSource Florida network through strategic advertising placements, copy and design, and strong calls-to-action for Florida businesses and job seekers.
- To increase brand affinity (positive perception of the brand and its services to businesses and job seekers, from entry to senior level) among Florida businesses and job seekers.
- To support CareerSource Florida’s aspirational goals of increasing the prosperity of workers and employers; reducing welfare dependency; increasing self-sufficiency; meeting employer needs; and enhancing productivity and competitiveness.

Measurable Employer-Specific Goals

Goals Set (FY 2016 – 2017)	Results through April 30 (two months remaining in FY)
Achieve more than 36 million impressions (<i>unique people times how many times they saw the ad</i>) among HR professionals, small business owners, C-suite executives and decision makers.	Achieved more than 26 million impressions among HR professionals, small business owners, C-suite executives and decision makers.
Achieve more than 150,000 visits to business services-focused landing pages on the CareerSource Florida website from HR professionals, small business owners, C-suite executives and decision makers.	Achieved more than 140,000 visits to business services-focused landing pages on the CareerSource Florida website from HR professionals, small business owners, C-suite executives and decision makers.
Achieve more than 50,000 visits to blog pages and/or FloridaFlex video views from HR professionals, small business owners, C-suite executives and workforce and economic leaders.	Achieved more than 1.1 million visits to blog pages and/or FloridaFlex video views from HR professionals, small business owners, C-suite executives and workforce and economic leaders.

Measurable Job Seeker-Specific Goal

Goal Set (FY 2016 – 2017)	Results through April 30 (two months remaining in FY)
Achieve more than 7,000 Employ Florida Mobile App downloads.	Achieved more than 8,864 Employ Florida Mobile App downloads.

DIGITAL HIGHLIGHTS

Facebook		
Impressions (Number of people reached X how many times they saw and ad)	Engagement (Ad likes, shares, comments and link clicks)	Clicks to careersourceflorida.com
8,443,842	154,478	137,628

Google AdWords	
Impressions	Clicks to careersourceflorida.com
1,994,484	28,468

LinkedIn		
Impressions	Engagement (Ad likes, shares, comments and link clicks)	Clicks to careersourceflorida.com
177,254	387	975

StackAdapt (Content Marketing)		
Impressions	Video Completions	Clicks to careersourceflorida.com
2,455,049	345,445	4,704

Programmatic (Display/Banner Ads Targeting People Based on Behavior, Demographics and Location)	
Impressions	Clicks to careersourceflorida.com
7,275,114	26,051

MNI Video (Native Video Content on Forbes.com, Money.com, etc.)		
Impressions	Video Completions	Clicks to careersourceflorida.com
1,713,831	1,161,447	1,452

TRADITIONAL HIGHLIGHTS

Florida Trend:

- Two (2) full page, four-color ads in the December 2016 (Editorial focus: Innovation and Economic Backbone — Healthcare/Medical Tourism) and March 2017 (Editorial focus: Advocacy; Executive Recruiters, Professional Employer Organizations) issues
- One (1) full-color spread advertorial in the May 2017 (Editorial focus: Transportation, Trade and Logistics) issue

HR Florida Review:

- Two (2) full page, four-color spreads in the Fall 2016 (September) and Winter 2017 (February) issues

Entrepreneur, Forbes, Fortune and Money:

- Two (2) full page, four-color ads in the November 2016 and March 2017 issues

Site Selection:

- One (1) full page, four-color ad in the March 2017 (Florida Spotlight) issue

Trade & Industry Development:

- Two (2) full page, four-color ads in the September/October 2016 (Workforce Training edition) and March/April 2017 (Corporate HQ edition) issues

Florida Public Broadcasting:

- :15 and :20 sponsorship messages (for a total of 900 spots)
- Markets: Ft. Myers/Naples, Miami/Ft. Lauderdale, Orlando, Pensacola, Tallahassee
- Spots air on the Morning Edition, All Things Considered, Marketplace and BBC News

WEBSITE

Total Users

73.8K ↑ 27.1% Previous: 53.7K



New vs Returning

● New Users Total: 37.8K ↑ 22%
● Returning Total: 35.9K ↑ 32%



Total Followers TO DATE

11.5K Facebook

7K Twitter

4K LinkedIn

114K YouTube

Clicks



382 ↑ 48%
Previous: 258

Reach



54K ↓ 10%
Previous: 60K

Bounce Rate



Industry Average Bounce Rate: 10% - 30%

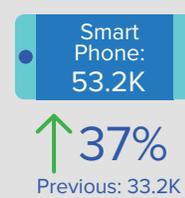


This Period



Previous

Mobile vs Desktop



Sources of Web Traffic

1	Organic Search	34.4K
2	Direct Traffic	26.3K
3	Paid Search	21.1K
4	Referral	16.2K
5	Other	7.9K



Social Traffic (Facebook, Twitter, Instagram, etc.)

3.5K ↑ 203% Previous: 1.1K

SOCIAL MEDIA

Views



Top Video Network
Business Services
164 Views

Impressions



91K
↓ 22%
Previous: 117K

Senior	29.6%
Entry-Level	20.5%
Manager	14.9%
Director	9.3%
Owner	8.9%



FY 2016-17 Cooperative Outreach Program Performance Report

OVERVIEW

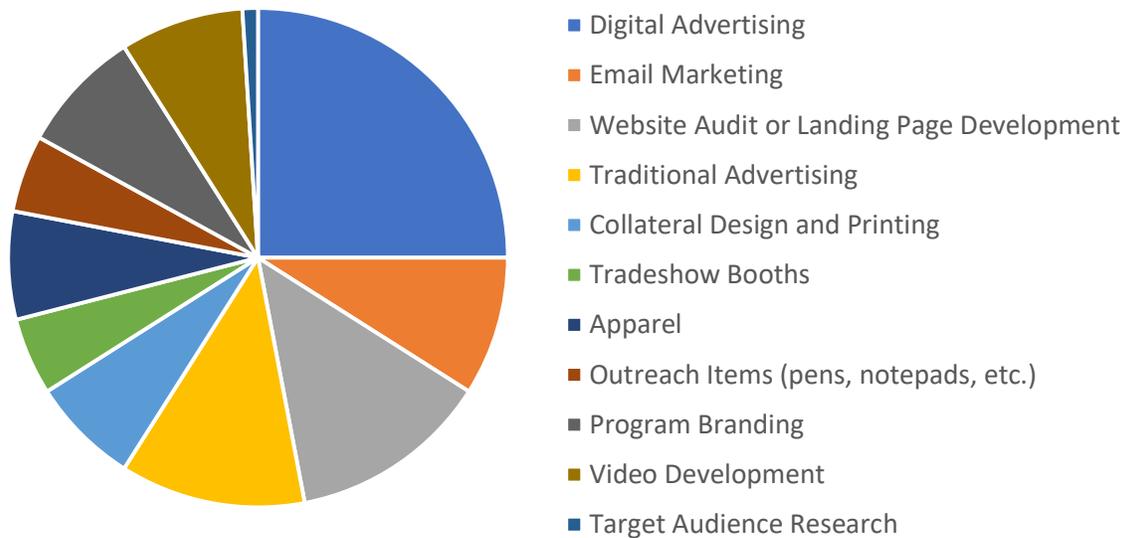
In fiscal year 2016-17, CareerSource Florida expanded its three-month 2016 Cooperative Outreach Pilot Program, increasing the budget from \$425,000 to \$650,000, and encompassing a full year of outreach support for Florida's 24 local workforce development boards.

The goals of the CareerSource Florida Network Cooperative Outreach Program, or co-op, are to:

1. Promote local-state collaboration while strengthening the CareerSource Florida network brand statewide.
2. Incite action among Florida businesses and job seekers to obtain resources and services from the CareerSource Florida network to advance their business or career.
3. Assist local workforce development boards in connecting businesses with talent.
4. Offset communications outreach costs and support local efforts to increase awareness of network resources and services available to Florida businesses and job seekers.

In the program's second year, the local boards received an increase in their credit amounts as well as an expanded menu of communications outreach options. This year, all 24 local boards participated.

How Local Boards Allocated their Co-Op Credits



As of April 30, more than 87 percent of the local boards have new collateral in hand or have advertising in the market.



LOCAL WORKFORCE DEVELOPMENT BOARD HIGHLIGHTS

Outlined below are three campaigns from three different local boards that were developed and launched with co-op funds. These campaigns include one with all traditional tactics (print, broadcast, billboard, transportation), one with a combination of traditional and digital tactics, and one with all digital tactics.

CareerSource Palm Beach County: Brand Awareness Among Job Seekers and Employers

Challenge: Reach employers and job seekers in Palm Beach County who don't know about the services provided by CareerSource Palm Beach County.

Solution: Design and execute a public transit and billboard campaign consisting of a full bus wrap, king displays, 50 interior cards and a billboard on I-4.

Results: Estimated **3.47 million** impressions (*people who saw the ad times how many times they saw it*)



Full Bus Wrap



Billboard Creative

CareerSource Capital Region: My Future Starts Now Campaign

Challenge: CareerSource Capital Region needed to allocate more funds for financial aid assistance and On-the-Job training to qualified people in Leon, Wakulla and Gadsden counties.

Solution: An integrated communications campaign driving people to a website landing page where they can learn more about financial aid and On-the-Job training. This integrated campaign consisted of Facebook ads and a full wrap on a public transit bus.

Results:

- Impressions: 1,274,629
- Facebook ad engagement (likes, shares, comments, and link clicks): 3,069
- Total traffic to the landing page: 2,533
- People who signed up to learn more about the programs: 120



Facebook Ad Example



Bus Wrap

CareerSource Brevard: Engineer Recruitment Campaign

Challenge: There is a shortage of experienced engineers in Brevard County and employers need experienced engineers to fill open positions and meet the demands of their business.

Solution: Develop and execute a digital advertising campaign targeting experienced engineers outside of Florida and bringing them to a landing page where they can learn more about a career and life in Brevard County. From the landing page, they can sign up and are entered into an automated email sequence, providing them more information and a call-to-action to speak to a recruitment specialist at CareerSource Brevard.

Results:

- Total impressions: 219,795
- Traffic to landing page: 2,361
- People who signed up to learn more about an engineering career in Brevard County: 230
- Average email open rate: 56%



Why Work in Brevard County?

Salaries for engineers on the Space Coast are above average, and so is the quality of life.



HIGHER SALARY

The average annual salary in the Brevard County region is \$86,860, 26% higher than the average.



TECH ECONOMY

Milken Institute named Brevard County's economy the No. 1 most concentrated high-tech economy in Florida in 2013.



QUALITY OF LIFE

Florida's Space Coast has 72 miles of beaches, an average temp of 73°, and a cost of living that is 3.8% lower than the U.S. average.



Portion of the Landing Page



CareerSource Florida Statewide Market Research Executive Summary

OVERVIEW

CareerSource Florida conducted a statewide research survey to gauge awareness, knowledge and perceptions of its unified brand established in 2014. Research was requested for both employers and residents in the state of Florida, with the ability to compare and contrast responses with the initial baseline study from 2013.

Specific objectives included:

- Determine awareness of CareerSource Florida and local workforce development boards within the CareerSource Florida network, both by name and visual logo identity;
- Identify level of knowledge and perception of brand;
- Identify past and intended use and intent to recommend; and
- Gain reaction to specific brand and service messaging.

METHODOLOGY

Both Florida residents and Florida employers were sourced from a national research panel to participate in an online study from March 15-30, 2017. The sample was drawn to be consistent with the baseline design used in 2013 and included **172 employers** and **358 residents**.

Employers represent every region of the state and a variety of industries. Quota groups were established to ensure representation of various-sized companies:

- 24% with 3 to 9 employees
- 30% with 10 to 49 employees
- 46% with 50+ employees

Residents are geographically representative of the state, and a third fell into each age group (18-30, 31-45, and 46-65). Residents were further bucketed into the following groups:

- 46% unemployed job seekers (currently looking for work)
- 28% under employed (over qualified, earning less than in previous position, or working part time when full time is desired)
- 26% employed

KEY FINDINGS

- Employer knowledge of their local workforce development board or career center is up **significantly** from 2013.
- Nearly six in 10 employers recognize the CareerSource Florida landmark.
- Respondents who are under employed or gainfully employed (and serving as a potential source of referral) report **significantly higher** awareness of both their local workforce development board or career center as well as the overarching brand name.



Overview of Respondents

- The clear majority of employers (91%) expect to hire new employees in 2017, with a full third planning to hire more than 20. Types of employees needed include:
 - Skilled laborer/worker (degree not required): 50%
 - Entry level general laborer/worker: 38%
 - Professional with college degree: 37%
- The unemployed job seekers in this study skew a bit younger, less educated, more diverse, and have been searching for jobs for a shorter time than those in the 2013 study.
- Respondents were categorized as 'Under Employed' if they consider themselves extremely over-qualified for their current position or if they are being paid much less than in previous positions. Likewise, if they are working part time, but seeking full time employment, they are considered under employed. Compared to the prior study, the Under Employed are slightly less educated.
- The 'Gainfully Employed' group are presently employed and serve as potential sources of referral to CareerSource Florida workforce services. Compared to the original study, they skew slightly younger, and consistently, are less likely to have a four-year college degree.

Awareness of the CareerSource Florida Brand: Businesses and Consumer

- Employer knowledge of their local workforce development board or career center is up **significantly** from 2013. Likewise, knowledge of the CareerSource Florida brand is significantly higher than knowledge of the Workforce Florida brand in 2013.
 - Local workforce development board or career center
 - **2013:** 26% Aware and knowledgeable
 - **2017:** 51% Aware and knowledgeable
 - Workforce Florida/CareerSource Florida
 - **2013:** 24% Aware and knowledgeable
 - **2017:** 48% Aware and knowledgeable
- Those who are under employed or gainfully employed (and serving as a potential source of referral) report **significantly higher** awareness of both their local workforce development board or career center as well as the overarching brand name.
- An area of opportunity is outreach to unemployed residents. Unemployed job seekers (not under employed) report **significantly lower** awareness. The group of unemployed job seekers in this study tends to skew younger, less educated, and they have been searching for jobs for a shorter time than those in 2013, all of which likely contribute to the declines in this segment.

CareerSource Florida Brand Perceptions

- Nearly six in 10 employers recognize the CareerSource Florida landmark. Consistent with awareness and knowledge, landmark recognition among residents is highest among the under employed. Unemployed job seekers have the lowest recall, yet a third say they have seen it.
- Brand perceptions are Moderate to Positive.



Residents	Unemployed		Under Employed		Employed	
	Agree	Disagree	Agree	Disagree	Agree	Disagree
A great source for a job	23%	6%	53%	6%	25%	9%
A great source for career advancement	19%	8%	48%	9%	19%	11%

Employers	Agree	Disagree
Business-driven organization	45%	6%
Provides businesses with professional, qualified talent	49%	5%
Provides businesses with a total talent solution including recruiting, hiring and training	45%	7%

- Compared to ratings for the 'Florida Workforce System' in 2013, the net score for CareerSource Florida showed significant improvement – especially among employers and the under employed – who originally perceived the Florida Workforce System as a tool primarily for the uneducated and less skilled.
- Employers and consumers alike are most likely to interact with CareerSource Florida by visiting the website – either the state site or one for their local entity.

Business/Employer Resources Used

- The numbers show that 'who you know' is still most important in getting a job, as hiring managers say word of mouth is the resource they use most. State or local workforce development board or career center sites are used at least sometimes by half of respondents.
- LinkedIn tops the list for employment sites used by employers, followed by Monster, Indeed and CareerBuilder.
- Of those who said they used state or local resources, when probed for specifics, employment websites were still most noted. A CareerSource Florida network partner was mentioned specifically by 12% and a few others mentioned various workforce resources affiliated with the prior brand.

Consumer Resources Used

- Employment-focused websites and word of mouth are the most commonly used resources. About half of job seekers and two-thirds of the under employed turn to state or local employment resources.
- Indeed.com is now the most popular among consumers with Monster, LinkedIn and CareerBuilder following.

Employflorida.com Website Awareness and Usage

- About a third of job seekers and the under employed surveyed have used employflorida.com, but most used it more than six months ago.

- Among those who have used the tool, satisfaction is quite high. Those who are satisfied cite the fact that it is helpful and easy to use, while the dissatisfied say there are not enough jobs in their field or they have not yet been successful landing a job – neither of which is a function of the tool.

Perceptions of FloridaFlex

- Advertising and outreach of FloridaFlex, the statewide brand for the recruiting, hiring and training services available to employers through the CareerSource Florida network, began in the 2015-2016 fiscal year. More than four in 10 employers have heard of FloridaFlex, and more than one in 10 say they have used the resource.
 - 46% - Aware, not used
 - 41% - Not Aware
 - 13% - Have used
- Two examples of a current digital ad and print ad were tested. This feedback is extremely helpful in terms of design, messaging and imagery selection for future digital and print advertisements.
- After reviewing the ad, just over half of employers have a clear understanding of what FloridaFlex is, with 58% identifying that FloridaFlex is a program of CareerSource Florida focused on services for hiring employees.
- Employers most commonly interpret total talent solution to mean a resource that can fill all levels of jobs from the least to most skilled. The label also implies that this resource can do everything to find, train, and place qualified candidates.
- 41% believed that “Total Talent Solutions” inferred that FloridaFlex provided qualified candidates for all job levels.



FloridaFlex, powered by CareerSource Florida, has helped Florida companies grow for more than two decades by:

LOCATING SPECIALIZED TALENT: Our experienced recruiting team is ready to support businesses of all sizes.

HIRING NEW EMPLOYEES: Specialists are available to provide candidate screening, interviewing/processing support, funding and even physical resources like interviewing space.

STRENGTHENING CURRENT SKILLS: Our flexible grants can help cover training and related equipment.

THE #1 BENEFIT OF FLORIDAFLEX IS FLEXIBILITY

Your team stays in full control of how you recruit, hire and train. FloridaFlex provides the staff support, funding and physical resources you need to build an even stronger team.

Discover how FloridaFlex can be your biggest advantage.

EMAIL bizservices@careersourceflorida.com

VISIT careersourceflorida.com



CareerSource Florida Board Meeting

May 17, 2017





Welcome & Introduction

Britt Sikes

Chairman



Thank You to Our Reception Sponsors





Thank You to Our Sponsors

PLATINUM



GOLD



SILVER





Chairman's Remarks

Britt Sikes

Chairman



Mission Moment

SCC

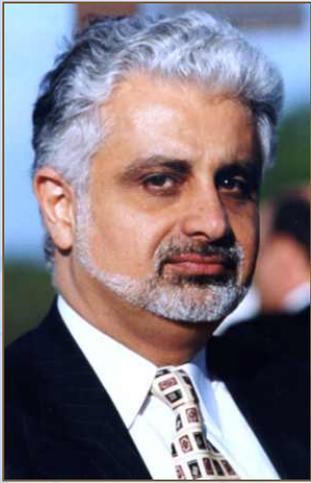
Soft Computer®

OVER 36 YEARS OF SERVICE TO THE LIS MARKET

SCC Soft Computer

Presented by Elizabeth Morris

History and Birth



- 1979 – Gilbert Hakim founds SCC Soft Computer
- Developed and operated out of living room in Queens, NY



- 1985 – Gilbert's older brother, Jean Hakim, joins SCC

- Original name was *Sopht Computer*
- Developed into *Soft Computer Consultants*
- SCC began with...
- An investment of \$1,000
- Equipment from Radio Shack



Gilbert (right) pictured with Jean (left).

Growth

- In 1982, SCC moved to an apartment above a post office in Albertson, NY
 - A total of 12 employees
- In 1985, SCC expanded into a real office building
 - Grew to 20 employees
- In 1992, SCC moved to Florida
 - Moved into current location in 2006
 - 740 employees in 2017



Talent Development

Office Support/Administration	Interfaces	Programming
<ul style="list-style-type: none">• Start as Receptionist or Administrative Support Assistant	<ul style="list-style-type: none">• Start in Office Support	<ul style="list-style-type: none">• Start in Office Support
<ul style="list-style-type: none">• Opportunities to shadow with all of the departments	<ul style="list-style-type: none">• Promote to a Technical Support Specialist to learn software	<ul style="list-style-type: none">• Promote to an Associate Programmer and shadow Seniors
<ul style="list-style-type: none">• Grow into Administrative Assistants, Project Coordinators, Account Executives	<ul style="list-style-type: none">• Grow into an Interface Product Specialist and	<ul style="list-style-type: none">• Grow into a true Programming position
<ul style="list-style-type: none">• Backgrounds in Business, Project Management, Customer Service	<ul style="list-style-type: none">• Backgrounds in Computer Science, Healthcare Information Systems, HL7	<ul style="list-style-type: none">• Backgrounds in Computer Science, IT and knowledge of computer languages

Working with CareerSource Pinellas

- How we benefit...
 - Up-to-date job postings
 - Referrals
 - On-site hiring events, job fairs and professional mixer
- We have continued to utilize CareerSource Pinellas' services with our sister company, RCM Enterprise Services



President's Report

Michelle Dennard

President and CEO



2016-2017 Corporate Goals

- **Sector Strategies**
- **FloridaFlex**
- **Talent and Prosperity Dashboard**



CareerSource Florida Successes

- **Brand Recognition**
- **Governor's Reemployment Challenge**



Planning for 2017-2018

- **Core Mission**
- **Partner Engagement**
- **Reporting and Feedback**



President's Report

Michelle Dennard

President and CEO



Consent Agenda

1. **Approval of Feb. 2017 Board Meeting Minutes**
2. **Strategic Policy Review**
3. **Local Area Designations**
4. **Department of Economic Opportunity Designee**
5. **Local Workforce Development Board Direct Service Provider Extensions**

Needed Action

Approve the Consent Agenda as presented to include any modifications or changes noted by the board.



Strategic Policy & Performance Council

Kevin Doyle

Chairman



Finance Council

Arnie Girnun

Chairman

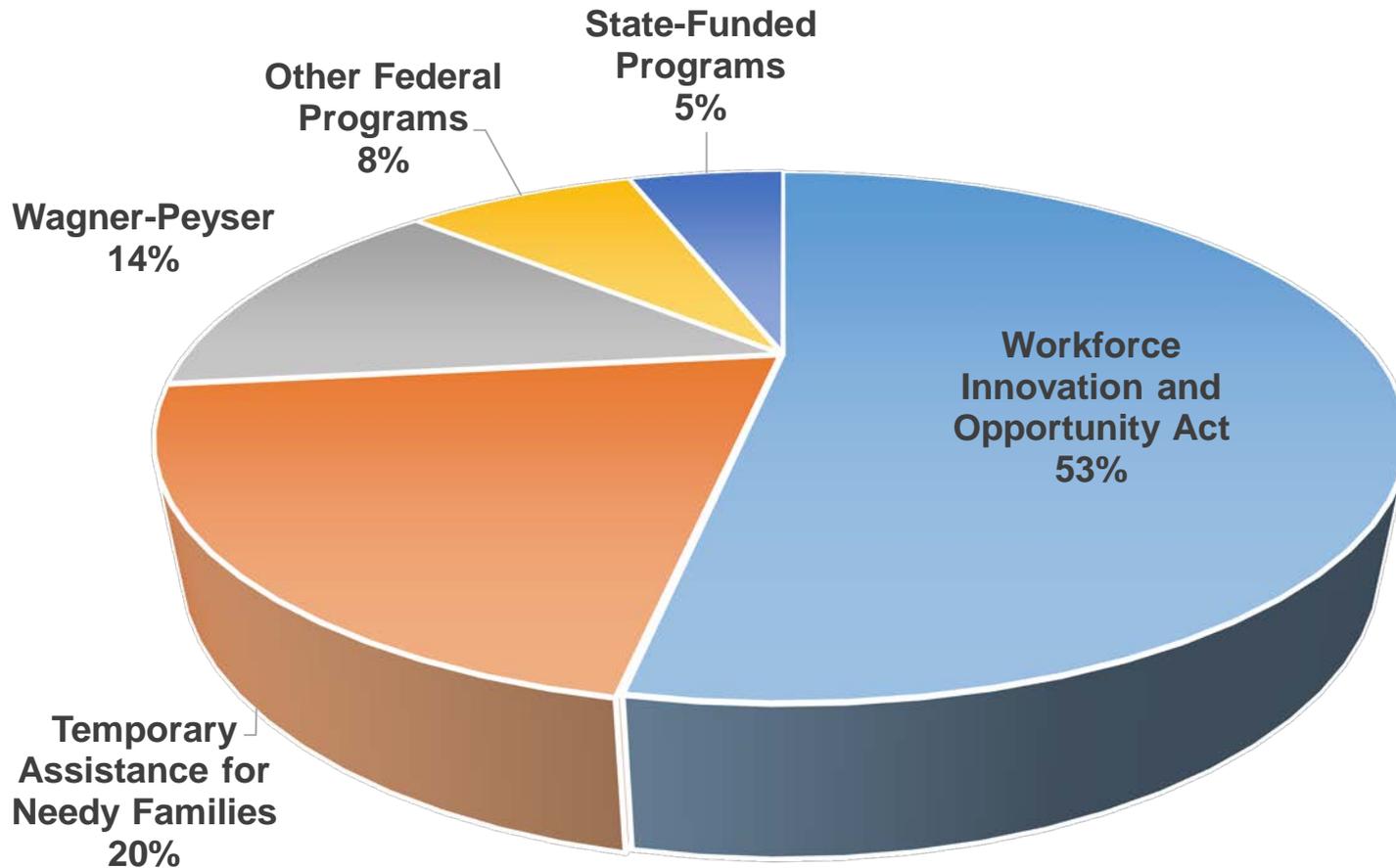


FY 2017-2018 CareerSource Florida Network Funding Allocations

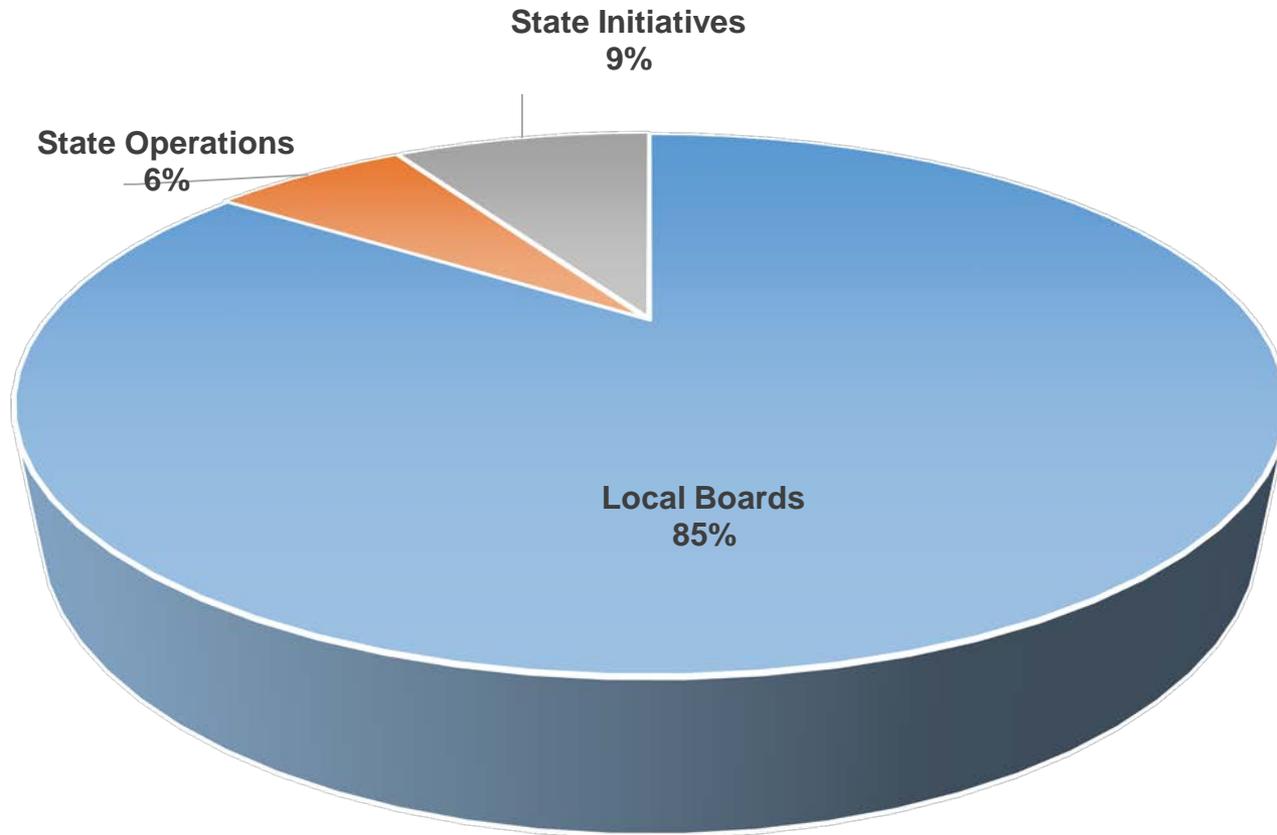
Andrew Collins

Chief Operating and Financial Officer

Total CSF Network Funding



Total CSF Network Funding





State-Level WIOA Funding Discretionary (\$31.8M)

Local Board Initiatives **\$14,000,000**

- **Sector Strategies** **\$ 3,500,000**
- **Pathways to Prosperity** **\$ 2,000,000**
- **Rural Initiatives** **\$ 1,000,000**
- **Community Based Training** **\$ 1,000,000**
- **Governor's Jobs Challenge** **\$ 1,000,000**
- **Integrated Services Pilot Project** **\$ 750,000**
- **Additional WIOA Distribution** **\$ 4,000,000**
- **LWDB Performance Incentives** **\$ 750,000**



WIOA Rapid Response

Total Rapid Response \$14,632,733

- **DEO Rapid Response Unit \$ 500,069**
- **Distribution to LWDBs \$11,100,000**
- **Remaining Rapid Response \$ 3,032,664**

Wagner-Peyser Act (WP)

Total WP Funding \$ 39,144,904

- **Wagner-Peyser 7a \$ 35,230,414**
- **Wagner-Peyser 7b \$ 3,914,490**



Wagner-Peyser Section 7a Activities

Total WP 7a Funding \$35,230,414

- **LWDB Salaries and Pass-Through** **\$27,916,151**
- **Labor Exchange System** **\$ 4,128,705**
 (Employ Florida)
- **State-Level Administration** **\$ 2,818,672**
- **LWDB Insurance and HR Fees** **\$ 366,886**



Wagner-Peyser Section 7b Activities

Total WP 7b Funding **\$4,467,152**

- **Regional Performance Incentives** **\$ 750,000**
- **Integrated Communications and Statewide Outreach** **\$1,750,000**
- **Military Family Employment Advocacy Program** **\$ 850,000**
- **Other Business Outreach** **\$ 500,000**
- **Salesforce Licenses** **\$ 350,000**
- **Budget Reserve** **\$ 250,000**



Other State and Federal Workforce Programs

Total Other Programs \$38,478,936

- **Quick Response Training and State Program Support \$15,644,508**
- **Veteran Programs \$11,707,664**
- **Supplemental Nutrition Assistance \$10,126,764**
- **Reemployment Assistance \$ 1,000,000**



Individual Training Accounts 2017/18 Waiver Policy

- **Statutorily required to allocate 50 percent of Adult and Dislocated Worker expenditures to Individual Training Accounts**
- **Sliding Scale developed based on budget reductions since 2012/13**
- **LWDBs may request a one-year continuation waiver**
- **Waivers granted at request of LWDBs at any amount above lowest possible percentage**



Consolidated Action Item

Needed Action

Approve the FY 2017-2018 CareerSource Florida network funding allocations and implementation as presented.



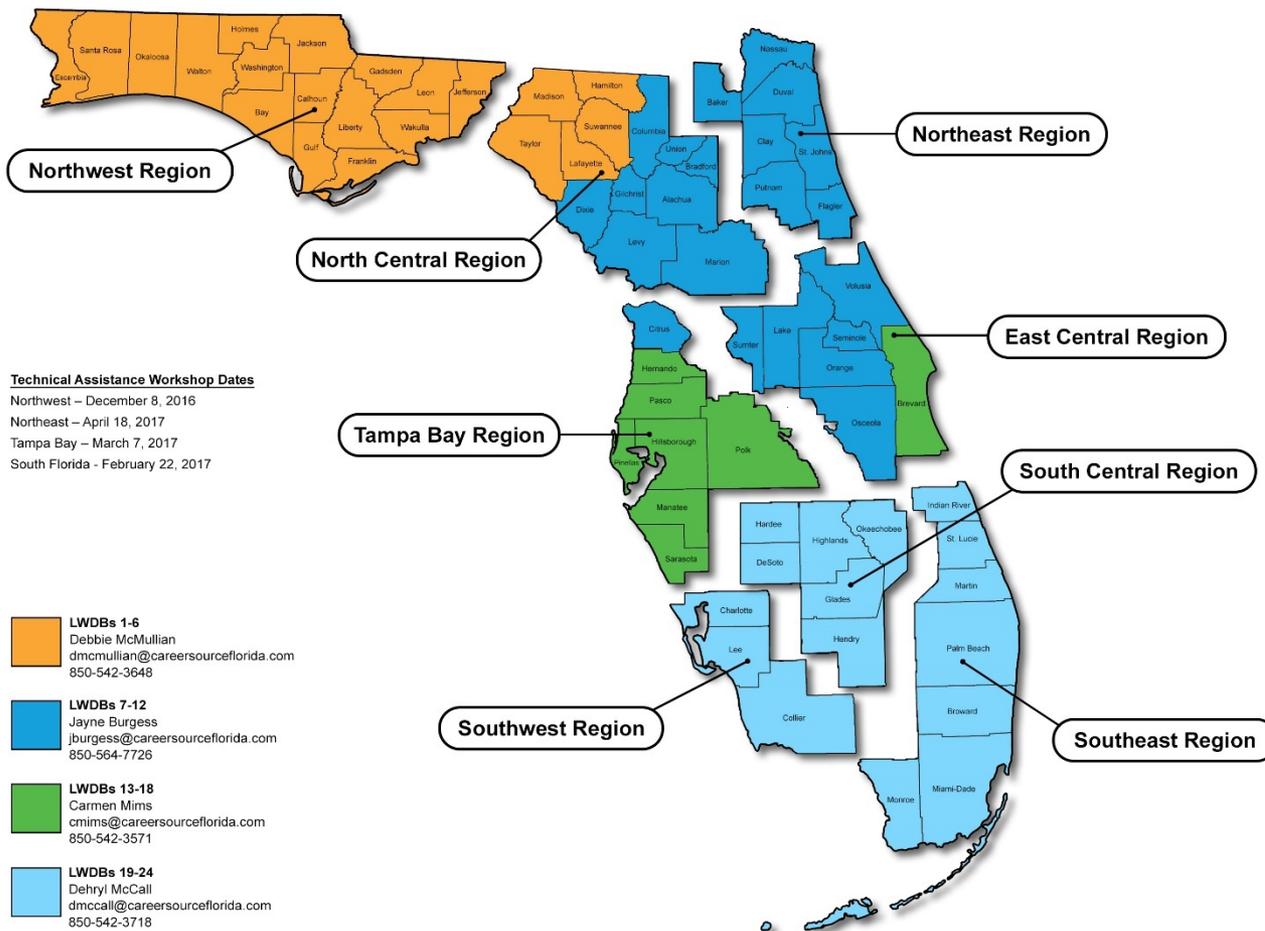
Sector Strategies Solutions

Andra Cornelius, CEcD

Senior Vice President

Business & Workforce Development

Territory Assignments





Rick Maher

President & CEO
Maher & Maher



Maher & Maher
Investment Advisors for Talent Development.

About Maher & Maher

- Talent development and change management consultants
 - Nexus of workforce development, economic development, and education
- Expertise:
 - Strategic planning and facilitation
 - Industry sector strategies and career pathways
 - Systems assessment and redesign
 - Technical assistance and training
- Primary practice areas:
 - States, regional areas, and community colleges
 - Federal government and NGOs
 - Private sector
- 30 years in operation
- Self-certified small business
- Headquartered in NJ
 - Office in Washington DC



Maher & Maher
Investment Advisors for Talent Development.

Today's Agenda

- Brief look at national trends in workforce development
- Share the activities and outcomes from the CareerSource Florida sector strategies engagement with Maher & Maher
- Recommendations for next steps to further sector strategies implementation in Florida



National Trends in Workforce Development: A Time for Transformational Change



Local Boards as “Supply Chain Managers”

A WORLD-CLASS TALENT PIPELINE: THE TALENT SUPPLY CHAIN VISION

Aggregate Supply

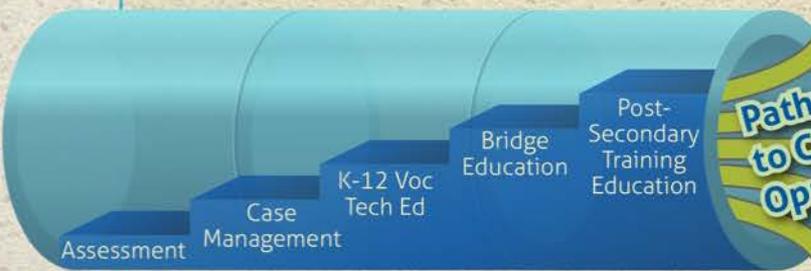
Integrated, Sector-Driven Career Development Solutions

Quantify Sector-Based Demand

Talent Pools
(see below)



- ▶ K-12 Students & Other Youth
- ▶ Dislocated Workers
- ▶ Pre-apprentices / Apprentices
- ▶ Veterans
- ▶ Career-Changers
- ▶ Upskillers
- ▶ Etc.



Pathways to Career Opportunities

- Energy Creation/Transmission
- Health Care/Social Assistance
- Business Services and Research and Development
- Transportation, Distribution and Logistics
- Automobile/Aircraft Manufacturing

Policy and Programs Align to Sector Opportunities

Common vision...common goals



Educational
Systems



Economic
Development



Workforce
System



Targeted
Growth
Sectors

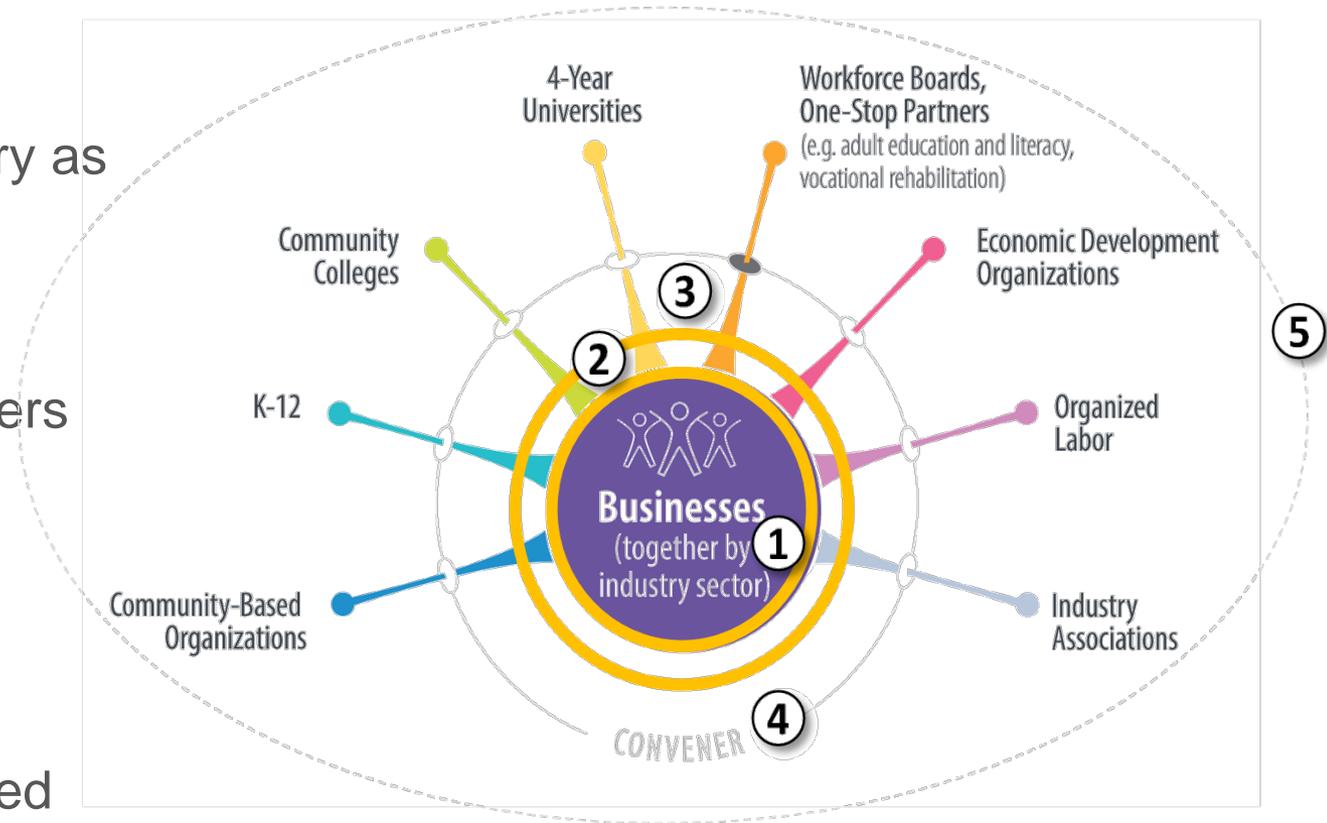
The Talent Pipeline – workforce as an asset for regional prosperity

Local Boards as “Change Agents”



Industry Sector Partnership Model

1. Places business at center
2. Work with industry as partners
3. Aligned community partners
4. WF system as central player, convener
5. Regionally focused



Sector Strategies Technical Assistance Initiative



Sector Strategies Technical Assistance Initiative

Activities

- Completed discovery calls with 24 Local Boards
- Facilitated four Sector Strategies Workshops
- Developed package of outreach materials
- Developed comprehensive TA plan for State and four Territories

Outcomes

- SWOT regarding sector strategy implementation for each local board
- Enhanced capacity at state to support regional implementation
- Enhanced capacity at local level to convene and lead sector partnerships

Sector Strategies Initiative Highlights & Insights



- Nearly 400 workforce, education, economic development and employer representatives attending Sectors Strategies TA Workshops
- Overall, regions buy into sector strategies, see it as the path forward and are eager for technical assistance and support to “move the needle” locally

Sector Strategies Initiative: Key Findings

- Strong commitment and capacity at CareerSource Florida to support regional sector strategy implementation
- Broad disparity across 24 local boards in sector strategy implementation
 - Several are at or near full implementation
 - A few still trying to understand what sector strategy approaches are and how the approach might work for their region
 - Largest group is doing some sectors-based work but haven't fully implemented sectors

Sector Strategies Initiative: Key Findings

- Local boards do not universally understand the critical importance of data to identifying the right sectors
- Many boards are collaborating across partners but are not aligned around a shared vision for sector strategy implementation
- Most boards do well with job placement but are not engaged in career pathway development (beyond the K-12 career academies) which limits their ability to move people into training that leads to higher paying, family sustaining careers

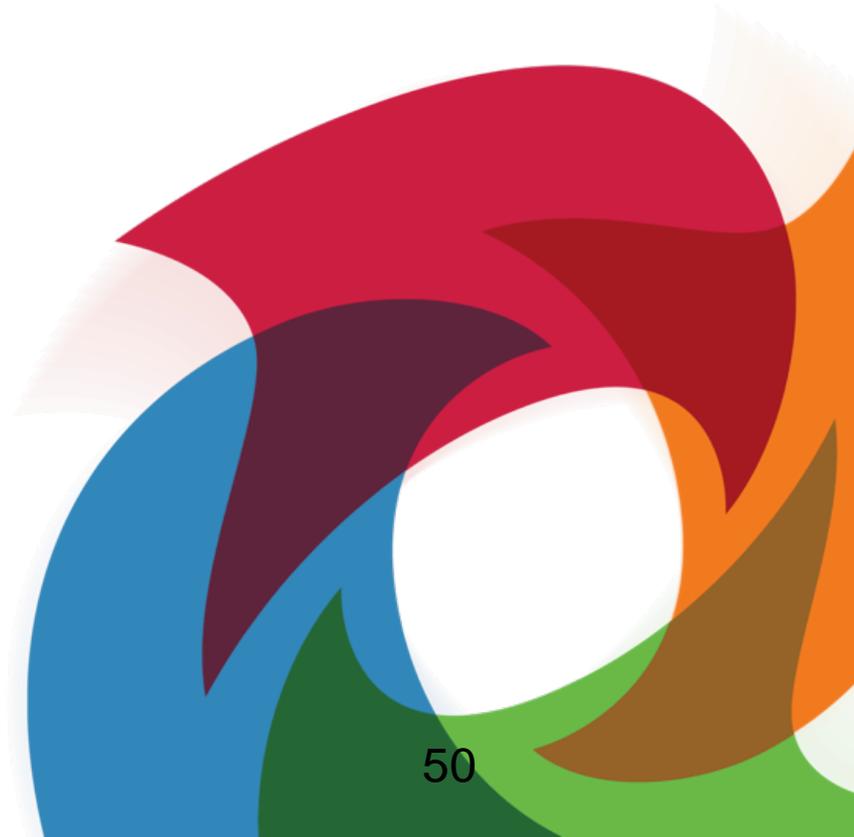
Sector Strategies: Recommendations for Next Steps



Undertake 4 Key Objectives:

- Ensure workforce system has a baseline understanding of sector strategies, including state expectations
- Build capacity of state and local workforce system to move from sector-based work to sector strategies
- Support operationalization of sector strategies into design/delivery of job seeker and business services
- Empower local system to use sector partnerships to move beyond development of training programs to development of career pathways

Recommendations by Objective



Objective #1: Baseline Understanding of Sector Strategies and State Expectations

- Development of statewide sector strategies policy (and framework) that:
 - Articulates consistent components and steps
 - Requires regions to establish and report on metrics for their sector partnership work
 - Removes any real or perceived state policy barriers (ex. data sharing, performance measurement or restrictive scheduling)
 - Is signed off on and distributed by all state-level partners to their local systems
 - Aligns monitoring practices to policy
- Inclusion of sector strategies into state's one-stop certification standards to define baseline standards and expectations

Objective #2: Build Capacity of State and Local Workforce System

- Establish CareerSource Florida territory directors as sector strategy coaches to support local partnerships through regular meetings and identification of challenges/solutions
 - Meet “each region where they are” with a targeted technical assistance approach led by the territory director and their counterparts from other state agencies
 - Technical assistance plans provided as starting points
 - Annual completion of self-assessments with each LWDB
- Sector strategies online community of practice to house resources, highlight best practices and provide forum for peer discussion and engagement



KWB

Kentucky Workforce
Investment Board
500 Mero Street
Capital Plaza Tower, 3rd Floor
Frankfort, KY 40601
Phone: 502-564-0372
Fax: 502-564-5959
www.kwib.ky.gov

RECENT BLOGS

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Commissioner Brinly
Posted in: Academy

New Report Posted: Driving
Kentucky's Business Services and
R&D Sector
Posted in: Institute

New Presentation - Business
Engagement Website Overview
Posted in: Institute

New Web Resource for BSRs and
their managers!
Posted in: Institute

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SECTOR STRATEGIES INSTITUTE

Statewide Conference Kicks-off Sector Strategies Initiative

As many as one-hundred and fifty professionals from around the Commonwealth descended on the Galt House in Louisville on June 8th to study, discuss and strategize on how sector-based strategies could further Kentucky's economic health in the months and years ahead. Participants from Kentucky's workforce and economic development systems were joined by leaders from the educational community and employers in this first-of-a-kind, day long conference.



BETH BRINLY, COMMISSIONER

Kentucky Department of Workforce Investment

SEARCH

SECTOR STRATEGY LINKS

 [World Class Sector
Strategies Framework](#)

 [The World-Class Sector
Strategies Course](#)

 [Regional Self-Assessment
of Sector Strategies](#)

 [Consensus-Based Decision
Support Tool](#)



Objective #3: Support Operationalization of Sector Strategies into Design/Delivery of Services

- Augment the CareerSource Florida Enhancing Business Engagement Toolkit to provide guidance re:
 - Coordination of business services across partners
 - Sector-based business service delivery
 - How to support operationalizing sector partnerships
- Include key indicators of operationalized sector strategies in one-stop certification standards, such as:
 - Unified business services
 - Protocol for data sharing
 - Targeting resources (ITAs, OJT, Supportive Services, etc.) to identified sectors

Objective #4: Empower Local System to Use Sector Partnerships to Develop Career Pathways

- CareerSource Florida and the Florida Department of Education partner to educate and encourage local sector partnerships to map competencies and design pathways in targeted sectors that include key features:
 - Integrated training models (Registered Apprenticeship, Earn & Learn, etc.)
 - Open entry/open exit (flexible scheduling)
 - Prior learning assessments
 - Stackable credentials
- Save resources and time by sharing competency work and curricula across education providers

Questions & Discussion



Contact Us:

thank you



Maher & Maher
Investment Advisors for Talent Development.

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(888-906-2437)

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Rick Maher

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Open Discussion and Public Comment



Closing Remarks

Britt Sikes

Chairman



Upcoming Meetings

- **Board and related meetings**
Aug. 8-9 — Teleconference
- **Professional Workforce Development Summit/Board & Council Meetings**
Oct. 23-26 — Orlando

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Thank You!

