

CareerSource Florida Board Meeting

Tallahassee | Feb. 14, 2018





Britt Sikes
Chairman

Chairman's Welcome and Remarks







Kim Bodine

President, Florida Workforce Development Association
Executive Director, CareerSource Gulf Coast

Mission Moment: Finding Dream Careers

[CLICK HERE >](#)



Michelle Dennard

President and CEO

President's Report / Legislative Update



A blue-tinted photograph of two men in a warehouse setting. One man is standing and leaning over a desk, while the other is sitting at the desk using a laptop. The background shows high warehouse shelves filled with boxes. The image has orange triangular overlays in the top right and bottom left corners.

THE GOAL

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

- Communicate the CareerSource Florida Network Vision
- Leverage Strategic Partnerships
- Keep Florida's Workforce System Accountable

- CareerSource Florida Funding Opportunities
- Legislative Update
- Recovery Assistance

Hurricane Maria Partnership Event





Richard Williams

Executive Director, CareerSource Chipola

Kim Bodine

Executive Director, CareerSource Gulf Coast

Local Leadership Task Force



Consent Agenda

1. October 2017 Board Meeting Minutes
2. CareerSource Research Coast Individual Training Accounts Waiver
3. CareerSource Polk One-Stop Operator Request

Needed Action

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



Kevin Doyle
Chairman

Strategic Policy & Performance Council Report





Warren Davis

Policy Analyst

Career and Professional Education Act



Career and Professional Education Act

- Nationally recognized
- CareerSource Florida recommends industry certifications for secondary students to the Florida Department of Education
- School districts are awarded additional full-time equivalent funding
- Helps attract, expand and retain targeted high-value industry and sustain a strong knowledge-based economy

Students enrolled in a CAPE program, on average:

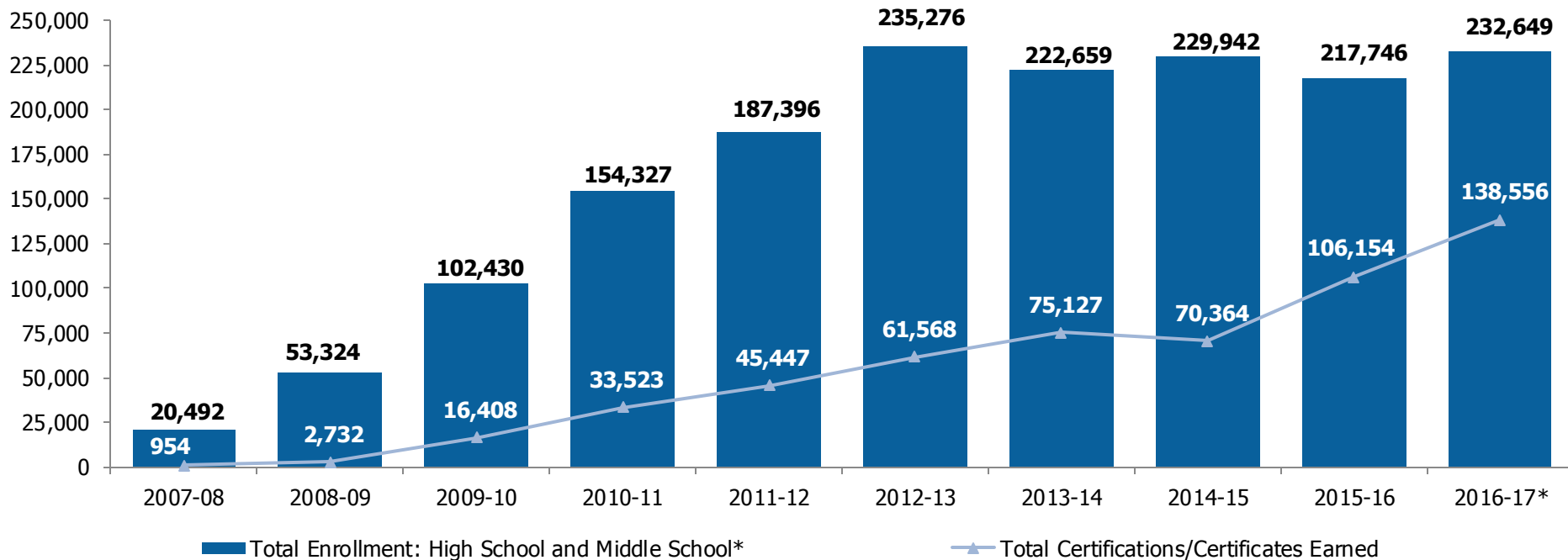
- Have higher GPAs;
- Are less likely to be chronically absent;
- Have a lower dropout rate;
- Have a higher graduation rate for 12th graders earning standard diplomas;
- Have a greater percentage of students taking at least one accelerated course.

Since the CAPE program's inception in 2007:

- More than 400,000 certifications have been earned.
- In 2016-17, more than 138,000 industry certifications or digital tool certificates were earned,
 - 30,000 certifications more than the previous year.
- 67 districts had industry certification activity in 2016-17 with \$50.8 million in bonus funding.

Career and Professional Education Act

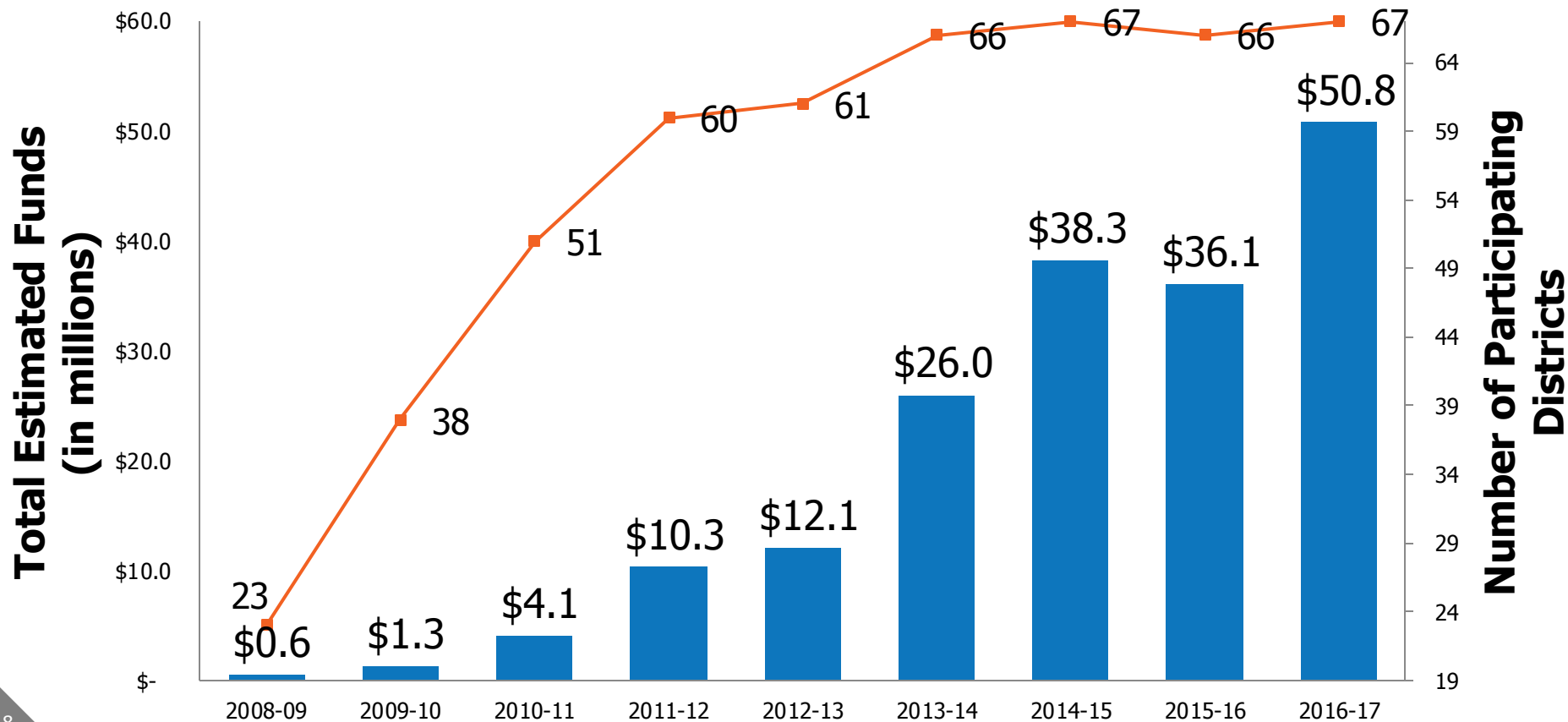
CAPE Academy Enrollment and Industry Certifications
Earned, 2007 to 2017



*Unduplicated count of students including 2012-13 Middle School STEM Certifications and 2014-15 and 2015-16 CAPE Digital Tool Certificates Based on Final Survey 5 data

Career and Professional Education Act

History of CAPE Bonus Funding



Action Item 1

Career Professional Education Act Industry Certifications

Needed Action

- Consider recommendations of 24 newly submitted certifications for approval.
- Consider authorization of the CareerSource Florida professional team and Florida Department of Education staff to revise approved certifications due to certifying entities making changes, upgrading existing products, releasing newer versions or changes relating to eligibility of certification requirements.

Action Item 2

Sector Strategies Policy

Needed Action

Consider CareerSource Florida's Sector Strategy Policy
2018.02.14.A.2 for approval.



Adrienne Johnston

Bureau Chief, Labor Market Statistics
Department of Economic Opportunity

Skills Gap and Vacancy Survey Results Preview



A blue-tinted photograph of a business meeting. A man in a light blue shirt and striped tie stands in the center, gesturing with his hands. He is surrounded by several people seated around a table, all looking towards him. The scene is brightly lit, suggesting a modern office environment.

Open Discussion | **Public** Comments





Britt Sikes

Chairman

Chairman's Closing Remarks



Upcoming Meetings

Executive Committee Meeting

April 11, 2018 | Orlando

Board of Directors & Related Meetings

May 15-16, 2018 | St. Augustine

Workforce Professional Development Summit, Board of Directors & Related Meetings, and Future of Florida Forum

Sept. 24-28, 2018 | Orlando



CareerSource®
FLORIDA



Job Vacancy and Skills Gap Survey Results

Bureau of Labor Market Statistics

February 14, 2018



Overview and Purpose

- Skills gaps are major data deficits in the national workforce system and are mentioned multiple times in the Workforce Innovation Opportunity Act (WIOA).
- Employer groups claim that applicants for all types of job vacancies have major skills gaps.
- Overall benefits to the workforce system include:
 - Referring jobseekers who better meet employer needs;
 - Placing applicants who are job-ready;
 - Achieving higher earnings at placement;
 - Reaching better placement rates; and
 - Improved job retention rates.
- Overall benefits to the economy and labor market include:
 - More efficient labor market transactions from better matched jobseekers;
 - Increased employer efficiency and competitiveness;
 - Quicker hiring cycles; and
 - Less turnover.

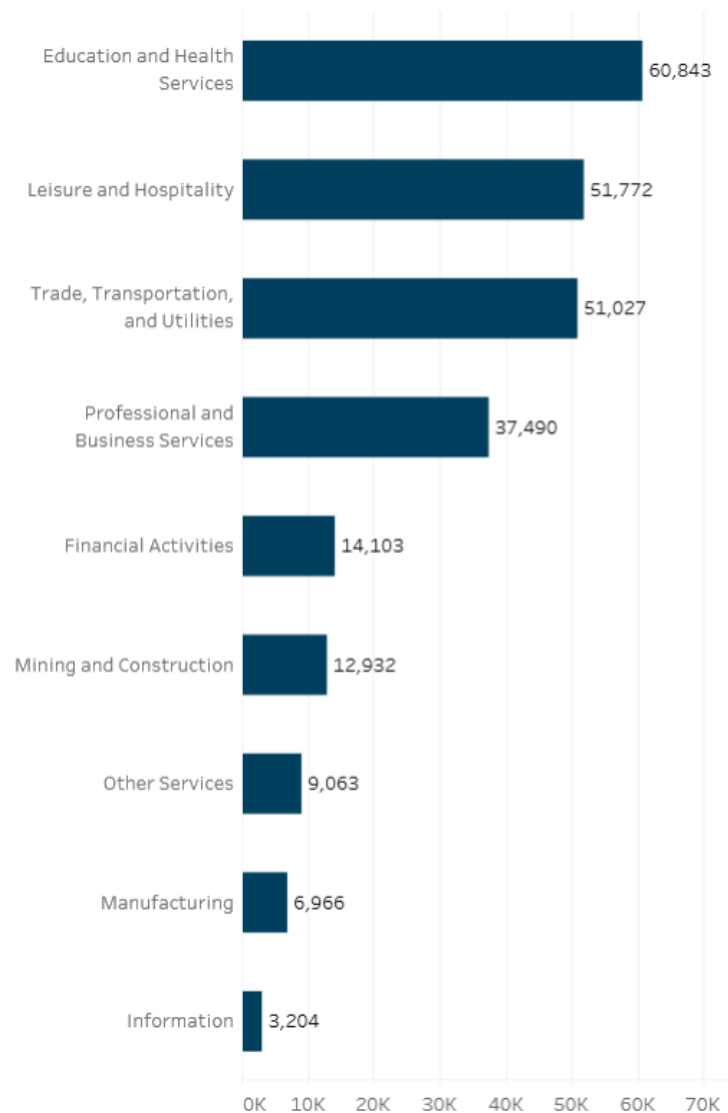
Response Rate by Industry Super Sector

NAICS Super Sector	Total Sample	Useable Sample	Completed	Useable Response Rate
Mining, Logging, and Construction	4,578	4,057	2,977	73.4%
Manufacturing	2,749	2,474	1,804	72.9%
Trade, Transportation, and Utilities	13,584	12,118	8,974	74.1%
Information	1,087	725	528	72.8%
Financial Activities	3,390	2,793	2,009	71.9%
Professional and Business Services	7,994	6,390	4,572	71.5%
Education and Health Services	8,191	7,352	5,326	72.4%
Leisure and Hospitality	10,325	9,285	6,706	72.2%
Other Services	2,089	1,847	1,397	75.6%
Total	53,987	47,041	34,293	72.9%

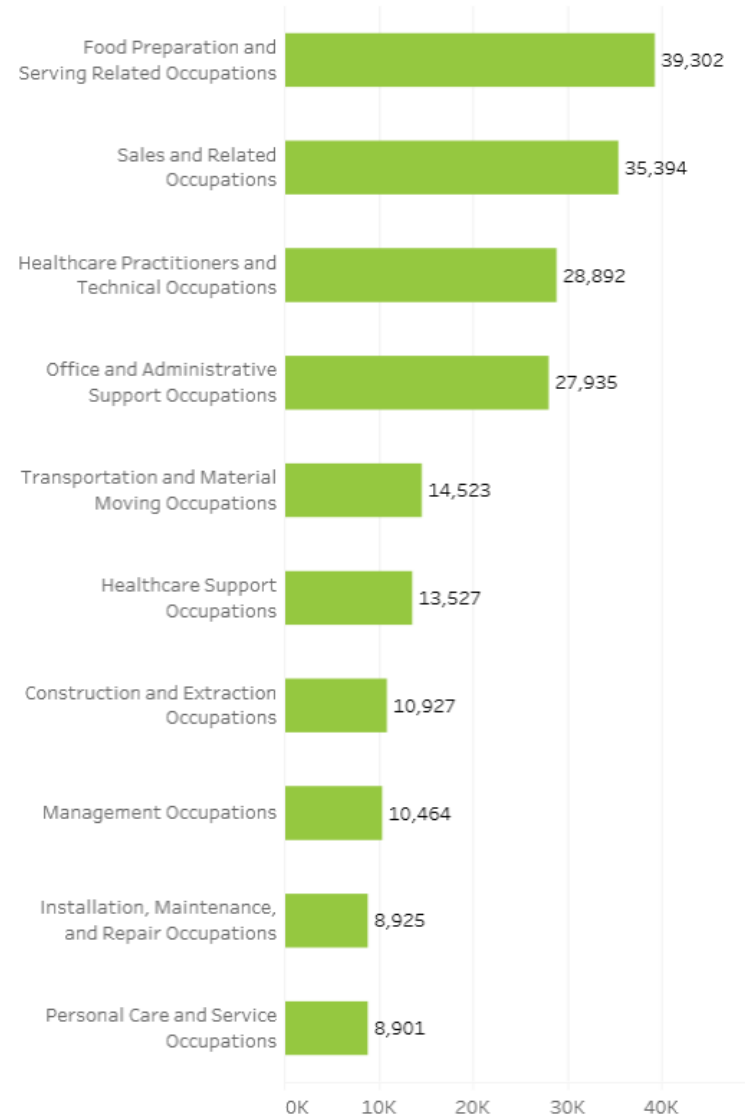
- Overall response rate was 72.9 percent.
- Response rates varied by industry from 71.5 percent in Professional and Business Services to 75.6 percent in Other Services.

Job Vacancies by Industry and Occupation

Job Vacancy by Industry Super Sector

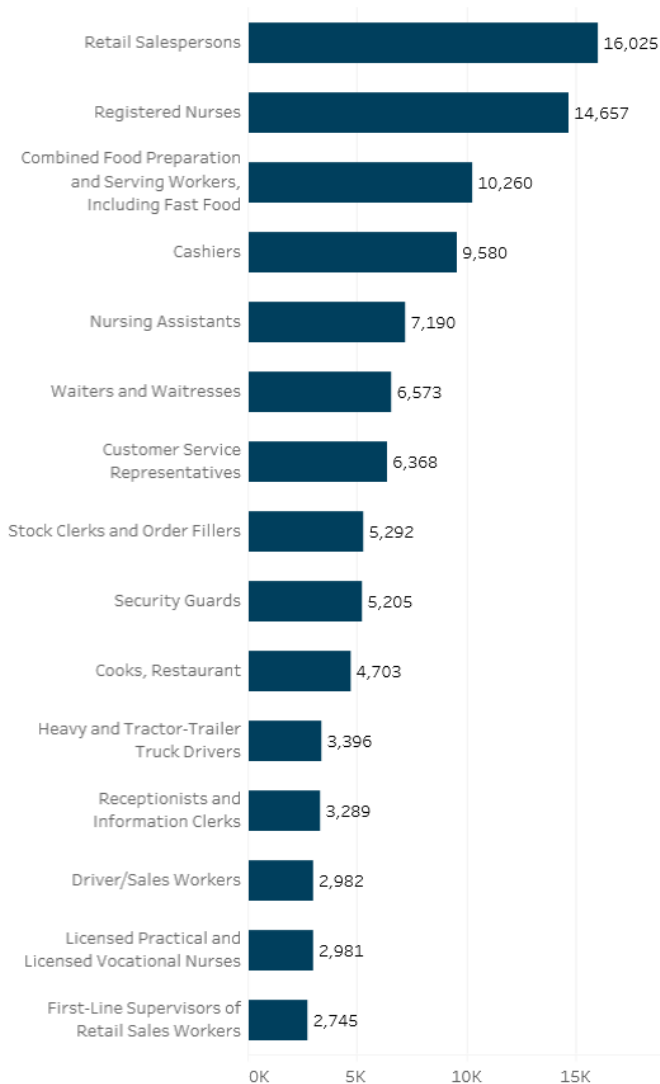


Job Vacancy by Major Occupational Group



Vacancies by Major Occupational Group

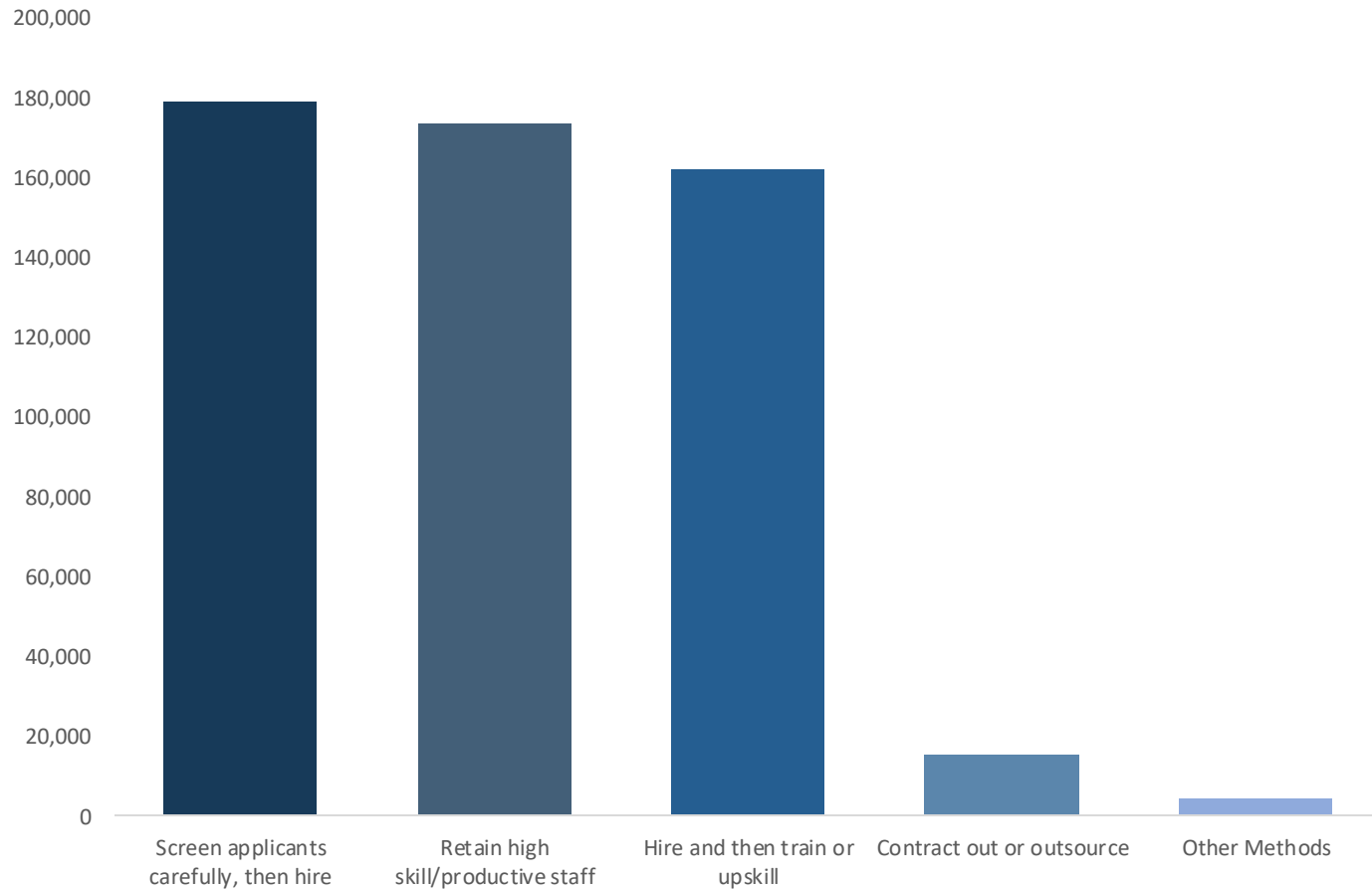
Top 15 Occupations by Vacancy



Reported Attributes:

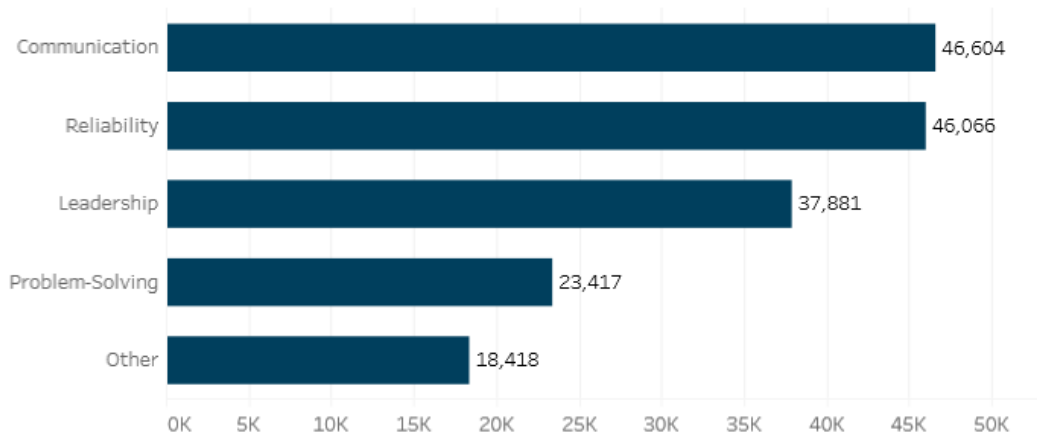
- 90 percent **permanent**
- 68 percent **full time**
- 16 percent **vacant more than 30 days**
- 19 percent **always recruiting**
- 35 percent **vacant fewer than 30 days**
- 35 percent **require a certificate**
- 14 percent **require more than two years experience**

Mitigation Strategies



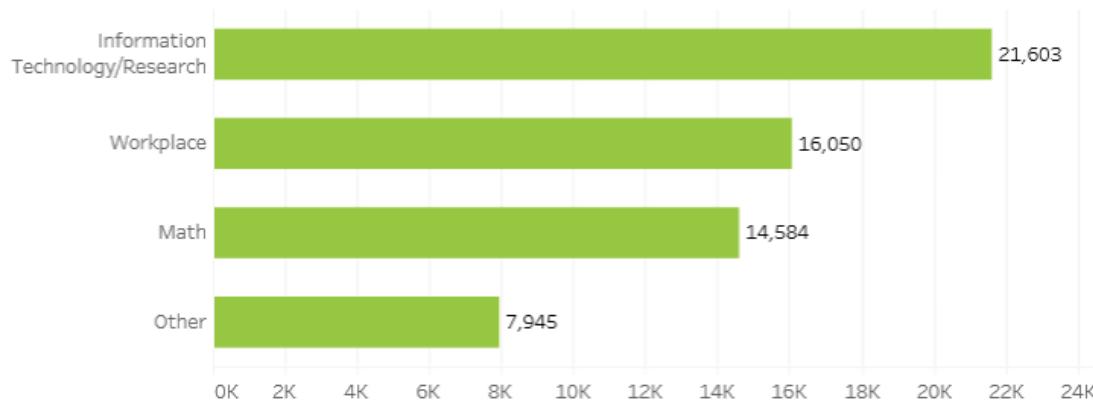
Skills Gap Totals

Soft Skills Gap Totals



Soft skills gaps were reported twice as often as hard skills gaps.

Hard Skills Gap Totals



Soft Skills Gaps by Industry

Industry	Communication	Reliability and Time Management	Leadership	Problem- Solving	Other	Number of Skills Gaps per Vacancy
Mining and Construction	18.1%	25.5%	17.0%	12.4%	13.8%	0.87
Professional and Business Services	22.8%	21.2%	19.2%	10.9%	8.1%	0.82
Leisure and Hospitality	19.5%	19.6%	16.4%	7.7%	7.0%	0.70
Trade, Transportation, Utilities	19.2%	18.9%	13.9%	7.9%	7.8%	0.68
Other Services	18.0%	19.2%	12.7%	6.2%	10.6%	0.67
Education and Health Services	15.5%	14.9%	13.0%	11.2%	4.7%	0.59
Manufacturing	13.1%	12.9%	12.0%	7.3%	5.8%	0.51
Financial Services	12.2%	8.9%	9.5%	5.5%	4.9%	0.41
Information	7.6%	3.6%	3.9%	3.0%	5.2%	0.23

- Mining and Construction had the highest estimated soft skills gap per vacancy, followed by Professional and Business Services.
- Communication gaps were reported by all industries, however the specific skills varied:
 - Mining and Construction – **Following Directions**
 - Professional and Business Services – **Interpersonal Skills**
 - Trade, Transportation and Utilities – **Customer Service**

Hard Skills Gaps by Industry

Industry	Information Technology /Research	Workplace- Related	Math	Other	Number of Skills Gaps per Vacancy
Mining and Construction	15.2%	12.7%	10.4%	6.8%	0.45
Manufacturing	12.9%	8.9%	8.2%	5.2%	0.35
Professional and Business Services	11.6%	6.8%	6.8%	4.2%	0.29
Other Services	11.2%	6.0%	4.6%	5.1%	0.27
Trade, Transportation, Utilities	8.6%	5.6%	6.3%	3.0%	0.23
Education and Health Services	6.8%	8.8%	4.3%	2.3%	0.22
Financial Services	9.1%	2.6%	4.0%	3.0%	0.19
Information	6.3%	2.7%	2.7%	3.3%	0.15
Leisure and Hospitality	4.7%	2.7%	4.9%	1.6%	0.14

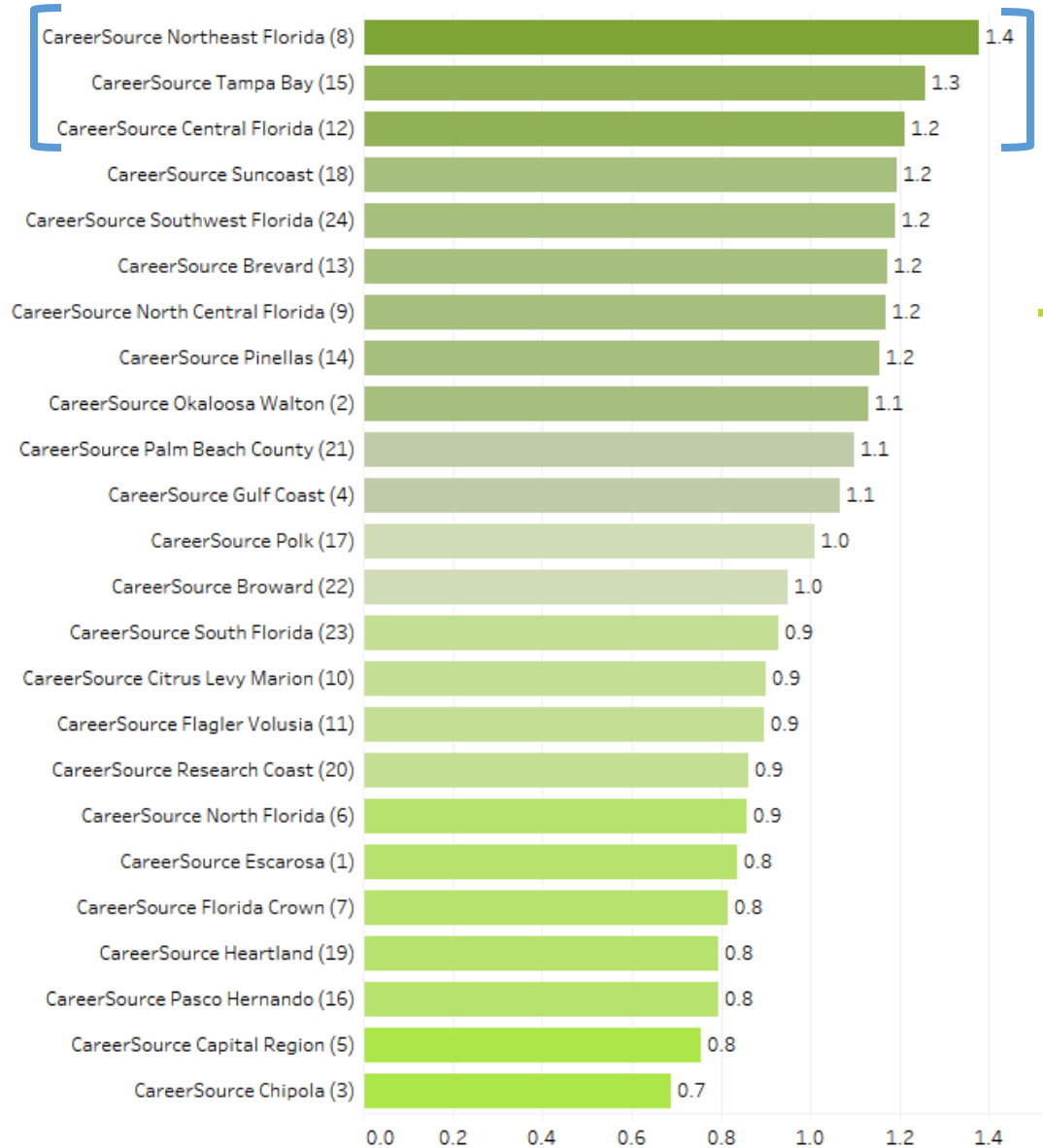
- Mining and Construction had the highest estimated hard skills gap per vacancy, followed by Manufacturing.
- IT and Research gaps were reported by all industries, however the specific skills varied:
 - Mining and Construction and Manufacturing – **System Specific/Job-Related**
 - Professional and Business Services – **Computer Related**
- Workplace-related skills gaps were typically reported to be **safety** and **tool selection** for Mining and Construction and Manufacturing.

Soft Skills Gaps by Occupation

Occupation	Communication	Reliability and Time Management	Leadership	Problem-Solving	Other	Number of Skills Gaps per Vacancy
Tax Preparers	67.2%	50.6%	67.0%	65.2%	36.8%	2.87
Telemarketers	56.9%	58.4%	40.5%	31.4%	33.6%	2.21
Ushers, Lobby Attendants, and Ticket Takers	71.0%	68.6%	68.9%	0.3%	1.9%	2.11
Landscaping and Groundskeeping Workers	38.9%	53.2%	50.2%	14.4%	28.6%	1.85
Counter and Rental Clerks	67.5%	26.9%	24.9%	16.1%	17.2%	1.53
Pest Control Workers	37.8%	46.7%	40.7%	16.6%	10.1%	1.52
Medical Assistants	39.4%	36.7%	17.4%	30.3%	23.3%	1.47
Automotive Body and Related Repairers	33.3%	33.7%	29.7%	21.1%	16.8%	1.35
Nursing Assistants	30.3%	30.6%	26.5%	23.2%	14.7%	1.25
Surgical Technologists	32.9%	30.4%	27.6%	30.8%	0.2%	1.22
Respiratory Therapists	35.3%	33.7%	31.9%	18.2%	0.8%	1.20
Light Truck or Delivery Services Drivers	33.1%	29.4%	25.3%	11.6%	17.0%	1.16
Shipping, Receiving, and Traffic Clerks	28.2%	29.5%	26.0%	26.3%	6.0%	1.16
Electricians	23.6%	28.7%	20.1%	19.9%	20.0%	1.12
Construction Laborers	21.5%	42.9%	21.4%	13.8%	10.4%	1.10

- Tax Preparers had the highest estimated soft skills gap per vacancy, followed by Telemarketers.
- Occupations of all skill levels reported high rates of soft skill gaps.
- Gaps tend to correlate to needs of particular occupations:
 - Ushers, Lobby Attendants and Ticket Takers have low gaps in problem-solving.
 - Customer-facing occupations have higher gaps in communication.

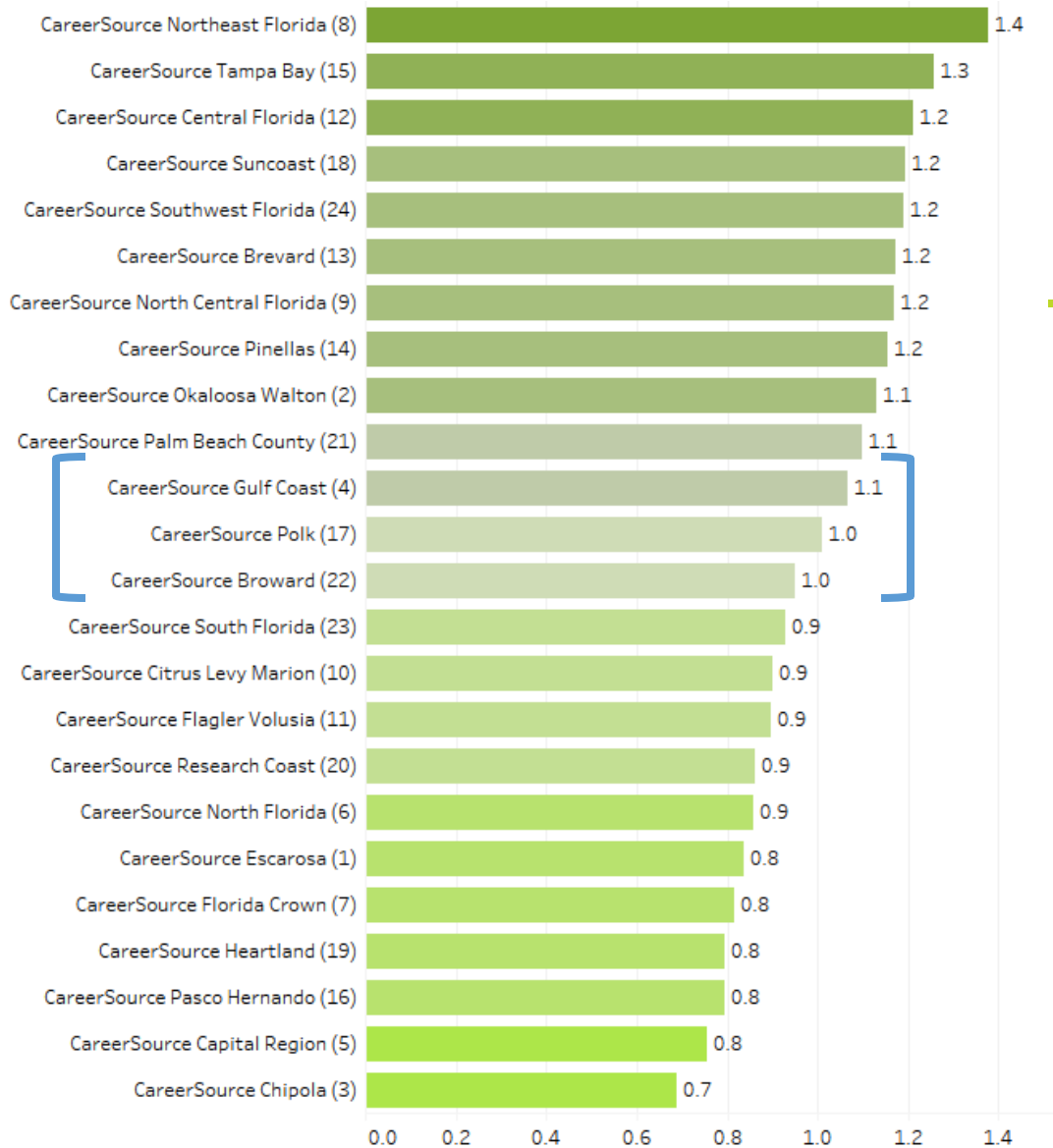
Skills Gap per Vacancy by Region



Industry with top soft skills gap statewide:
Construction

- Northeast Florida:
Manufacturing
- Tampa Bay:
Leisure and Hospitality
- Central Florida:
Construction

Skills Gap per Vacancy by Region

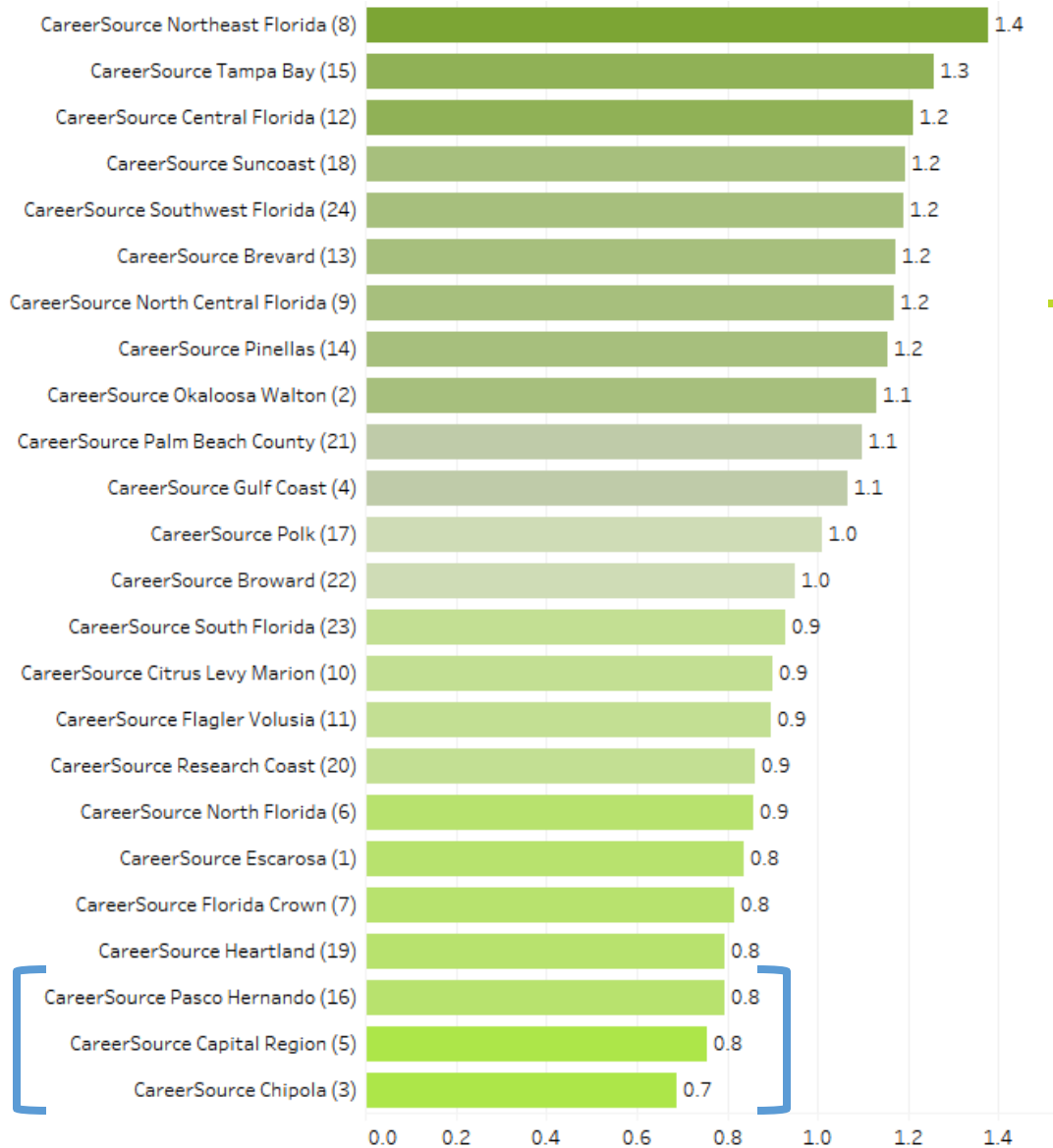


Industry with top soft skills gap statewide:

Construction

- Gulf Coast:
Information
- Polk:
Education and Healthcare
- Broward:
Professional and Business Services

Skills Gap per Vacancy by Region



Industry with top soft skills gap statewide:
Construction

- Pasco Hernando:
Construction
- Capital Region:
Financial Services
- Chipola:
Manufacturing

Questions?



Thank You.

If you have questions or comments about this presentation or need to discuss a future project, please contact Adrienne Johnston.

Adrienne.Johnston@deo.myflorida.com

Visit: floridajobs.org/lms



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