CareerSource Florida
Board of Directors Meeting
May 23, 2019 | Palm Coast
Welcome & Remarks

Kevin Doyle
Chairman
Mission Moment

Robin King
President & CEO, CareerSource Flagler Volusia

Ralph Yourie
Store Manager, Walgreens

Carlos Valderrama
Founder, Valderrama Partners, LLC
Robin King
President & CEO
CareerSource Flagler Volusia
Ralph Yourie
Store Manager
Walgreens
Carlos Valderrama
CareerSource Flagler Volusia Board Chair
President’s Report

Michelle Dennard
President and CEO
Corporate Goals

Keep Florida’s Workforce System Accountable
by emphasizing data-driven decisions, encouraging performance achievement and boosting talent pipeline alignment.

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

Leverage Strategic Partnerships
to cultivate local, regional and state capacity building that increases economic opportunity.
Legislative Update
Communicate the CareerSource Florida Network Vision
Communicate the CareerSource Florida Network Vision

“When it comes to economic development, talent has already replaced the tax incentive as the number one most important tool in an economic developer’s toolkit.”

Matt Mann, Partner LLC
Senior Director, Florida
Leverage Strategic Partnerships

- Businesses
- Workforce Development
- Economic Development
- Community Development
- Education
Keep the System Accountable
Looking Ahead to 2019-20
Feb. 13, 2019, Board of Directors Meeting Minutes

For Consideration

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

For Consideration

Approval of Education Commissioner Richard Corcoran’s request to appoint Chancellor Eric Hall as the Florida Department of Education’s designee to serve in his absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.
Consent Item 3

Local Workforce Development Area Subsequent Designations

For Consideration

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

Arnie Girnun
Finance Council Chairman
FY 2019-2020 Network Funding

Andrew Collins
Chief Operating and Financial Officer
## Fiscal Year 2019-2020 Network Funding

<table>
<thead>
<tr>
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<th>Fiscal Year 2019-2020</th>
<th>Fiscal Year 2018-2019</th>
<th>Difference</th>
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<tr>
<td><strong>WIOA</strong></td>
<td>$144,360,689</td>
<td>$156,051,190</td>
<td>$-11,690,501</td>
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<td><strong>TANF</strong></td>
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<td><strong>WAGNER-PEYSER</strong></td>
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<td>9,000,000</td>
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Total WIOA Grant Award

$144,360,689

- $109,676,283
  - Local Allocations
  - State Set-Aside
  - Rapid Response

- $21,654,103
  - Rapid Response

- $13,030,303
Total WIOA State Set-Aside Funds

$28,845,985
(Includes $7,191,882 in Recaptured Funds)
WIOA Discretionary Board Allocations

- Continuous Improvement Performance Initiative
- Additional Formula Funds to LWDBs
- Additional Incumbent Worker Training
- Apprenticeship Expansion
- Emerging Initiatives
- Rural Initiatives
- Talent Pipeline Strategies for Rural Communities
- Training Opportunities
- Balance - State Projects

$16,102,218
Wagner-Peyser 7 (a) Funds

$34,128,505

- LWDB Salaries/Pass-through
- Labor Exchange System (Employ Florida)
- State-Level Administration
- LWDB Insurance/HR
Wagner-Peyser 7 (b) Funds

$4,376,006

- Statewide Outreach
- Military Family Employment Advocacy Program
- Other Business Outreach
- CRM System
- Available Balance
Consolidated Action Item

For Consideration

• Approval to establish the Program Year 2019/20 WIOA state-level set-aside allocations, authorizing operations and administration funding, other reserves, obligations and commitments for DEO and CareerSource Florida.

• Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2019/20.

• Approval of the Program Year 2019/20 Wagner Peyser 7(a) and 7(b) projects, with the understanding that if final federal funding changes, updates will be made using the approved allocation shares.

• Approval of authorization of flexibility for the CareerSource Florida President and Treasurer to adjust actual spending categories as necessary within the total approved budget for all funding allocations approved through this action.
The Gig Economy and Florida’s Workforce System

John Kaliski
Principal, Cambridge Systematics

Evan Enarson-Hering
Principal, Cambridge Systematics
Study Objectives

• Research and outreach exploring the impact of the gig economy on Florida’s workforce investment system

  ➢ Define scope and scale of gig economy in Florida
  ➢ Understand emerging business and worker needs
  ➢ Engage stakeholders and partners across the state
  ➢ Examine workforce opportunities for local boards
  ➢ Identify potential statewide policies, strategies, and actions
Defining the Gig Economy

Traditional Work Arrangements
- Full or part-time wage and salary workers
- Self-employed/non-employers in own incorporated business

Non-Traditional Work Arrangements
- Remote workers
- Independent contractors
- Seasonal workers
- Temporary agency workers
- On-call or contract workers
- Unpaid family workers

Alternative Work Arrangements

- 8,046,000 Full-time workers
- 1,667,000 Part-time workers
- 375,829 Self-employed in incorporated business
- 745,931 Full-time workers with direct purchase health insurance
- 276,549 Self-employed in unincorporated business
- 856,100 Staffing agency workers
- 500,400 Remote workers
- 280,000 Workers holding multiple jobs
Gig Worker Archetypes

- **The Subscriber** – Full-time work. Single income source. Likely high skilled. Professional, technical, or creative services occupations. Gig worker by choice.

- **The Reluctant** – Part-time work. Single or additional income source. High, middle, or low skills. Gig worker out of necessity.

- **The Alternative** – Full or part-time work. Single income source. Professional services, transportation, or other occupations. Gig worker out of necessity.

- **The Supplenter** – Part-time work. Additional income source. Professional services, transportation, and other occupations. Gig worker by choice.

- **The Retiree** – Part-time work. Additional income source. Professional, transportation, and other occupations. Gig worker by choice or from necessity.

- **The Enthusiast** – Full or part-time work. Additional or no income source. Professional, technical, or creative services, goods-producing, non-profit, and other occupations. Gig worker by choice.
Workforce Needs of Gig Workers

- Basic digital literacy training and independent work opportunity education
- Work readiness programming (e.g. experience-based resumes, gig counseling, and soft skills-building)
- Entrepreneurial and independent work training (e.g. marketing, pricing, finance, and management)
- Targeted or technology-specific skill upgrades
- Business-specific training or industry certifications
Challenges and Implications

• Federal guidelines and performance outcomes limit engagement
• Federal and state policy, programs, and data systems may not reflect changing nature of work
• Lack of workplace benefits and protections are a barrier
• Long-term impacts remain uncertain for Florida’s economy, communities, and workforce and education partners
Opportunities and Impacts

• Provides critical starter experience for the unemployed, underemployed, or recently dislocated
• Beneficial for workers facing barriers to traditional employment
• Expands pathways to entrepreneurship
• Opens new markets for training, skills development, and continuing education
• Potential differentiator and competitive edge in the global economy
Opportunities for Florida’s Workforce System

• Policy and regulatory shifts
  ➢ Encourage next generation workforce programs to meet needs from businesses and workers for independent work
  ➢ Recognize independent work training and services as an eligible activity through federal funding

• Data needs and system designs
  ➢ Consider a statewide data collection effort to better understand scope and scale of gig work in Florida
  ➢ Adapt existing data systems, job marketplaces, and labor market statistics programs to better capture data and outcomes
Opportunities for Florida’s Workforce System

• Gig-specific programming and resources
  ➢ Fill potential gaps in statewide entrepreneurship programs
  ➢ Develop a statewide online resource or Gig 101 digital toolkit

• Continued engagement and partnerships
  ➢ Education and outreach to employers, workers, and youth to promote independent work opportunities
  ➢ Consider partnerships with national and/or private gig platforms or independent work training programs
Gig Workers and Florida’s Future Workforce

Stephanie Smith
Moderator
Gig Workers and Florida’s Future Workforce

Keith Bowers
FAMU Small Business Development Center

Michael Corbit
CareerSource Palm Beach County

Lisa Ekinci
Office Divvy

Leslie Giscombe
African American Entrepreneurs Association
Partners Report

Kim Bodine
President, Florida Workforce Development Association
Open Discussion/
Public Comment
Closing Remarks

Kevin Doyle
Chairman
Upcoming Meetings

Board of Directors/Workforce Professional Development Summit
Sept. 11-13 – Orlando

Finance Council and Board Teleconferences
Dec. 11 – Webinar