

# 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**





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= STARS Program



# President's Report

Michelle Dennard  
President and CEO



# Corporate Goals

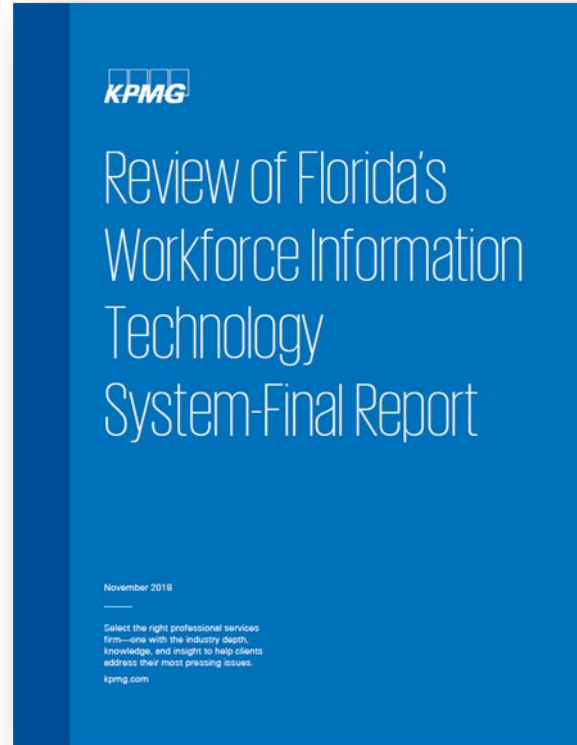


# Legislative Update





# Communicate the CareerSource Florida Network Vision



# Communicate the CareerSource Florida Network Vision



# Communicate the CareerSource Florida Network Vision



# 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.

### 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

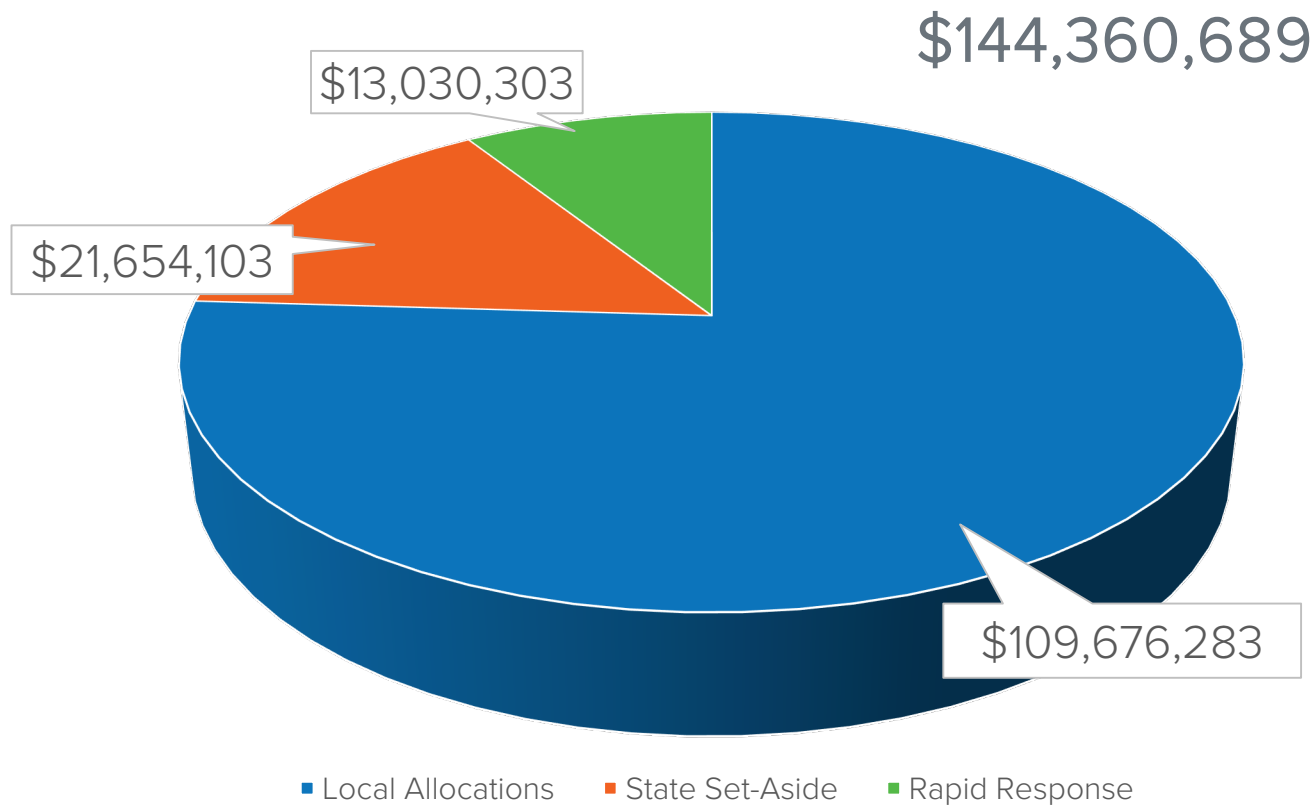
Chief Operating and Financial Officer



# Fiscal Year 2019-2020 Network Funding

	Fiscal Year 2019-2020	Fiscal Year 2018-2019	Difference
WIOA	\$144,360,689	\$156,051,190	<b>\$-11,690,501</b>
TANF	58,121,806	58,114,731	7,075
WAGNER- PEYSER	37,920,561	38,144,961	<b>-224,400</b>
QRT	9,000,000	9,000,000	

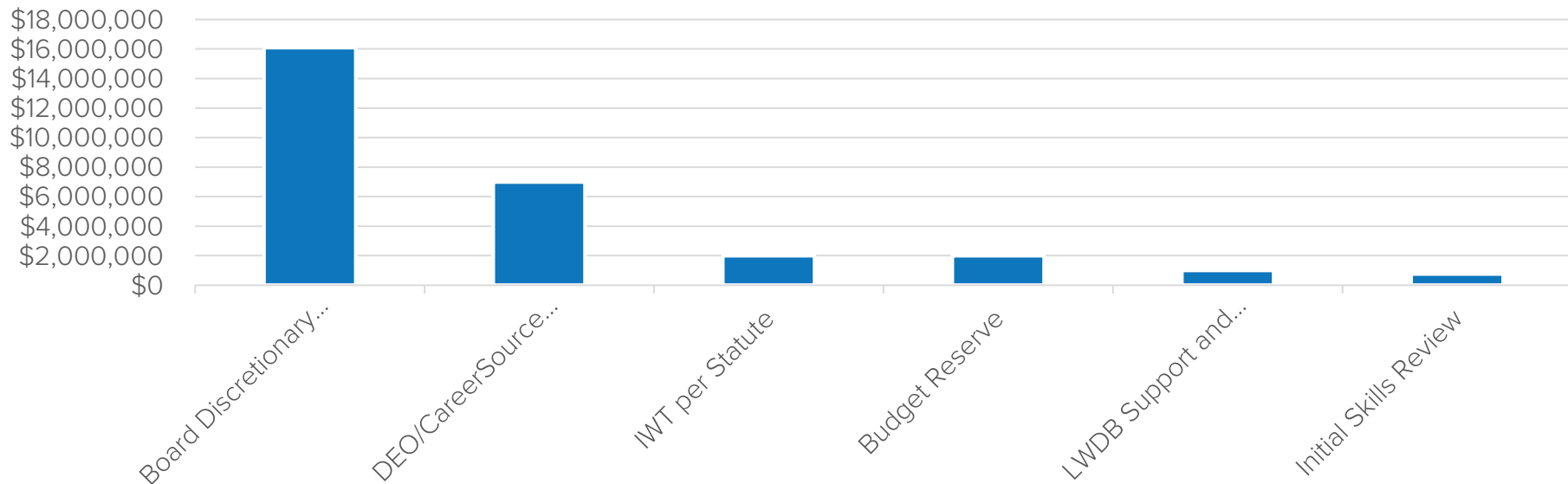
# Total WIOA Grant Award



# Total WIOA State Set-Aside Funds

**\$28,845,985**

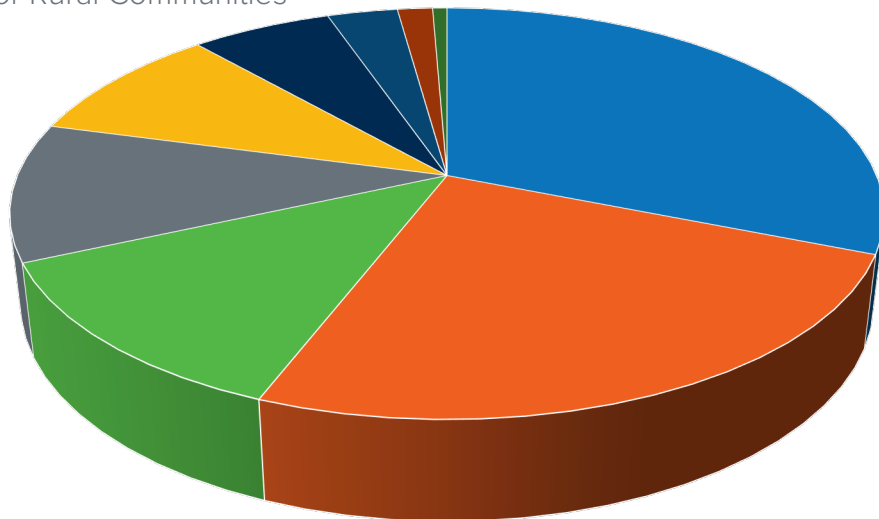
(Includes \$7,191,882 in Recaptured Funds)



# 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

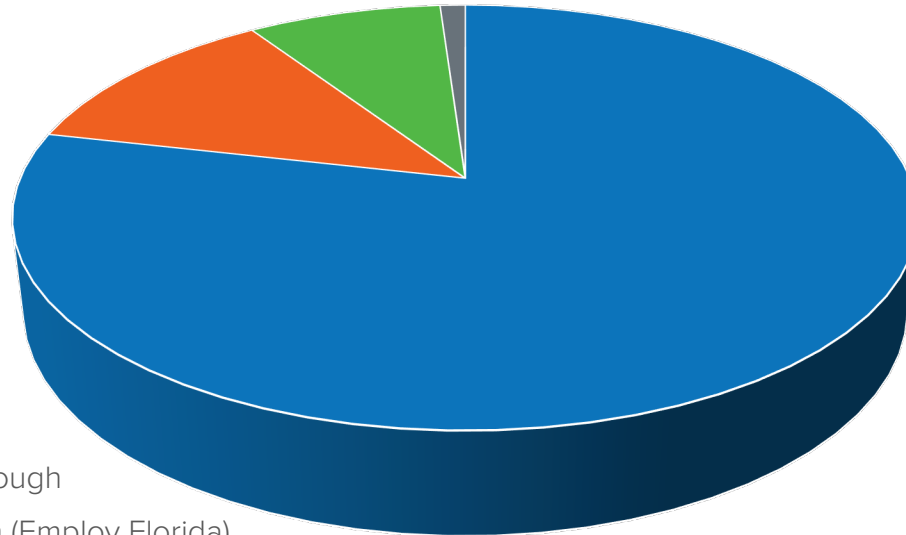
\$16,102,218





# Wagner-Peyser 7 (a) Funds

\$34,128,505

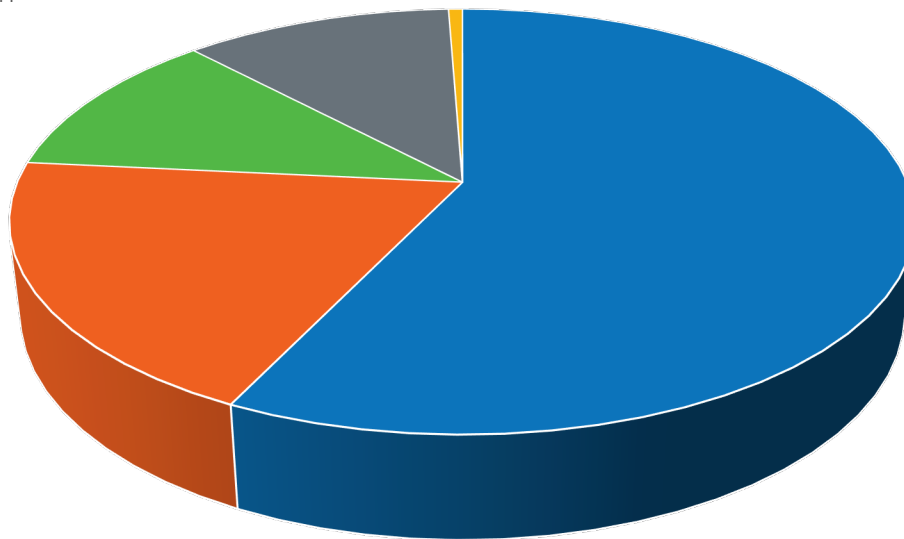


- LWDB Salaries/Pass-through
- Labor Exchange System (Employ Florida)
- State-Level Administration
- LWDB Insurance/HR

# Wagner-Peyser 7 (b) Funds

\$4,376,006

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



## 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**

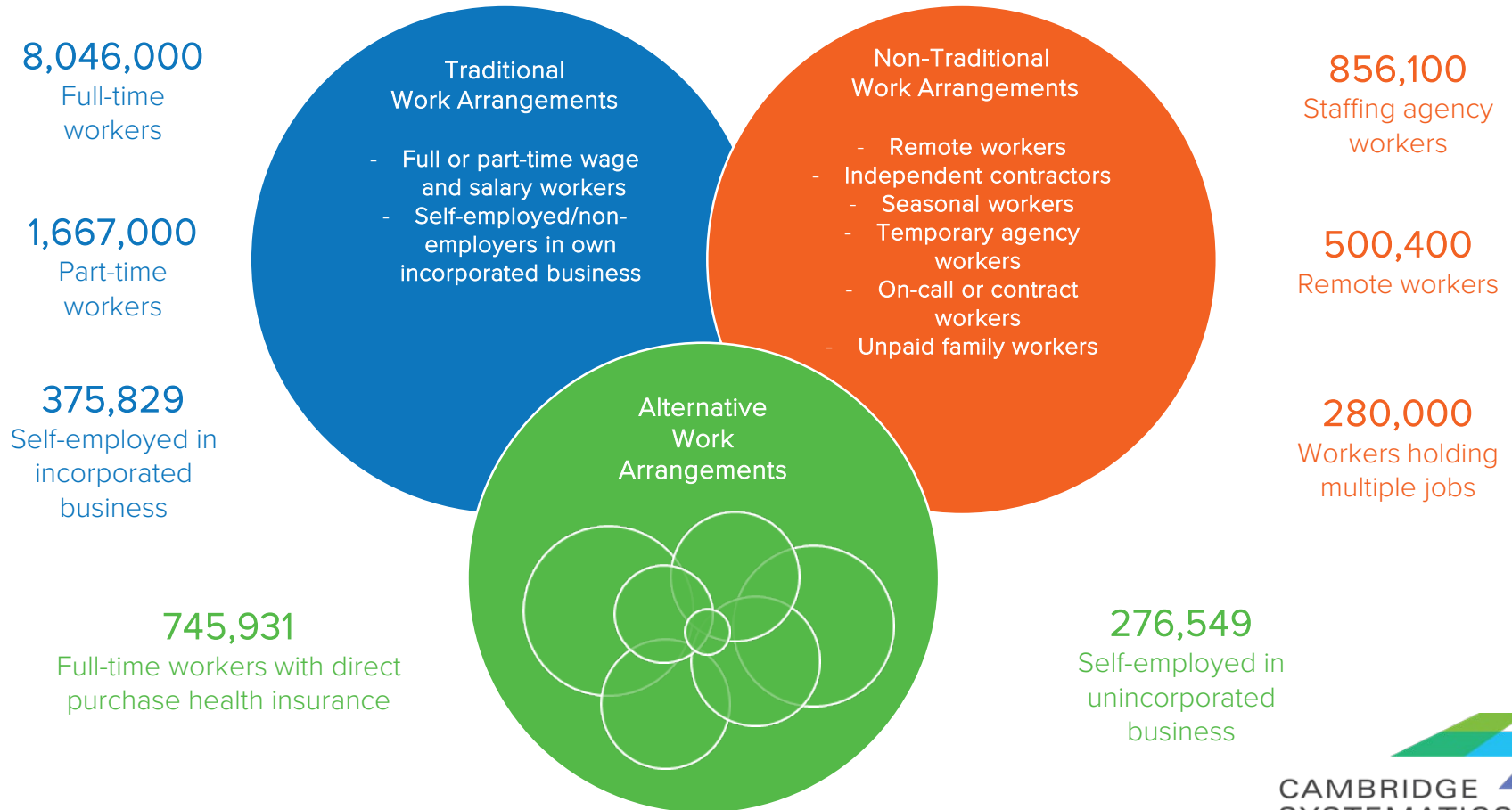
**Evan Enarson-Hering**

**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





# 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 Supplementer** – 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





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



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

Finance Council and Board Teleconferences  
Dec. 11 – Webinar