STRATEGIC POLICY AND PERFORMANCE COUNCIL MEETING

SEPT. 30, 2020

CareerSource FLORIDA

Welcome and Remarks

Brittany Birken

Council Chair

ABOUT CAREERSOURCE FLORIDA

Vision

Florida will be the global leader for talent.

Mission

To connect employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity.

CareerSource FLORIDA

Today's Agenda

- Introduction of Dan McGrew, Vice President of Strategic Policy and Performance
- Federal Reserve Bank of Atlanta CLIFF Dashboard Presentation
- WIOA Performance Update
- Gig Economy Resource Guide and Dashboard
- Continuous Improvement Performance Initiative Update
- Open Discussion/Public Comment

CareerSource FLORIDA

Introduction

Michelle Dennard

President and CEO

Dan McGrew

Vice President, Strategic Policy and Performance

CareerSource FLORIDA

CLIFF Dashboard

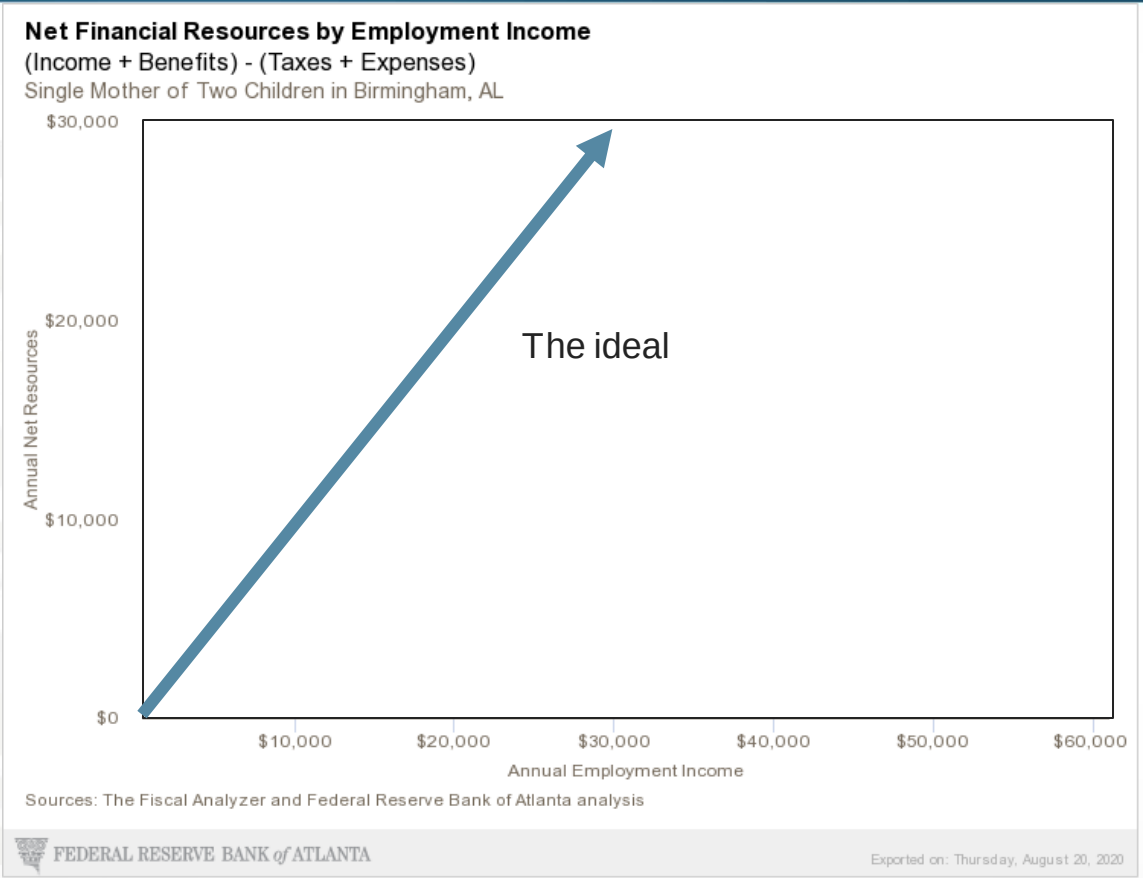
Brittany Birken, Ph.D.

Principal Adviser, Community and Economic Development,
Federal Reserve Bank of Atlanta

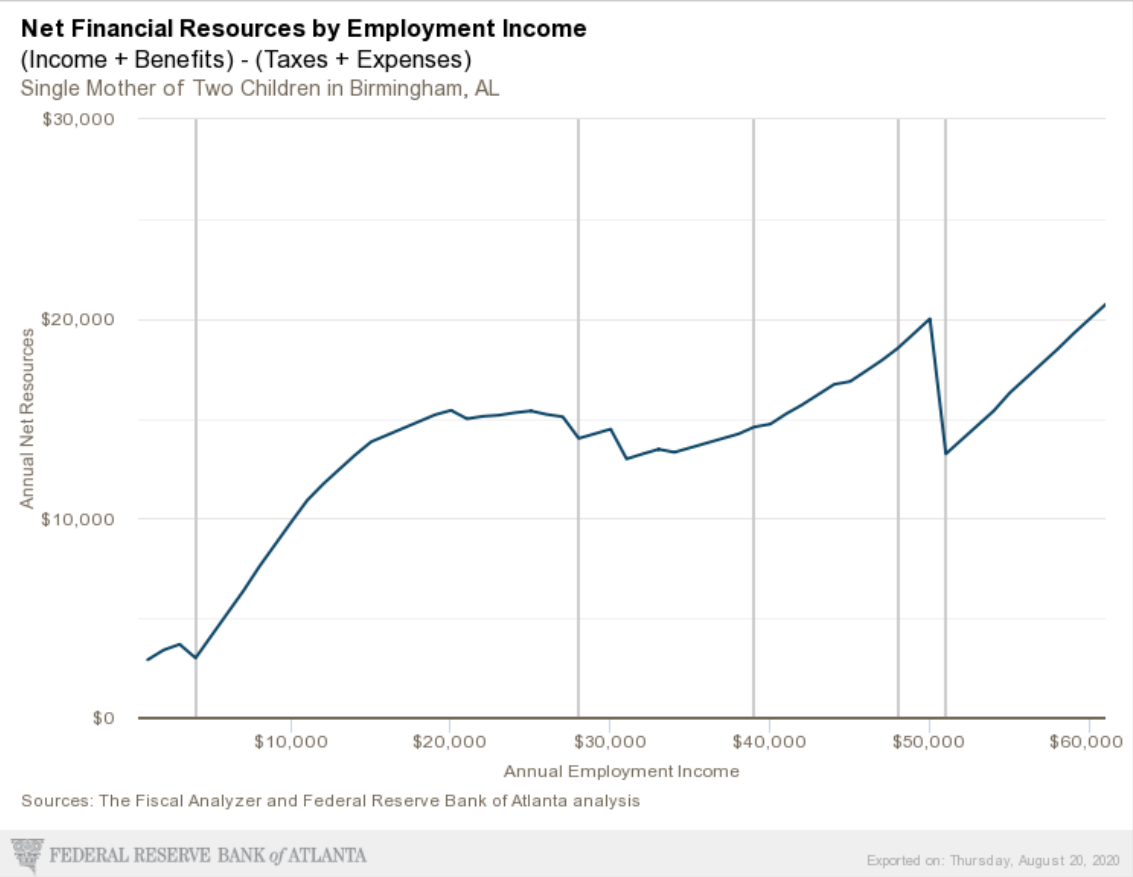
Alexander Ruder

Principal Adviser, Community and Economic Development,
Federal Reserve Bank of Atlanta

The Ideal: Gains in employment income lead to similar gains in financial resources (minus taxes).

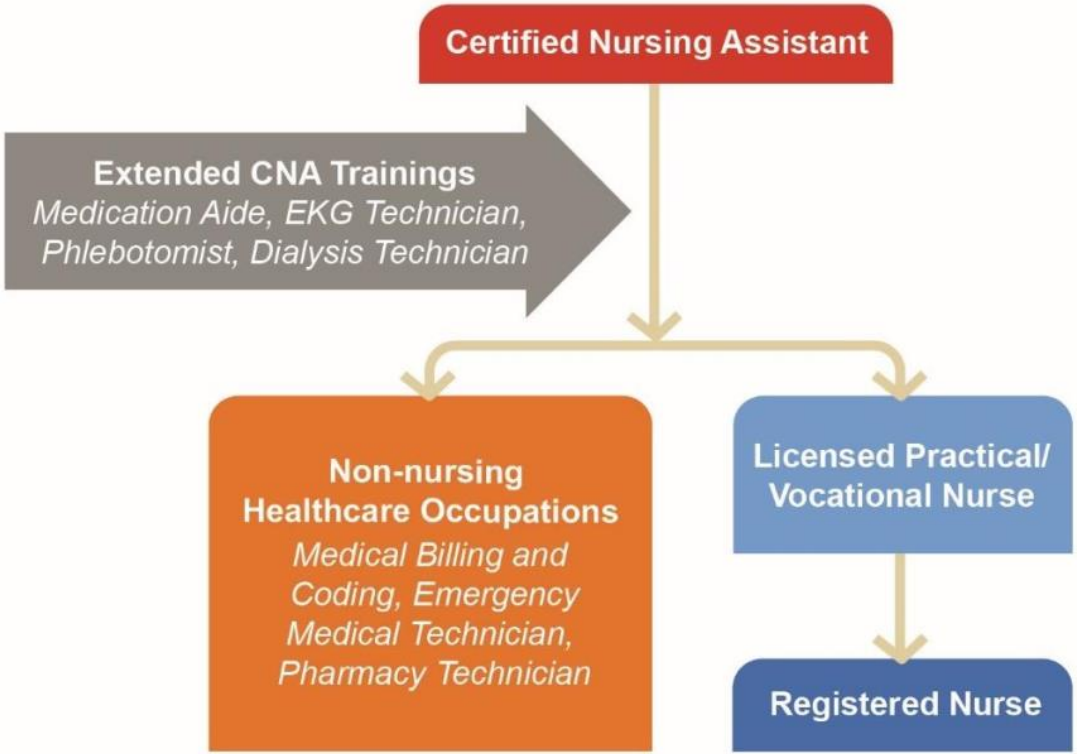


Benefits Cliffs: As worker earns more income, overall financial resources fluctuate or drop considerably.



Our Approach: The Career Pathways Model

Example: Healthcare Services Career Pathway



Source: Loprest and Sick (2018)

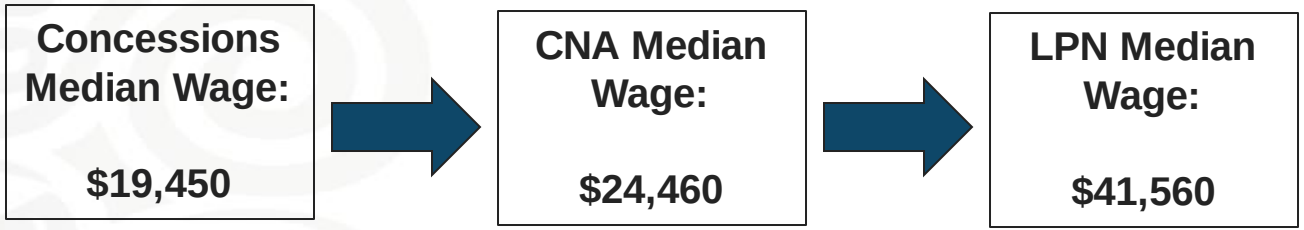
A Specific Case: Meet Leia

Leia is a 25-year-old single mother. She has two children, ages 4 and 6. She is living in Birmingham, Alabama.

She is returning to work full time earning about $9 an hour.

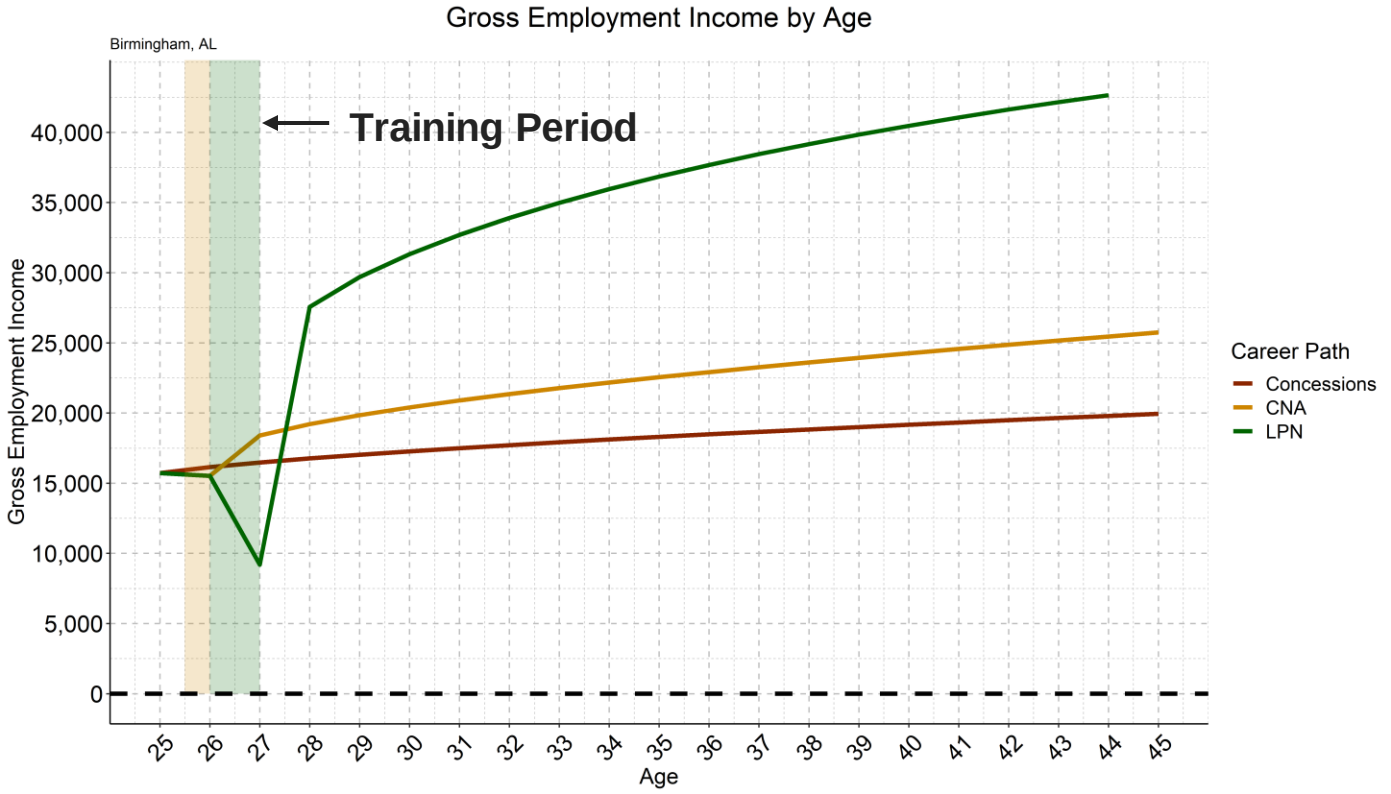
Leia receives public benefits and tax credits to support herself and her family: food assistance, Medicaid for her children, Affordable Care Act subsidies, the Child Tax Credit, and the Earned Income Tax Credit.

Will Career Advancement Pay Off?



Source: Bureau of Labor Statistics Occupational Employment Statistics, Birmingham MSA, 2018

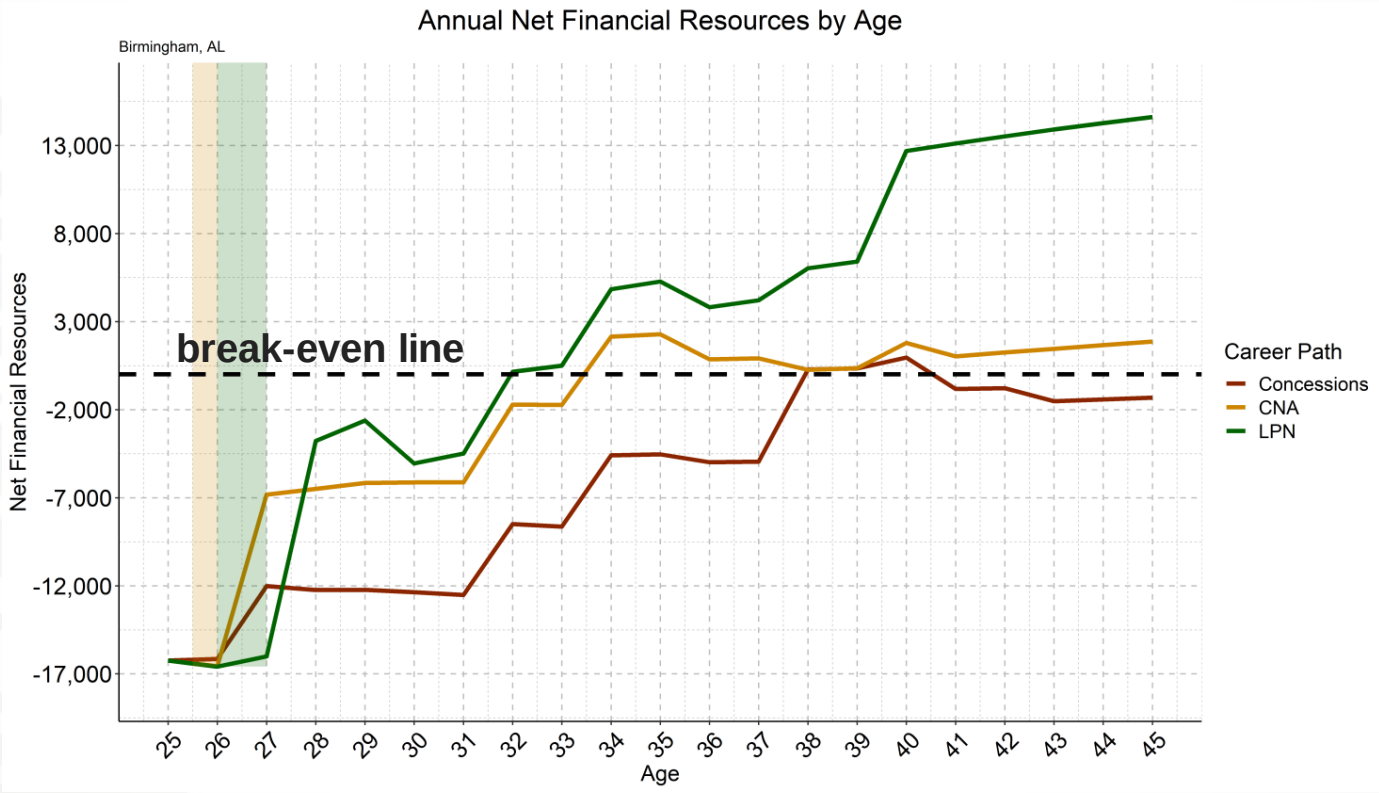
Leia’s employment income looks promising.



Source: Sources: Federal Reserve Bank of Atlanta.
Analysis assumes Leia does not receive childcare and housing subsidies.

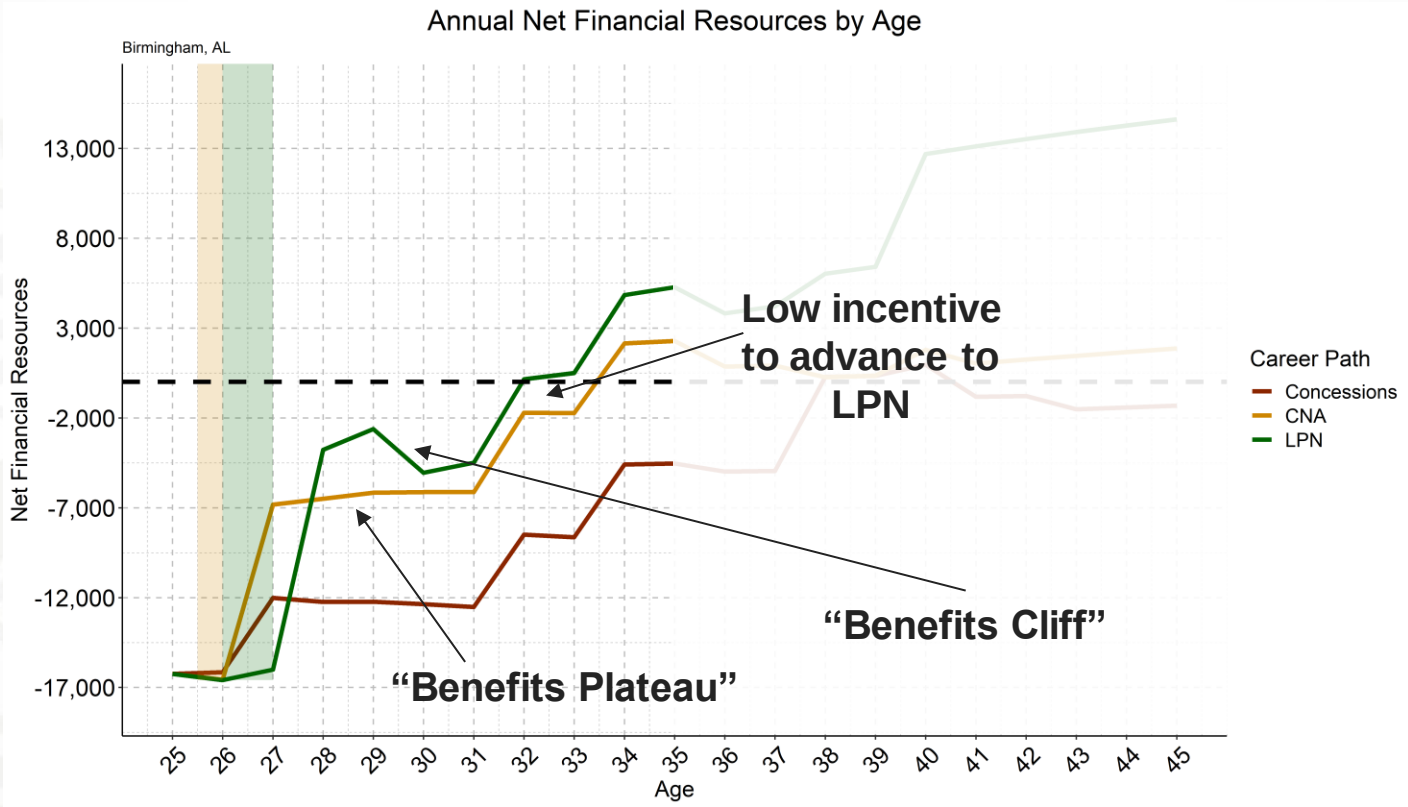
Net resources shows a more complex picture.

Net Resources = (Benefits + Income) – (Taxes + Expenses)



Source: Sources: The Fiscal Analyzer (Kotlikoff 2019); Federal Reserve Bank of Atlanta.
Analysis assumes Leia does not receive childcare and housing subsidies.

Barriers to Advancement for Leia



Source: Sources: The Fiscal Analyzer (Kotlikoff 2019); Federal Reserve Bank of Atlanta.
Analysis assumes Leia does not receive childcare and housing subsidies.

What can be done?
Some Common Strategies

Mapping Benefits Cliffs

- Awareness of Issue
- Benefits Cliffs Calculators

Workforce Development

- Student advisement to increase post-secondary attainment
- Career planning and coaching toward self-sufficiency
- Career pathways design/targeted occupation and industry analysis
- Align wrap-around supports
- Employer engagement

Policy Simulation/Changes

- Change Asset Limits
- Income Disregards
- Alignment of Rules/Services Across Programs
- Tax Credits for Working Families
- Graduated phase-outs

An Operational Tool: The CLIFF Dashboard

Select City

Birmingham, AL

Select Industry

Information Technology

Select Career Path

Computer User Support Specialist (CSS)

Select Family Type

Single adult with one child

Select Public Assistance Package

RTC + TANF + Food + Housing + Childcare + Healthcare

Definitions:

RTC: Refundable Tax Credits, including the Earned Income Tax Credit (EITC) and Child Tax Credit (CTC)

TANF: Temporary Assistance for Needy Families (TANF)

Food: Supplemental Nutrition Assistance Program (SNAP)

Housing: Section 8 Housing Voucher

Childcare: Child Care Development Fund Subsidies (CCDF)

Healthcare: Medicaid, Children's Health Insurance Program (CHIP), Medicare, or Affordable Care Act (ACA) subsidy

Introduction | Income and Self-Sufficiency | Net Resources | For Policymakers | Eligibility by Program

20:22

Quality job training for an in-demand career can increase the amount of money you earn and raise your standard of living. Higher income from your new career can put you on a path towards self-sufficiency - the ability to pay all your bills without having to rely on public assistance.

Making an informed choice can be difficult if you are enrolled in public assistance programs. As you earn more money, you may lose some of these programs, but those changes can be difficult to predict. This dashboard can be used to better understand these changes.

This dashboard gives you more information about which in-demand careers are likely to help you overcome a loss of public assistance and leave you in a better position financially. The dashboard also shows how long it will take to achieve self-sufficiency on a chosen career path.

To Get Started:

Use the left-side navigation pane to select a family type most similar to your own and to identify careers of interest to you in various industries.

The tabs above show how much a typical worker in the chosen career can expect to earn locally, pay in taxes, and how much the worker's family can expect to receive in public assistance over time.**

You can customize the results further by selecting different public assistance packages using the dropdown menus in the left-side navigation pane.

CLIFF

Career Ladder Identifier and Financial Forecaster

** The CLIFF tool is not intended to provide career or financial advice. The calculations provided by this site are summaries to be used for educational and informational purposes only. Do not rely on them as a determination of public assistance. Determination of eligibility and amount of public assistance is made solely by the applicable provider(s). It is possible that persons may be eligible for additional public assistance not covered by this site.

Strategic Policy and Performance Initiatives

CareerSource FLORIDA

WIOA Performance Update

Steve Collins, Ph.D.

Director, Strategic Policy and Performance

WIOA Performance Update

- Successful completion of state and local performance negotiations
  - Use of statistical adjustment model and statistical trends
  - Resulted in challenging and realistic performance goals
- WIOA Primary Indicators of Performance (PY 2019-2020, Q4)
  - Florida exceeded 100% of targets for the quarter and year
  - Local workforce development boards exceeded or met 89.3% of quarterly negotiated performance targets for PY 2019-2020
- Training and technical assistance in Credential Attainment and Measurable Skill Gains

WIOA Performance Update

Measures	PY2019-2020 4th Quarter Performance	PY 2019-2020 % of Performance Goal Met For Q4	PY 2019-2020 Performance Goals
Adults:			
Employed 2nd Qtr After Exit	86.00	100.94	**85.20**
Median Wage 2nd Quarter After Exit	$8,277	120.83	**$6,850**
Employed 4th Qtr After Exit	83.40	100.48	**83.00**
Credential Attainment Rate	78.30	120.46	**65.00**
Dislocated Workers:			
Employed 2nd Qtr After Exit	83.40	100.48	**83.00**
Median Wage 2nd Quarter After Exit	$8,817	128.72	**$6,850**
Employed 4th Qtr After Exit	85.20	107.85	**79.00**
Credential Attainment Rate	80.70	118.68	**68.00**
Youth:			
Employed 2nd Qtr After Exit	81.50	107.95	**75.50**
Employed 4th Qtr After Exit	80.00	115.94	**69.00**
Credential Attainment Rate	78.40	103.84	**75.50**
Wagner Peyser:			
Employed 2nd Qtr After Exit	68.10	109.84	**62.00**
Median Wage 2nd Quarter After Exit	$5,460	112.58	**$4,850**
Employed 4th Qtr After Exit	66.30	103.27	**64.20**

CareerSource Florida Network Snapshot

Service to Florida's Job Seekers and Businesses

From March 1 through Sept. 13, 2020, the CareerSource Florida network continued providing high-quality services to Floridians during the COVID-19 pandemic.

Who we serve	Number Served	Number of Services	Placed in Employment
Job seekers	984,825	2,025,975	30,081
Business Establishments	22,883	287,381	

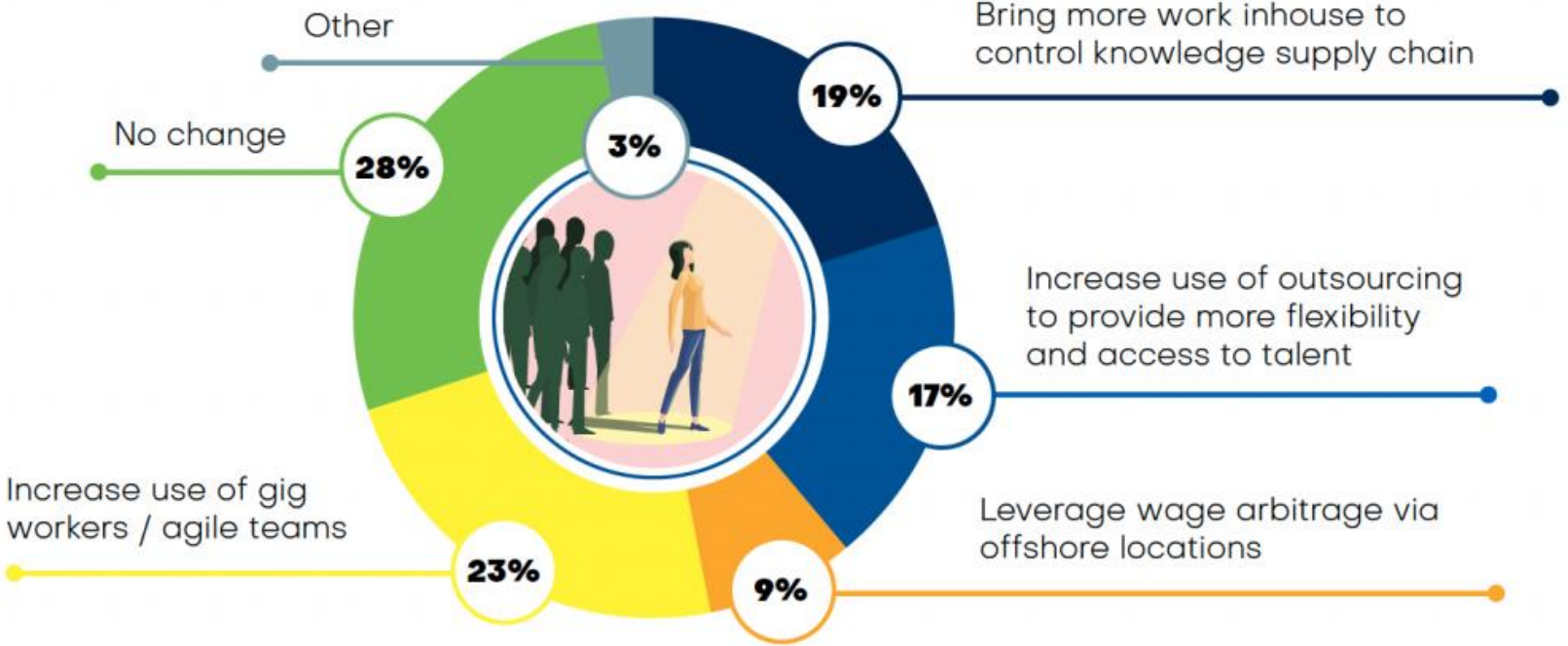
- 3,535 new job seekers enrolled in training
- More than 99,612 jobs posted

Gig Economy Resource Guide and Dashboard

Stephanie Smith
Strategic Policy and Performance Council
John Kaliski
Principal, Cambridge Systematics

Gig Work and Florida's Economy

How might your talent sourcing strategy evolve in the post COVID-19 environment?



Shared Services and Outsourcing Network, May 2020

Phase II Gig Research in Review

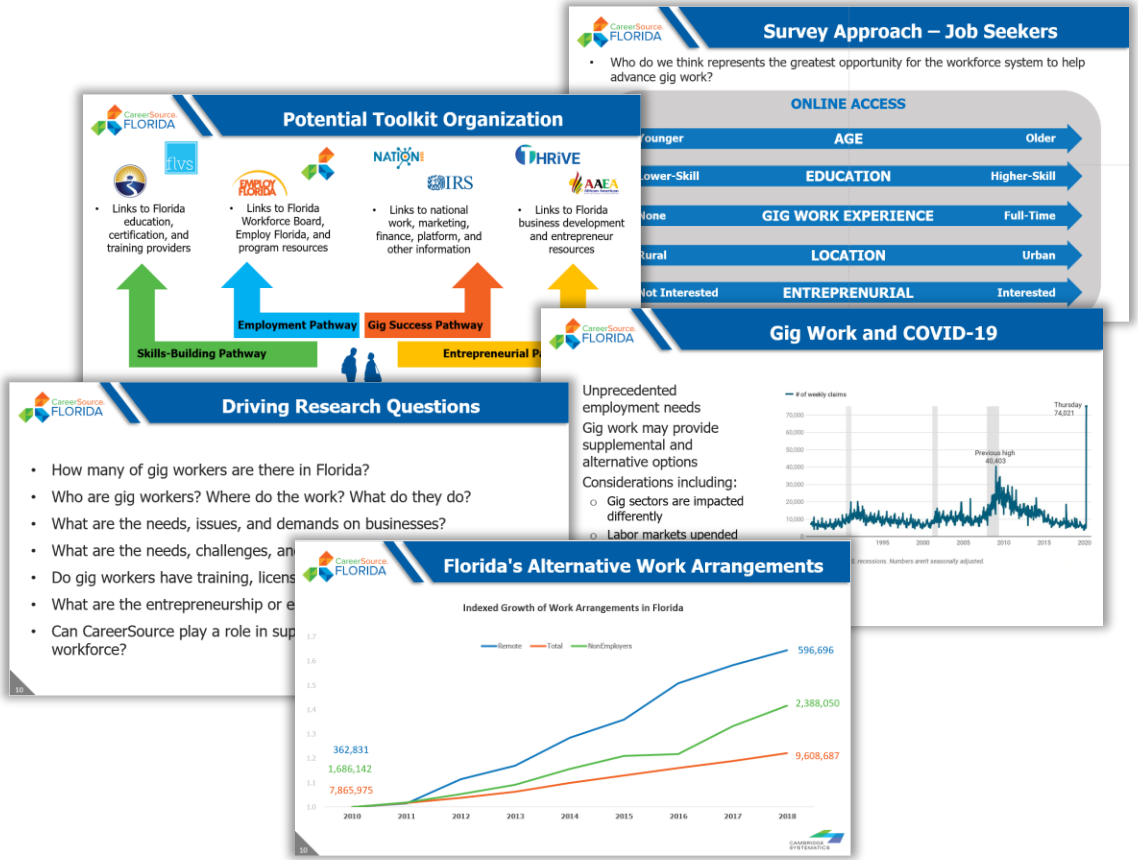
- Convene statewide multidisciplinary workgroup to guide research activities and policy considerations
- Survey gig workers and businesses to fill information gaps
- Develop online, dynamic Gig Economy Resource Guide for gig job seekers
- Analyze available workforce data to understand geographic and market segments
- Consider approaches to better capture demand and measure outcomes for gig workers

Multidisciplinary Workgroup

- **Beth Cicchetti**, Florida Economic Development Council
- **Candace Moody**, CareerSource Northeast Florida
- **David Darm**, Florida Commission for the Transportation Disadvantaged
- **Donna Doubleday**, CareerSource Heartland
- **Jerry Parrish**, Florida Chamber Foundation
- **Julia Dattolo**, CareerSource Palm Beach County
- **Julie Kates**, Division of Vocational Rehabilitation
- **Leslie Giscombe**, African American Entrepreneurs Association
- **Lee Chipps-Walton**, Division of Career and Adult Education
- **Rick Beasley**, CareerSource South Florida
- **Robert Doyle**, Division of Blind Services
- **Stephanie Smith**, Policy and Performance Council
- **Tony Carvajal**, Florida Able Trust
- **Michael Corbit**, CareerSource Palm Beach County

Multidisciplinary Workgroup

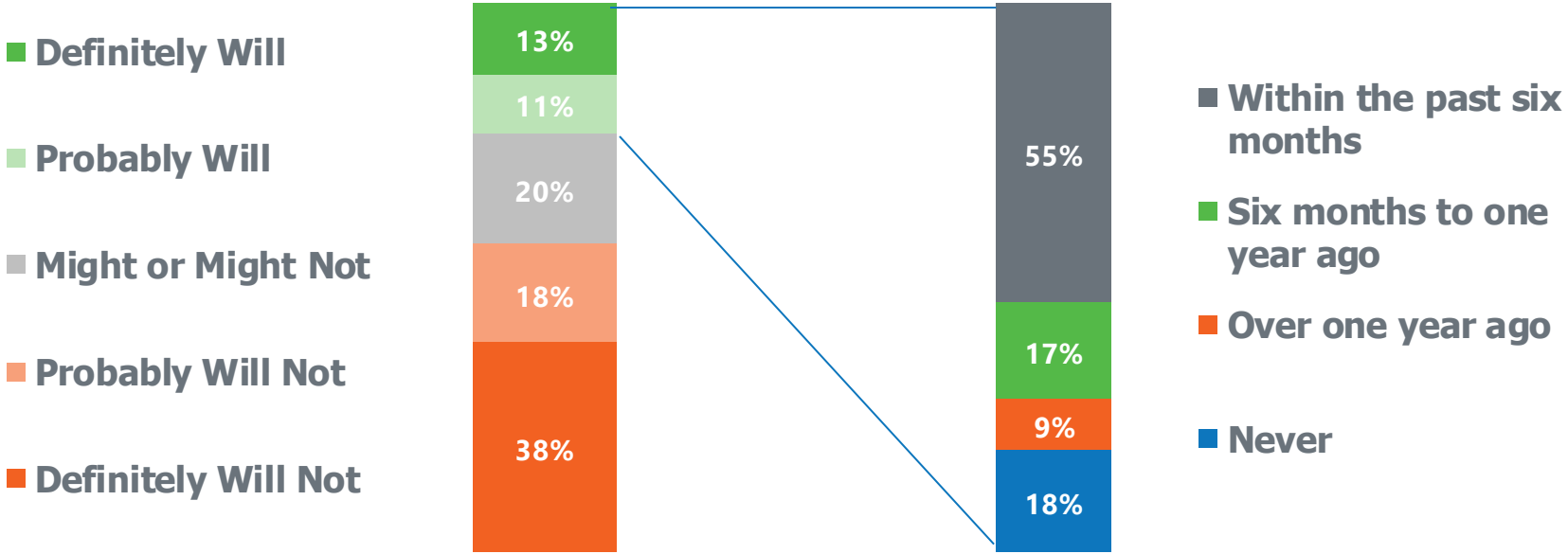
- Held six meetings
- Reviewed and made recommendations on the approach
- Provided strategic advice and direction
- Coordinated with partners
- Continued collaboration



Florida Gig Worker Survey

GIG WORK INTENTIONS NEXT SIX MONTHS

RECENT GIG WORK (AMONG DEFINITELY/PROBABLY)

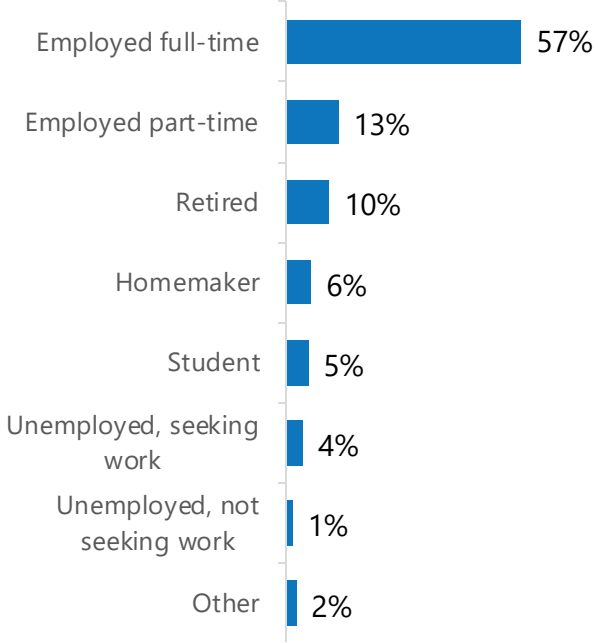


S5. When, if ever, have you done any "gig" work? This would involve on-demand work arrangements, often but not necessarily through an online tool or app. Examples of "gig" work include driving for a rideshare service, working for a service like Takl, Fivr or Handy, or freelance / independent work such as IT, graphic design, healthcare, education or construction / manual labor work that is job-by-job.

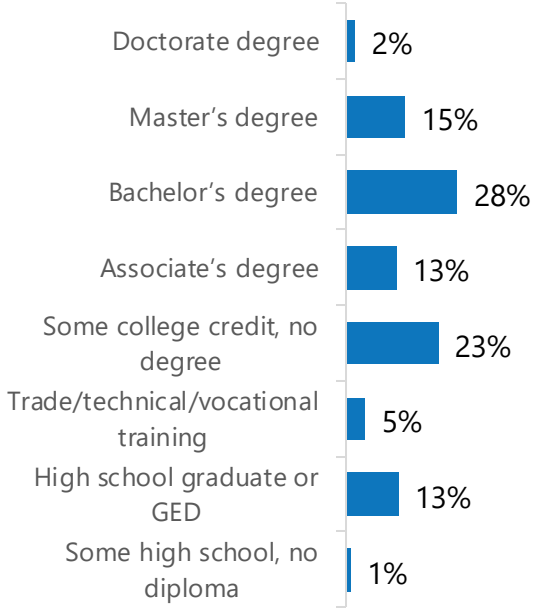
S7. How likely are you to take on any "gig" work in the next six months? This would involve on-demand work arrangements, often through an online tool or app.

Florida Gig Worker Survey

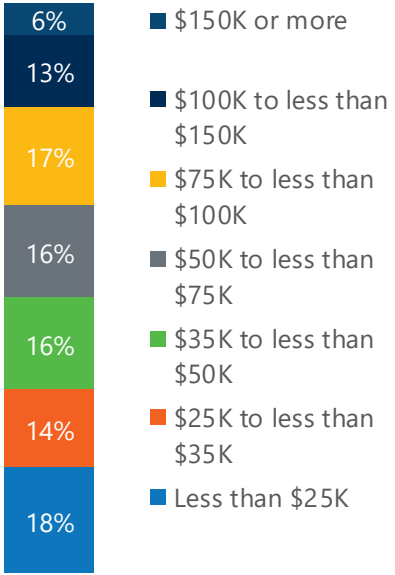
EMPLOYMENT STATUS



EDUCATION



ANNUAL HOUSEHOLD INCOME

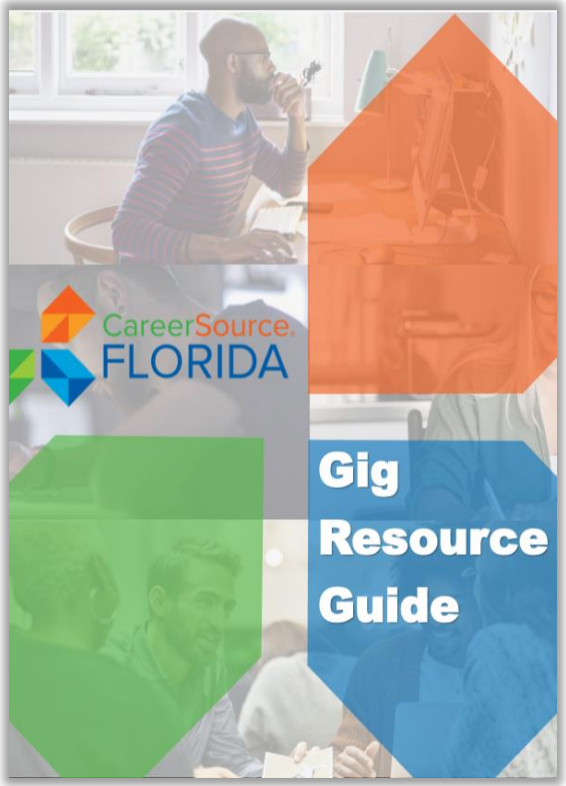


S4. Which of the following best describes your current employment situation?
S4a. What is the highest level of education that you've completed?
S4b. What was your total household income before taxes in 2019?

Gig Resource Guide Purpose and Goals

- Address demand for reliable information on gig work and employment and training options
- Direct workers to resources and programs available from state partners
- Position Florida's core workforce partners to assist and provide resources directed toward gig workers
- Answer frequently asked questions
- Become a frequently shared and available resource for workers and workforce partners

Gig Economy Resource Guide



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Gig Success Pathway

"I would like assistance in operating as a gig worker"

IRS Gig Economy Tax Center
Sited under the Small Business and Self-Employed resources center, this page provides tax information for gig workers and those running the digital platforms and businesses. It provides detailed instructions on paying taxes on gig work, including keeping records, paying estimated tax, and filing a tax return. It also includes a video portal with helpful content for small businesses.

Nation 1099
Nation 1099 is an online community to support independent workers. Though some content is available only to members, the site hosts a wide array of useful and publicly-accessible tools and resources. Among them are toolkits offering advice on mobile applications and instructional reading material, repositories of job boards, and articles on topics such as rate-setting and branding.

Freelancer's Union
The Freelancer's Union is a non-profit organization that provides information, engages in advocacy on behalf of members, and offers insurance plans to members. The organization's website offers resources in the form of financial tools; legal information; and a "Freelancing 101" guide that walks users through health insurance, tax, contracts, networking, and other key areas relevant to independent/gig work.

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Return home

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Frequently Asked Questions

Skills-building and Continuing Education
- Where can I find resources to build my skills?
- What licenses do I need?
- What credentials or certifications do I need?

Finding Employment
- What type of gig work is right for me?
- How do I find gig work?
- How do I find opportunities for non-gig work?
- Are there specific employment resources for people who are disabled?
- Where can I find resources for veterans, migrant workers, or military families?

Operating as a Gig Worker
- How do I market myself as a gig worker?
- What do I need to know about paying taxes?
- What type of insurance do I need?
- How do I ensure that my client pays me for my work?
- What are the protections for gig workers from harassment and discrimination?

Entrepreneurship Resources
- How do I get a business loan or start-up capital?
- How do I start or grow my business?
- How to I find, hire and pay gig workers?
- What resources are available for minority, women, or veteran-owned businesses and entrepreneurs?

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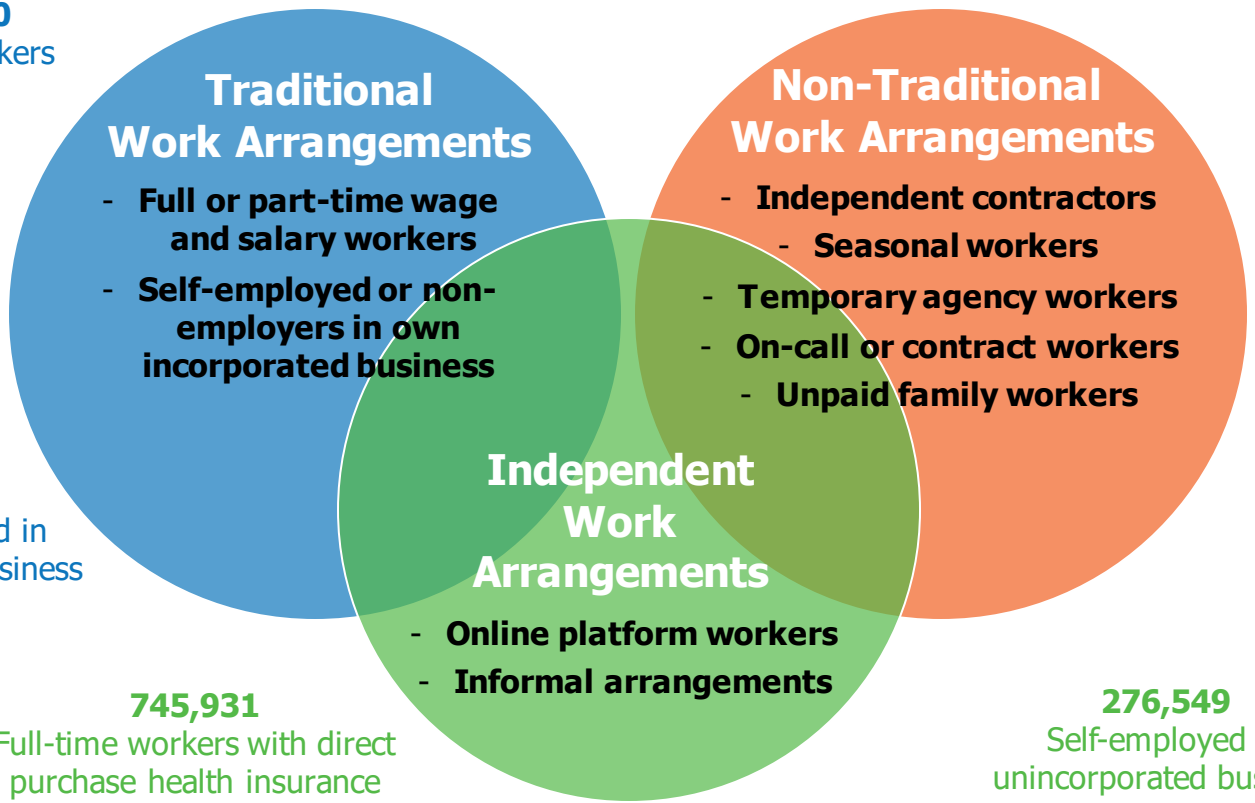
How Do We Measure the Gig Economy?



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

856,100
Staffing agency workers

500,400
Remote workers

280,000
Workers holding multiple jobs

276,549
Self-employed in unincorporated business

Gig Economy Dashboard

Step 1: Select your CareerSource to begin.

CareerSource Polk

CareerSource FLORIDA | CAMBRIDGE SYSTEMATICS

Step 2: Scroll down or select a link from this list to see data summaries.

Comparison of Non-Employer Establishments to Total Employment by Industry

Top Ten Non-Employer Subsectors by Growth

Top Ten Non-Employer Subsectors by Number of Establishments

Remote Worker Trends

Self-Employed Worker Trends

Indicators of Self-Employment Status Based on Type of Healthcare Coverage

Self-Employment Income (Including Taxed Gig Work) By Income Group

Workforce Region Summary Indicators of Gig Work

Comparison of Non-Employer Establishments to Total Employment by Industry

Number of annual average employees (count and growth) compared to nonemployee establishments (count and growth)

	Nonemployer establishments[1]	Total traditional employment[2]
10 Total, All Industries		
11 Agriculture, Forestry, Fishing and Hunting		
21 Mining, Quarrying, and Oil and Gas Extraction		
22 Utilities		
23 Construction		
31-33 Manufacturing		
42 Wholesale Trade		
44-45 Retail Trade		
48-49 Transportation and Warehousing		
51 Information		
52 Finance and Insurance		
53 Real Estate and Rental and Leasing		
54 Professional and Technical Services		
55 Management of Companies and Enterprises		
56 Administrative and Waste Services		
61 Educational Services		
62 Health Care and Social Assistance		
71 Arts, Entertainment, and Recreation		
72 Accommodation and Food Services		
81 Other Services, Except Public Administration		

1/ Nonemployer statistics (NES), US Census Bureau, 2018, 2017 C...

Remote Worker Trends

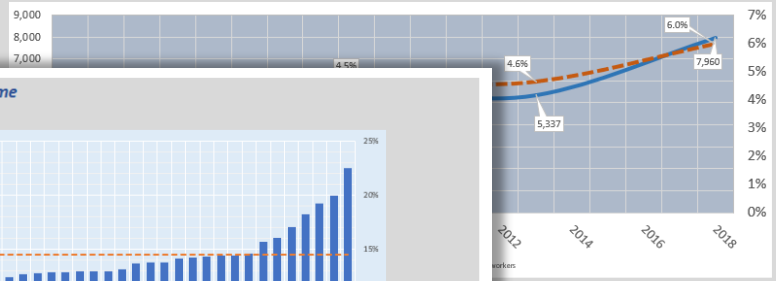
Remote workers and self employed workers, as a percentage of the employed population and YoY growth (2013-2018)

American Community Survey Count	Total number (2018)	Percentage of employed population (2018)	YoY Growth (2013-2018)
Worked from home (remote workers)[1]	7,960	6.0%	8.3%

all/ American Community Survey, US Census Bureau, 2013, 2014-2018 5-Year Estimate for counties in Florida and the State of Florida, Table B08301

Visualizing Remote Worker Trends

Remote workers (workers who worked from home) over time - number of workers and percentage of workers

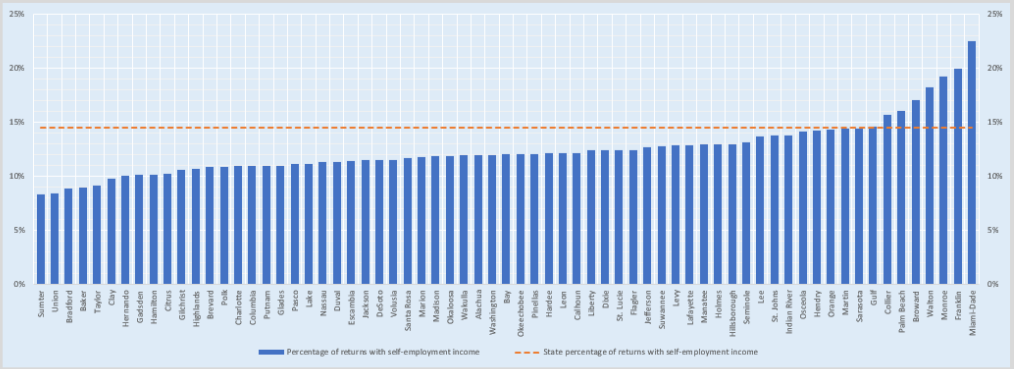


small sample size.

Florida and the State of Florida, Table B08301.
Florida and the State of Florida, Table B08301.
lorida and the State of Florida, Table B08301.

Trends in Self-Employment Based on Percentage of Returns with Self-Employment Income

IRS returns data - Number of returns filed with self-employment income



all/ Internal Revenue Service (IRS), Individual Income Tax Returns: Selected Income and Tax Items by State, County, and Size of Adjusted Gross Income, Tax Year 2017

Legal Types of Nonemployer Establishments from the IRS

Nonemployer establishments by legal form of organization (both count of establishments and value of receipts in $1,000s of dollars)

Legal form of organization	Sales, value of shipments, or revenue	Number of nonemployer	Percentage of all nonemployer revenue	Percentage of all nonemployer
C-corporations and other corporate legal forms of organization	$15,428,360	148,666	7%	3%

Conclusions and Recommendations

- Coordinate and collaborate
  - Continue collaboration with Gig Economy Multidisciplinary Workgroup and core partners
  - Encourage local workforce development boards to plan toward gig economy demands
- Continuous improvement
  - Share Gig Economy Resource Guide with local workforce development boards and integrate with Employ Florida
  - Update Gig Economy Dashboard as new data available
  - Identify planning and performance metrics
- Recognize gig opportunities
  - Explore potential pilot programs or partnerships to address gig work needs in Florida

Continuous Improvement Performance Initiative

Steve Collins, Ph.D.

Director, Strategic Policy and Performance

Continuous Improvement Performance Initiative

- Performance Award Distributions for FY 2019-2020
  - $3,146,812 in performance awards to date (63% of total available)
  - Two quarters remaining to award for the Employment Rate metric
- September 2020 Award Distributions:

Metric	Performance Period	Performance Targets Met	Awards
Employment Rate 1st Quarter After Exit	FY 2019-2020, Q2	20 of 24	$372,894
Participant Training Rate	FY 2019-2020, Q4	13 of 24	$221,394
Business Penetration	FY 2019-2020, Q4	17 of 24	$281,002
	September 2020 Awards Total:		$875,290

- Decrease in Training Rate and Business Penetration due to COVID-19

Open Discussion | **Public** Comments

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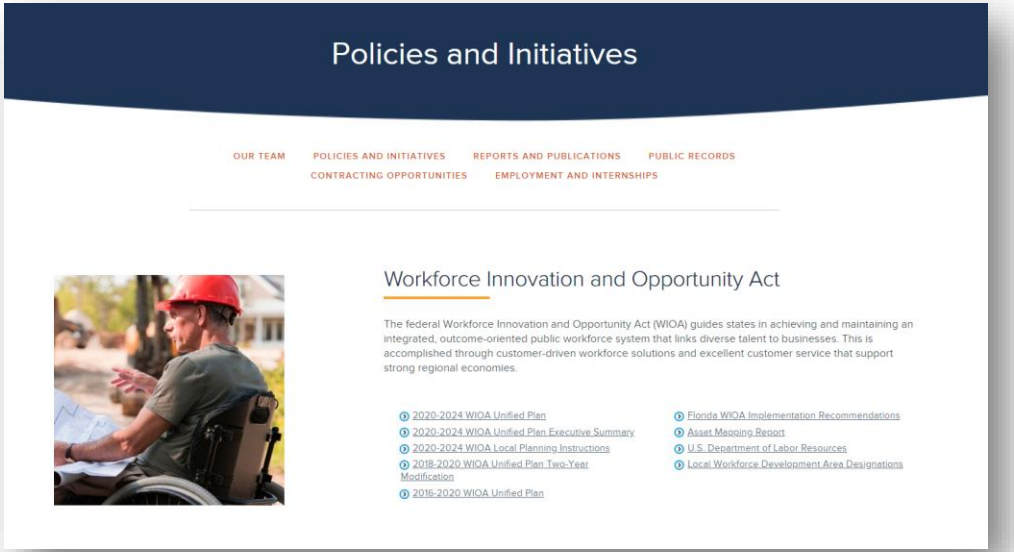
Closing Remarks

Brittany Birken

Council Chair

WIOA Unified Plan



careersourceflorida.com/about-us/reports-and-publication/

Upcoming Meetings

- CareerSource Florida Board Meeting – Oct. 1, 9 a.m.
- CareerSource Florida Finance Council and Board Meeting – December TBA