

# CareerSource Florida Executive Committee Meeting

April 9, 2019



# Welcome and Remarks

**Kevin Doyle**  
Chairman



# Consent Agenda

## For Consideration

- **April 11, 2018, Executive Committee Meeting Minutes**
- **Oct. 22, 2018, Executive Committee Meeting Minutes**
- **Request by CareerSource Heartland for Waiver of Policy Limiting Auditor Retention**



# CareerSource Florida Goals

**Michelle Dennard**  
President and CEO



# Communicating the Vision

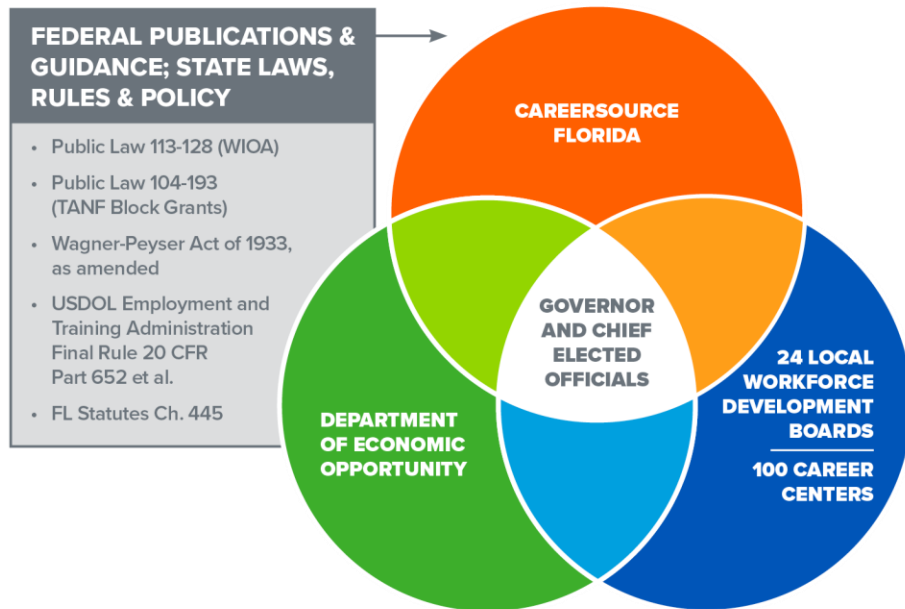


# THE GOAL

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

# Corporate Goals

- **Communicate the CareerSource Florida Network Vision**
- **Leverage Strategic Partnerships**
- **Emphasize Data-Driven Decisions to Keep Florida's Workforce System Accountable**



# **2019-2020 Workforce System Funding**

**Andrew Collins**  
COO/CFO





# Strategic Initiatives



# Review of Florida's Workforce Information Technology System

**Andrew Collins**  
*COO/CFO*

# Communicate the Vision



## Review of Florida's Workforce Information Technology System-Final Report

November 2018

Select the right professional services  
firm—one with the industry depth,  
knowledge, and insight to help clients  
address their most pressing issues.  
[kpmg.com](http://kpmg.com)



## CareerSource Florida: External Peer State Review of Workforce Systems and Florida Considerations

(as it relates to Vocational  
Rehabilitation, Blind Services Division,  
Adult Basic Education, State Colleges)

February 2019

Select the right professional services firm—  
one with the industry depth, knowledge, and  
insight to help clients address their most  
pressing issues.  
[kpmg.com](http://kpmg.com)

## Hurricane Michael Relief

**Andrew Collins**  
*COO/CFO*

# Communicate the Vision

**Oct. 22: Board allocates \$1M for Hurricane Michael Recovery Fund**



# Communicate the Vision



## State-Level Partnerships

**Adriane Glenn Grant**  
*Vice President, External Affairs*



# Communicate the Vision

## Florida Chamber Foundation





- **Florida College System**
  - **Meaningful collaboration with Florida's 28 state colleges**
    - **New Florida College System Chancellor Kathy Hebda**
  - **Florida Educational Attainment Goal**
    - **Rise to 55 or Sail to 60**
    - **Defining high-quality credentials**

## Sector Strategies

**Andra Cornelius, CEcD**

*Sr. Vice President, Business & Workforce Development*

## Sector Strategy Implementation

### Phase I: 2015-2018

- **Sector Partnership Grant – \$7M**
- **2016-2017 Sector Strategy Technical Assistance Workshops – 400+ Attendees**
- **May 2017 – Board Recommendations for Next Steps**



# Leverage Strategic Partnerships

## Phase II: 2017-2018

- \$3.5M in state-level funds available to local workforce development boards
- Sector Strategies video series
- Sector Strategies Policy – Approved February 2018
- Two-Year Plan Updates: Sector Strategies, Career Pathways, Apprenticeships

## Phase III: 2018-2019

- \$2.5M in state-level funds available to local workforce development boards
- May 2018 FEDC Conference Panel *"Talent Development Through Sector Strategies"* and January 2019 IEDC Leadership Summit
- Online Toolkit
- Quarterly Webinars/Face-to-Face Meetings

**TOTAL FUNDING SINCE 2015: \$13M**

## Apprenticeship Expansion

**Elisia Norton**

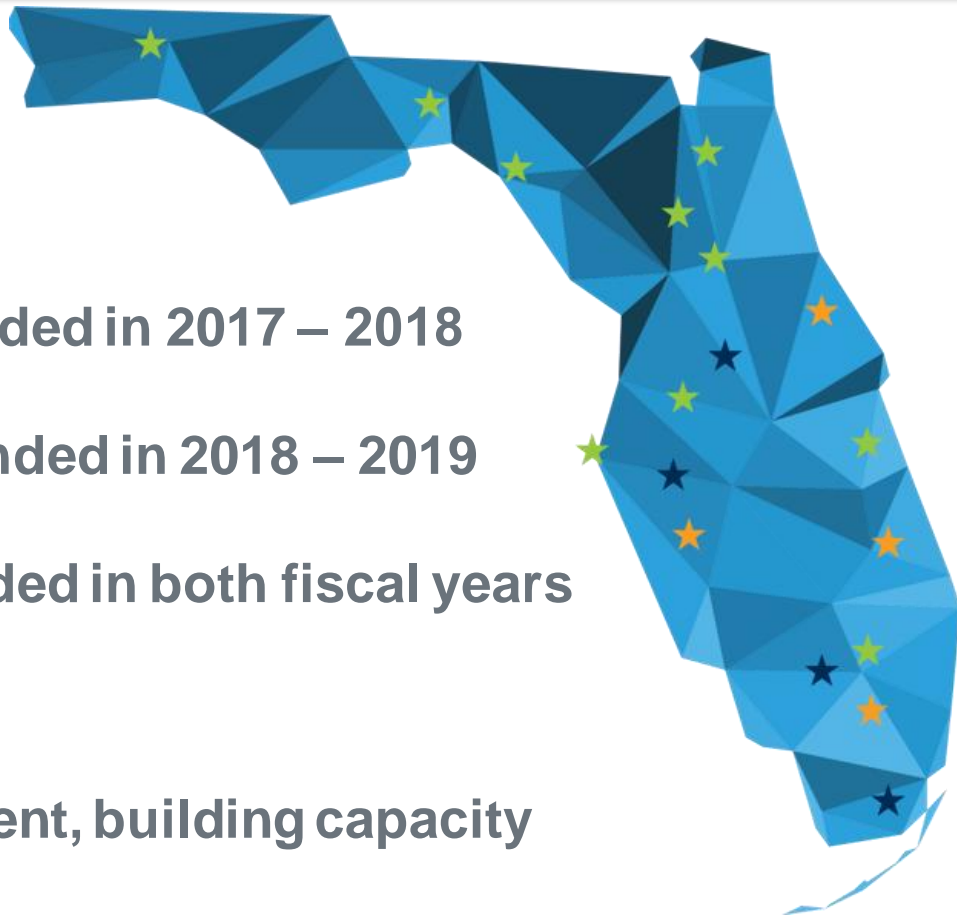
*Director, State Apprenticeship Expansion Grant,  
ApprenticeshipUSA*

# Leverage Strategic Partnerships

## Apprenticeship Expansion Grants

- ★ 4 projects funded in 2017 – 2018
- ★ 10 projects funded in 2018 – 2019
- ★ 5 projects funded in both fiscal years

Expanding engagement, building capacity



# Leverage Strategic Partnerships

**APRIL**



Apprenticeship  
Florida Outreach  
Campaign



Jobs for the Future  
technical assistance  
roll-out to LWDBs

**MAY**



Employer-driven  
implementation of  
\$1.75 million in  
apprenticeship projects



Gov. DeSantis'  
Bold Vision for a  
Brighter Future \$10M  
pledge for targeted  
expansion

**JUNE**



2019 Learners to  
Earners Summit with  
Florida Chamber  
Foundation

## Market-Relevant Talent Solutions on the Horizon

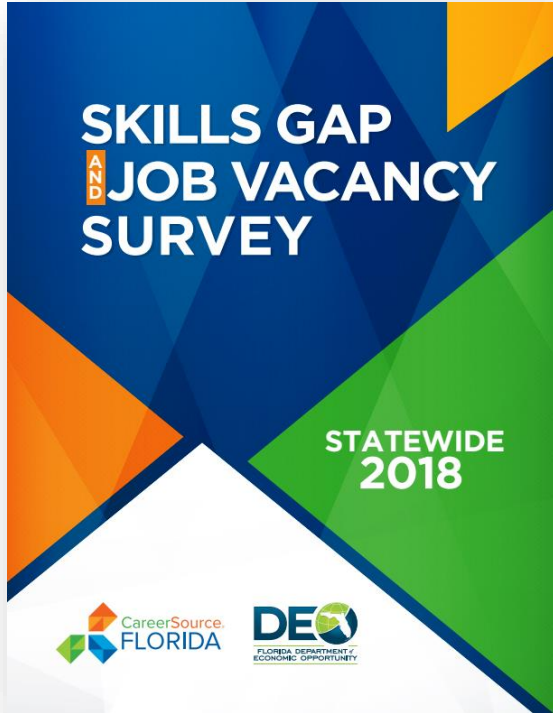
## Addressing Skills Gaps

**Steve Collins**

*Director, Performance and Analytics*



# Leverage Strategic Partnerships



## Addressing Skills Gaps

- Board-funded research by DEO
- Nearly 54,000 private-sector employers surveyed
- Employer data from all 24 local workforce development areas
- Provides a snapshot of skills needed by in-demand industries
- Online tool:  
<https://careersourceflorida.com/about-us/reports-and-publication/>

## Pathways to Prosperity

**Mary Lazor**

*Vice President, Strategic Policy & Performance*

## Pathways to Prosperity: Areas of Focus

- **Two-generation, low-income family demonstration projects**
- **Call center training for job seekers with visual impairment**
- **Construction pre-apprenticeship program for GED completions**
- **Hospitality industry certifications for individuals with disabilities**
- **Serving ex-offenders on probation/re-entry placements**
- **Equipping individuals with disabilities – retail/customer service skills**
- **Providing soft skills to at-risk youth**
- **Soft skills development/Cisco certification for women with barriers to employment**

## Pathways to Prosperity: Highlights

- Greater collaboration with service providers and stakeholders
- Increased technical skills for job seekers with visual impairments
- Pre-apprenticeship construction program successes
- Enhanced training and support services for two-generation, low-income families
- Successful employment for individuals with disabilities and participants in SNAP, TANF and refugee programs

## Performance Funding Model

**Mary Lazor**

*Vice President, Strategic Policy & Performance*

## Performance Funding Model

- **CareerSource Florida/Florida Department of Economic Opportunity five-year grant from U.S. Department of Labor – ends Oct. 1, 2019**
  - FY 2017-18 – last year of PFM implementation
  - Current year – final grant evaluation year
- **Final Awards**
  - May: Final data update to PFM metrics, validation of final performance scores
  - June: Awards announcement, distribution of funds

**PFM Website:** <https://pfm.careersourceflorida.com/>

## Gig Economy

**Michelle Dennard**  
*President and CEO*

## Gig Economy

- **Florida may be more likely to have more gig workers than the national average**
- **Industries with project-based or task-based work are more likely to employ gig workers**
- **Businesses may employ gig workers to ease recruitment demands and close hiring gaps, reduce direct costs and manage fringe costs, respond to seasonal and on-demand variations, support integration of new products or processes, gain access to new skills, languages, or talent and support market or product expansions**



# Keep Florida's Workforce System Accountable

## Traditional Work Arrangements

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

## Non-Traditional Work Arrangements

- Independent contractors
  - Seasonal workers
- Temporary agency workers
- On-call or contract workers
- Unpaid family workers

## Alternative Work Arrangements

## Needs of Gig Workers

- Online marketing services
- Industry specific training or certifications
- Skill or tech-specific knowledge upgrades
- Occupational licensing needs
- Legal, tax preparation and employment discrimination protections
- Business planning services

## WIOA and Board Excellence Training

**Michelle Dennard**  
*President and CEO*

## WIOA Performance Training

- **Four courses on WIOA Indicators of Performance**
- **More than 300 participants; all 24 local workforce development boards represented**
- **Overwhelmingly positive feedback on post-training surveys**

## Board Excellence Training

- **Nationally recognized presenter on board leadership and responsibilities**
- **Participants included local workforce development board chairs, chief executives and local leadership**

# Looking Ahead to 2019-2020

**Michelle Dennard**  
President and CEO



- **Defining Solutions for Rural Communities**
- **Skills Development and Career Pathways**

**The goal of Sector Strategies  
is to build regional talent pipelines,  
address skill shortages and  
create meaningful career pathways  
for a range of workers  
in specific industry sectors.**

# **Local Workforce Development Board Perspectives**

**Kim Bodine**

**FWDA, CareerSource Gulf Coast**



# Setting Priorities

**Karen Moore**  
**Moore Inc.**





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 while speaking to a group of people seated around a table. The seated individuals, including a woman on the left and a man on the right, are looking towards the speaker. The background shows office windows and a whiteboard.

# **Open** Discussion | **Public** Comments



# Closing Remarks

**Kevin Doyle**  
Chairman



# Upcoming Meetings

- **Board of Directors and Related Meetings**  
*May 22-23 – Palm Coast*
- **Workforce Professional Development Summit**  
*Sept. 11 – 13, Orlando*
- **Board of Directors and Related Meetings**  
*Sept. 11 – 12, Orlando*