



# Strategic Planning Meeting

April 29, 2021

**For public comment, please  
fill out the following form:**

<https://form.jotform.com/210424770744049>

The link to the form is in the chat feature for this Teams meeting.

**or email Lisa Cramer:**

[lcramer@careersourceflorida.com](mailto:lcramer@careersourceflorida.com)

# Welcome and Remarks



**Michelle Dennard**

President and CEO

# Florida's Economy One Year Later

## Florida Labor Market Trends



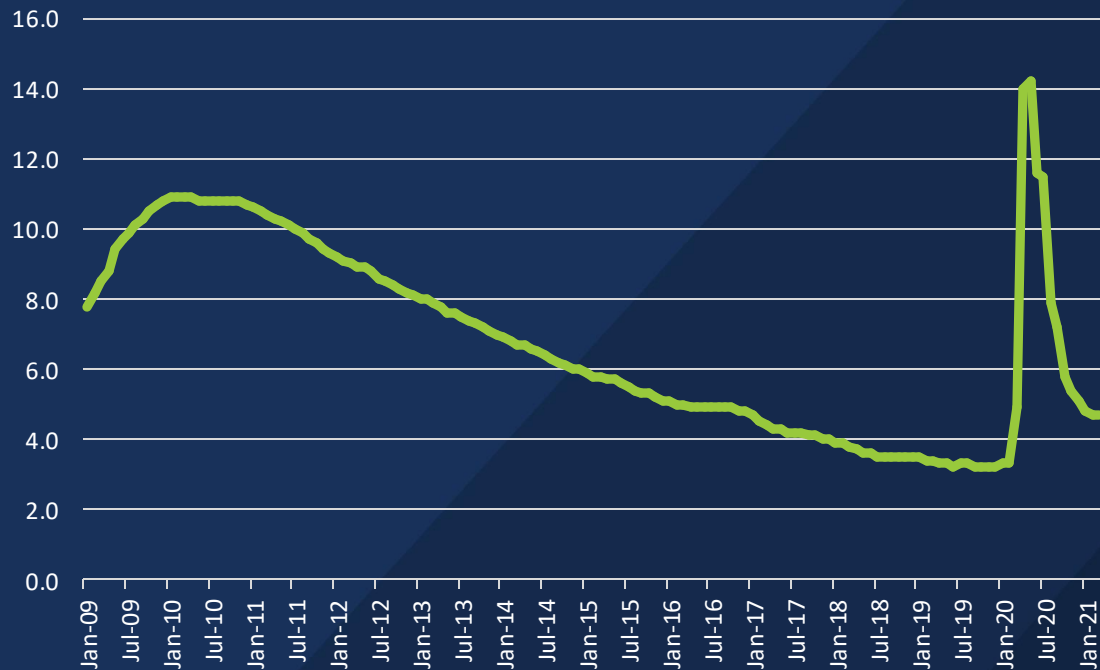
**Adrienne Johnston**

Director, Division of Workforce Services

Department of Economic Opportunity

# Unemployment Rate

## Florida - Unemployment Rate Seasonally Adjusted

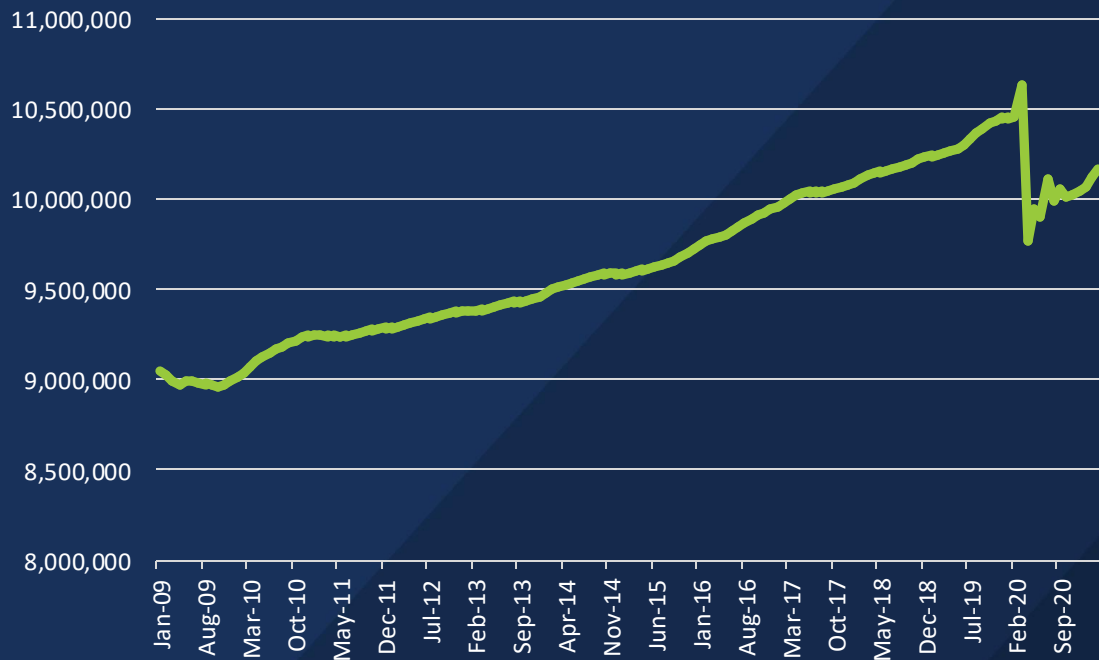


### Since February 2020...

- The unemployment rate increased to **14.2 percent** (+10.9 percentage points) between February and May 2020
- Unemployment has since decreased to **4.7 percent** in March 2021
- As of March 2021, unemployment is still **1.4 percentage points above the February 2020 rate**

# Labor Force

## Florida - Civilian Labor Force Seasonally Adjusted



### Since February 2020...

- Labor Force **decreased 696,000** between February and April 2020
- **405,000** people have rejoined the Labor Force (**58 percent** of the April decrease) between April 2020 and March 2021
- As of March 2021, Labor Force remains **291,000 (-2.8 percent)** below the February 2020 level

# Labor Force Demographics - Age & Sex

	Labor Force Participation Rate			Unemployment Rate		
	2019	2020	Difference	2019	2020	Difference
Female						
Age 16+	53.5%	51.3%	-2.2%	3.7%	9.1%	5.4%
Age 16-19	30.9%	27.5%	-3.4%	10.4%	22.8%	12.4%
Age 20-24	67.9%	61.5%	-6.4%	5.9%	12.2%	6.3%
Age 25-34	74.9%	74.9%	0.0%	3.7%	8.5%	4.8%
Age 35-44	75.5%	74.1%	-1.4%	2.3%	7.0%	4.7%
Age 45-54	74.5%	72.1%	-2.4%	2.5%	7.8%	5.3%
Age 55-64	58.2%	56.6%	-1.6%	2.3%	7.4%	5.1%
Male						
Age 16+	65.2%	63.4%	-1.8%	3.4%	8.3%	4.9%
Age 16-19	30.1%	26.7%	-3.4%	15.2%	17.9%	2.7%
Age 20-24	68.3%	65.5%	-2.8%	7.6%	13.3%	5.7%
Age 25-34	89.0%	87.0%	-2.0%	2.7%	8.2%	5.5%
Age 35-44	90.3%	88.0%	-2.3%	1.9%	6.3%	4.4%
Age 45-54	86.1%	84.7%	-1.4%	2.3%	6.8%	4.5%
Age 55-64	70.4%	69.3%	-1.1%	1.7%	5.2%	3.5%
Age 65+	21.5%	21.3%	-0.2%	2.8%	8.2%	5.4%

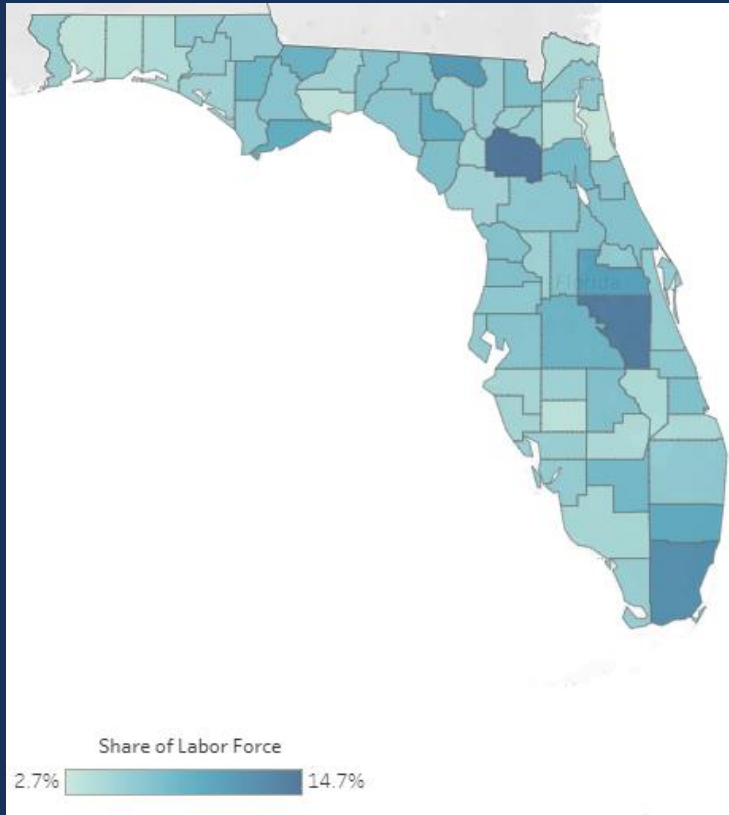
# Labor Force Demographics – Race & Ethnicity

	Labor Force Participation Rate			Unemployment Rate		
	2019	2020	Difference	2019	2020	Difference
<b>Hispanic</b>						
Age 16-19	27.7%	22.1%	-5.6%	14.5%	24.5%	10.0%
Age 20+	67.8%	65.5%	-2.3%	2.7%	9.2%	6.5%
<b>Black</b>						
Age 16-19	29.3%	24.4%	-4.9%	22.6%	29.0%	6.4%
Age 20+	66.4%	64.2%	-2.2%	5.2%	10.7%	5.5%
<b>White</b>						
Age 16-19	31.2%	28.9%	-2.3%	11.5%	18.0%	6.5%
Age 20+	59.4%	57.3%	-2.1%	2.4%	7.1%	4.7%



# Continued Claims

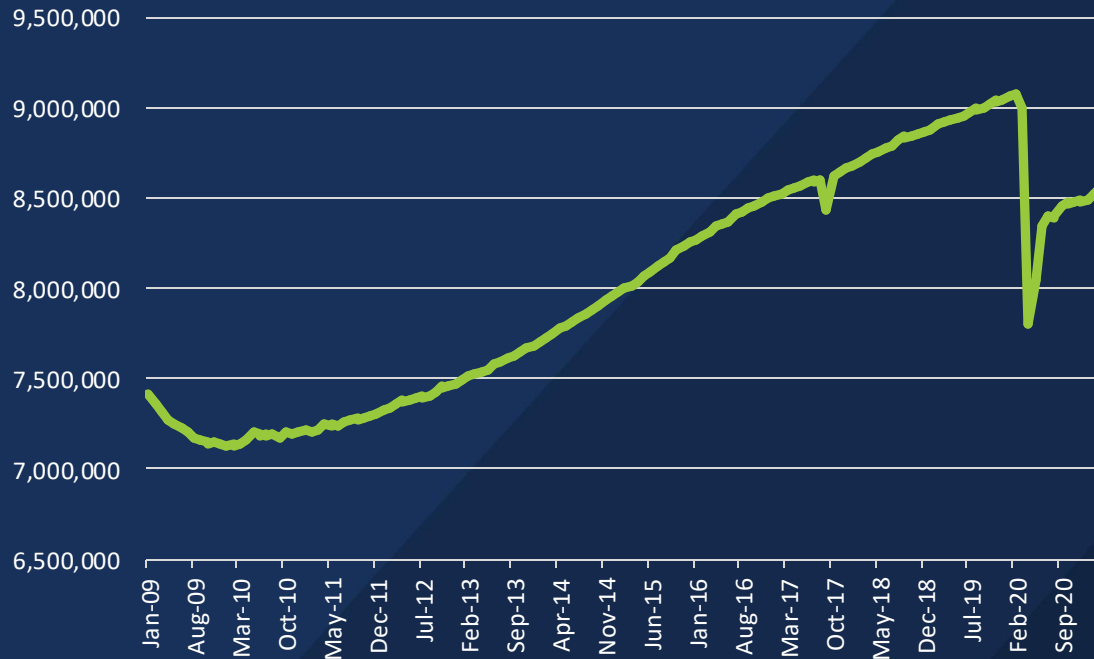
## Continued Claims – Week Ending April 3<sup>rd</sup>, 2021



- **788,249** individuals requested unemployment benefits for the week ending April 3<sup>rd</sup>, 2021 across all state RA, PUA, and PEUC programs.
- The county with the most claims that week was **Miami-Dade County** at **164,392**, followed by **Broward County** and **Orange County**.
- The county with the highest concentration of claims as a share of the labor force was **Alachua County** at **14.7 percent**, followed by **Osceola (14.0 percent)** and **Miami-Dade (11.9 percent)**.

# Total NonAgricultural Employment

## Florida - Total Nonagricultural Employment Seasonally Adjusted

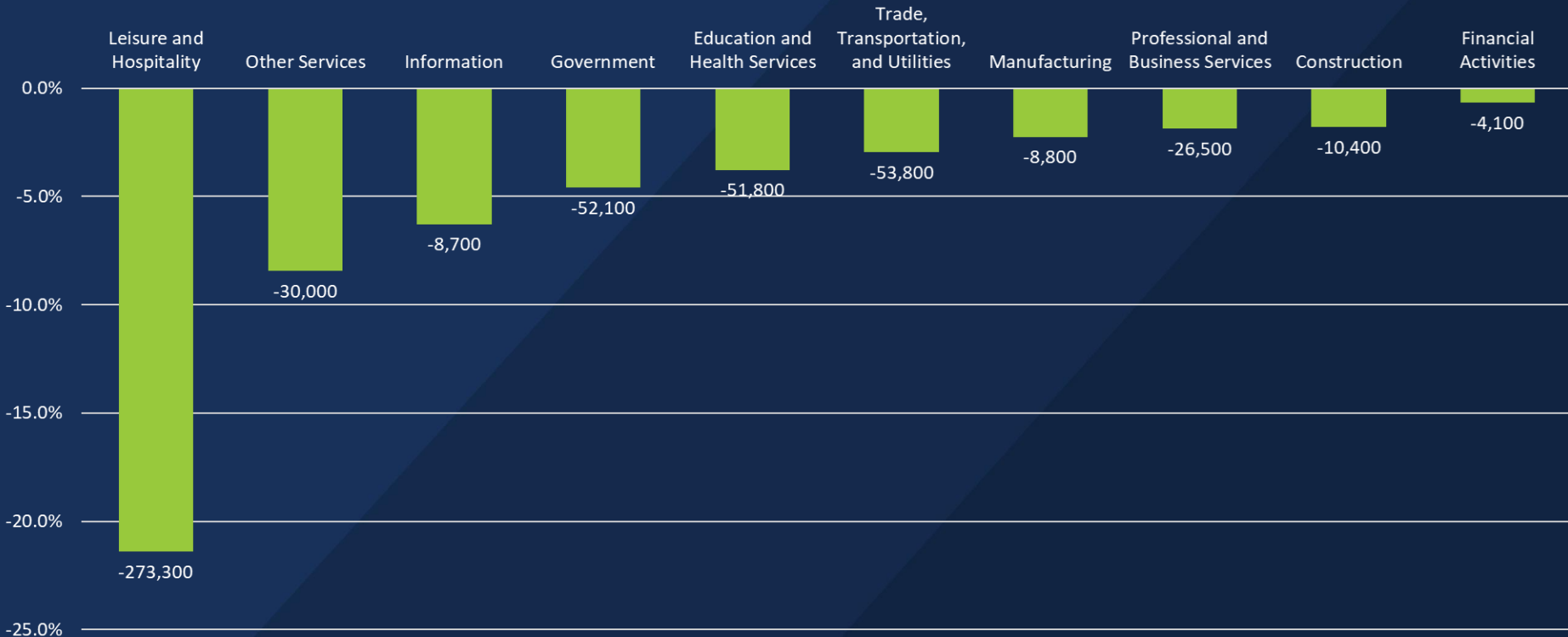


### Since February 2020...

- 1,269,200 jobs were lost between February and April 2020 (14 percent of Total Employment)
- 750,700 jobs recovered between April 2020 and March 2021 (59 percent of jobs lost)
- As of March 2021, Total Employment remains 518,500 (-5.7%) below Feb. 2020 level

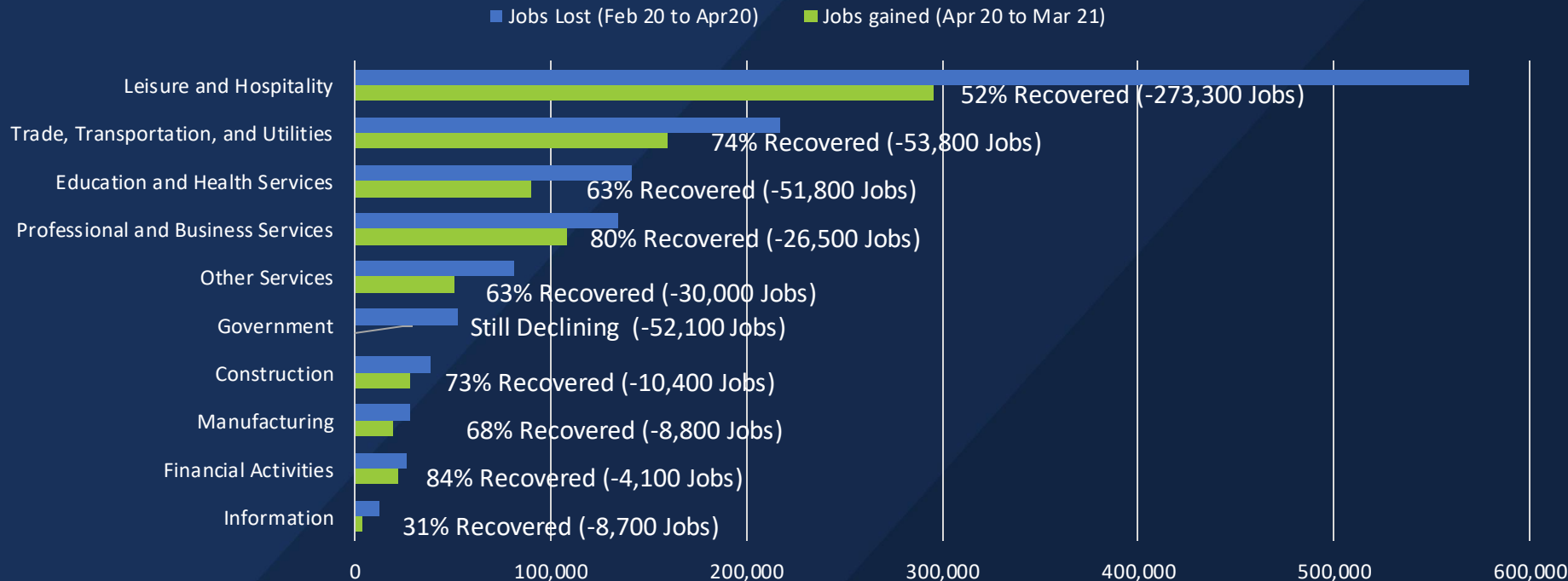
# Industry Employment

Change From February 2020 to March 2021



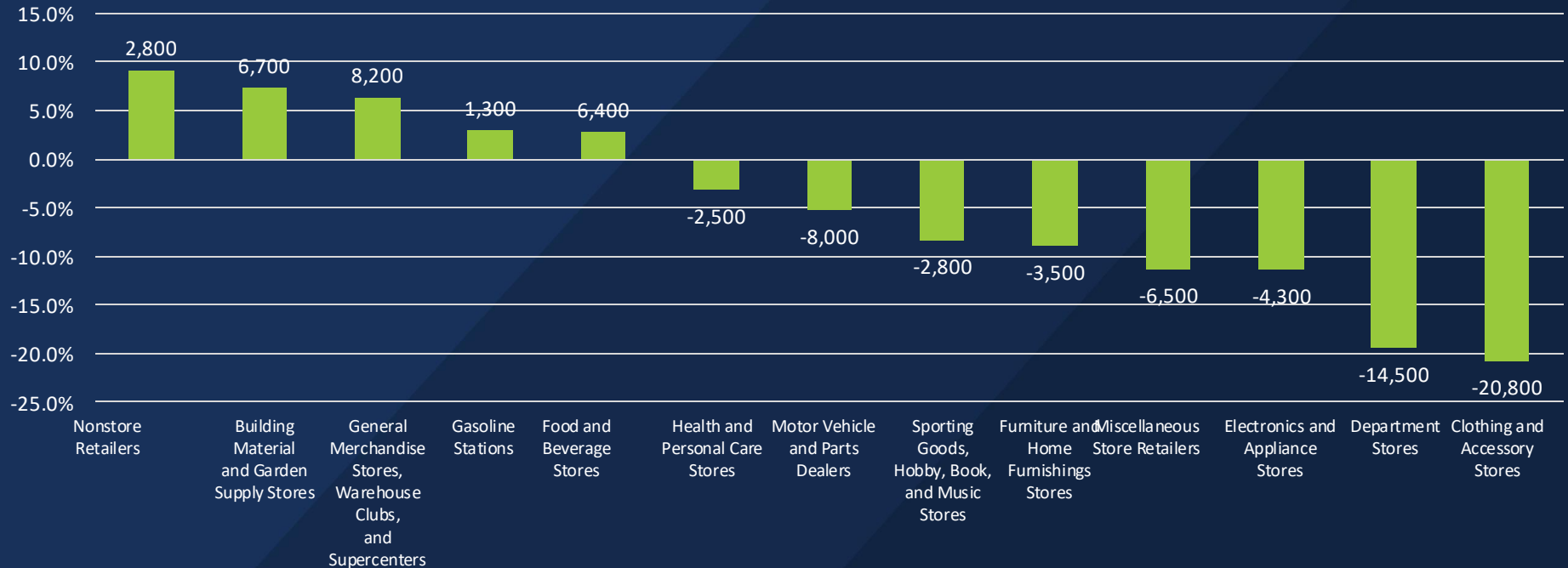
# Industry Employment – Recovery

## Florida – Industry Supersectors 2020 Job Decline and Recovery (Seasonally Adjusted)



# Retail Trade – Detailed Industries

## Florida – Retail Sectors Change From February 2020 to February 2021 (Not Seasonally Adjusted)



# Leisure and Hospitality – Detailed Industries

## Florida – Leisure and Hospitality Sectors Change From February 2020 to February 2021 (Not Seasonally Adjusted)



# Other Notable Sectors

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## Declining Sectors:

- Travel Arrangement and Reservation Services (-41.1%)
- Water Transportation (-25.0%)
- Printing and Related Support Activities (-16.4%)

## Robust Sectors:

- Couriers and Messengers (+24.6%)
- Computer Systems Design and Related (+6.4%)
- Warehousing and Storage (+6.1%)
- Data Processing, Hosting, and Related Services (+5.0%)
- Management, Scientific, and Technical Consulting Services (+4.7%)
- Legal Services (+4.2%)

# Performance Indicators for Florida's Workforce System

## Statewide System Performance Review

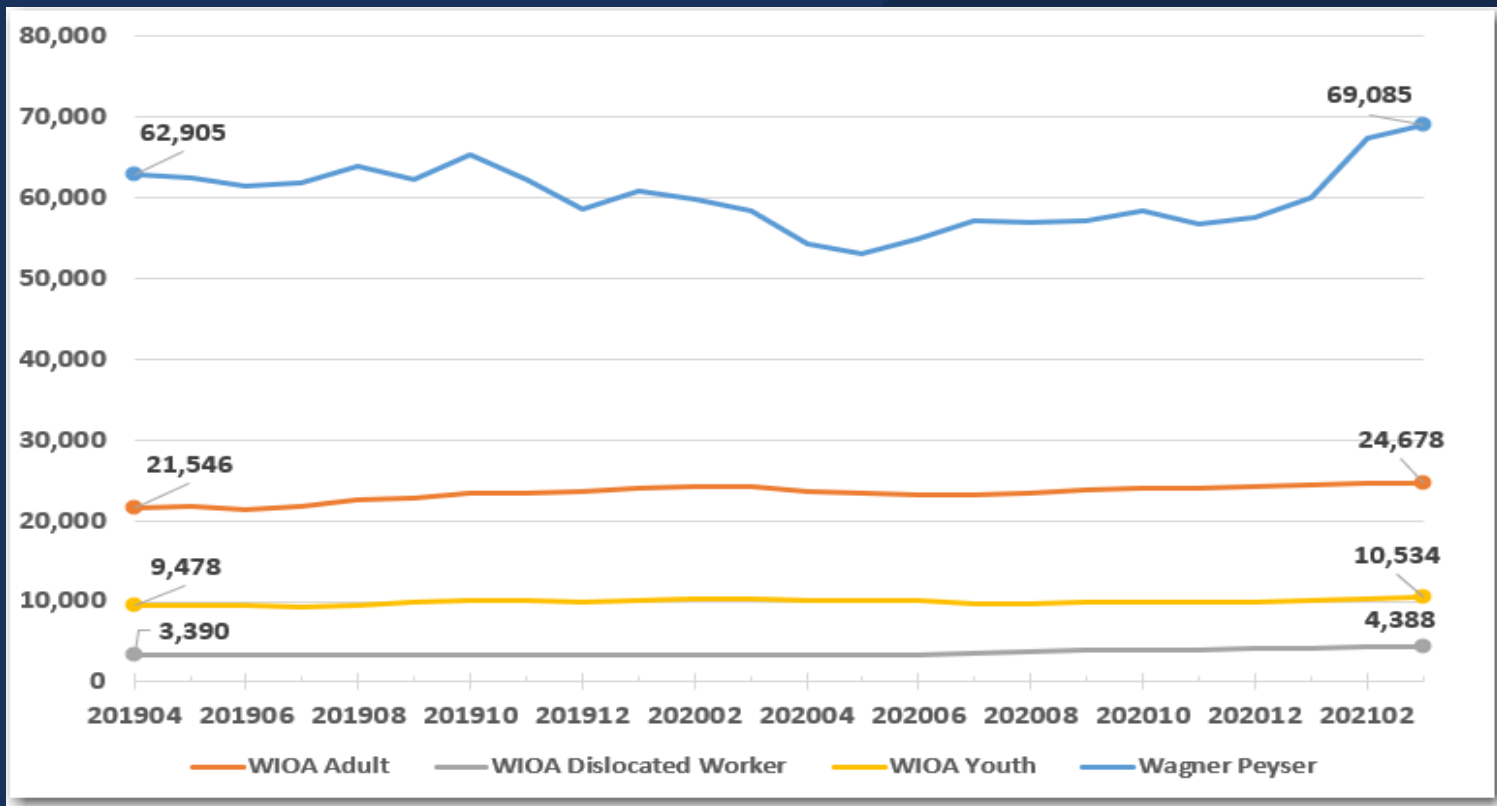


**Casey Penn**

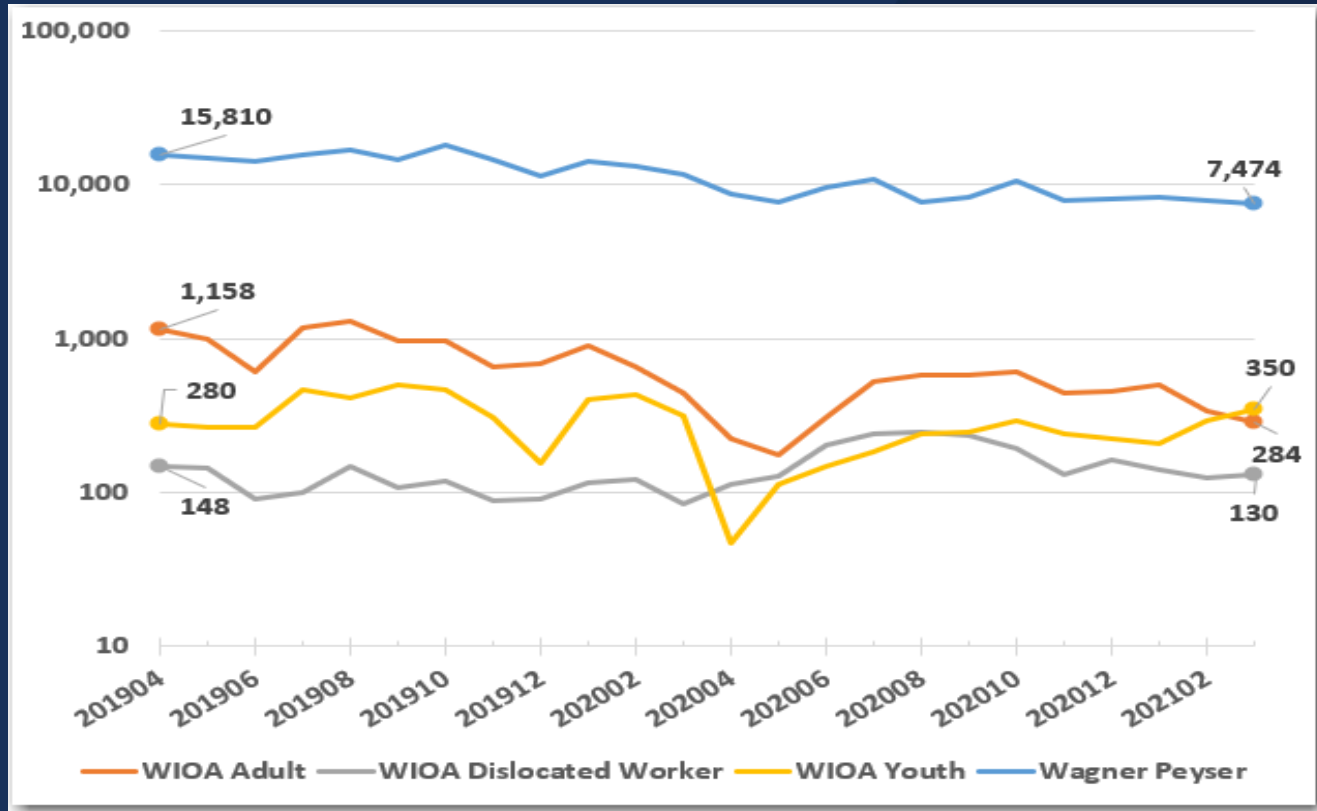
Chief, Bureau of One Stop and Program Support  
Department of Economic Opportunity



# Active Participants

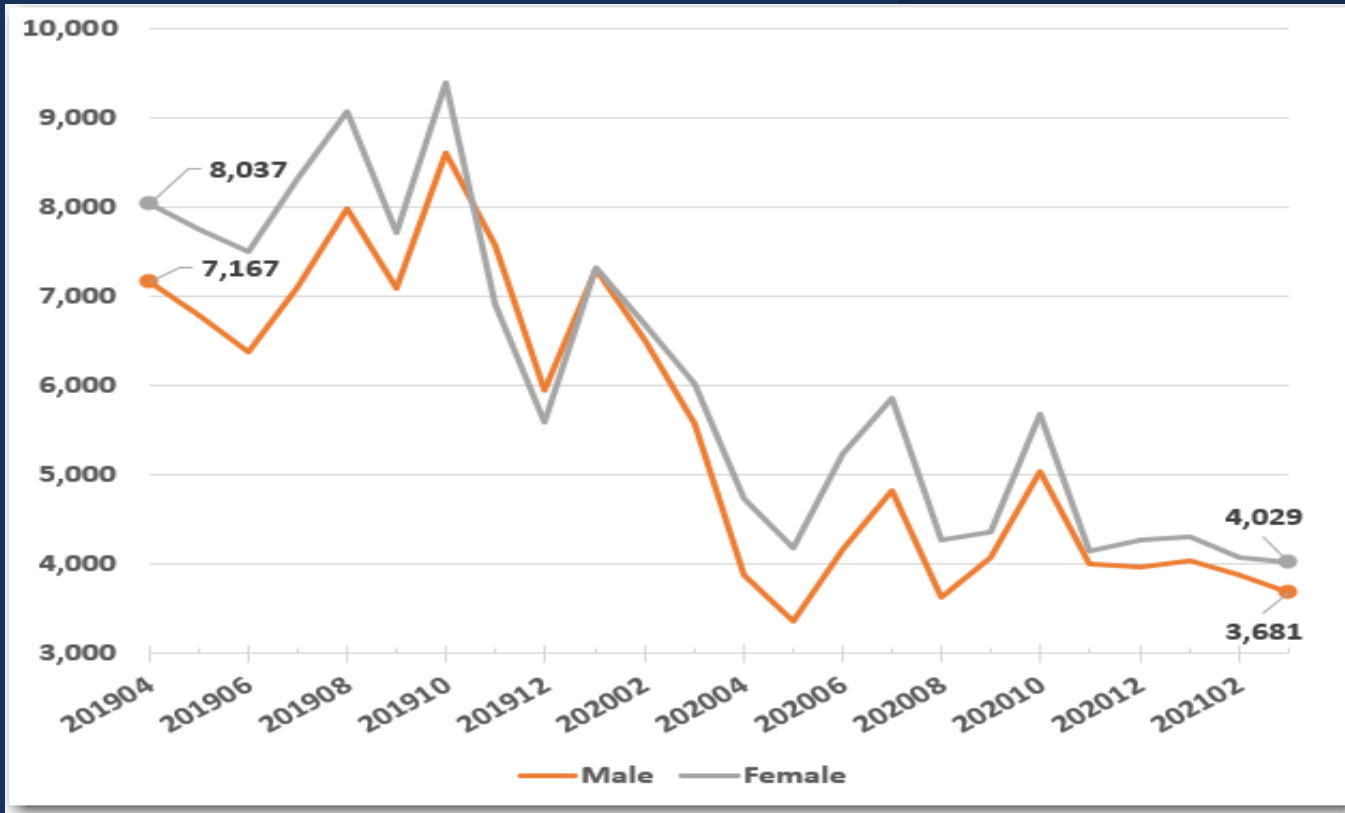


# New Participants



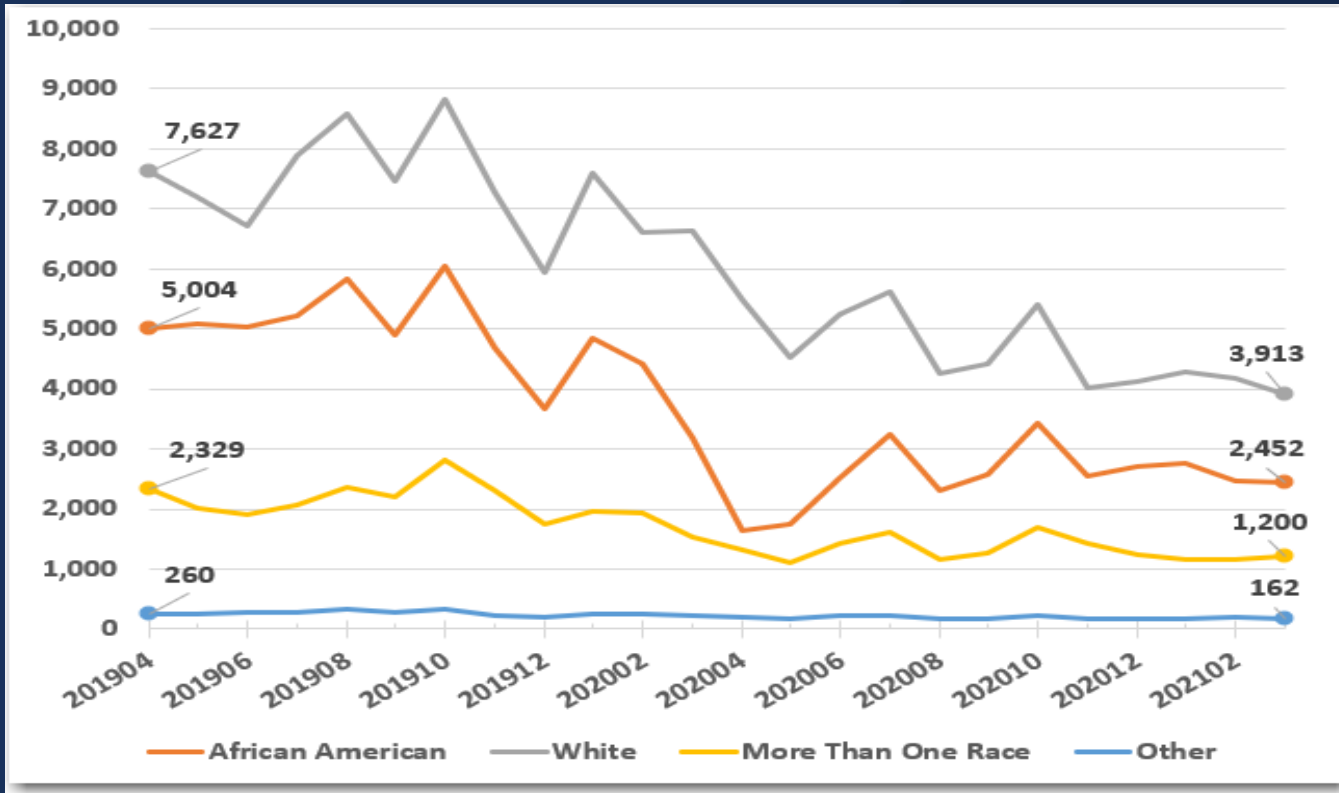
- While total participants have increased since 2019, the network has seen a significant decrease in Wagner Peyser and Adult WIOA enrollments.

# New Participants by Gender



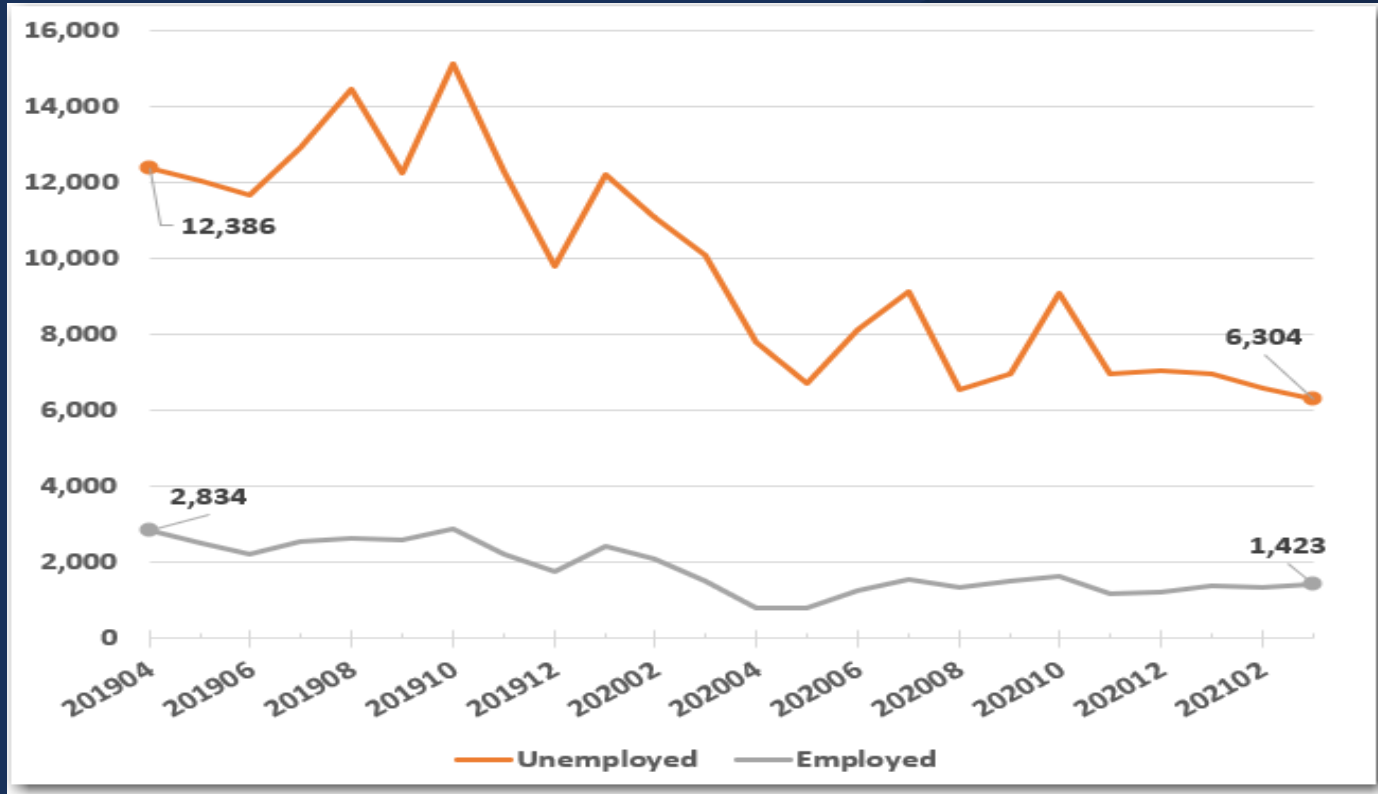
- Reduction in participation is relatively equally distributed between male and female participants.

# New Participants by Race



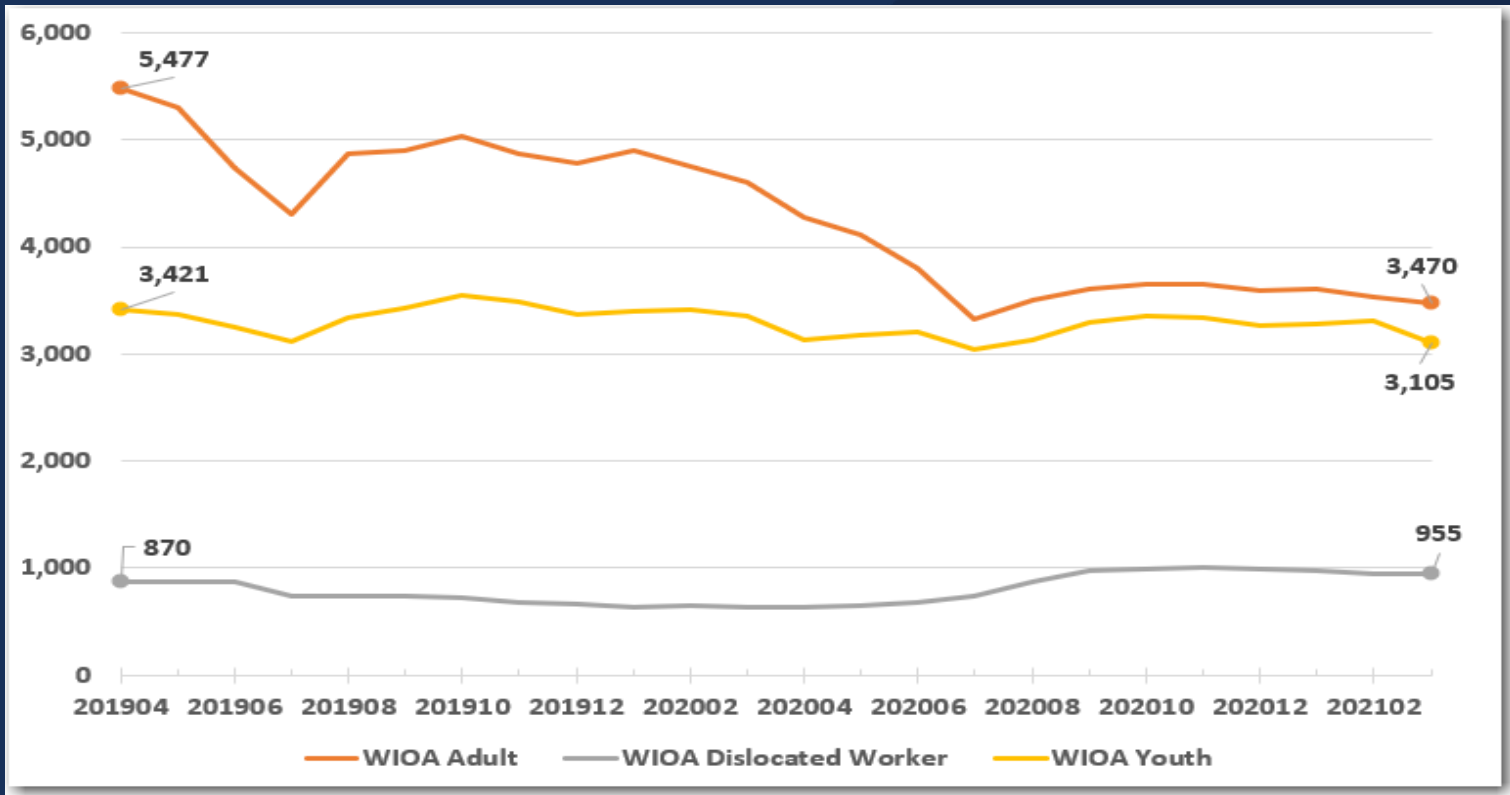
- Similar to gender trends, race also follows relatively the same downward trajectory.

# New Participants by Employment Status

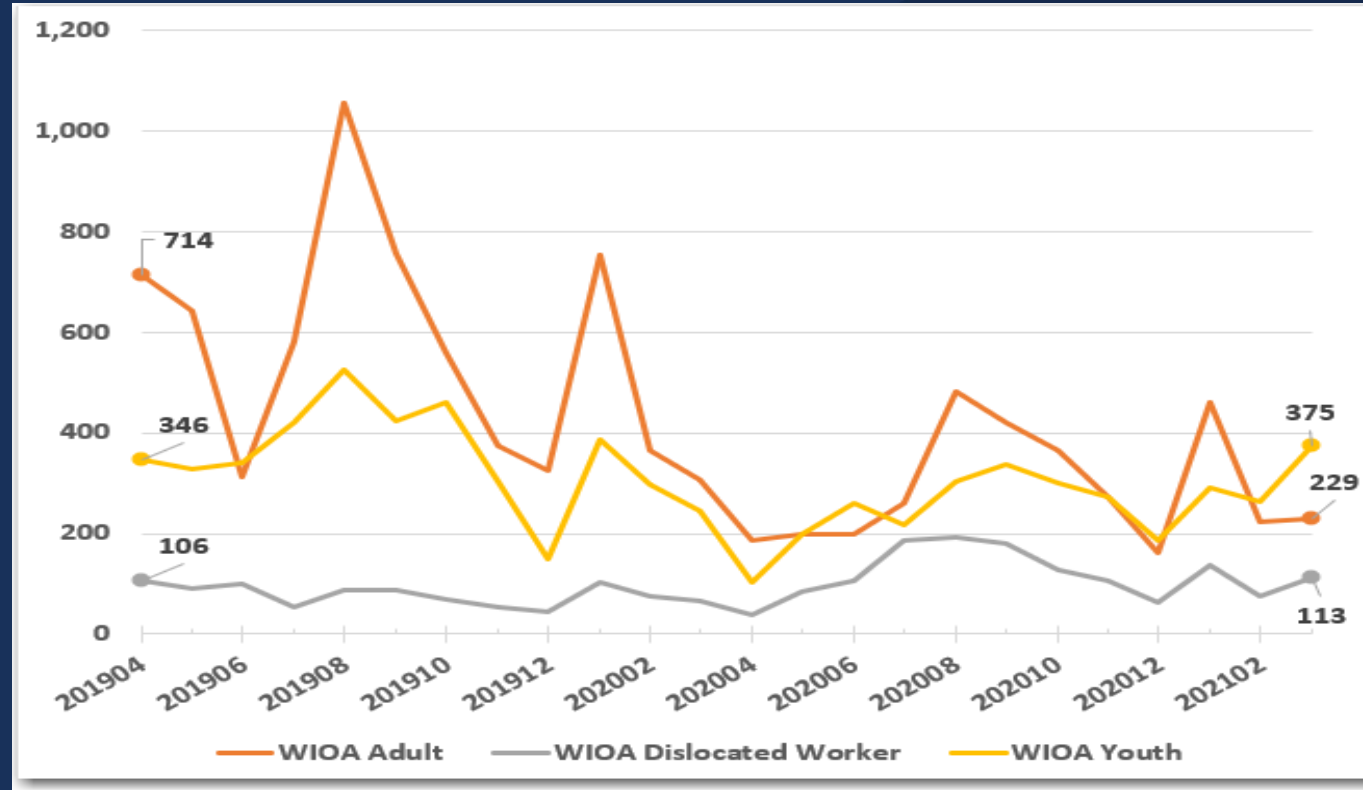


- During the pandemic, the ratio of new unemployed to employed participants increased from 4:1 to 7:1, however the trend over the last quarter aligns with pre-pandemic ratios.

# Participants Enrolled in Active Trainings

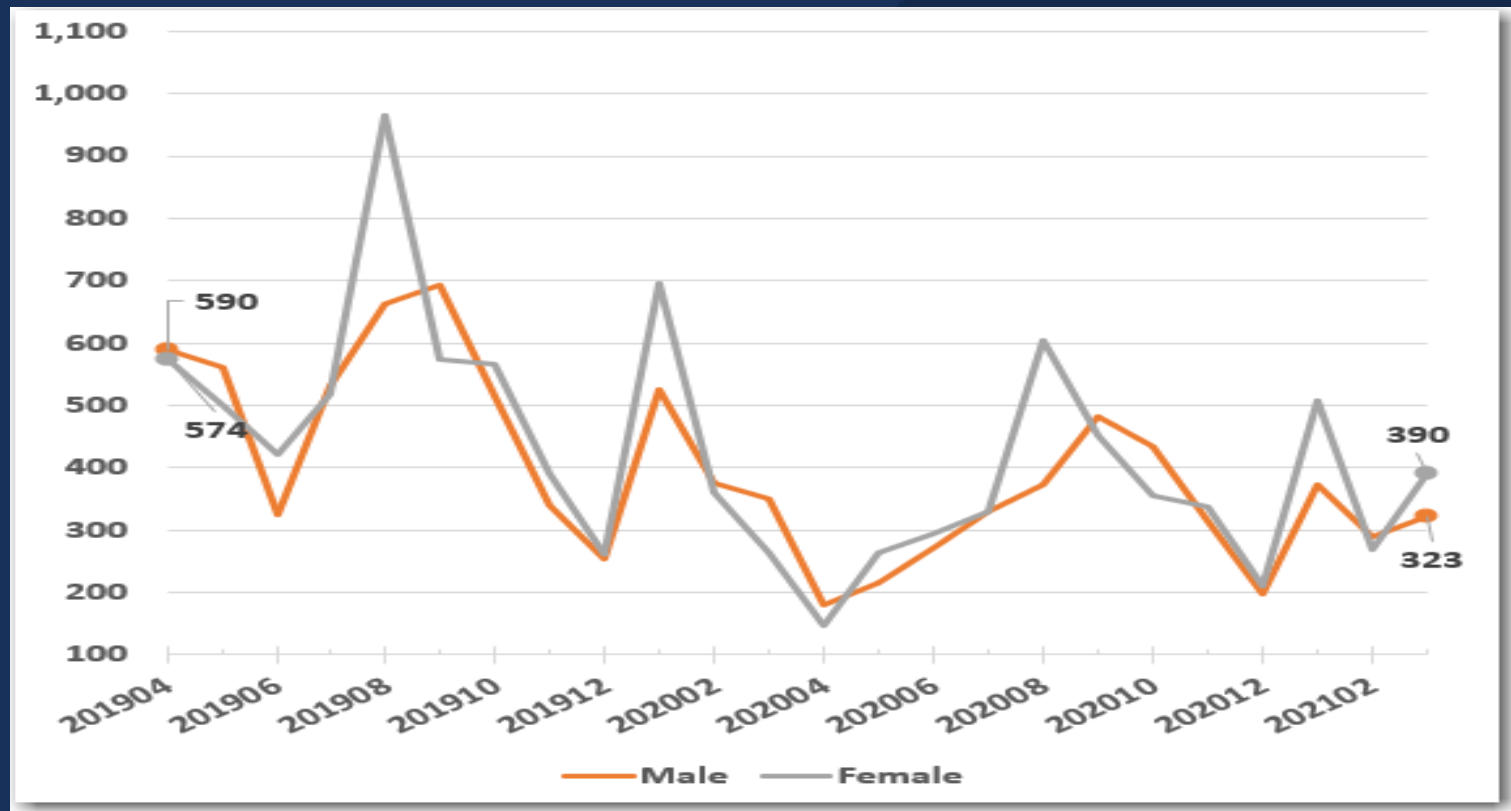


# Participants Enrolled in New Trainings



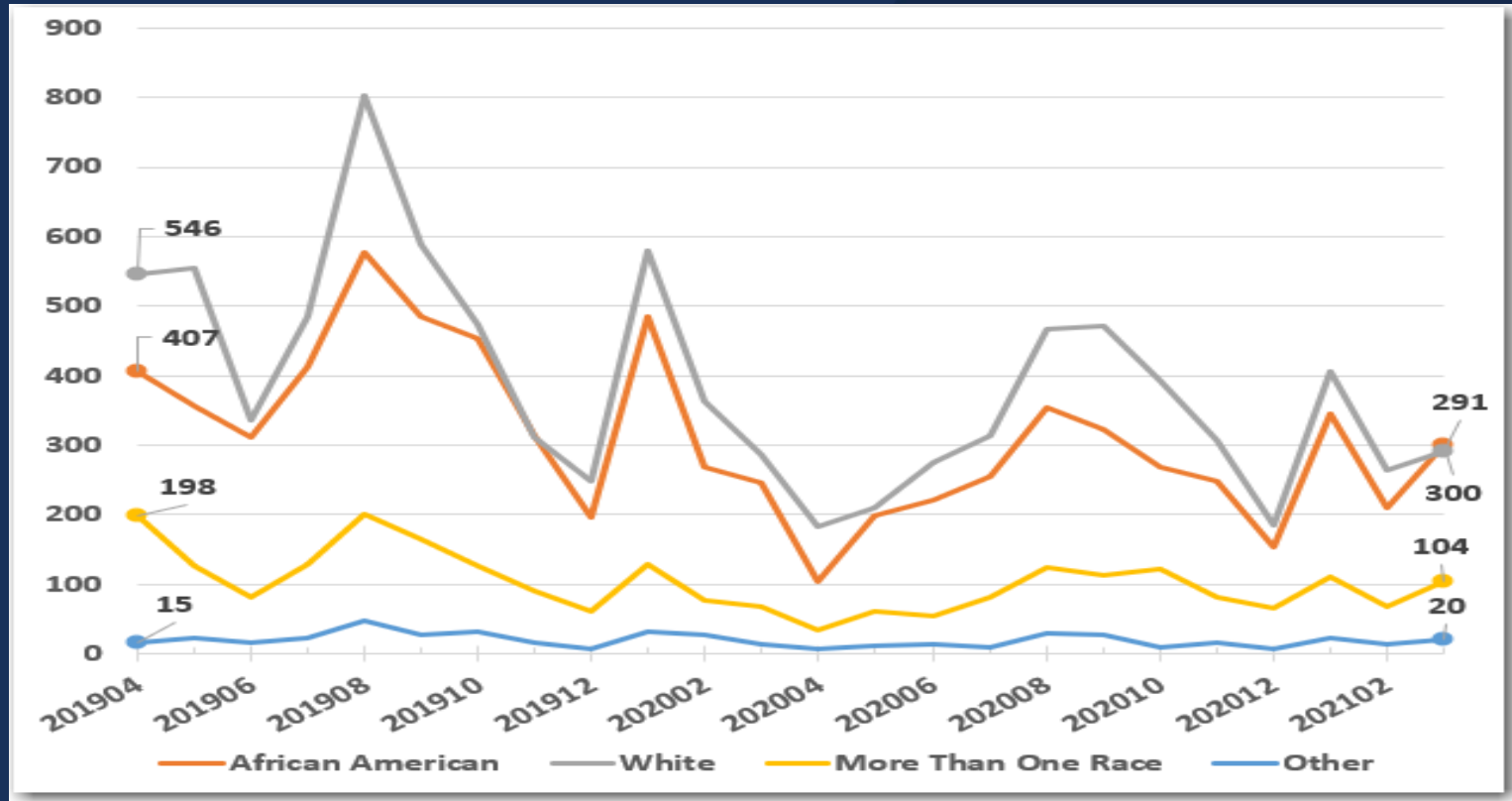
- New enrollments in trainings follow the typical school calendar, spiking during registration periods. However, the network has seen a significant decrease in new enrollments throughout the last year.

# Participants in New Trainings by Gender

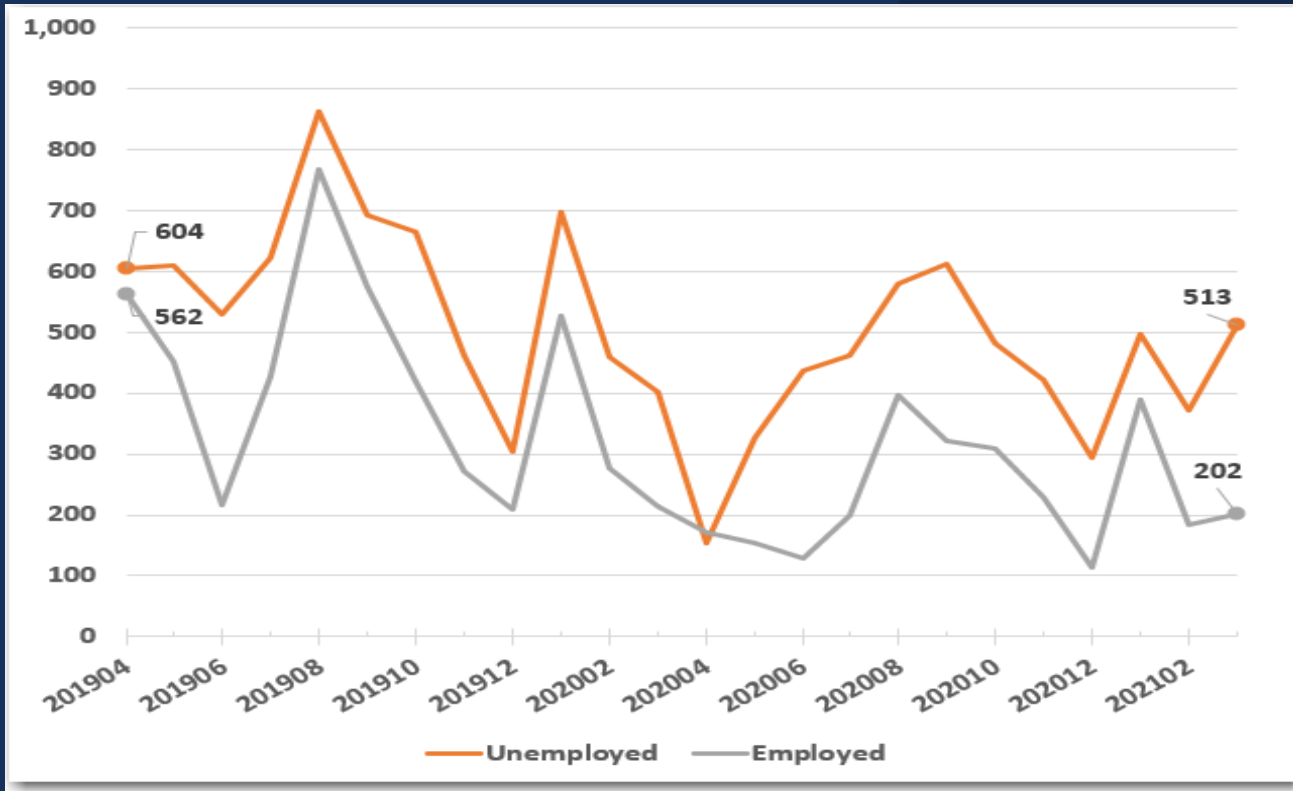




# Participants in New Trainings by Race

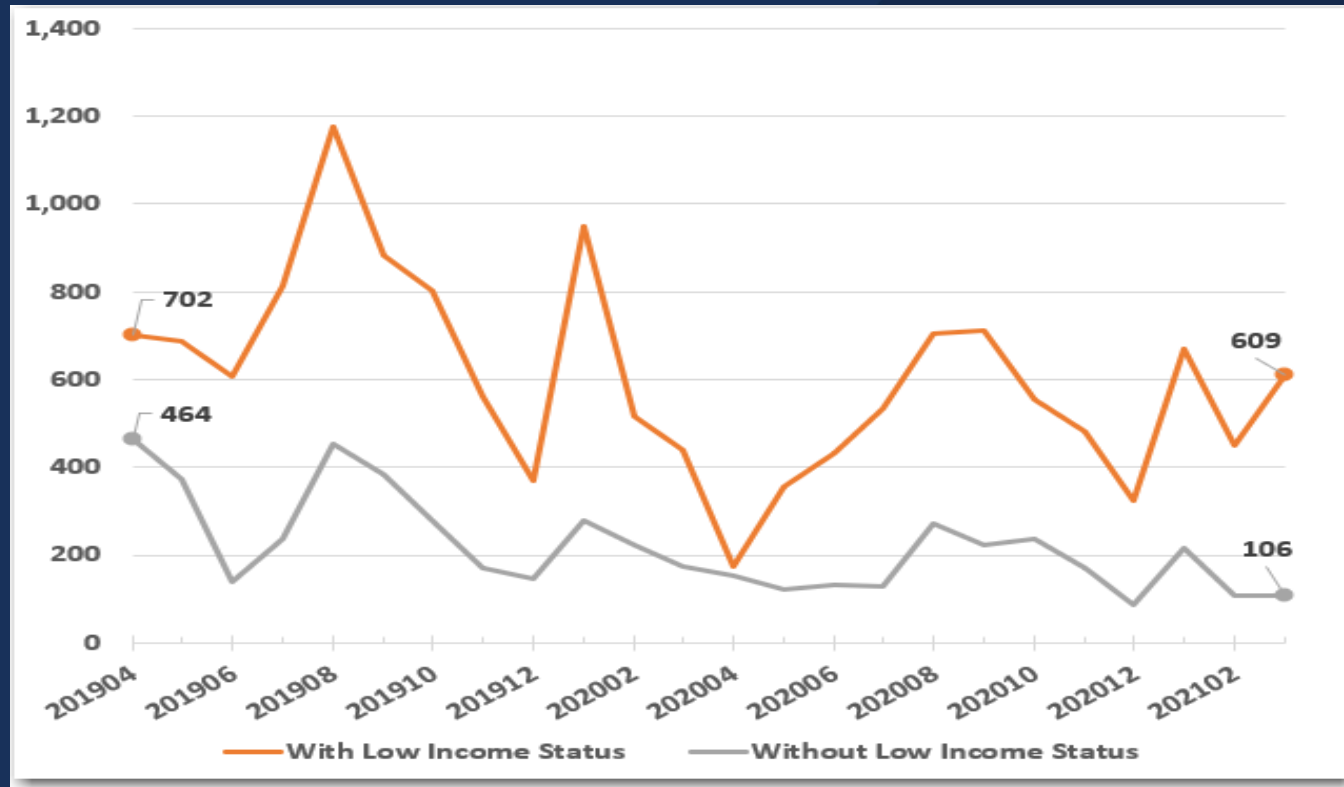


# Participants in New Trainings by Emp. Status



- Beginning in April 2020, the distribution of unemployed to employed participants enrolled in new trainings widened.
- Employed training can include Incumbent Worker Training, on-the-job training, apprenticeships, internships, etc.

# Participants in New Trainings by Income Status



- Low income status includes those that are economically disadvantaged, received public assistance or homeless.



# Thank You.

If you have questions or comments about this presentation; please contact our office.



**Casey Penn, Bureau Chief**

Email: *[Casey.Penn@deo.myflorida.com](mailto:Casey.Penn@deo.myflorida.com)*

# Performance Indicators for Florida's Workforce System

Insights from the Continuous Improvement Performance Initiative



**Dan McGrew**

Vice President

Strategic Policy and Performance

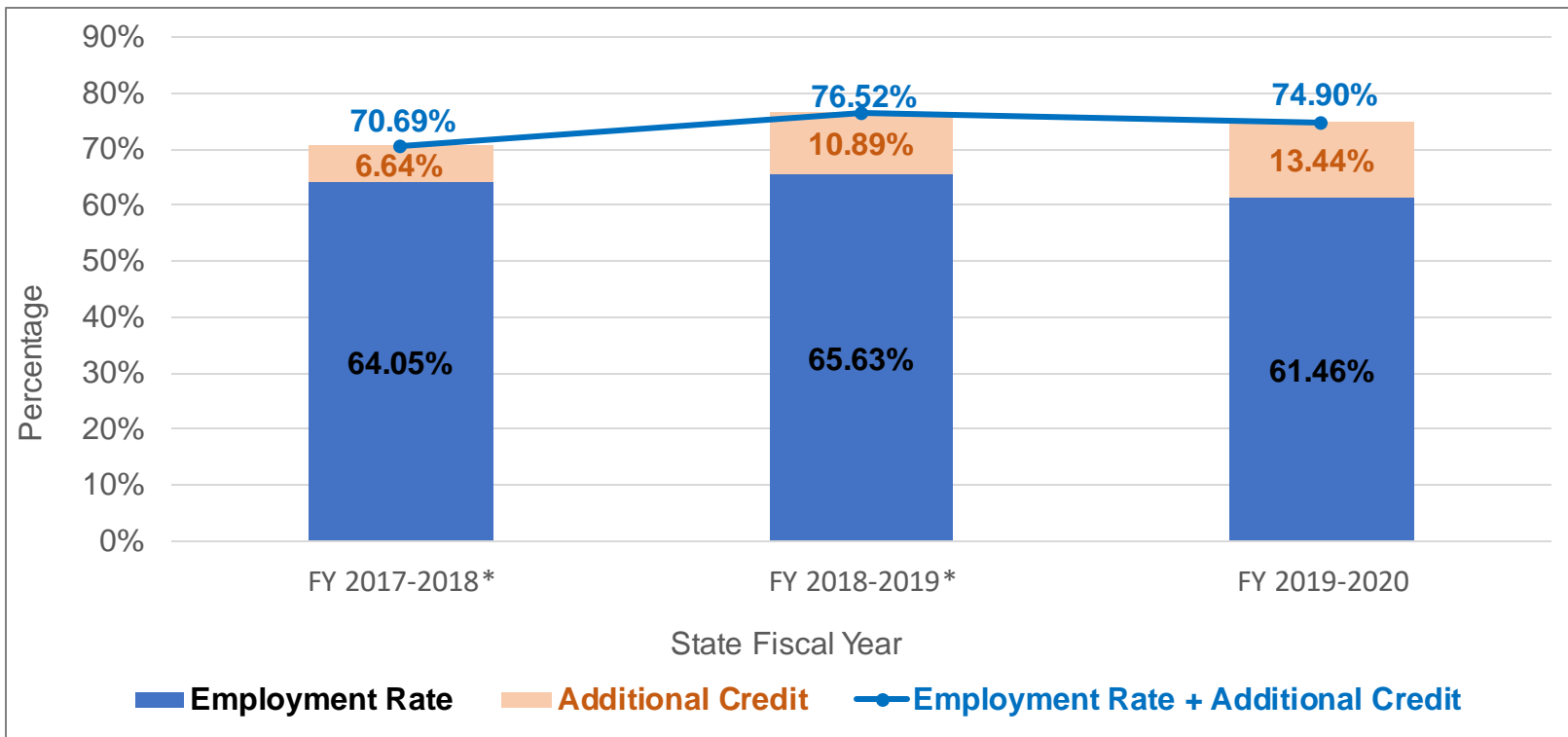
# Employment Rate First Quarter After Exit

## Focused on Employment

- Measures the percentage of WIOA and Wagner-Peyser participants who exited the system and had wages the first quarter after exit
- Local workforce development boards receive additional credit for serving persons with barriers to employment

# Employment Rate First Quarter After Exit

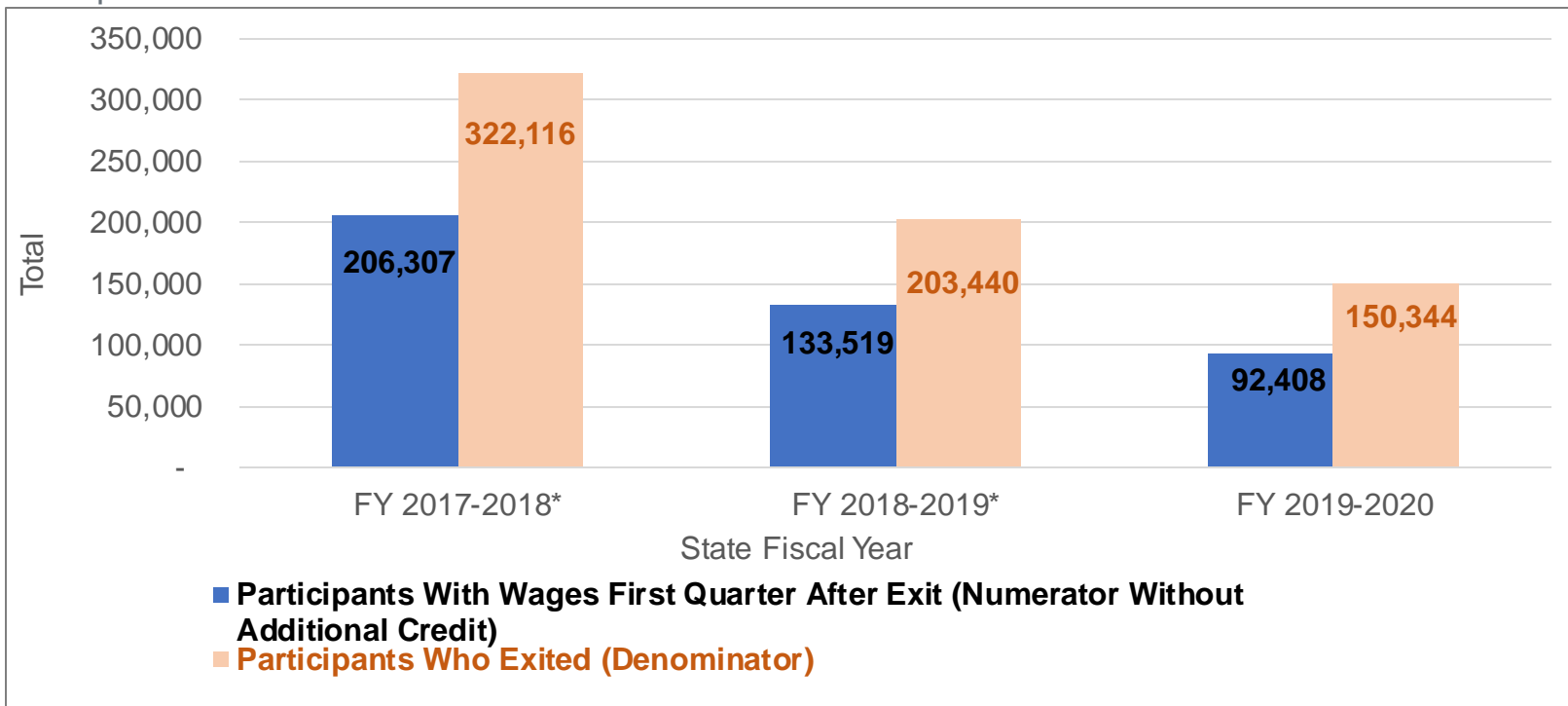
Annual Performance: Three-Year Comparison



\* Data for FY 2017-2018 and FY 2018-2019 predate the Continuous Improvement Performance Initiative. These data were pulled from Employ Florida using the same query as the data from FY 2019-2020 and later.

## Employment Rate First Quarter After Exit

Participants with Wages First Quarter After Exit Compared to All Exited Participants: Three-Year Comparison

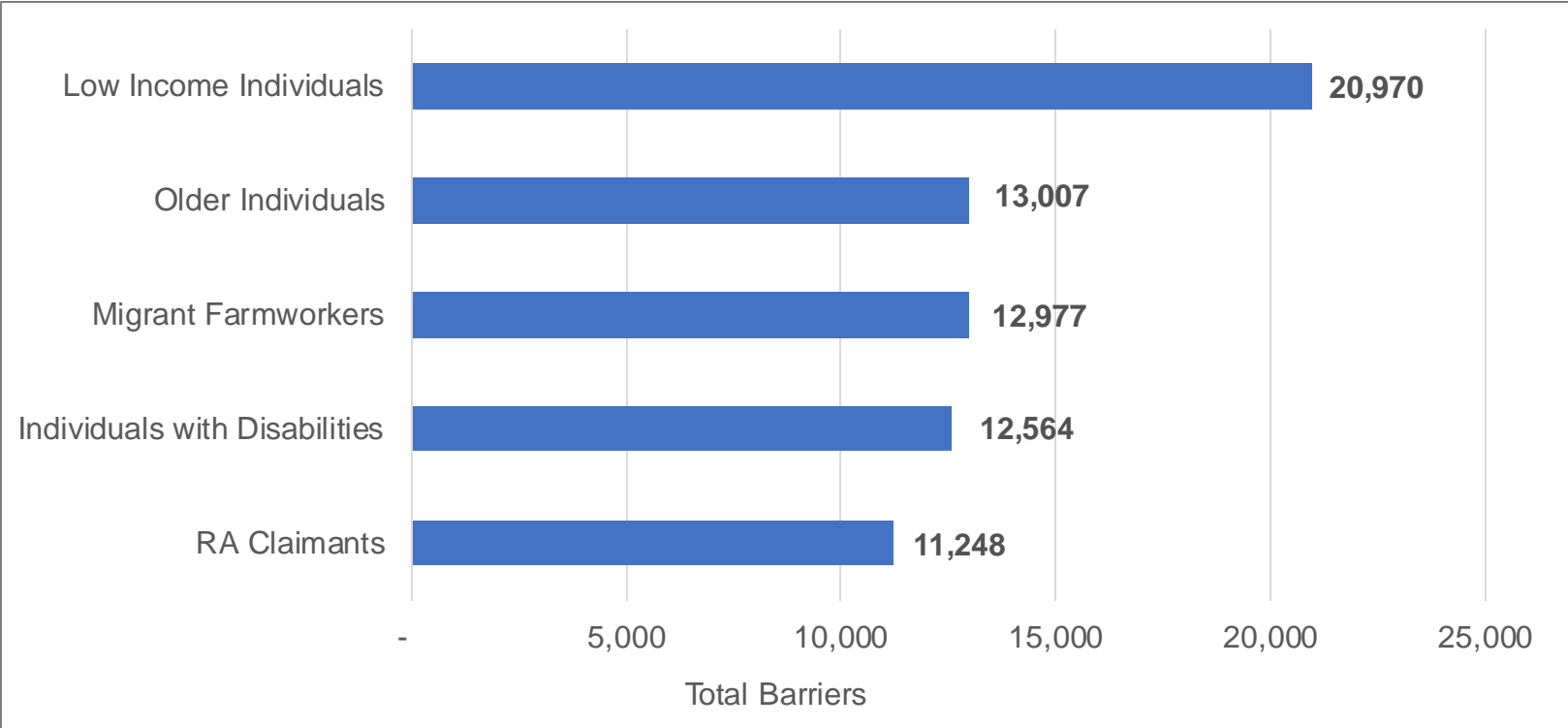


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# Employment Rate First Quarter After Exit

Top Five Barriers Among Participants with Wages First Quarter After Exit in FY 2019-2020



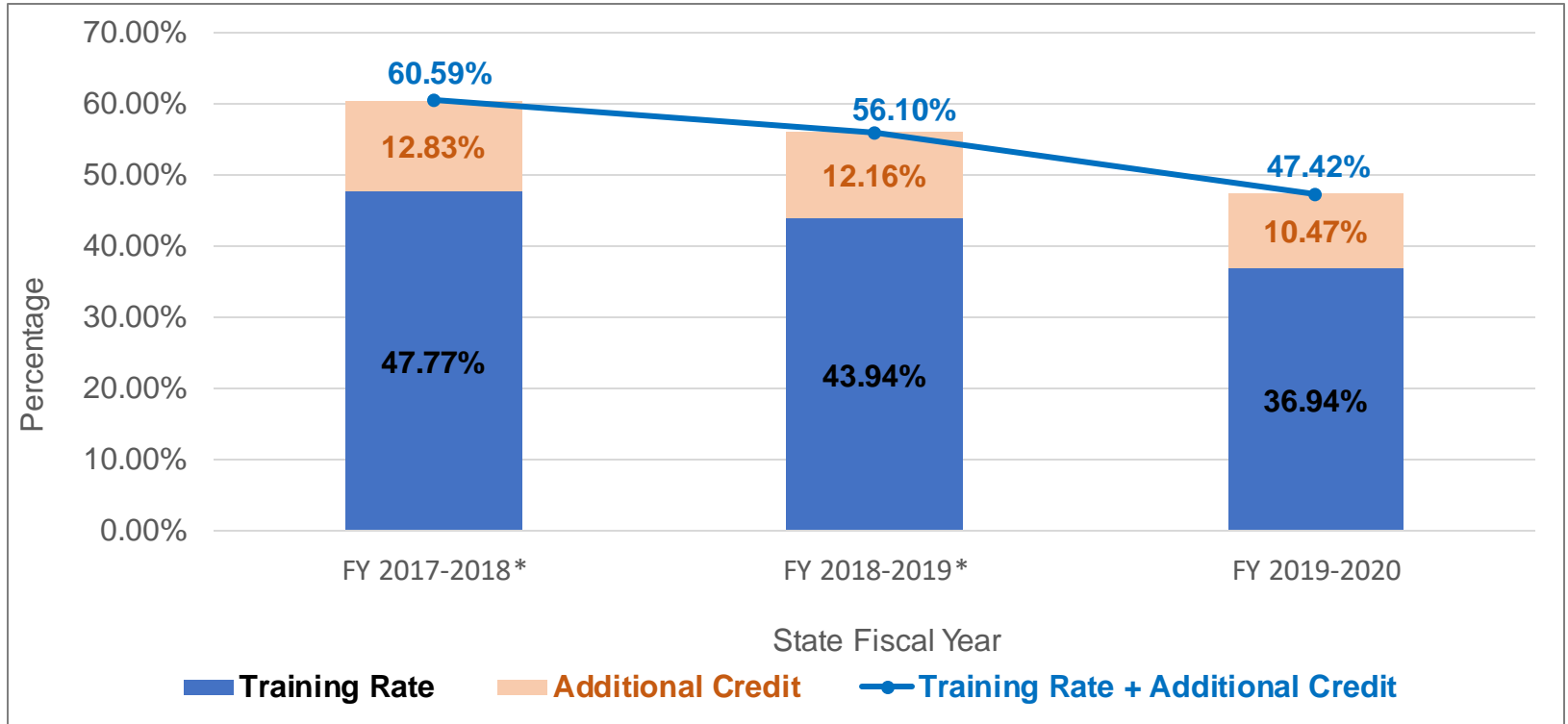
# Participant Training Rate

## Focused on Training

- Measures the percentage of WIOA participants who are in (or have completed) training during the period
- Local workforce development boards receive additional credit for serving persons with barriers to employment

# Participant Training Rate

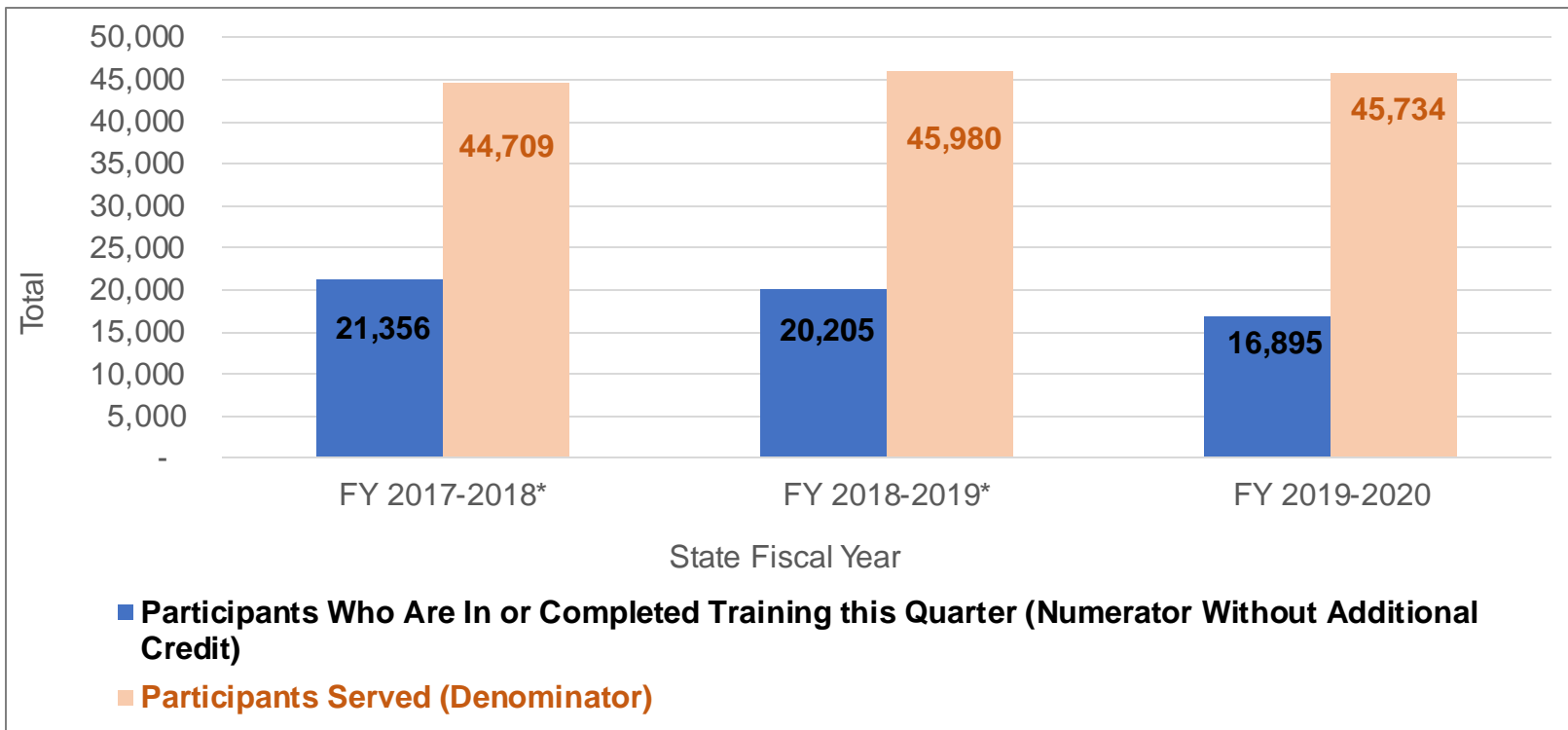
Annual Performance: Three-Year Comparison



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## Participant Training Rate

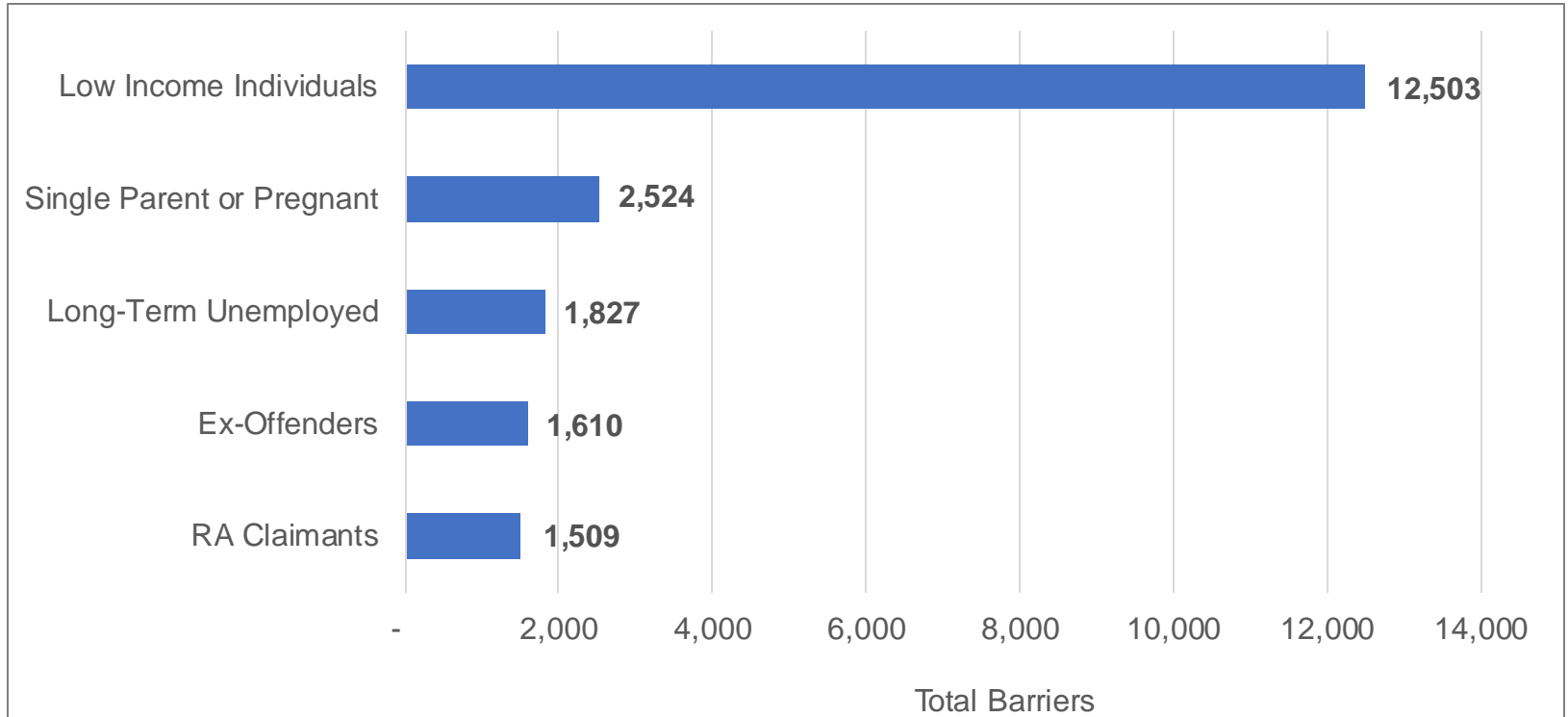
Participants Trained Compared to All Participants Receiving Services: Three-Year Comparison



\* Data for FY 2017-2018 and FY 2018-2019 predate the Continuous Improvement Performance Initiative. These data were pulled from Employ Florida using the same query as the data from FY 2019-2020 and later.

# Participant Training Rate

Top Five Barriers Among Participants Trained in FY 2019-2020



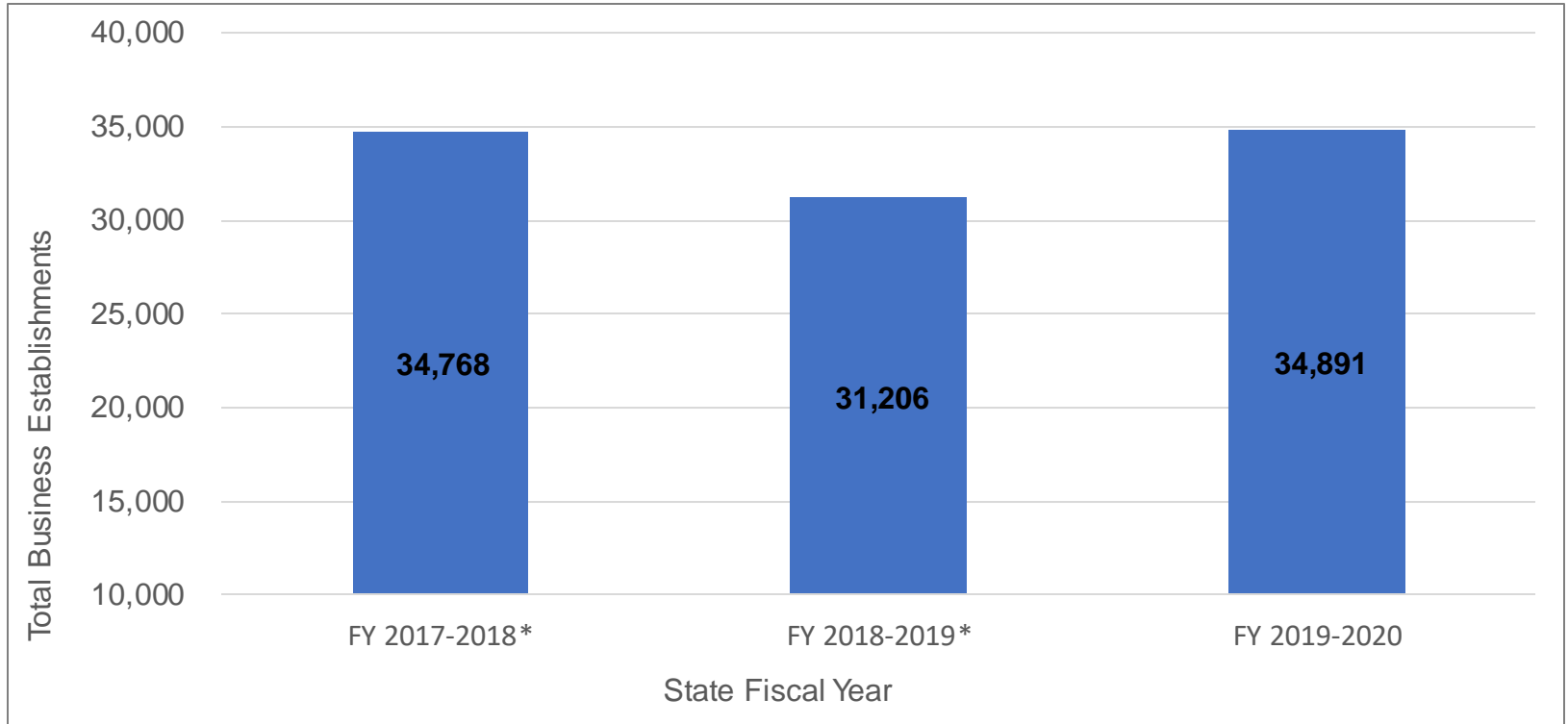
# Business Penetration

Focused on Supporting Businesses with High-Value Services

- Measures the number of business establishments that receive a staff-assisted, high-value service
- Local workforce development boards receive additional credit for serving business establishments in up to five industry sectors identified in their local WIOA plan

## Business Penetration

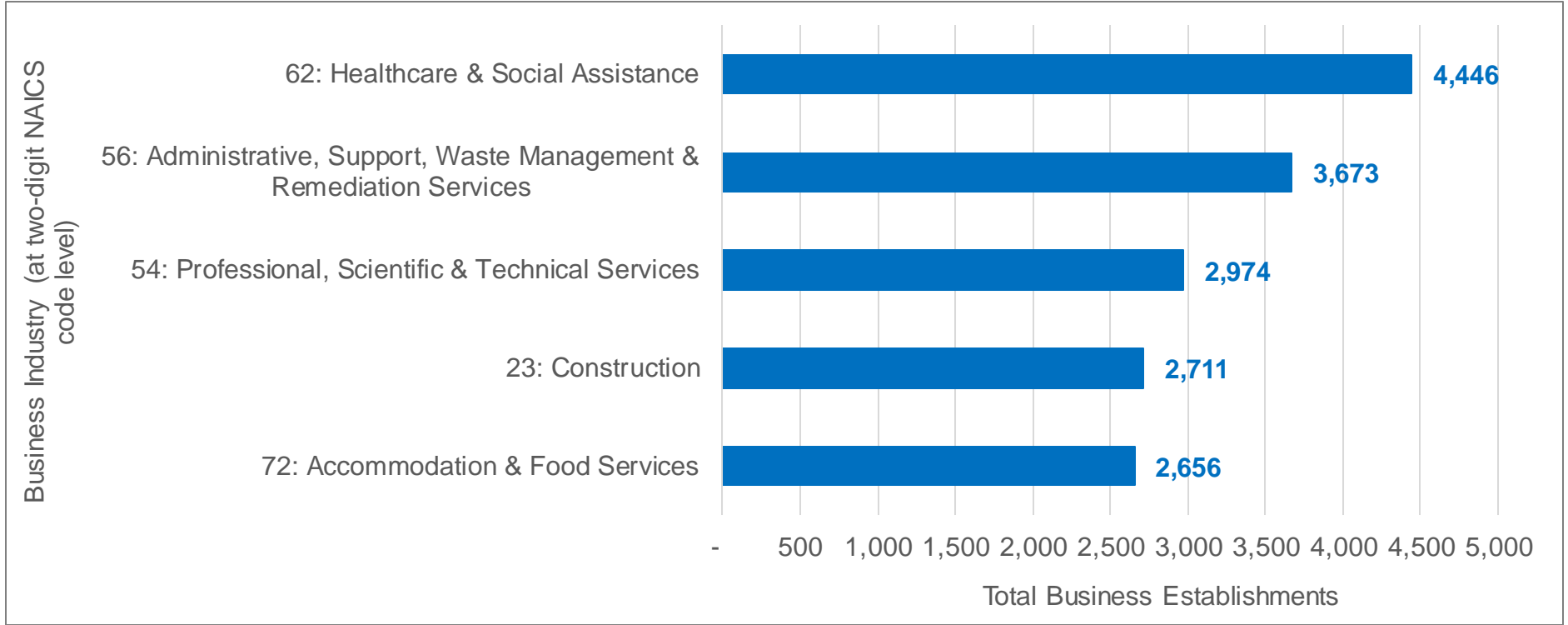
Number of Business Establishments Provided High-Value Services: Three-Year Comparison



\* Data for FY 2017-2018 and FY 2018-2019 predate the Continuous Improvement Performance Initiative. These data were pulled from Employ Florida using the same query as the data from FY 2019-2020 and later.

# Business Penetration

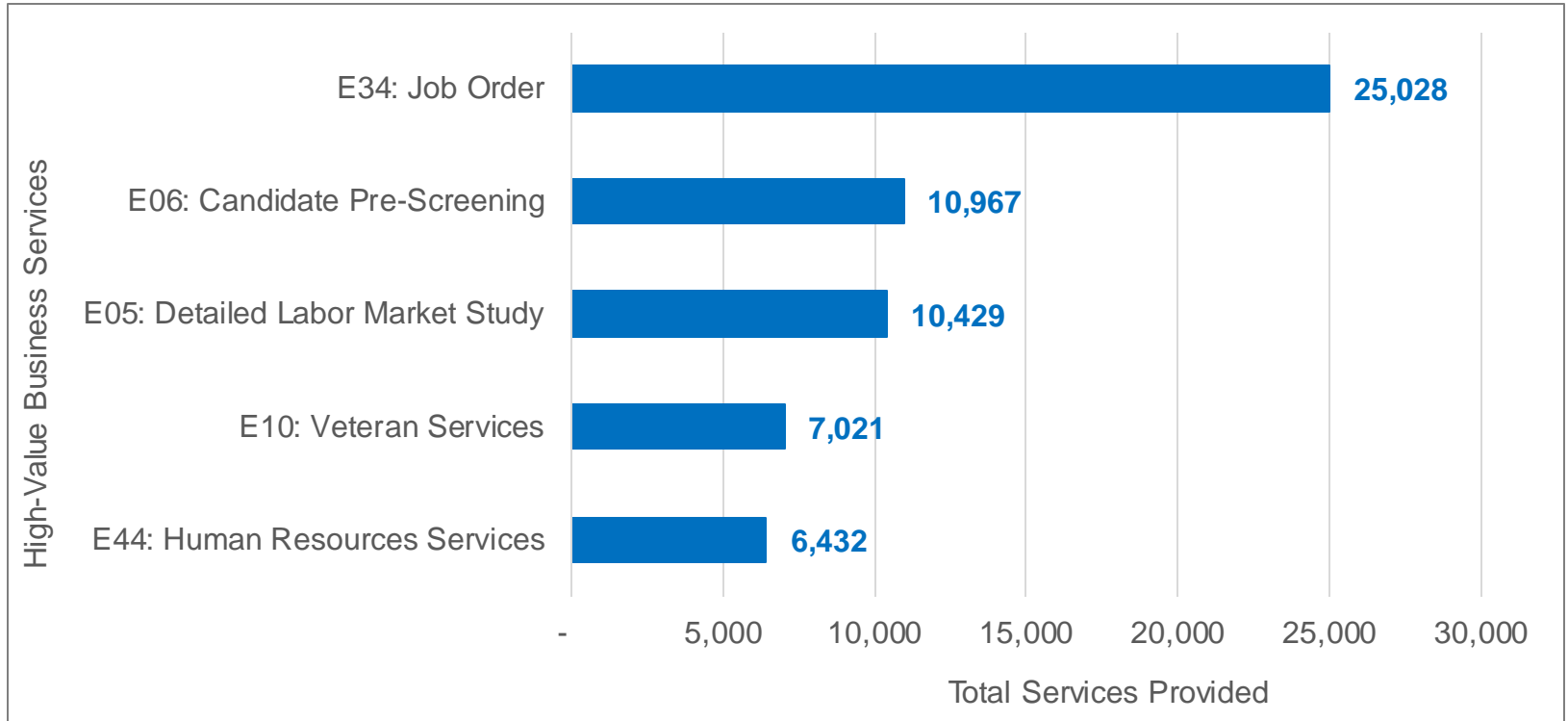
Top Five Industries Served With High-Value Business Services in FY 2019-2020





# Business Penetration

Top Five High-Value Business Services in FY 2019-2020



# Opportunities for Innovating Florida's Workforce System

2021 Workforce System Legislation



**Michelle Dennard**

President and CEO

# Opportunities for Innovating Florida's Workforce System

Local Workforce Development Board Recommendations



**Michelle Dennard**

President and CEO



**Robin King**

President, Florida Workforce Development Association

President and CEO, CareerSource Flagler Volusia

# 2021-2022 Workforce System Funding

Anticipated Funding Allocations and Budget Timing Process



**Andrew Collins**

Chief Operating and Financial Officer

# **2021-2022 Strategic Priority Setting**

**CareerSource Florida Board of Directors**

**Where does Florida's workforce system need to go to build upon past achievements and improve access, alignment and accountability with partners in workforce education and economic development?**

# **Where does Florida's workforce system need to go to build upon past achievements and improve access, alignment and accountability with partners in workforce education and economic development?**

- **Pathways to Prosperity**
- **Benefit Cliffs**
- **Services to Youth**
- **Continuous Improvement Performance Funding Model**
- **CareerSource Florida Capacity Building**

**What is the path for a workforce system that plays a vital role in preparing the state's workforce when the future of work has been accelerated, even upended, and is expected to continue to evolve?**



**What is the path for a workforce system that plays a vital role in preparing the state's workforce when the future of work has been accelerated, even upended, and is expected to continue to evolve?**

- **Credentials of Value (COV)**
- **Virtual Job Fairs and Other Services**
- **Assisting Unemployed Floridians**
- **Innovations Identified in the Reimagine Workforce Preparation Grant**
- **Online Learning and Virtual Training**
- **Career Exploration**

**To what extent do we need to reimagine and transform how Florida's workforce development system continues to collaborate, innovate and lead to deliver meaningful workforce solutions for job seekers, workers and businesses?**

**To what extent do we need to reimagine and transform how Florida's workforce development system continues to collaborate, innovate and lead to deliver meaningful workforce solutions for job seekers, workers and businesses?**

- **Apprenticeship Expansion**

- **Sector Strategies**

- **System Transformation**

- WIOA Goals
- System Efficiency
- Multi-Area Collaboration

- **Upskilling/Reskilling**

- Incumbent Worker Training
- Skills Assessments

**As we continue to communicate the vision,  
leverage strategic partnerships and keep  
the workforce system accountable – all  
critical roles of a high-performing workforce  
board – what priorities and activities are most  
appropriate to pursue in the coming fiscal year?**

A group of business professionals are seated around a conference table in a meeting room. In the foreground, a man in a light blue shirt is gesturing with his hands while speaking to a woman in a white shirt. Behind them, an older man in a grey suit is also gesturing. To the right, two women are listening attentively, one with her hand near her face. The table is set with papers, laptops, glasses of water, and coffee cups. The background is slightly blurred, showing office shelves.

# **Open Discussion/Public Comment**

# Closing Remarks



**Michelle Dennard**

President and CEO

# Upcoming Meetings:

Board of Directors and Council Meetings - June 8-9, 2021

Sawgrass Marriott - Ponte Vedra Beach, Florida