



Strategic Policy and Performance Council Meeting

February 17, 2021

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

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

The link to the form can be found in the chat feature of the Teams meeting.

or email Lisa Cramer:

lcramer@careersourceflorida.com

Chair's Welcome and Remarks



Brittany Birken

Chair

Vision

Florida will be the global leader for talent.

Mission

The Florida Workforce System connects employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity.

Goal

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

Member Introductions



Brittany Birken

Chair

Strategic Policy and Performance Overview

Unit and Initiatives



Dan McGrew

Vice President, Strategic Policy and
Performance

Strategic Policy and Performance Team



Dan McGrew

Vice President, Strategic Policy and
Performance



Jacqueline Barreiros

Senior Program Analyst



Warren Davis

Policy Analyst

2020-2021 STRATEGIC POLICY AND PERFORMANCE INITIATIVES

- Continuous Improvement Performance Initiative
 - Florida CLIFF Dashboard
 - Gig Economy Study, Resource Guide and Dashboard
 - Policy Development Framework and Strategic Policies
 - Strong Finish Pilot Grant Program
- Opportunities for board involvement: Executive Project Sponsors

A Closer Look: The Federal Workforce System

State of Florida Snapshot



Dan McGrew

Vice President, Strategic Policy and
Performance

WHO WE SERVE

- Businesses and job seekers
- Individuals who are unemployed/underemployed
- Individuals seeking training
- Individuals with barriers to employment

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

- **Title I: Workforce Development Activities** – Authorizes job training programs for unemployed or underemployed individuals and establishes a one-stop delivery system
- **Title II: Adult Education and Family Literacy** – Authorizes programs supporting individuals as they transition from adult basic education to postsecondary education, postsecondary training or employment
- **Title III: Wagner-Peyser Services** – Streamlines the delivery of job search assistance, job referral assistance and placement assistance
- **Title IV: Vocational Rehabilitation** – Provides state grants for employment-related vocational rehabilitation services for individuals with disabilities
- **Title V: General Provisions** – Specifies transition provisions from the prior Workforce Investment Act to WIOA

ADDITIONAL PROGRAMS

- **Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)**
- **Temporary Assistance to Needy Families (TANF) Welfare Transition Program**

TITLE I: ADULT, DISLOCATED WORKER AND YOUTH PROGRAMS

Customer: Adult

- Individuals ages 18+
- Priority of service to low income, military veterans, recipients of public assistance programs or skills deficient

Customer: Dislocated Worker

- Individuals ages 18+
- Lost jobs through no fault of their own as a result of layoffs, global trade dynamics or transitions in economic sectors.

TITLE I: ADULT, DISLOCATED WORKER AND YOUTH PROGRAMS

Services provided:

- Career Services
 - Job search assistance, resume and interview preparedness, skills assessment, program referrals, individual employment plan
- Training services:
 - Work-based learning opportunities, occupational skills training
- Other services:
 - Rapid Response/layoff aversion

TITLE I: ADULT, DISLOCATED WORKER AND YOUTH PROGRAMS

Customer: Youth

- Up to 25% in-school youth ages 14-21, low income and barrier(s) to employment
- Minimum of 75% out-of-school ages 16-24, low income and barrier(s) to employment

Services provided

- Tutoring, paid and unpaid work experiences, pre-apprenticeship programs, occupational skill training, leadership development, mentoring, financial literacy education, entrepreneurial skills training, post-secondary education and training preparation activities, summer employment programs

TITLE III: WAGNER-PEYSER SERVICES

Customer: Universal Job Seekers

- 18+ seeking career assistance

Services provided

- Self-service, facilitated self-help or staff assisted help in [employflorida.com](https://www.employflorida.com)
- Job search assistance at local career centers, matching services for job seekers and employers
- Labor market and occupational information

SNAP E&T

Customer: Able-Bodied Adults Without Dependents

- Ages 18-49

Services provided:

- Job search and job search training, work experience, WIOA services
- Recipients must comply with assigned work activities

TANF WELFARE TRANSITION

Customer: Job Seekers with Minor Children

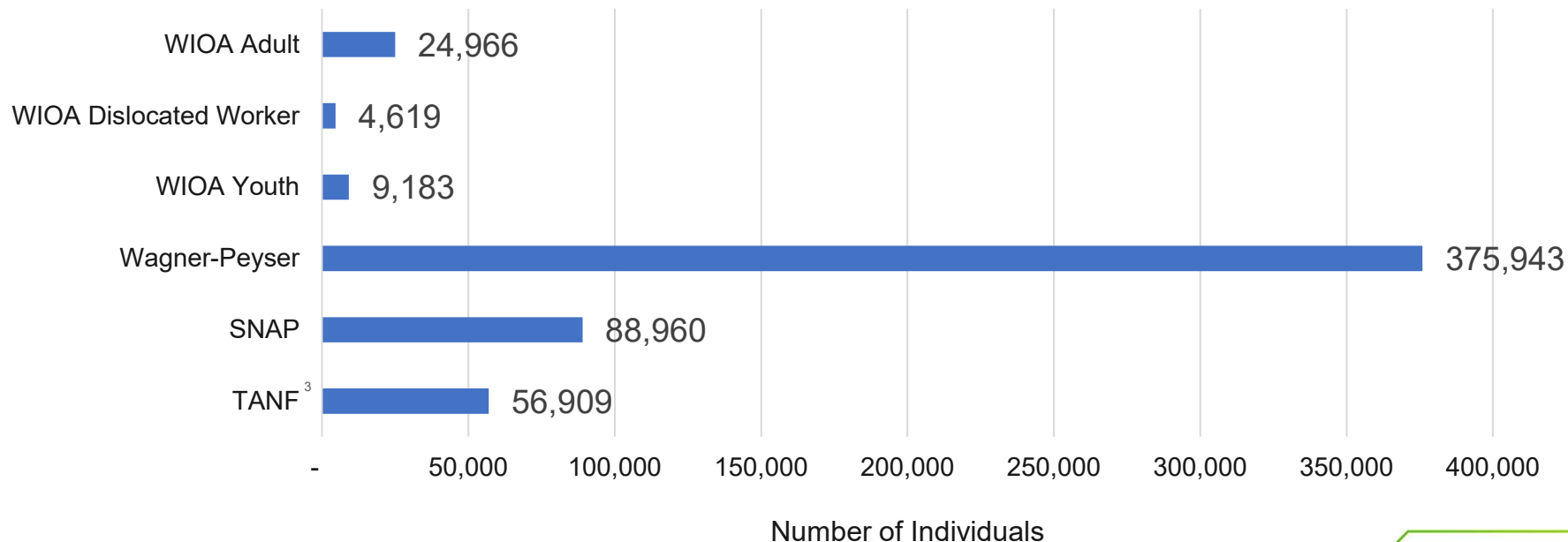
- Child(ren) under age 18 or 19 if enrolled in school, pregnant women who meet eligibility criteria in their last month of pregnancy, minor child who is the parent of a child.

Services provided

- Temporary cash assistance, subsidized childcare, transportation services, education and training assistance
- Supportive services
- Relocation Assistance
- May receive transitional services for up to 2 years after leaving the program
- Option for upfront diversion as alternative to temporary cash assistance
- Recipients must comply with assigned work activities

CUSTOMER OUTCOMES

Workforce Programs Three-Year Snapshot (2018-2019 - 2020-2021) ^{1,2}



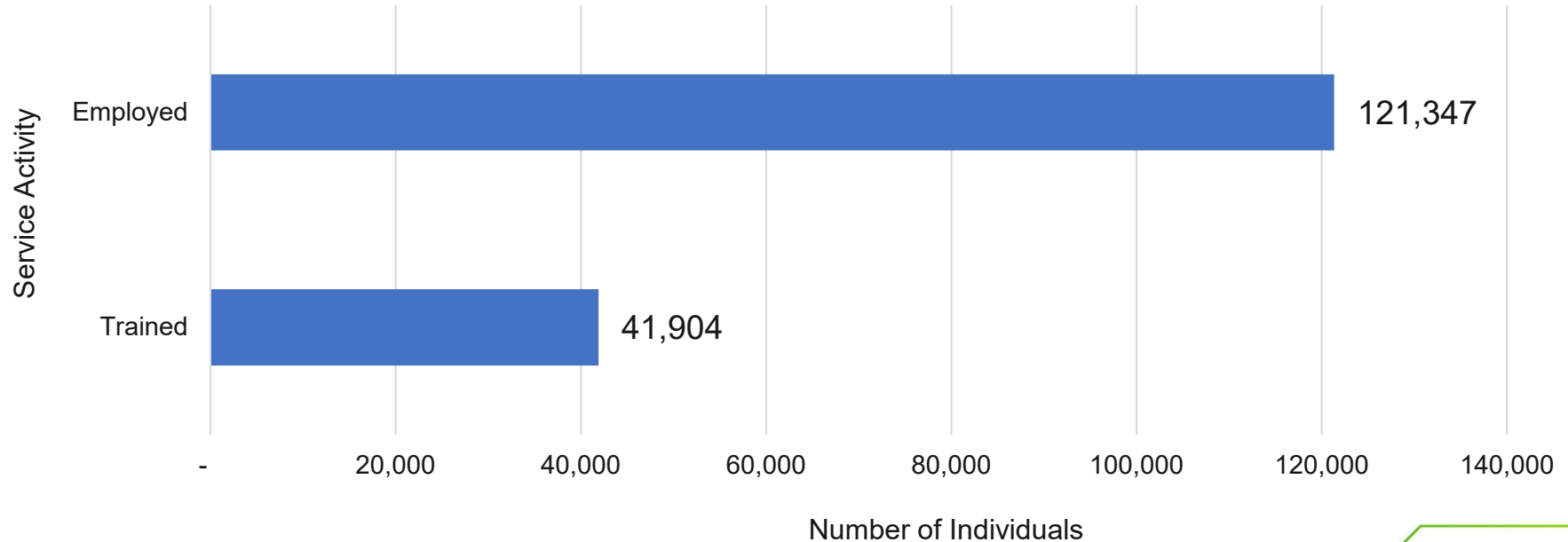
¹ State Fiscal Years (July-June)

² Quarters 1-2 (July – December) only for FY 2020-2021.

³ Represents total number of cases closed in the three-year period.

CUSTOMER OUTCOMES

Serving Individuals with Barriers to Employment ¹ Three-Year Snapshot (2018-2019 - 2020-2021) ^{2, 3}



¹ Data from the Continuous Improvement Performance Initiative.

² State Fiscal Years (July-June)

³ Quarters 1-2 (July – December) only for FY 2020-2021.

BUSINESS SERVICES

Placement Services

- Job posting
- Candidate screening
- Events (job fairs, recruitment events, etc.)

Training Services

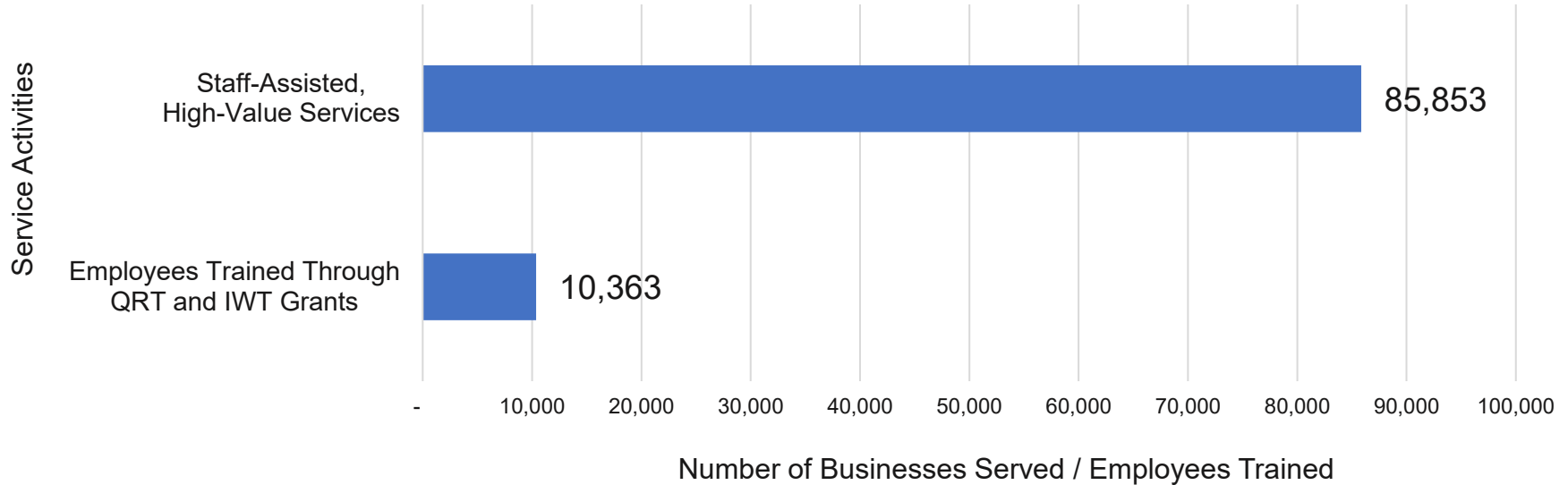
- Incumbent Worker Training
- Quick Response Training
- Apprenticeship
- Work-based learning

Other Services

- Rapid Response/Layoff Aversion
- Labor market research
- Human Resource services
- Federal Bonding and Work Opportunity Tax Credit

CUSTOMER OUTCOMES

Serving Businesses Through Staff-Assisted, High Value Services and Training Grants for Upskilling Employees Three-Year Snapshot (2018-2019 - 2020-2021) ^{1,2}



¹ State Fiscal Years (July-June)

² Quarters 1-2 (July – December) only for FY 2020-2021.

Action Item 1

For Consideration:

Approve immediate expansion of funds allocated for individual training accounts for Career Services - Supportive Services as described in the Allowable Programmatic Training and ITA Costs Crosswalk and make necessary revisions to reflect this decision in CareerSource Florida Administrative Policy 074.

Action Item 2

For Consideration:

Authorize CareerSource Florida and the Department of Economic Opportunity to pursue allowable USDOL waivers that promote the state strategic goals and support local workforce development boards' ability to promote economic recovery.

Action Items 3-5



Casey Penn

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

Action Item 3

For Consideration:

Approve CareerSource Florida Administrative Policy to be sent to the CareerSource Florida Board of Directors for approval by consent:

- CareerSource Florida Administrative Policy - Local Workforce Development Area and Board Governance

Action Item 4

For Consideration:

Approve CareerSource Florida Administrative Policy to be sent to the CareerSource Florida Board of Directors for approval by consent:

- CareerSource Florida Administrative Policy 109 - Supportive Services and Needs-Related Payments

Action Item 5

For Consideration:

Approve CareerSource Okaloosa Walton's request to operate as a one-stop operator.

Florida Insight: Economic Outlook Since COVID



Jimmy Heckman

Economist, Bureau of Workforce Statistics
and Economic Research, Florida Department
of Economic Opportunity

Bureau of Workforce Statistics and Economic Research

Our mission is to produce, analyze and deliver labor statistics to improve economic decision-making

- Employment data are the state's most important economic indicators.
- Data collected under Federal/State Cooperative Statistical Programs.
- Comparable nationwide for all states, counties and metro areas.
- Collected through a combination of employer surveys, modeling and administrative records.

Thanks to Florida's employers, without them we would not be able to provide data.

Bureau of Workforce Statistics and Economic Research

Unemployment Rate
December 2020
(Seasonally Adjusted)

6.1%
▼
-0.2

Historical Unemployment Rate

Unemployment
December 2020
(Seasonally Adjusted)

614,000
▼
-18,000

\$8.65 / hour
Florida's 2021 Minimum Wage
Effective January 1, 2021

Up/Gain ▲
No Change ►
Down/Loss ▼

Nonagricultural Employment
December 2020
(Seasonally Adjusted)

8,612,200
▲
16,800

Historical Nonagricultural Employment

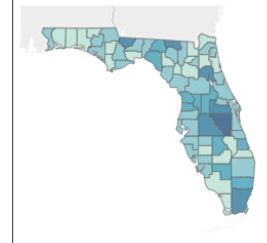
Employment Gains / Losses
December 2020
Over-the-Year

▼
-419,200
-4.6%

Job Gains / Losses Chart

Percent Change

Unemployment Rate by County
December 2020
(Not Seasonally Adjusted)



3.6% 8.7%

Monthly Data Release

- Latest Data Release
- Monthly Data Release Materials
- The next data release is scheduled for March 15, 2021 at 10:00am.

User Portals

Not sure where to start? Our User Portals highlight the most frequently used data tools by customer group.

Economic Data

Data search and analysis tools for key labor market and economic indicators.

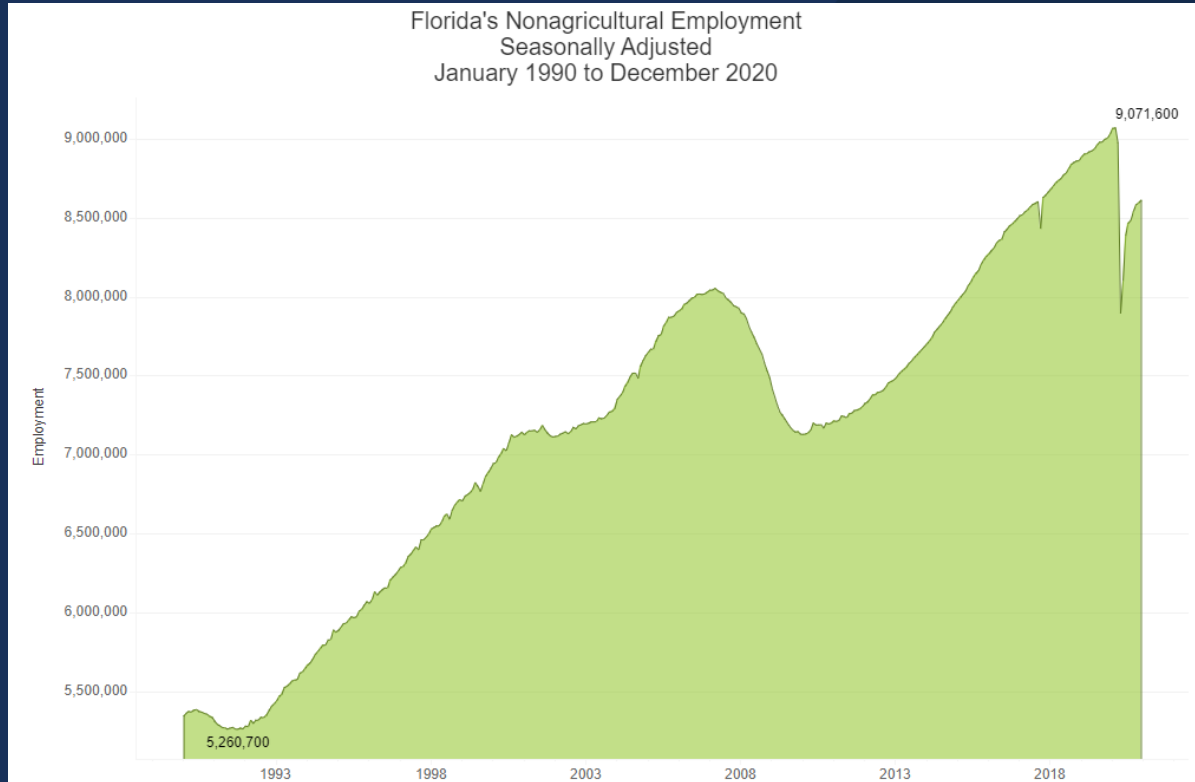
Monthly Data Release

Each month WSER releases the latest labor force and job creation statistics.

News & Publications

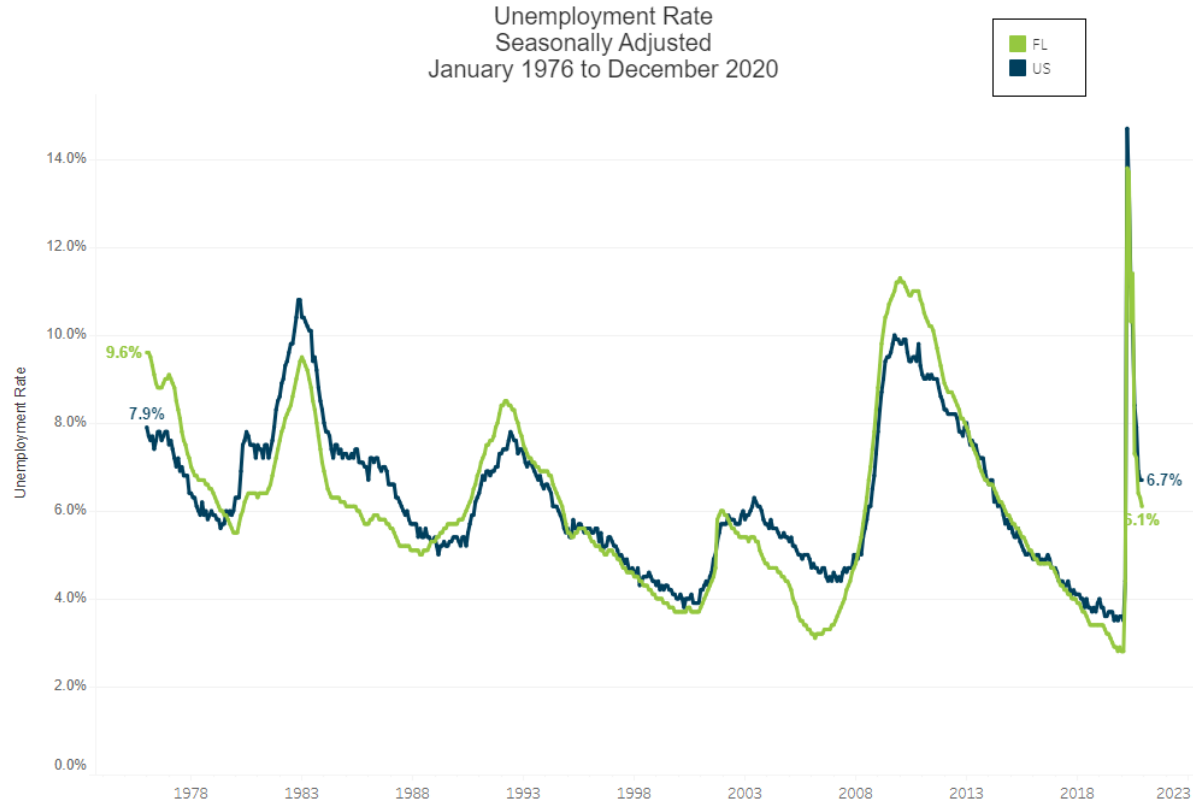
WSER news and publications designed to support many workforce uses.

Florida's Nonagricultural Employment



Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Employment Statistics Program (CES)
Prepared by: Florida Department of Economic Opportunity, Bureau of Workforce Statistics & Economic Research
Released: January 22, 2021 | Next Release: March 15, 2021

Unemployment Rate



Source: U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics Program (LAUS)
Prepared by: Florida Department of Economic Opportunity, Bureau of Workforce Statistics & Economic Research
Released: January 22, 2021 | Next Release: March 15, 2021

Economic Data

Economic Data

Introduction Video

**Unemployment Rate
December 2020**
(Seasonally Adjusted) **6.1%**



-0.2

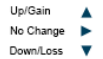
Historical Unemployment Rate

**Unemployment
December 2020**
(Seasonally Adjusted) **614,000**



-18,000

\$8.65 / hour
Florida's 2021 Minimum Wage
Effective January 1, 2021



**Nonagricultural Employment
December 2020**
(Seasonally Adjusted)

8,612,200



16,800

Historical Nonagricultural Employment

**Employment Gains / Losses
December 2020**
Over-the-Year

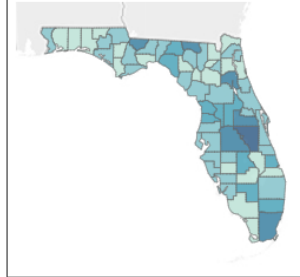


-419,200 **-4.6%**

Job Gains / Losses Chart

Percent Change

**Unemployment Rate by County
December 2020**
(Not Seasonally Adjusted)



3.6%  8.7%

Monthly Data Release

- [Latest Data Release](#)
- [Monthly Data Release Materials](#)
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Current Employment Statistics (CES)

The Current Employment Statistics (CES) program estimates nonagricultural employment by industry based on the North American Industry Classification System (NAICS).

Local Area Unemployment Statistics (LAUS)

The Local Area Unemployment Statistics (LAUS) program produces estimates of civilian labor force, total employment, unemployment, and unemployment rates by place of residence.

Quarterly Census of Employment and Wages (QCEW)

The Quarterly Census of Employment and Wages (QCEW) program produces employment and wages by industry and geography based on all employers and workers.

Occupational Employment Statistics (OES)

The Occupational Employment Statistics (OES) program is a semi-annual survey of business establishments that collects occupational employment and wage information for workers in over 800 occupations.

Employment Projections

The Employment Projections program produce 8-year employment projections for all industries and occupations annually.

User Portals

User Portals

Jobseekers

Employment Projections

Forecasts future employment levels by industry and occupation.

Florida Online Job Demand Tool

Measures real-time labor demand captured through online job ads.

Occupational Employment Statistics and Wages

Annual employment and wage estimates by occupation and region.

Skills Gap and Job Vacancy

2018 report on the number of job vacancies and skills gaps by occupation, industry and region.

Employers

Current Employment Statistics (CES)

Estimates of non-agricultural employment by industry.

Quarterly Census of Employment Wages (QCEW)

Summarizes industry employment and wage data for employers.

Employment Projections

Forecasts future employment levels by industry and occupation.

Employer Database

Employer listing by industry and area based on data provided by InfoGroup USA.

Occupational Employment Statistics and Wages

Annual employment and wage estimates by occupation and region.

Skills Gap and Job Vacancy

2018 report on the number of job vacancies and skills gaps by occupation, industry and region.

Workforce Development

Quarterly Census of Employment Wages (QCEW)

Summarizes industry employment and wage data for employers.

Local Area Unemployment Statistics (LAUS)

Estimates of civilian labor force, total employment, unemployment, and unemployment rates.

Labor Shed Reports

A labor shed analysis is defined as where workers work and where workers live relative to a user-defined selection area.

Florida Online Job Demand Tool

Measures real-time labor demand captured through online job ads.

Employer Database

Employer listing by industry and area based on data provided by InfoGroup USA.

GIS Resources

Various geographic information systems (GIS) datasets, applications, GIS & static maps and resources used to provide labor market information (LMI).

Skills Gap and Job Vacancy

2018 report on the number of job vacancies and skills gaps by occupation, industry and region.

Employment Projections

Forecasts future employment levels by industry and occupation.

News & Publications

News & Publications

Latest News

Florida Insight Introduction Video

The Florida Insight introduction video provides viewers an overview of our new data tool. *Released October 2020*

Florida Insight

Florida Insight provides users an overview of key economic indicators including statistics on current employment, unemployment, wages and labor force participation. Florida Insight will replace our current data delivery system, FREIDA. *Released August 2020*

2019 - 2021 Preliminary Short Term Projections

Second-quarter 2019 and 2021 Statewide Preliminary Short Term Projections by industry and occupation. *Released March 2020*

Labor Shed Reports

Labor Shed reports provide a high level summary of employment, demographics, and commuting patterns in a specified area. *Released November 2019*

Publications

Publications Order Form (PDF)

Google Chrome users need to save the Orderable Products Form if you wish to submit by e-mail, right-click and "save link as".

Resource Guide

The Resource Guide displays the Systems, Publications, and Reports available from the Bureau of Workforce Statistics and Economic Research.

Job Journey Career Posters

Select Industry

This set of 11 posters displays career, education, and wage information for taking "job journeys" in leading industries. The sets are available in both 18 x 24 and 8.5 x 11 sizes.

Florida Online Job Demand Tool

Statewide Overview

[Tool Home](#) |
 [Statewide Overview](#) |
 [Geographical Overview](#) |
 [Local Workforce Development Area](#) |
 [Historical Data](#) |
 [About the Data](#)



FLORIDA ONLINE JOB DEMAND TOOL

Statewide Overview of Occupations and Employers

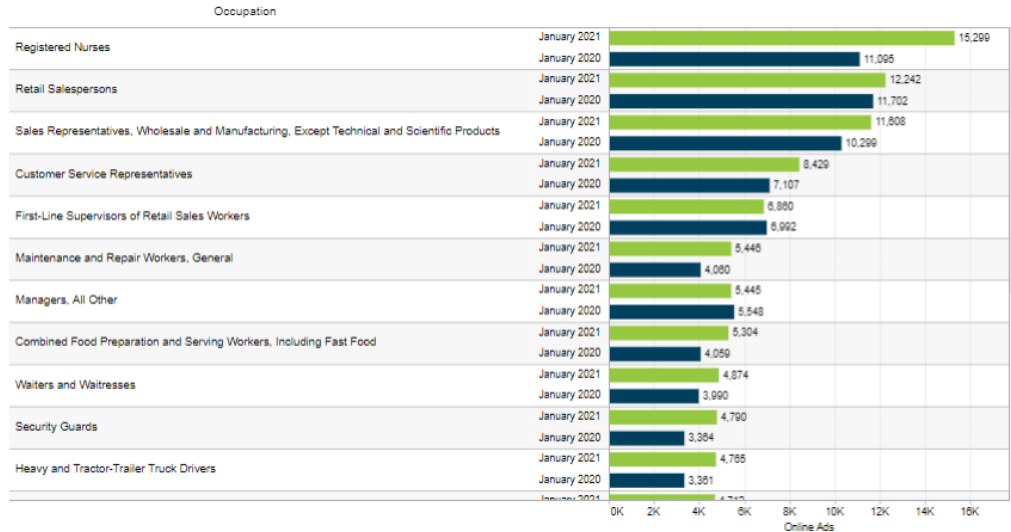
Select Category

- All Occupations
- STEM

[Next page >>](#)

TOTAL ONLINE ADS						
January 2021	December 2020	January 2020	Over the Month Change	Over the Month Percent Change	Over the Year Change	Over the Year Percent Change
386,884	370,983	336,725	15,901	4.3%	50,160	14.9%

TOP 20 ADVERTISED OCCUPATIONS



Workforce Innovation and Opportunity Act Performance Update



Casey Penn

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

PRIMARY INDICATORS OF PERFORMANCE

- WIOA assesses the state and local area's effectiveness in serving individuals participating in the workforce development system by establishing performance indicators and reporting requirements.
- Indicators consist of:
 - ✓ 5 Adult Indicators
 - ✓ 5 Dislocated Worker Indicators
 - ✓ 5 Youth Indicators
 - ✓ 3 Wagner-Peyser Indicators

PRIMARY INDICATORS OF PERFORMANCE

- Statistical adjustment model
- Performance goal negotiations with U.S. Department of Labor and local workforce development boards
- Failure and success determination
- State and local performance accountability

WIOA PRIMARY INDICATORS OF PERFORMANCE

Florida Program Year (PY) 2020Q2 January 1, 2020 – December 31, 2020	PY 2020Q2 Actual Performance	PY 2020 Performance Targets	PY 2020Q2 Achievement Level
Adults:			
Employed 2 nd Quarter After Exit	86.70%	85.50%	101.40%
Employed 4 th Quarter After Exit	83.90%	84.00%	99.88%
Median Wage 2 nd Quarter After Exit	\$8,320.00	\$7,000.00	118.86%
Credential Attainment	77.20%	68.00%	113.53%
Measurable Skill Gains	64.20%	47.00%	136.60%
Dislocated Workers:			
Employed 2 nd Quarter After Exit	81.50%	85.00%	95.88%
Employed 4 th Quarter After Exit	79.70%	79.00%	100.89%
Median Wage 2 nd Quarter After Exit	\$9,292.00	\$7,000.00	132.74%
Credential Attainment	79.40%	70.00%	113.43%
Measurable Skill Gains	59.10%	47.00%	125.74%
Youth Common Measures:			
Education and Employment Rate 2 nd Quarter After Exit	80.10%	79.00%	101.39%
Education and Employment Rate 4 th Quarter After Exit	78.70%	73.00%	107.81%
Median Wage 2 nd Quarter After Exit	\$3,848.00	\$3,200.00	120.25%
Credential Attainment	82.90%	76.50%	108.37%
Measurable Skill Gains	48.50%	45.50%	106.59%
Wagner-Peyser:			
Employed 2 nd Quarter After Exit	66.90%	65.00%	102.92%
Employed 4 th Quarter After Exit	66.30%	64.20%	103.27%
Median Wage 2 nd Quarter After Exit	\$5,450.00	\$5,000.00	109.00%

Not Met (less than 90% of target)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

QUESTIONS



ADDITIONAL INFORMATION

For more information, please contact:

Casey Penn

Florida Department of Economic Opportunity

One-Stop and Program Support

(850) 245-7466

Casey.Penn@DEO.MyFlorida.com

A group of five business professionals are seated around a conference table in a meeting room. They are engaged in a discussion, with one man in the center gesturing with his hands. The table is set with papers, glasses of water, and coffee cups. The background is a blurred office environment.

Open Discussion/Public Comment

Chair's Closing Remarks



Brittany Birken

Chair