



# Strategic Policy & Performance Council Meeting

Dec. 8, 2021

# Welcome and Remarks



**Brittany Birken**  
Chair

# For public comment, please:

- Email Lisa Cramer at [lcramer@careersourceflorida.com](mailto:lcramer@careersourceflorida.com)
- Put your name into the meeting chat and ask to be recognized

## If joining by phone:

- Announce yourself at the appropriate time and wait to be recognized

# Strategic Policy & Performance Unit Initiatives Update



**Dan McGrew**

**Vice President**

Strategic Policy & Performance



**Adam Briggs, Ph.D.**

**Senior Director**

Strategic Policy & Performance

# Credentials Review Committee

- **Key statutory deliverables**
  - Master Credentials List
  - Performance funding criteria
- **Inaugural Meeting Sept. 8**
- **Framework of Quality workshop Oct. 26**
- **Second meeting Dec. 1**

# LWDB Letter Grades

- REACH Office charged with developing letter grade system
- Workgroup convened in November
- Methodology expected by end of fiscal year

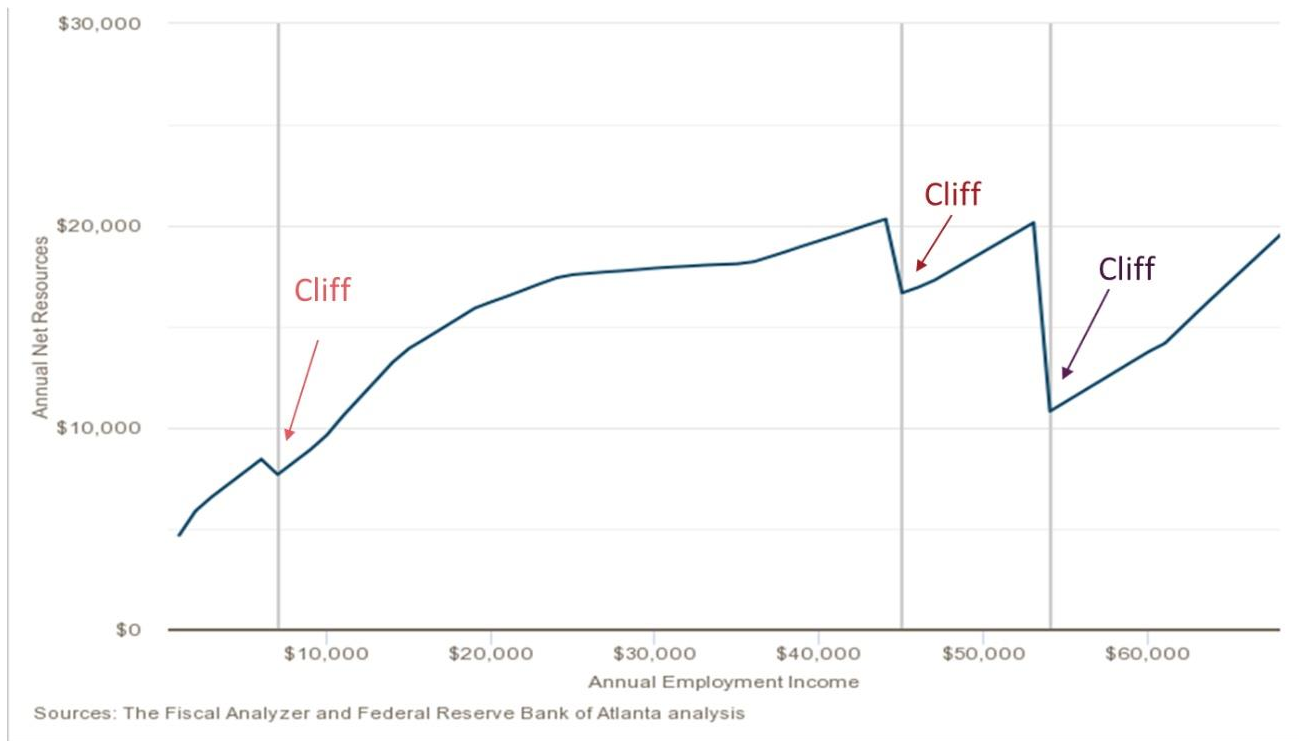
# Florida's CLIFF Dashboard

- **Career Ladder Identifier and Financial Forecaster (CLIFF)**
- **Created in collaboration with Federal Reserve Bank of Atlanta, this tool:**
  - Shows wages associated with specific careers across Florida's 67 counties
  - Allows users to customize the tool based on household composition
  - Maps the timing and size of reductions in public assistance as individuals progress along in-demand career pathways
  - Enhances the ability to plan and make informed decisions



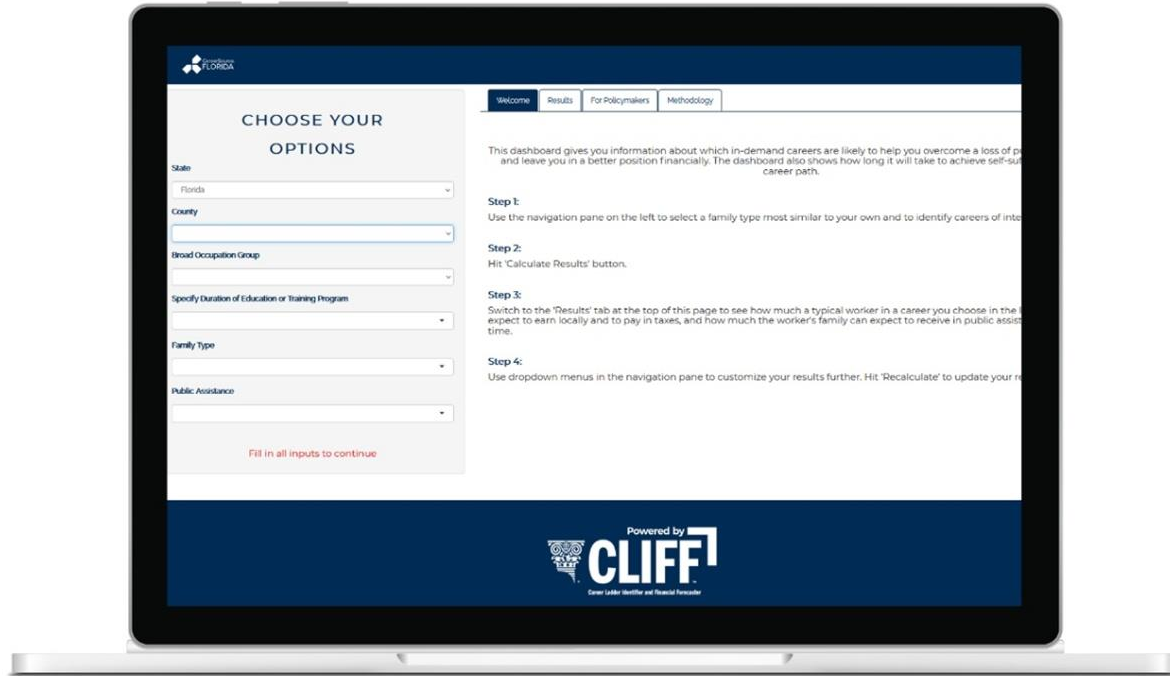
# Benefits Cliffs: An Introduction

Potential impact on a single mother with two children





# Florida's CLIFF Dashboard



<https://emar-data-tools.shinyapps.io/florida/>

# Florida's CLIFF Dashboard Pilot

## Next Steps:

- Nine local boards have volunteered to use the tool in their career centers
- Preliminary training and planning conducted in November
- “Soft launch” taking place during December
- Formal launch of four-month pilot in January 2022
- Regular surveys and check-ins with pilot cohort to document usage and best practices

# WIOA Unified Plan Two-Year Modification

- Content revisions in progress
- Present to CareerSource Florida Board of Directors and open for public comment in February 2022

# CareerSource Florida Strategic Policies



**Dan McGrew**

**Vice President**

Strategic Policy & Performance

# Action Item 1

## For Consideration:

Approve the following CareerSource Florida Strategic Policies:

- Apprenticeship
- Board Governance and Leadership
- CareerSource Florida Board of Directors Conflict of Interest Disclosure
- CareerSource Florida Ethics and Transparency
- Florida Workforce System Statewide Brand
- Incumbent Worker Training Program
- Sector Strategies
- State Workforce Development Board Roles and Responsibilities

# Action Item 2

## For Consideration:

**Approve sending CareerSource Florida Comprehensive Employment, Education and Training Policy to CareerSource Florida Board of Directors for consideration.**

# A Closer Look: WIOA Unified Plan



**Warren Davis**

**Policy Analyst**

Strategic Policy & Performance

# WIOA: Unified Plan and Local Plans

- The Governor and publicly-funded workforce development system must submit a Unified or Combined Plan to the U.S. Department of Labor.
- The state workforce development board shall assist the Governor in the development, implementation and modification of the state workforce development plan.
- Local workforce development boards are responsible for developing local plans that align with the state plan and submitting these plans to the Governor for approval by the state workforce development board.



# WIOA: Unified Plan and Local Plans

- In 2020, CareerSource Florida and its WIOA partners submitted the second WIOA four-year plan.
- Every two years, states and local boards must review and modify strategies to respond to changing economic conditions and workforce needs of the state.
- The planning process begins with an Information Collection Request provided by the U.S. Office of Management and Budget.

# WIOA: Unified Plan and Local Plans

**The state has two options for submitting a state plan:**

- A Unified State Plan, which includes the six core programs; or
- A Combined State Plan, which includes the six core programs and one or more other partners.

# WIOA: Unified Plan and Local Plans

## The 2022-2024 WIOA Unified Plan Two-Year Modification:

- Is consistent with federal and state law
- Gives CareerSource Florida and its core partners an opportunity to provide updated data about operationalized strategies
- Provides information to federal and state leadership about Florida's success and innovation in workforce and education
- Focuses on the business customer
- Prioritizes quality services to veterans, people on public assistance, people with disabilities and others with barriers to employment

# 2022 WIOA Plan Key Dates



# DEO Economic Updates



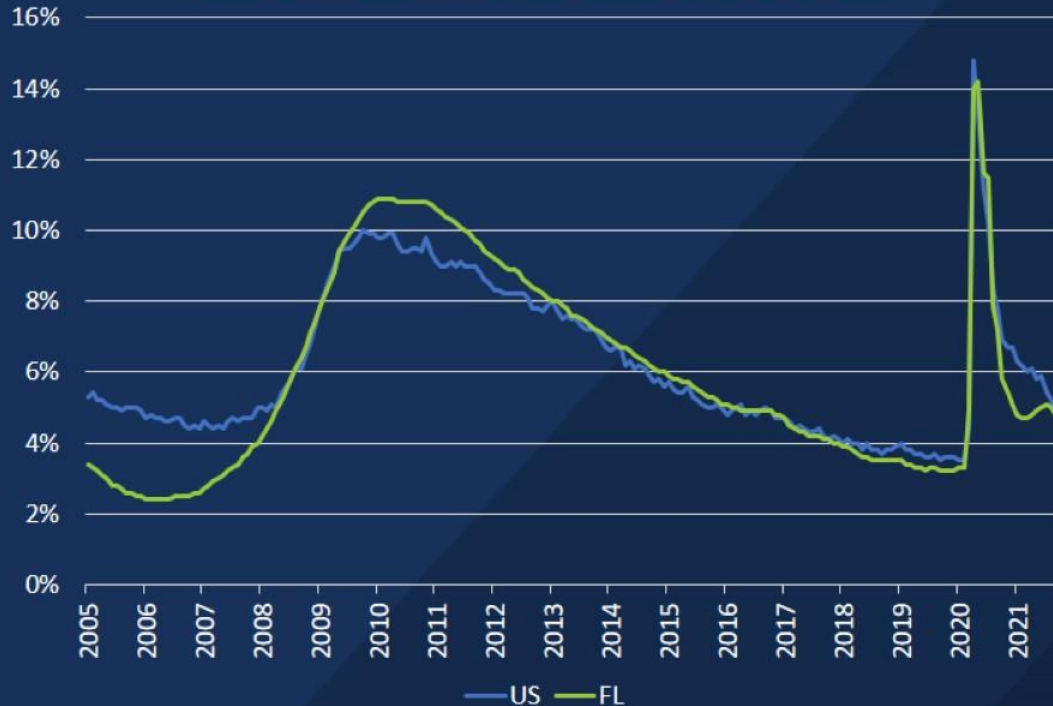
**James Heckman**

**Interim Director**

Workforce Statistics & Economic Research

# Unemployment Rate

## Florida and United States, Seasonally Adjusted



### Since February 2020...

- Unemployment rate increased to **14.0 percent** (+10.7 percentage points) between February and April 2020
- Unemployment has since decreased to **4.6 percent** in October 2021

# Labor Force

Statewide Labor Force April 2020 – October 2021  
Florida, Seasonally Adjusted





# Reasons for Unemployment

Unemployed Persons by Reason for Unemployment (As a Percent of Total Unemployed)  
Florida, 12-Month Moving Average





# Current Employment Statistics

Total Employment – Florida and United States  
Employment As a Percent of February 2020 Level

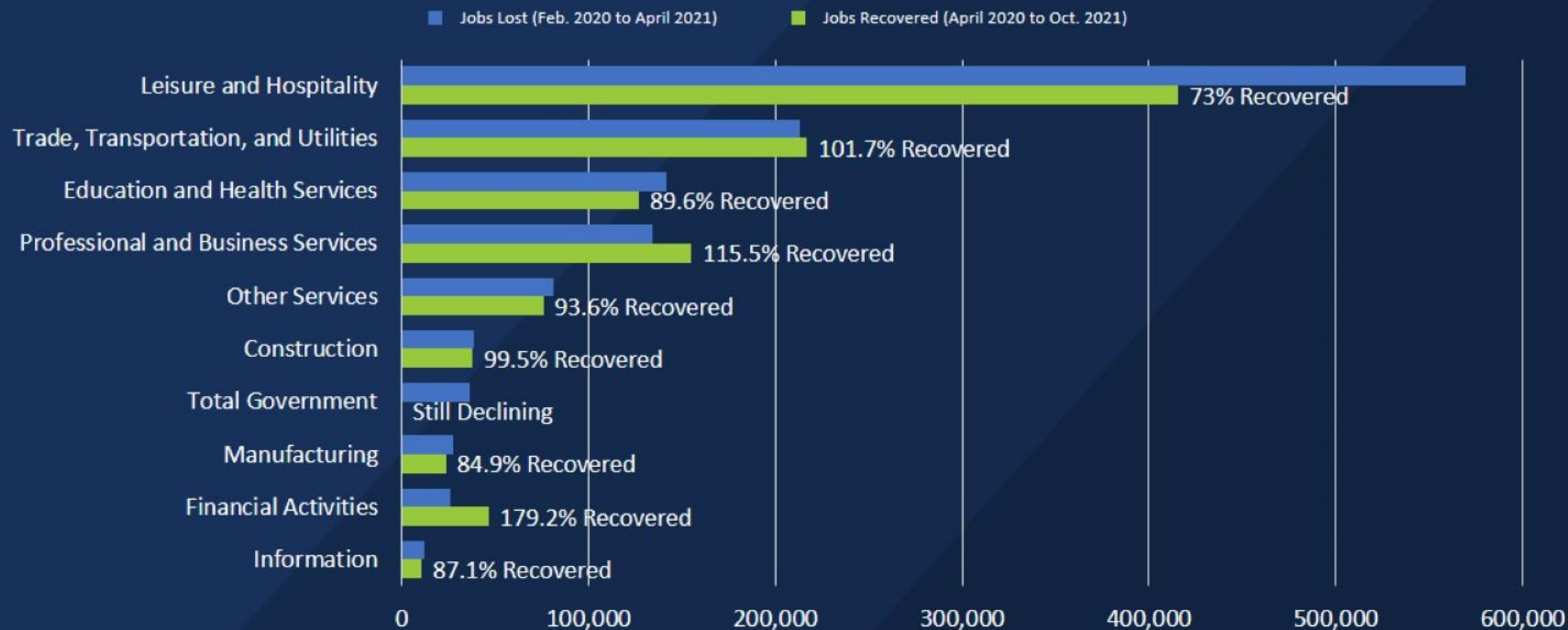


## Since February 2020...

- **1,269,200** jobs were lost between February and April 2020 (**14 percent** of Total Employment)
- **1,099,500** jobs have been recovered between April 2020 and October 2021 (**86.6 percent** of jobs lost)

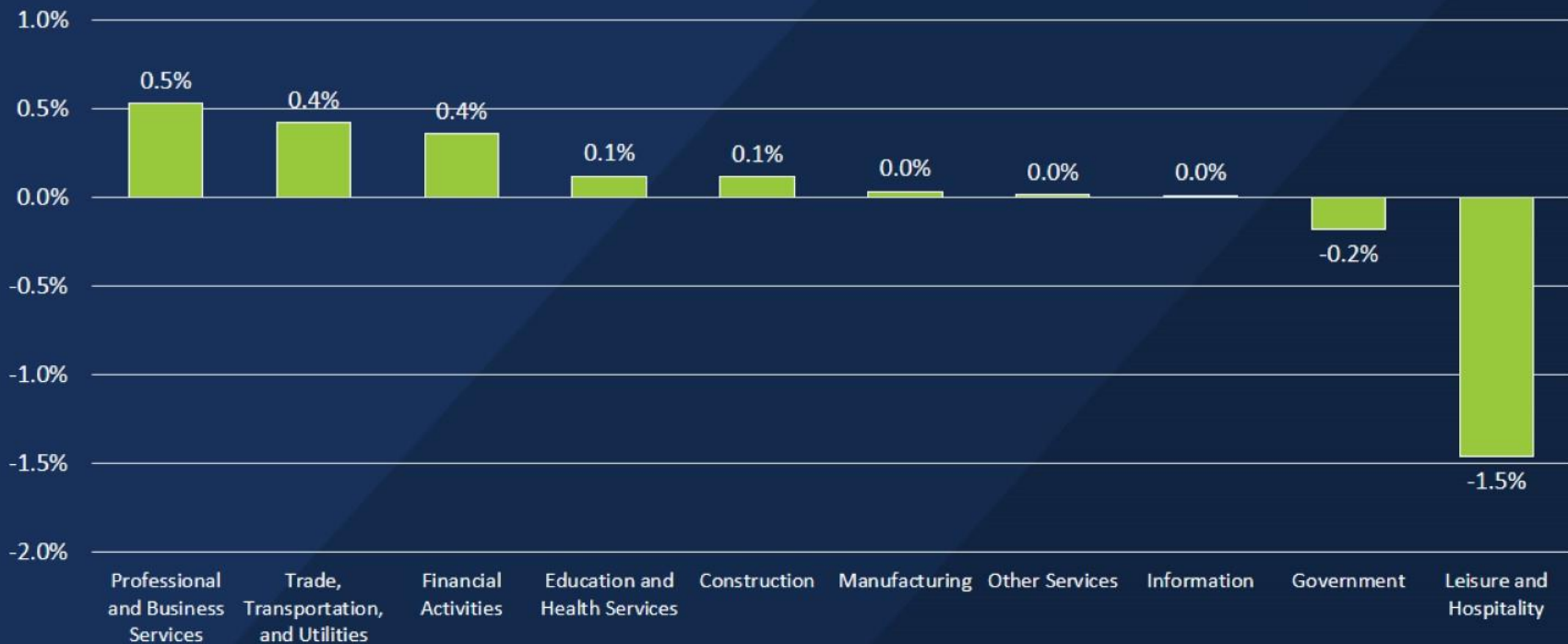
# Recovery – Industry Sectors

## Florida – Industry Supersectors Job Decline and Recovery, Seasonally Adjusted



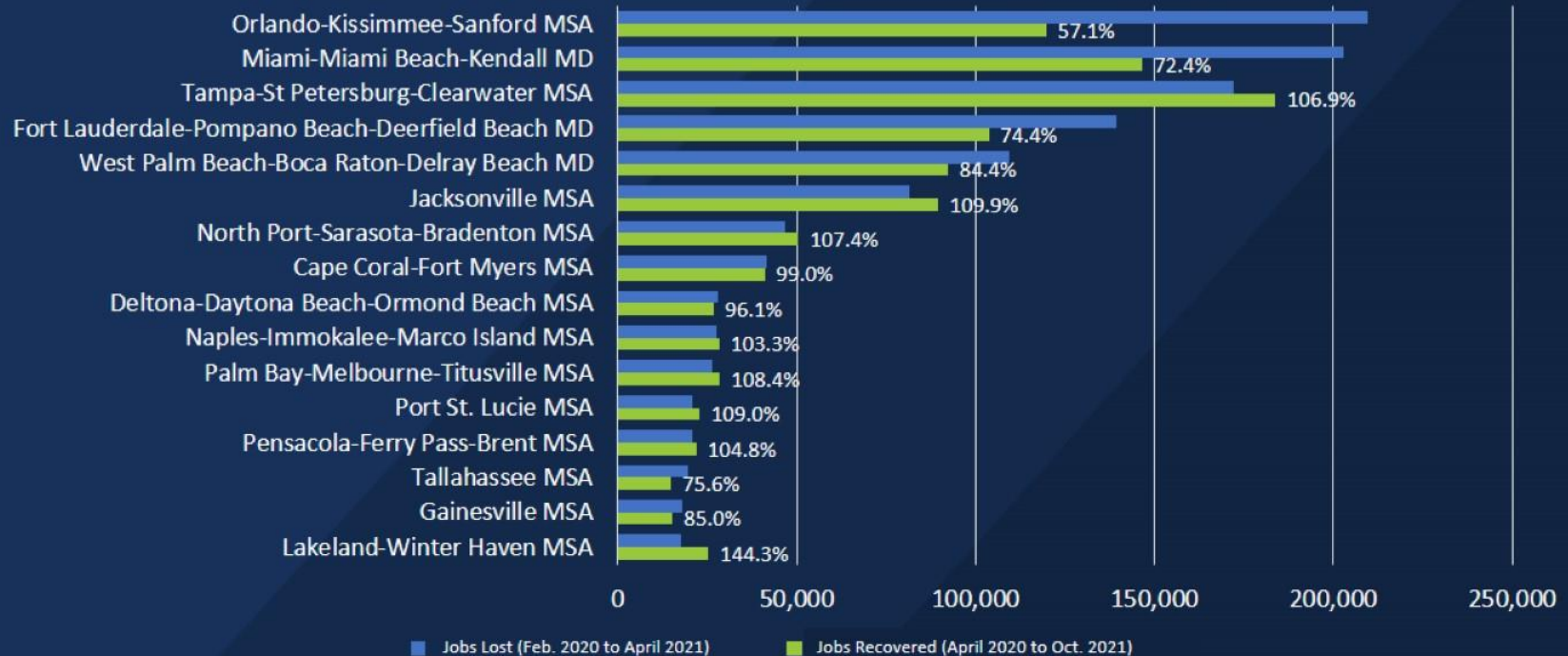
# Share of Employment – Industry Sectors

Florida – Change in Industry Share February 2020 to October 2021,  
Seasonally Adjusted



# Recovery – Metro Areas

## Florida Metropolitan Statistical Areas and Divisions Employment Loss and Recovery, Seasonally Adjusted



# Labor Demand

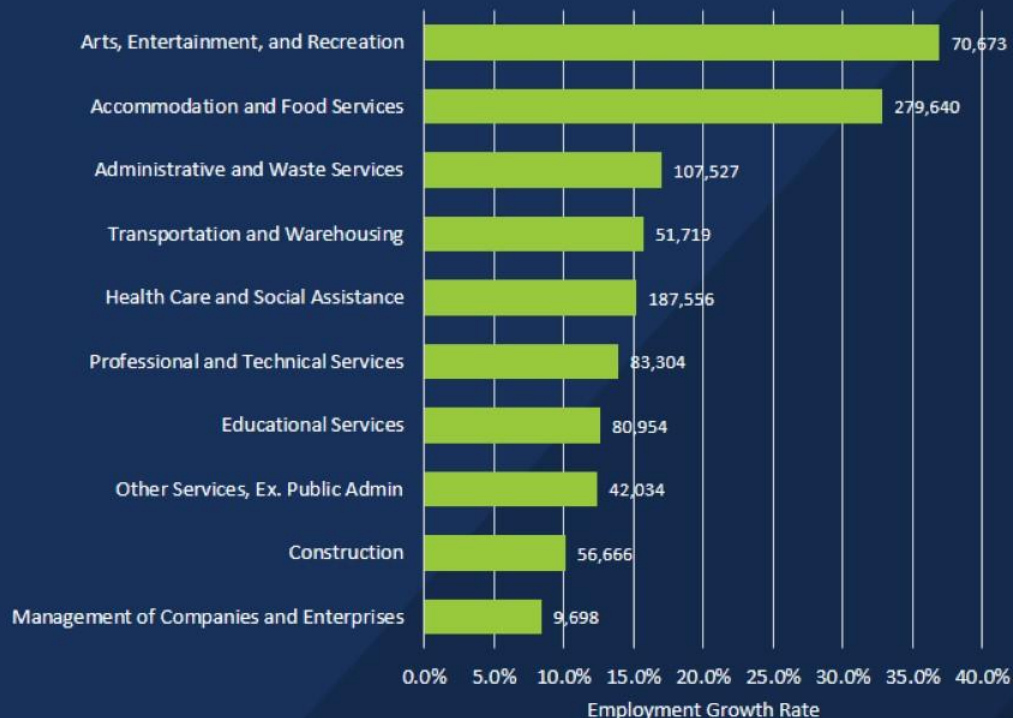
Online Job Ads, April 2020 – October 2021  
Florida, Not Seasonally Adjusted



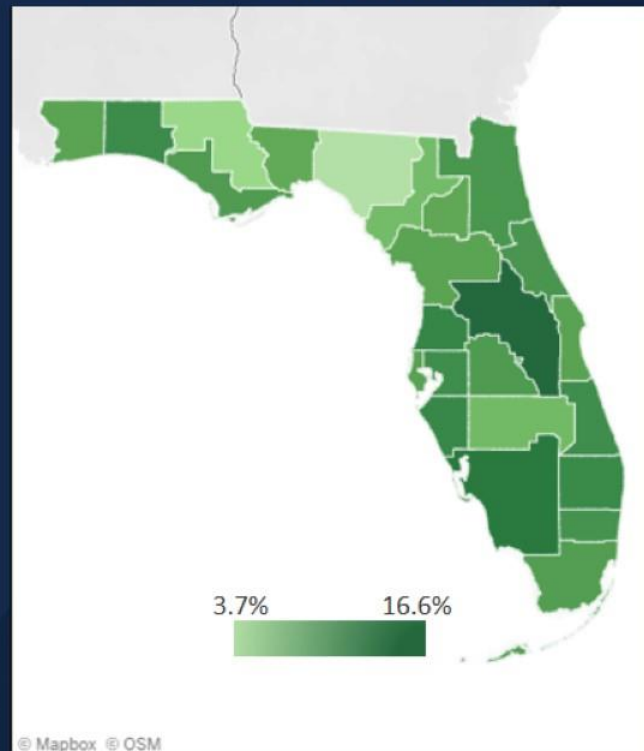


# Statewide Employment Projections

## Top Industries by Employment Growth Rate, Projected 2020-2028



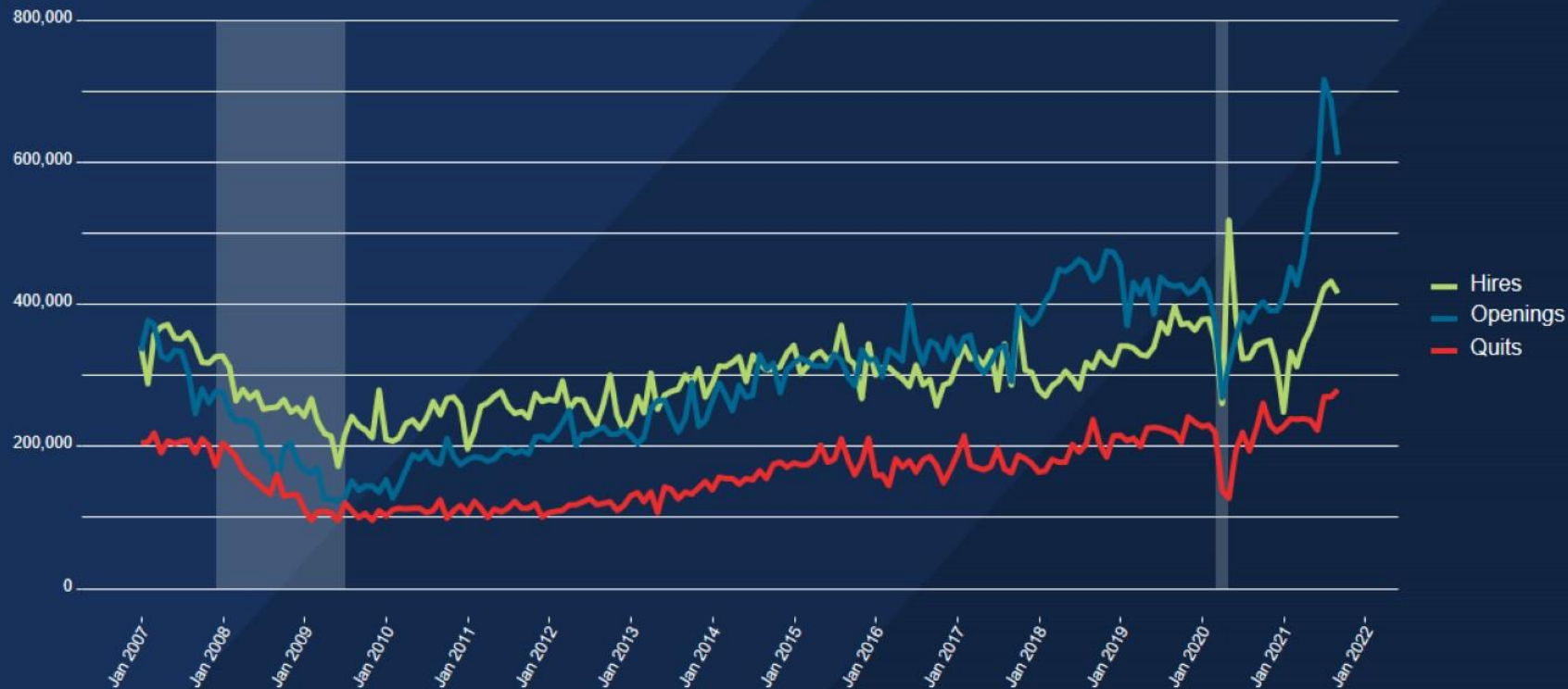
## CareerSource Florida Network by Growth Rate:



# Florida JOLTS Statistics

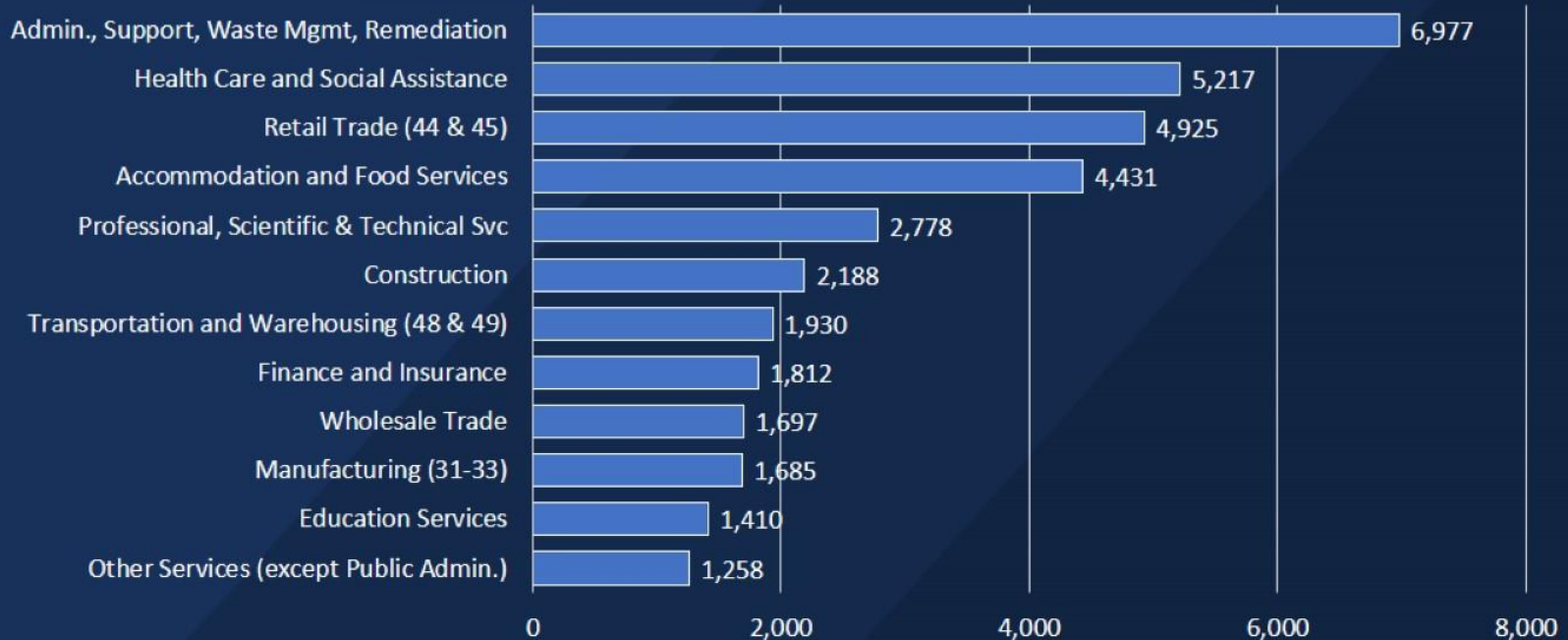
## Florida Total Job Openings, Hires and Quits

Source: U.S. Bureau of Labor Statistics, JOLTS monthly estimates. Seasonally adjusted.



# Labor Supply

## RA Claimants Requesting Benefits – Week of October 24, 2021 Industry of Separating Employer





Questions?



# Drivers of Performance: A Snapshot



**Jacqueline Barreiros**

**Senior Program Analyst**

Strategic Policy & Performance

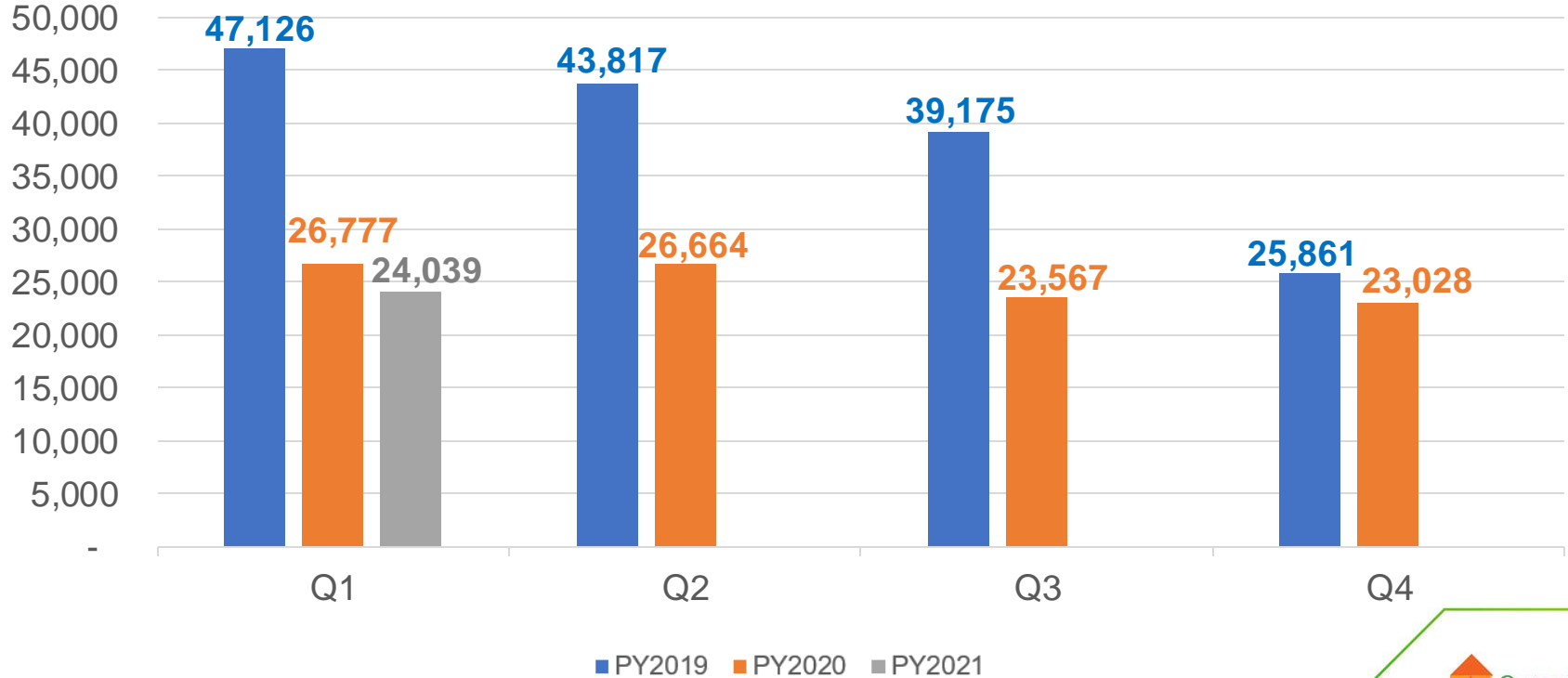
**PY 2021-2022 Q1 Statewide Performance on  
WIOA's Primary Indicators of Performance**

Measures	PY2021-2022 Q1 Performance	PY2021-2022 Q1 % of Performance Goal Met	PY2021-2022 Performance Goals
<b>WIOA Adult</b>			
Employment Rate - 2nd Qtr After Exit	84.20	98.48	85.50
Median Earnings - 2nd Quarter After Exit	\$8,586	122.66	\$7,000
Employment Rate - 4th Qtr After Exit	82.90	98.11	84.50
Credential Attainment Rate	80.00	117.65	68.00
Measurable Skill Gains	73.50	150.00	49.00
<b>WIOA Dislocated Worker</b>			
Employment Rate - 2nd Qtr After Exit	83.90	98.71	85.00
Median Earnings - 2nd Quarter After Exit	\$10,529	148.30	\$7,100
Employment Rate - 4th Qtr After Exit	77.80	96.65	80.50
Credential Attainment Rate	84.30	120.43	70.00
Measurable Skill Gains	75.80	154.69	49.00
<b>WIOA Youth</b>			
Employment Rate - 2nd Qtr After Exit	79.60	100.13	79.50
Median Earnings - 2nd Quarter After Exit	\$3,900	121.88	\$3,200
Employment Rate - 4th Qtr After Exit	76.30	103.11	74.00
Credential Attainment Rate	90.40	118.17	76.50
Measurable Skill Gains	55.50	119.35	46.50
<b>Wagner-Peyser</b>			
Employment Rate - 2nd Qtr After Exit	59.50	91.54	65.00
Median Earnings - 2nd Quarter After Exit	\$5,578	109.37	\$5,100
Employment Rate - 4th Qtr After Exit	60.50	94.24	64.20

Color Key
Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)

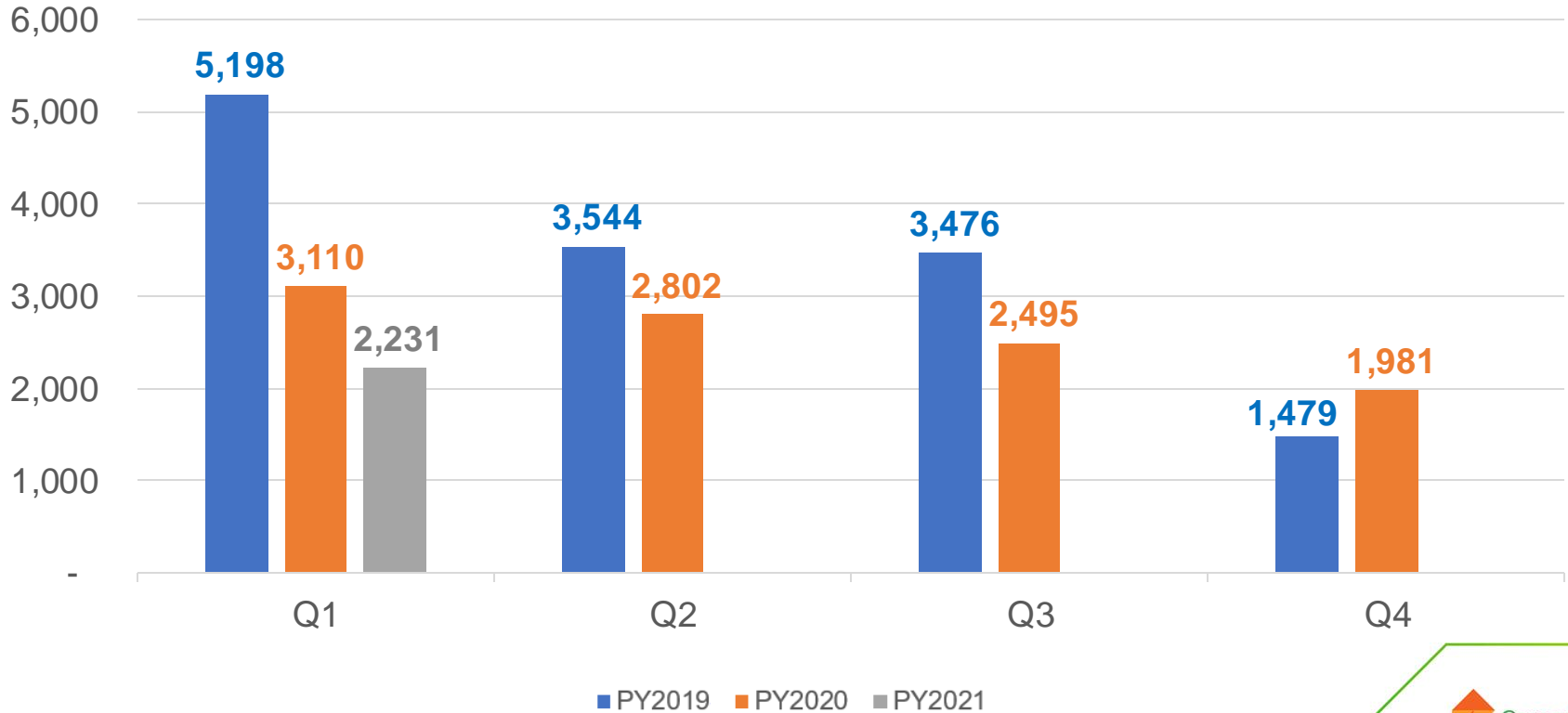
# New Participants – Wagner-Peyser

PY 2019 Q1 – PY 2021 Q1



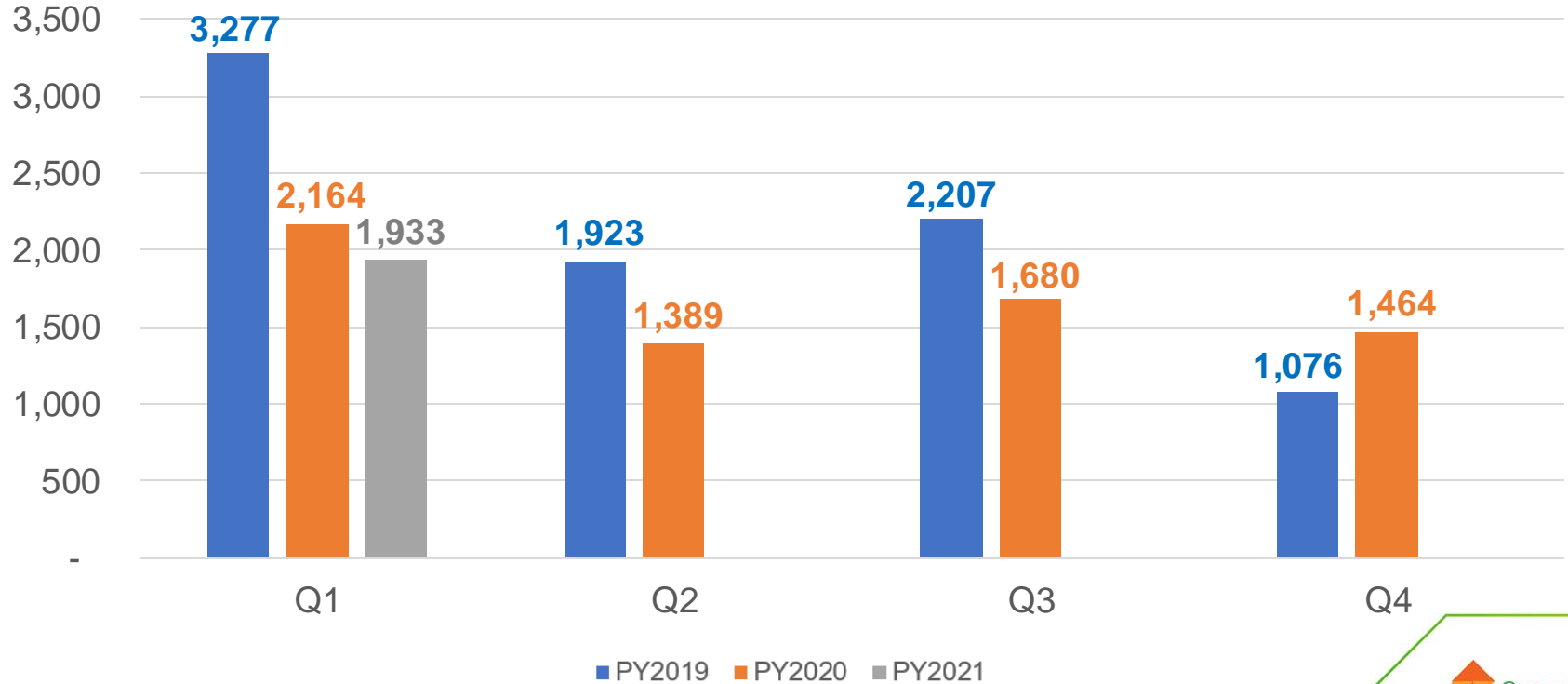
# New Participants - WIOA

PY 2019 Q1 – PY 2021 Q1



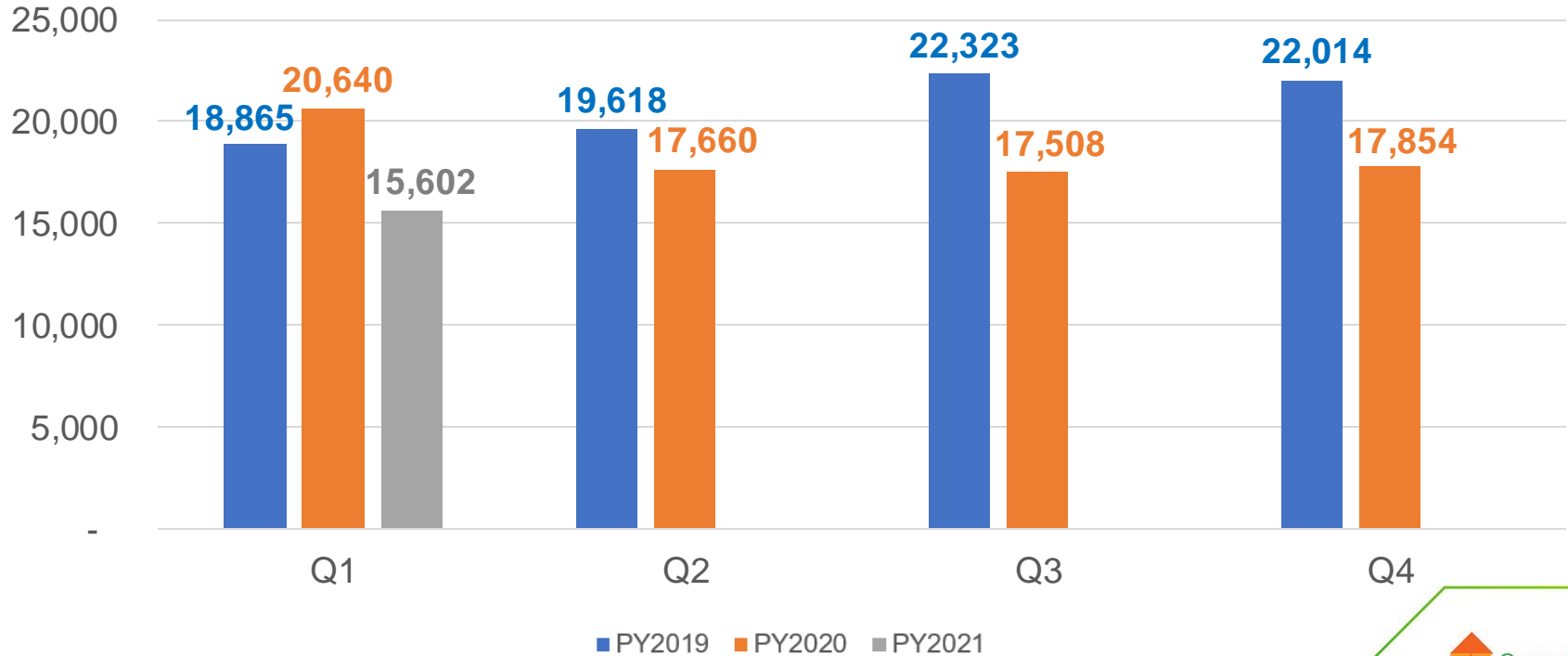
# New Trainings

PY 2019 Q1 – PY 2021 Q1



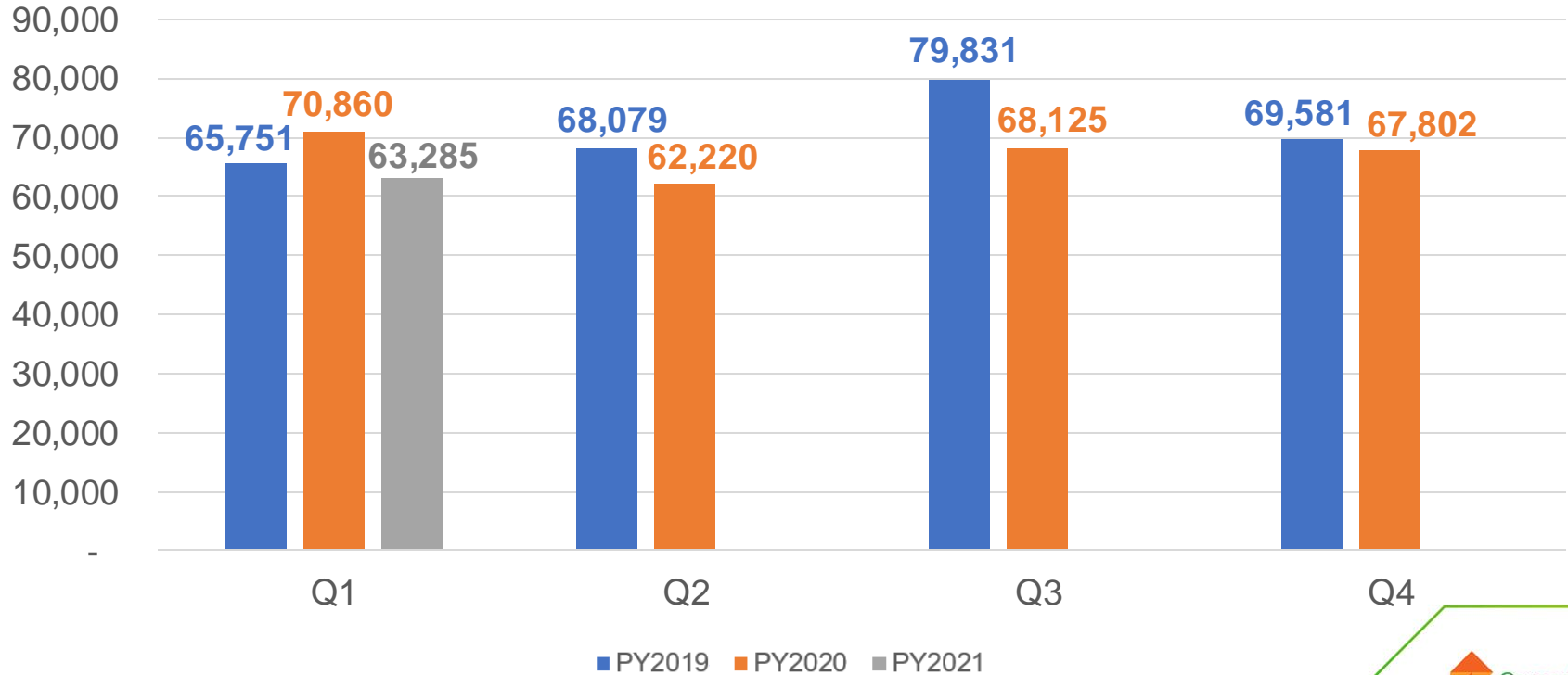
# Businesses Served

PY 2019 Q1 – PY 2021 Q1



# Services to Businesses

PY 2019 Q1 – PY 2021 Q1





# Open Discussion/ Public Comment



# Closing Remarks



**Brittany Birken**  
Chair

# Upcoming Meetings

Board of Directors Webinar - Dec. 9 | 1-3 p.m. ET

Board of Directors and Council Webinars - Feb. 16-17, 2022