



Strategic Policy & Performance Council Meeting

Feb. 16, 2022

Welcome and Remarks



Brittany Birken
Chair

Member Spotlight



Sophia Eccleston

Vice Chair

Senior External Affairs Manager

Florida Power & Light Company

Strategic Policy & Performance Unit Initiatives Update



Dan McGrew

Vice President

Strategic Policy & Performance



Adam Briggs, Ph.D.

Senior Director

Strategic Policy & Performance



Warren Davis

Policy Analyst

Strategic Policy & Performance

Florida Credentials Review Committee

- **Key statutory deliverables:**
 - Master Credentials List
 - Performance funding criteria
- **Four interagency workgroups examining specialized elements in Framework of Quality to Master Credentials List.**
- **Virtual workshop March 9 to discuss data from Feb. 17 Labor Marketing Estimating Conference.**
- **Meeting to evaluate final workgroup recommendations for Framework of Quality on April 28.**

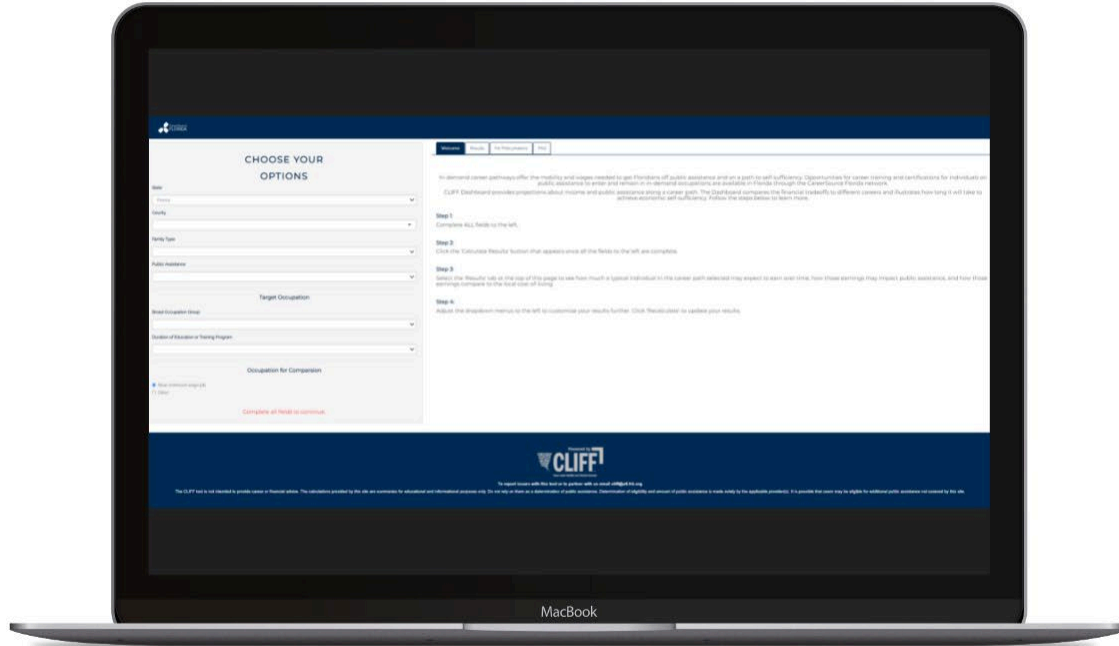
Local Workforce Development Board Letter Grades

- REACH Office charged with developing letter grade system.
- Interagency workgroup held listening session in December with local workforce development boards.
- Network-wide survey launched in January to solicit input on metrics.
- Final letter grade methodology expected by end of fiscal year.
- Strategic Policy & Performance Unit will support statewide and local implementation needs.

Florida CLIFF Dashboard

- **Career Ladder Identifier and Financial Forecaster (CLIFF).**
- **Created in collaboration with the Federal Reserve Bank of Atlanta:**
 - 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.

Florida CLIFF Dashboard



● floridaciffdashboard.com

Florida CLIFF Dashboard Pilot

So far in 2022:

- Training and initial implementation complete at all active pilot sites.
- Information sharing through 1:1 huddles and monthly all-cohort check-ins.
- Partnering with the University of Florida to conduct surveys with pilot staff and clients.
- Working with external partners including Department of Children and Families to explore expanded use.
- Anticipate delivery of pilot report by July.

WIOA Unified Plan Two-Year Modification

- Every two years, states and local workforce development boards must review and modify strategies to respond to changing economic conditions and workforce needs.
- WIOA core partners recently completed the WIOA Unified Plan Two-Year Modification. The plan:
 - Is consistent with federal and state law.
 - Focuses on the business customer.
 - Prioritizes quality services to veterans, persons on public assistance, individuals with disabilities and others with barriers to employment.

WIOA Unified Plan Two-Year Modification

February 2022	Posted online for public comment
February 2022	Presented to CareerSource Florida Board of Directors
March 2022	Submitted to U.S. Department of Labor and U.S. Department of Education
March - June 2022	Reviewed by federal agencies
July - August 2022	Final revisions and release of approved plan
October 2022	Local plans reviewed and recommended for consideration by state board

Consent Item

For Consideration:

Approval of December 2021 Strategic Policy & Performance Meeting Minutes, to include any modifications or changes noted by the council.

A Closer Look: Federal Funding and State Board Initiatives



Andrew Collins

Chief Operating and Financial Officer

CareerSource Florida



Allyce Heflin Moriak

Chief Financial Officer

Florida Department of Economic Opportunity

Workforce Innovation and Opportunity Act

Workforce development programs provide a combination of education and training services to prepare people for work and help them improve their prospects in the labor market.

Activities may include:

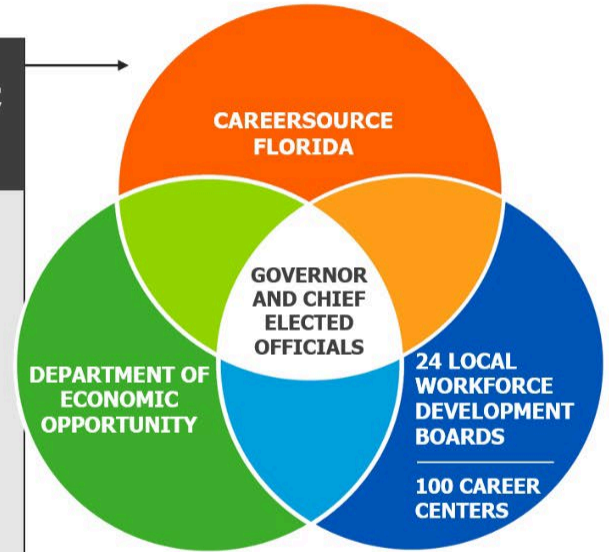
- Job search assistance
- Career counseling
- Occupational skill training
- Classroom training
- On-the-job training



State Workforce System

Federal Publications & Guidance; State Laws, Rules & Policy

- Public Law 113-128 (WIOA)
- Public Law 104-193 (TANF Block Grants)
- Wagner-Peyser Act of 1933, as amended
- USDOL Employment and Training Administration Final Rule 20 CFR Part 652 et al.
- FL Statues Ch. 445



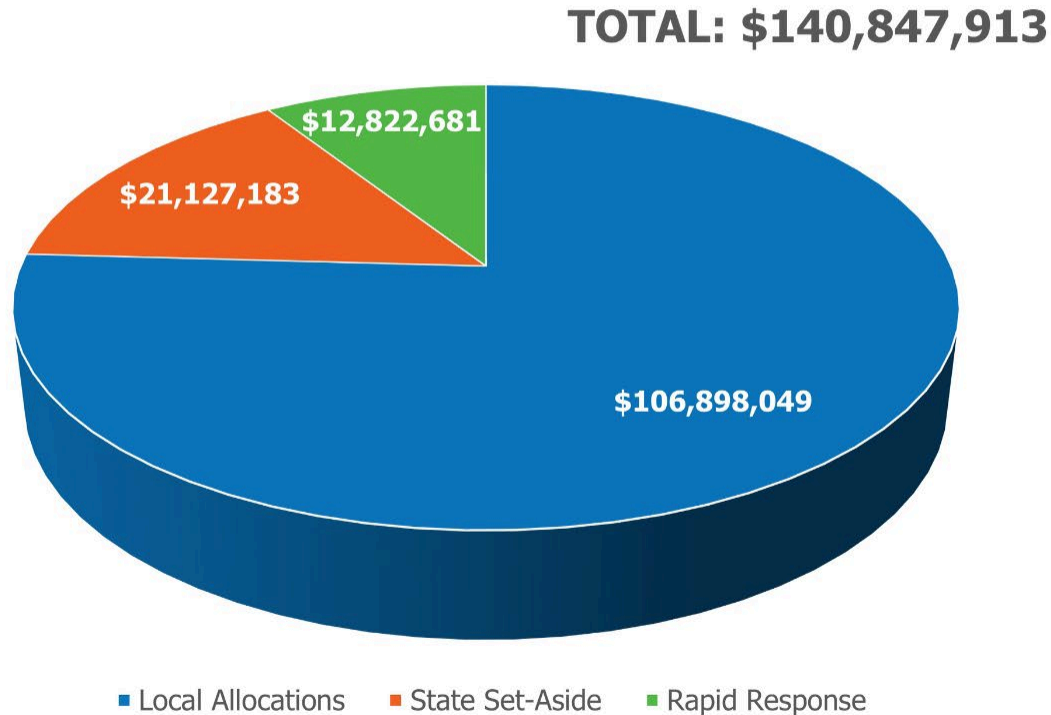
State Formula Grant Programs

Federal laws specify formulas for distributing WIOA funds among states and for sub-state allocations, primarily based upon relative shares of workforce, unemployment and poverty factors.

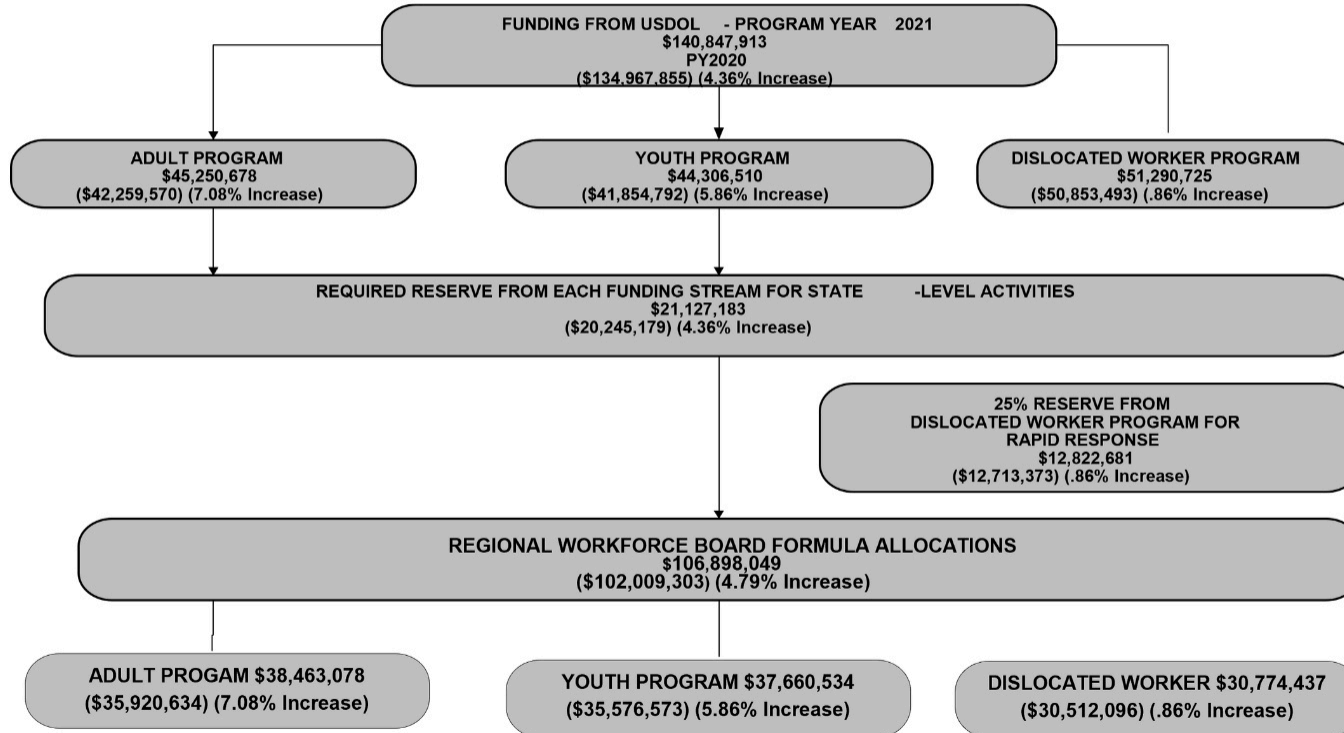
Federal and State Funding: CareerSource Florida Network

	Fiscal Year 2021-2022	Fiscal Year 2020-2021	Difference
WIOA	\$140,847,913	\$134,967,855	\$5,880,058
TANF	\$58,300,723	\$58,132,510	\$168,213
Wagner-Peyser	\$38,157,663	\$38,224,509	-\$66,846
QRT (State)	\$7,500,000	\$9,000,000	-\$1,500,000

Total WIOA Fiscal Year 2021-2022 Grant Award



State Level WIOA Funding Structure



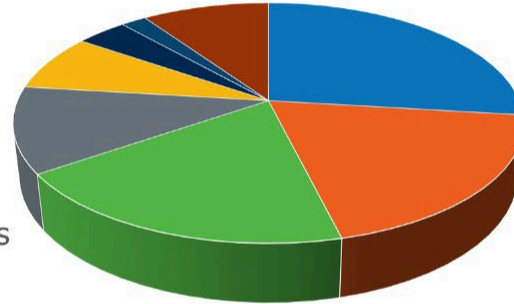
Additional Information

- Under WIOA , 85% of the total federal award for Adult and Youth funding streams must be distributed to local workforce development boards by formula, allowing the Governor to reserve up to 15% at the state level for operational expenses, performance-based incentive payments to boards, program management and oversight, and state board-authorized initiatives.
- Similarly, WIOA Dislocated Worker funds also allow 15% to be transferred to the state-level “pool,” with another 25% of the total federal award allocated for a state-level program for rapid response assistance to dislocated workers, including emergency supplements to local workforce development boards.
- The remaining 60% of the federal Dislocated Worker funds are then distributed based on local economic factors to local workforce development boards.

WIOA Discretionary Board Allocations

TOTAL: \$25,649,814

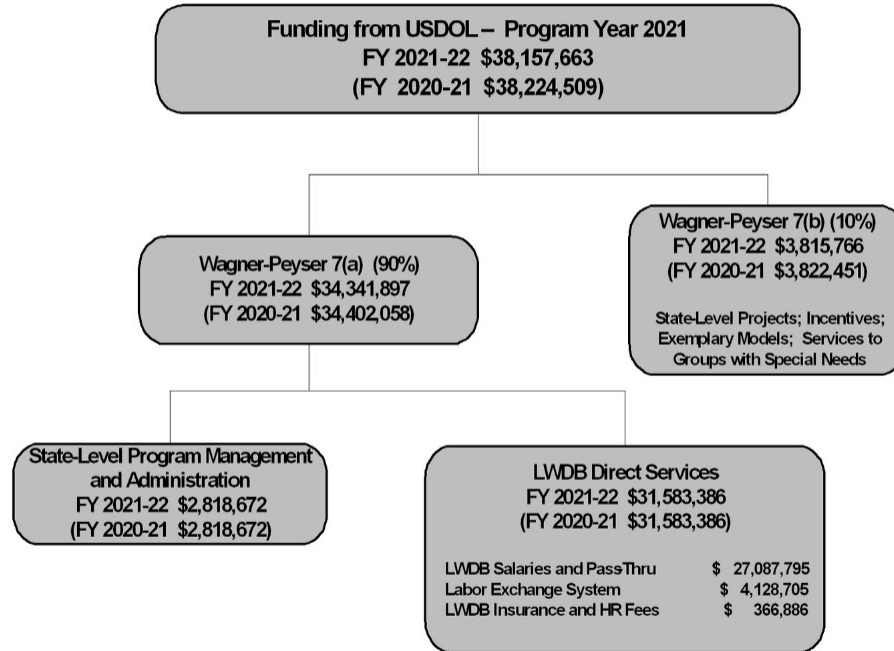
- Veterans and Military Spouses
- Low-Income Returning Adult Learners
- At-risk Floridians
- Demand-Driven Expansion of Priority Commitments
- Rural Workforce Initiatives
- Florida Ready to Work Foundational Skills Initiative
- Florida Apprenticeship Standards Builder
- Incumbent Worker Training



Wagner-Peyser Act of 1933

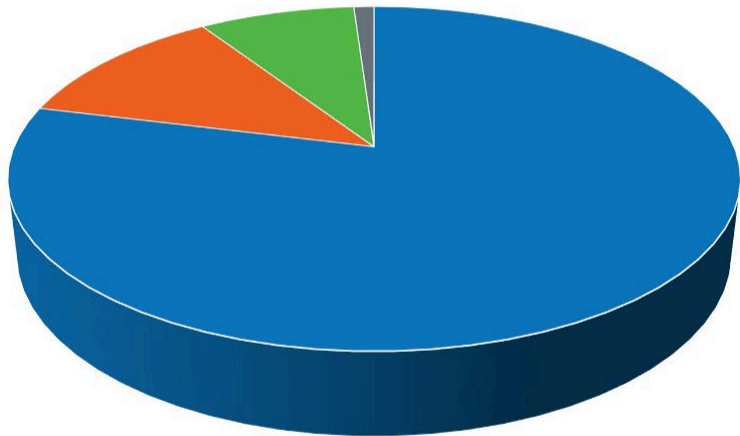
- The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Wagner-Peyser Act was amended by the Workforce Investment Act of 1998 and the Workforce Innovation and Opportunity Act of 2014, making the Employment Service part of the one-stop delivery system.
- Employment services are an integral part of the one-stop delivery system that provides an integrated array of high-quality services so that workers, job seekers and businesses can find needed services under one roof in easy-to-reach locations.
- Employment services are services related to a labor exchange system including job search assistance, referral and placement assistance to job seekers, reemployment services to unemployment insurance claimants and recruitment services to employers with job openings.

Funding for Wagner-Peyser



Wagner-Peyser 7(a) Funds

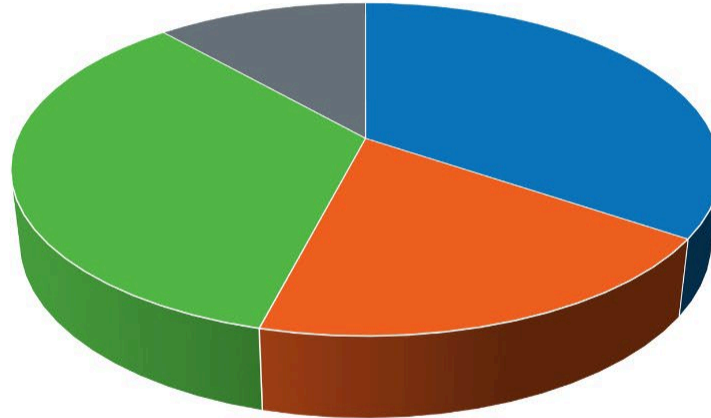
TOTAL: \$34,341,897



- LWDB Salaries/Pass-Through
- Labor Exchange System (Employ Florida)
- State-level Administration
- LWDB Insurance/HR

Wagner-Peyser 7(b) Funds

TOTAL: \$3,876,217



- Statewide Outreach
- Military Family Employment Advocacy Program
- Substance Abuse and Reentry Navigators
- CRM System

DEO Economic Update



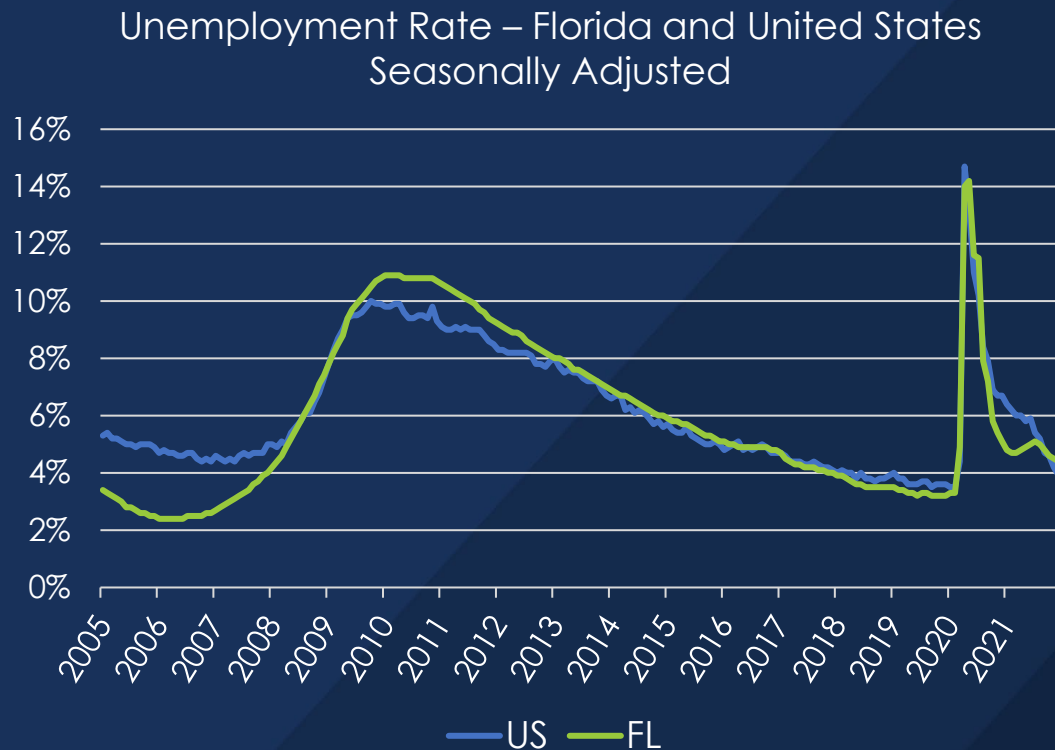
Jimmy Heckman

Chief

Bureau of Workforce Statistics and Economic Research

Florida Department of Economic Opportunity

Statewide Unemployment Rate



Florida's December
Unemployment Rate:
4.4%

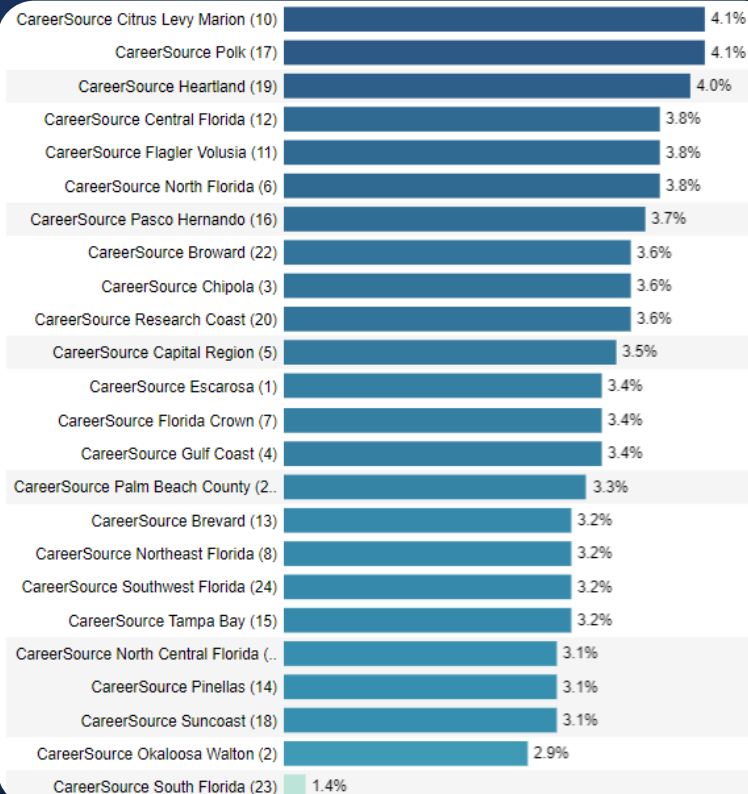
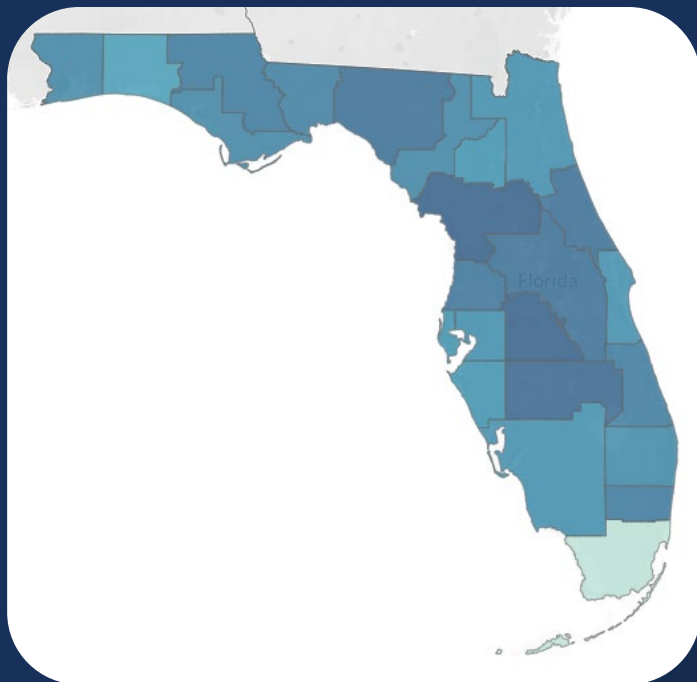
Since February 2020:

- Unemployment rate increased to **14.0%** (+10.7 percentage points) between February and April 2020
- Unemployment has since decreased to **4.4%** in December 2021
- As of December 2021, unemployment is still **1.1% above the February 2020 rate**

Local Area Unemployment Rates

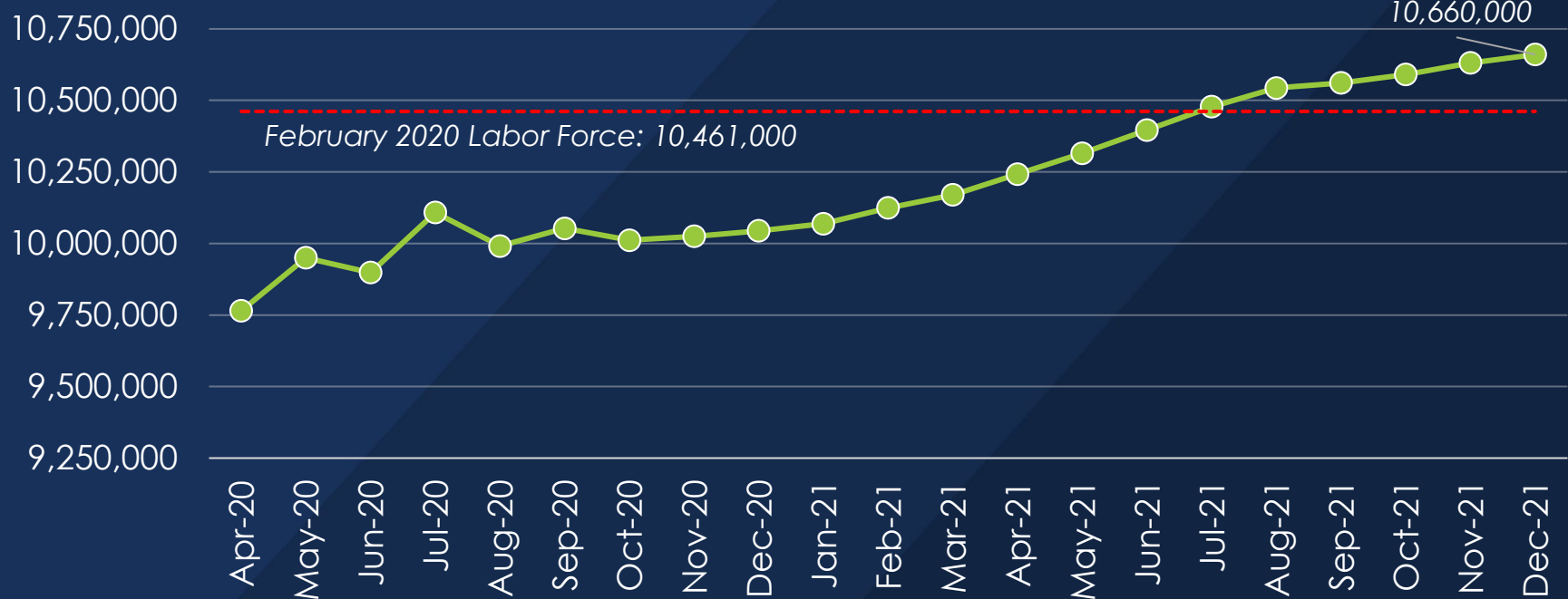
Unemployment Rate by LWDA

December 2021
Not Seasonally Adjusted



Statewide Labor Force

Statewide Labor Force April 2020 – December 2021
Florida; Seasonally Adjusted

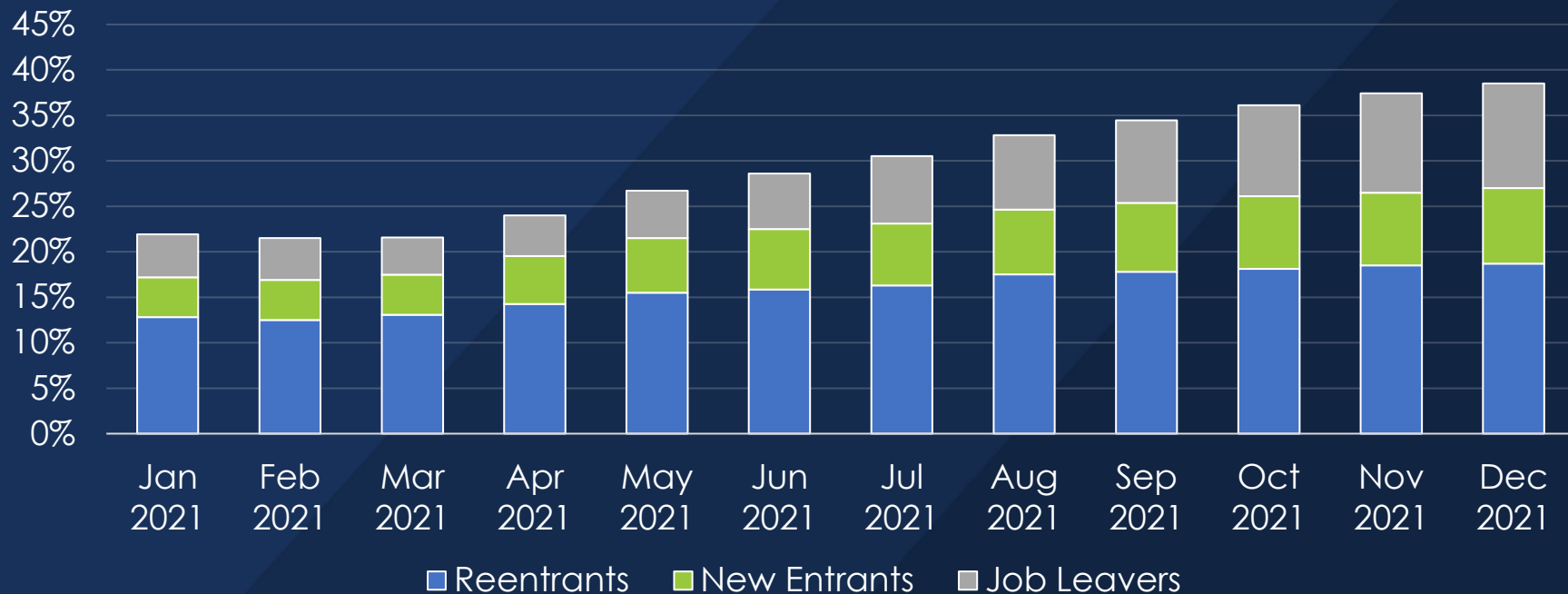


December 2021
Labor Force:
10,660,000

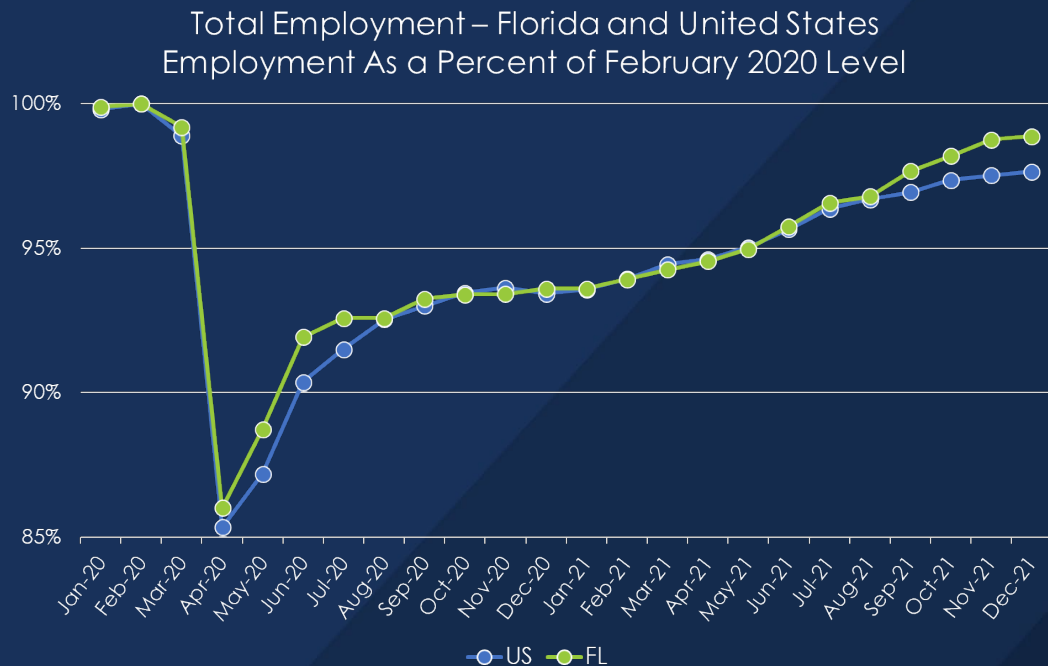
February 2020 Labor Force: 10,461,000

Reasons for Unemployment

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



Florida's Nonagricultural Payroll Employment



December 2021

Total Jobs: **8,971,300**

+11,700 (+0.1%) over the month

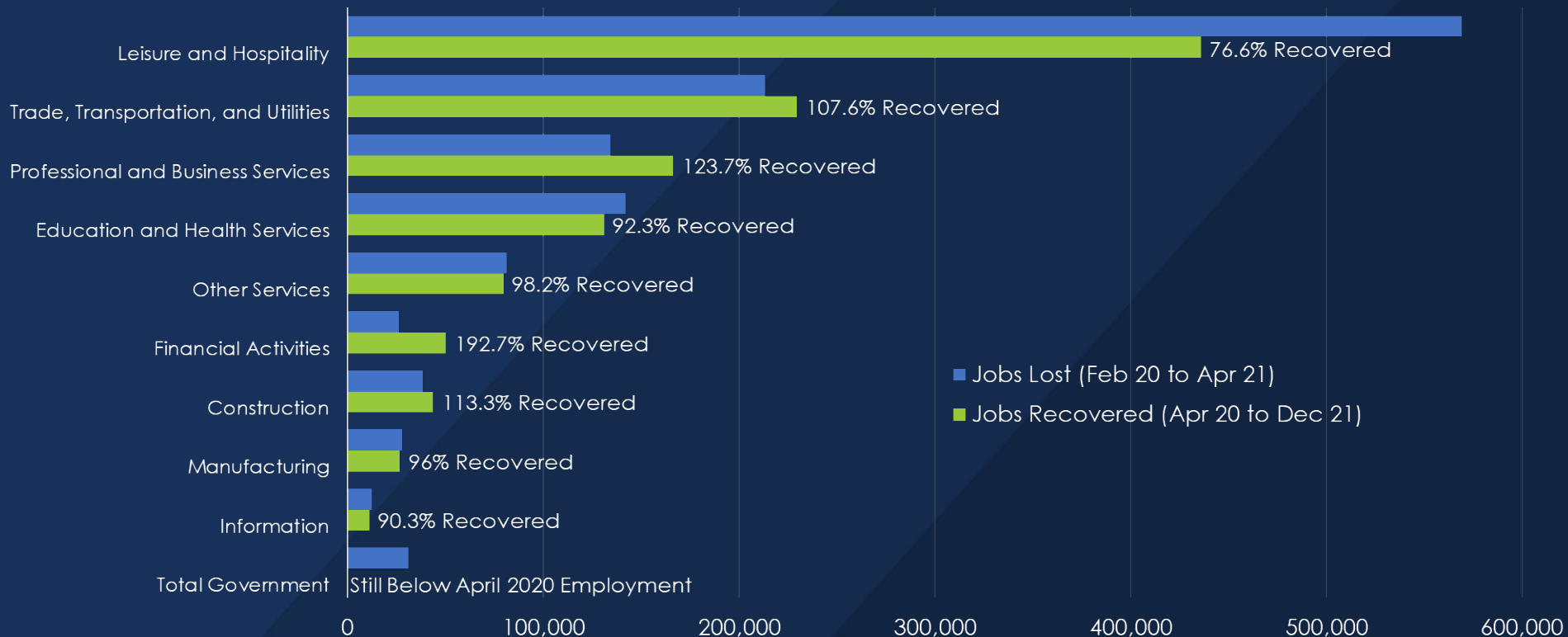
+479,300 (+5.6%) over the year

1,269,200 jobs were lost between February and April 2020.

1,168,400 jobs have been recovered as of December (**92.1%** of jobs lost)

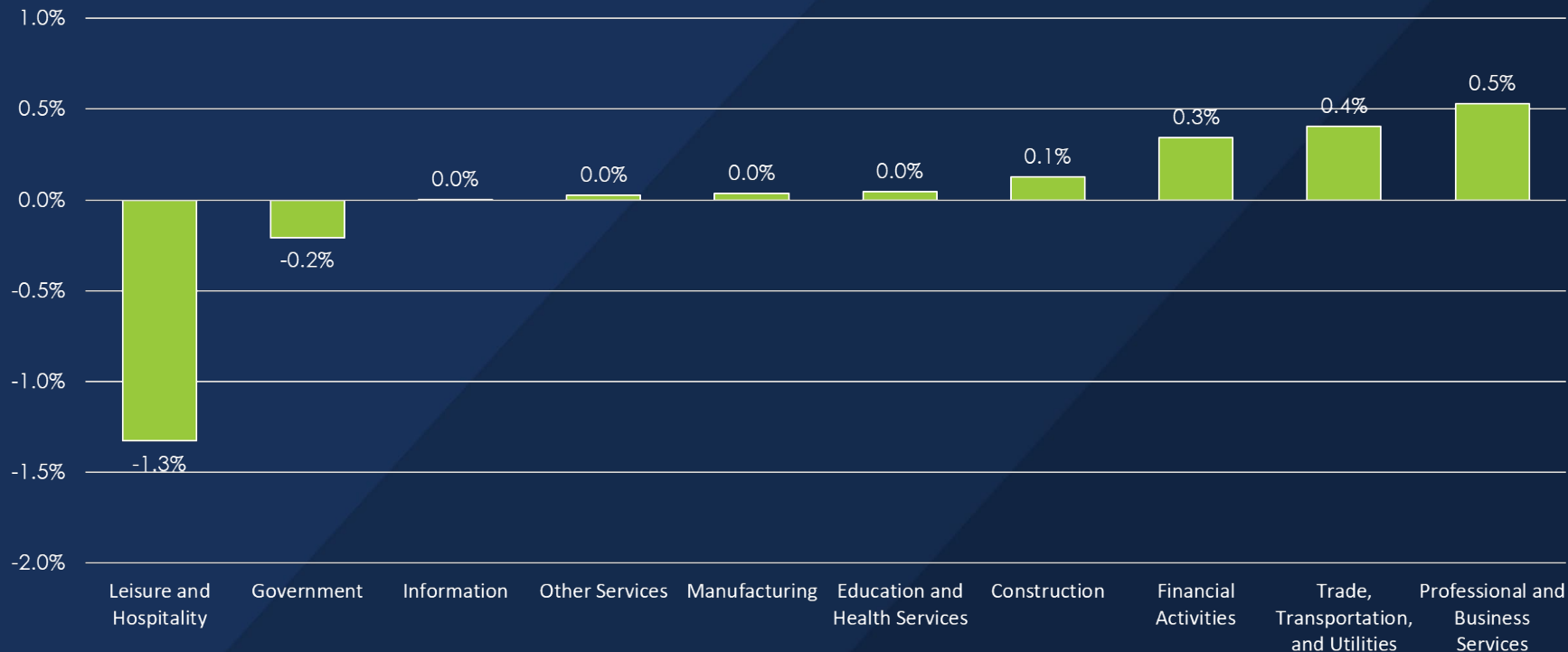
Statewide Recovery: Industry Sectors

Florida – Industry Supersectors Job Decline and Recovery; Seasonally Adjusted

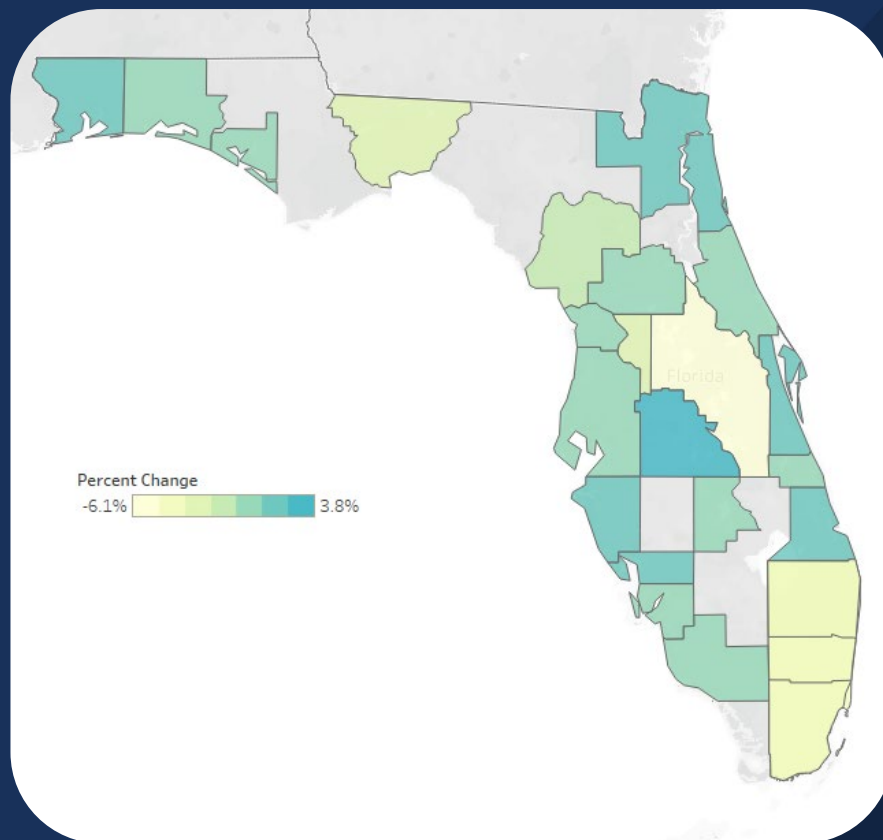


Florida's Changing Industries

Florida – Change in Industry Share of Jobs, February 2020 to December 2021
Seasonally Adjusted



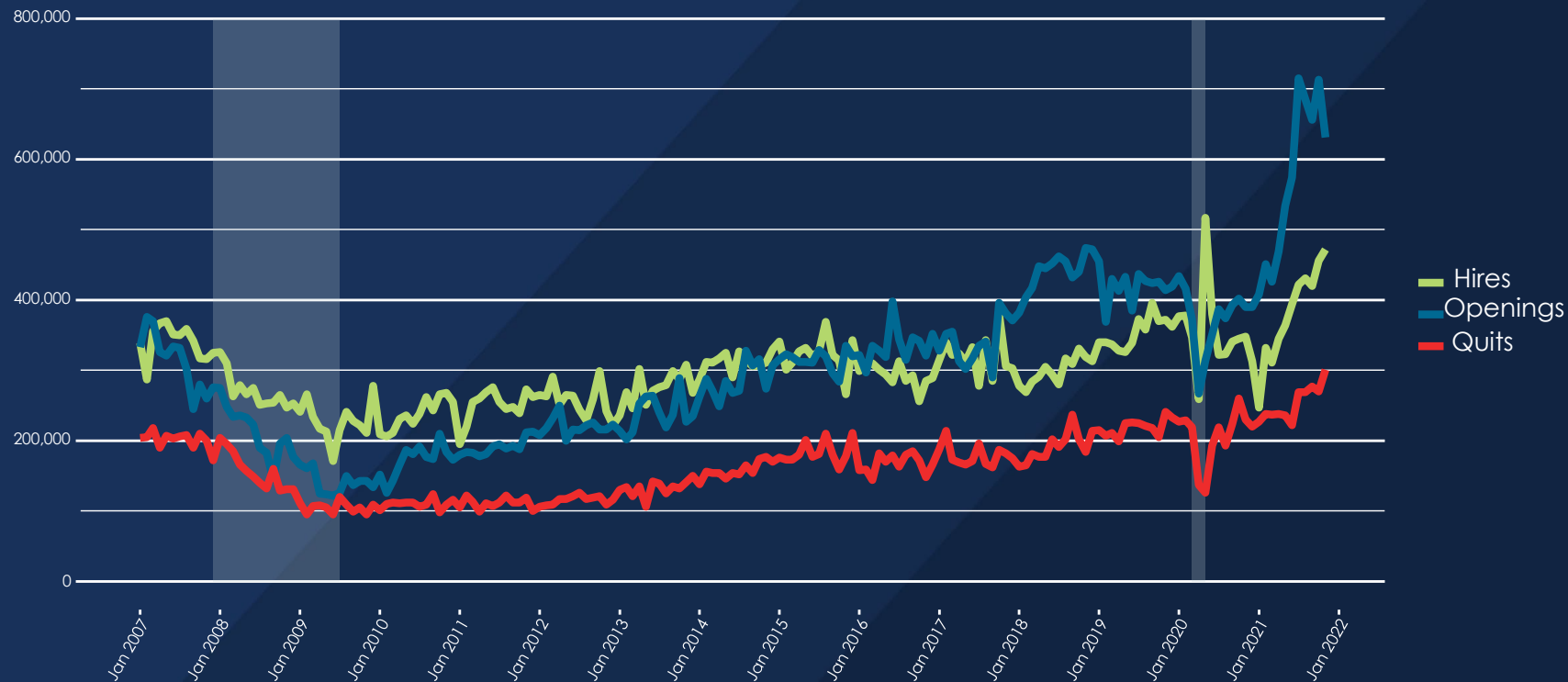
Recovery: Florida's Metro Areas



Area	
Lakeland-Winter Haven MSA	3.8%
Jacksonville MSA	1.9%
North Port-Sarasota-Bradenton MSA	1.8%
Palm Bay-Melbourne-Titusville MSA	1.7%
Port St. Lucie MSA	1.6%
Pensacola-Ferry Pass-Brent MSA	1.3%
Punta Gorda MSA	1.0%
Tampa-St Petersburg-Clearwater MSA	1.0%
Naples-Immokalee-Marco Island MSA	1.0%
Sebastian-Vero Beach MSA	0.5%
Panama City MSA	0.5%
Cape Coral-Fort Myers MSA	0.5%
Deltona-Daytona Beach-Ormond Beach MSA	0.4%
Sebring MSA	0.4%
Ocala MSA	0.2%
Crestview-Ft Walton Beach-Destin MSA	0.2%
Homosassa Springs MSA	0.0%
Gainesville MSA	-0.9%
West Palm Beach-Boca Raton-Delray Beach MD	-2.0%
Tallahassee MSA	-2.4%
The Villages MSA	-3.1%
Miami-Fort Lauderdale-West Palm Beach MSA	-3.5%
Fort Lauderdale-Pompano Beach-Deerfield Beach MD	-3.9%
Miami-Miami Beach-Kendall MD	-3.9%
Orlando-Kissimmee-Sanford MSA	-6.1%

Job Openings and Labor Turnover Survey (JOLTS)

Florida Nonfarm Job Openings, Hires, and Quits Seasonally Adjusted



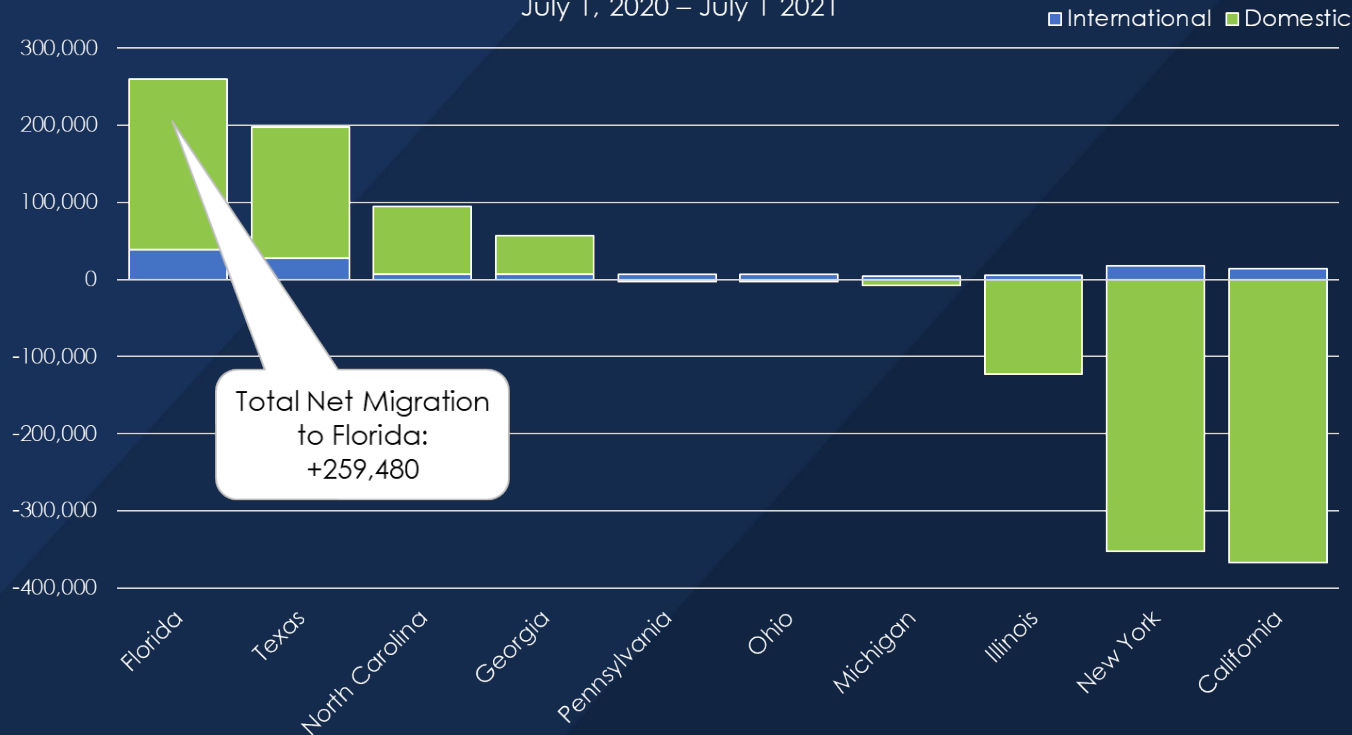
Florida's Growing Population

Florida's 2021
Population:
21,781,128

Annual Change:
+211,196
(2nd highest)

Growth Rate:
+1.0%
(8th highest)

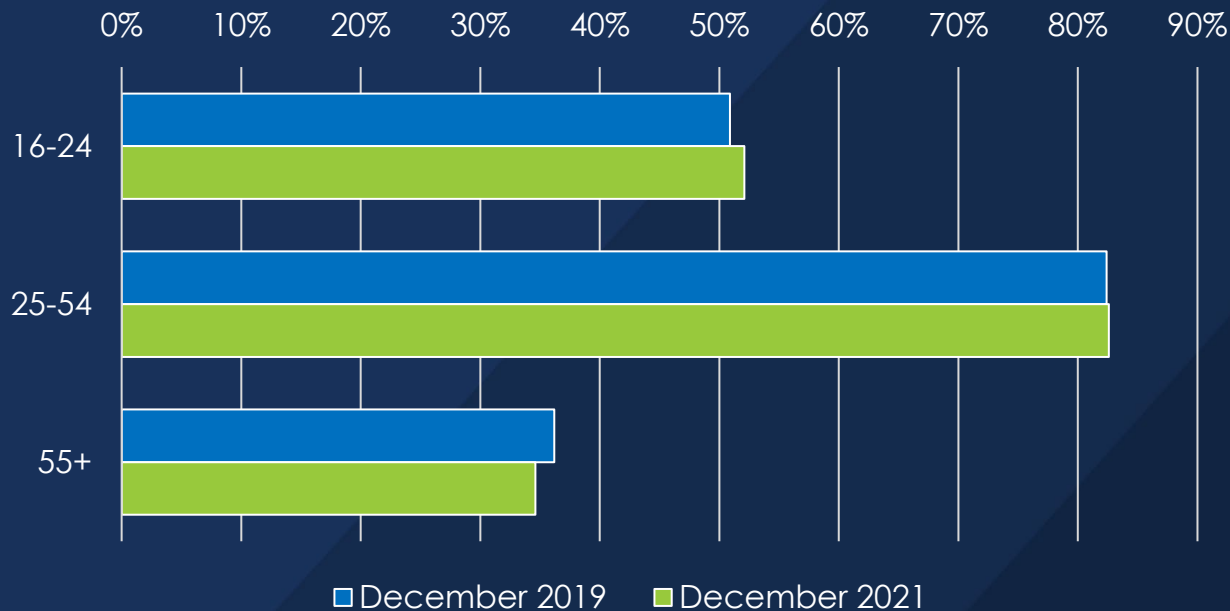
Net Migration: 10 Most Populous States
July 1, 2020 – July 1, 2021



Florida's Evolving Labor Force

Labor Force Participation Rate by Age

December 2019 and December 2021



24-month change

Under 25:
+1.2 pts

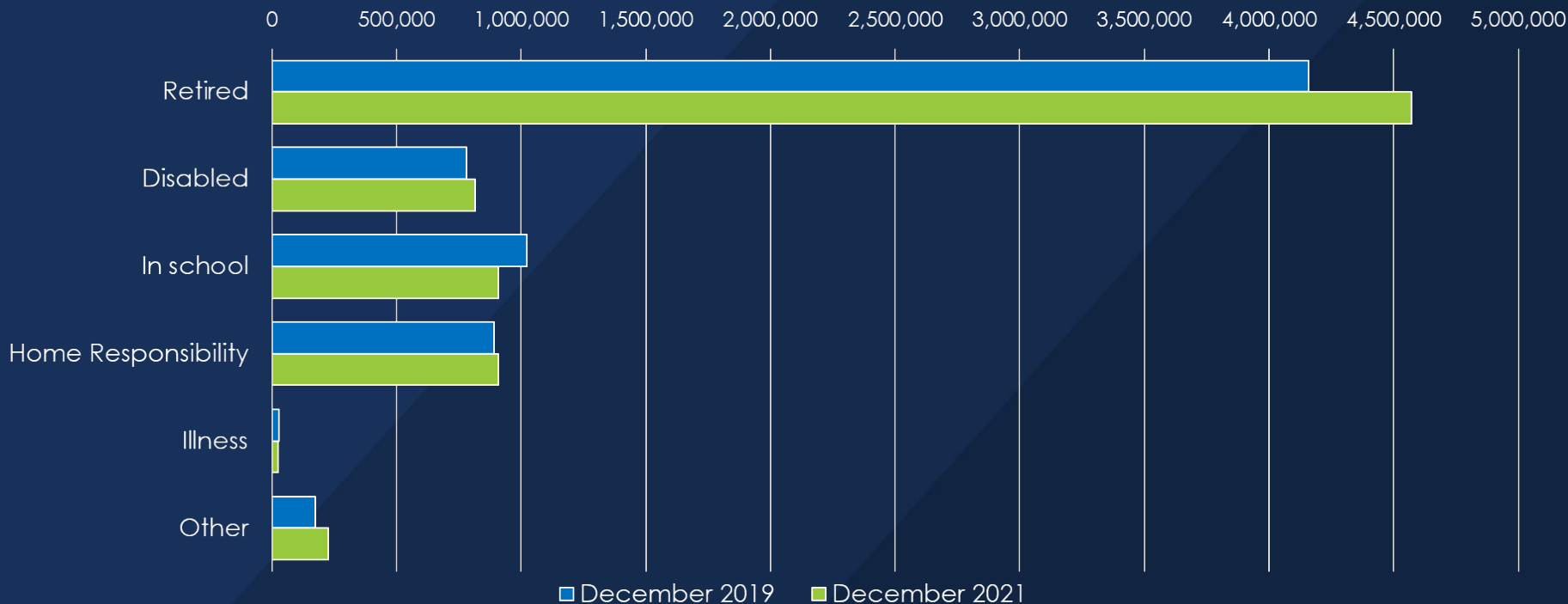
Prime Age (25-54):
+0.2 pts

Over 55:
-1.6 pts

Florida's Evolving Labor Force

Reasons for Not Participating in Labor Force

December 2019 and December 2021



■ December 2019 ■ December 2021

Q&A



Revisiting Drivers of Performance: A Snapshot



Adam Briggs, Ph.D.

Senior Director

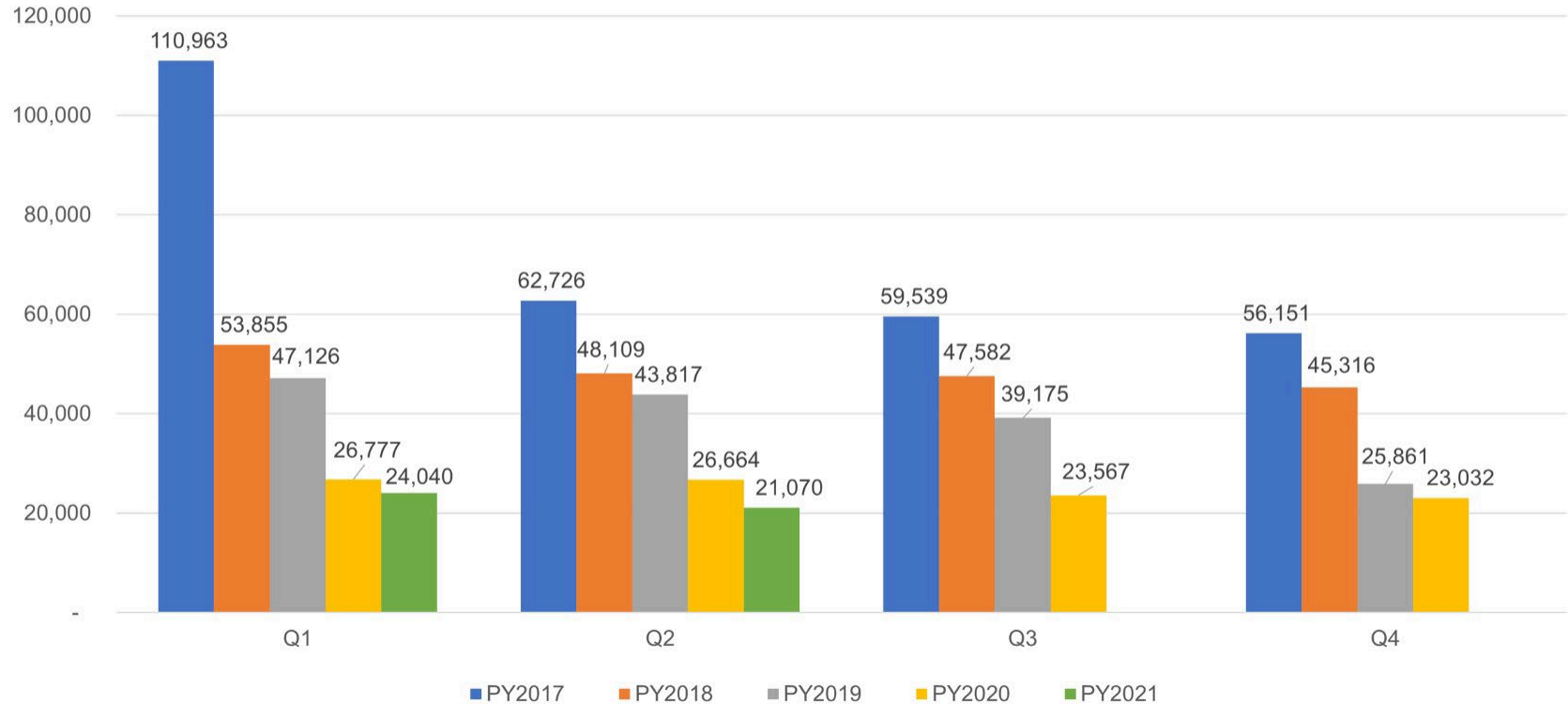
Strategic Policy & Performance

PY 2021-2022 Q2 Statewide Performance on WIOA's Primary Indicators of Performance

Measures	PY2021-2022 Q2 Performance	PY2021-2022 Q2 % of Performance Goal Met	PY2021-2022 Performance Goals
WIOA Adult			
Employed 2nd Qtr After Exit	83.10	97.19	85.50
Median Wage 2nd Quarter After Exit	\$8,881	126.87	\$7,000
Employed 4th Qtr After Exit	81.70	96.69	84.50
Credential Attainment Rate	79.90	117.50	68.00
Measurable Skill Gains	72.20	147.35	49.00
WIOA Dislocated Worker			
Employed 2nd Qtr After Exit	84.80	99.76	85.00
Median Wage 2nd Quarter After Exit	\$10,373	146.10	\$7,100
Employed 4th Qtr After Exit	81.90	101.74	80.50
Credential Attainment Rate	85.00	121.43	70.00
Measurable Skill Gains	70.70	144.29	49.00
WIOA Youth			
Employed 2nd Qtr After Exit	81.20	102.14	79.50
Median Wage 2nd Quarter After Exit	\$4,114	128.56	\$3,200
Employed 4th Qtr After Exit	78.40	105.95	74.00
Credential Attainment Rate	85.00	111.11	76.50
Measurable Skill Gains	54.30	116.77	46.50
Wagner-Peyser			
Employed 2nd Qtr After Exit	58.80	90.46	65.00
Median Wage 2nd Quarter After Exit	\$6,006	117.76	\$5,100
Employed 4th Qtr After Exit	59.90	93.30	64.20

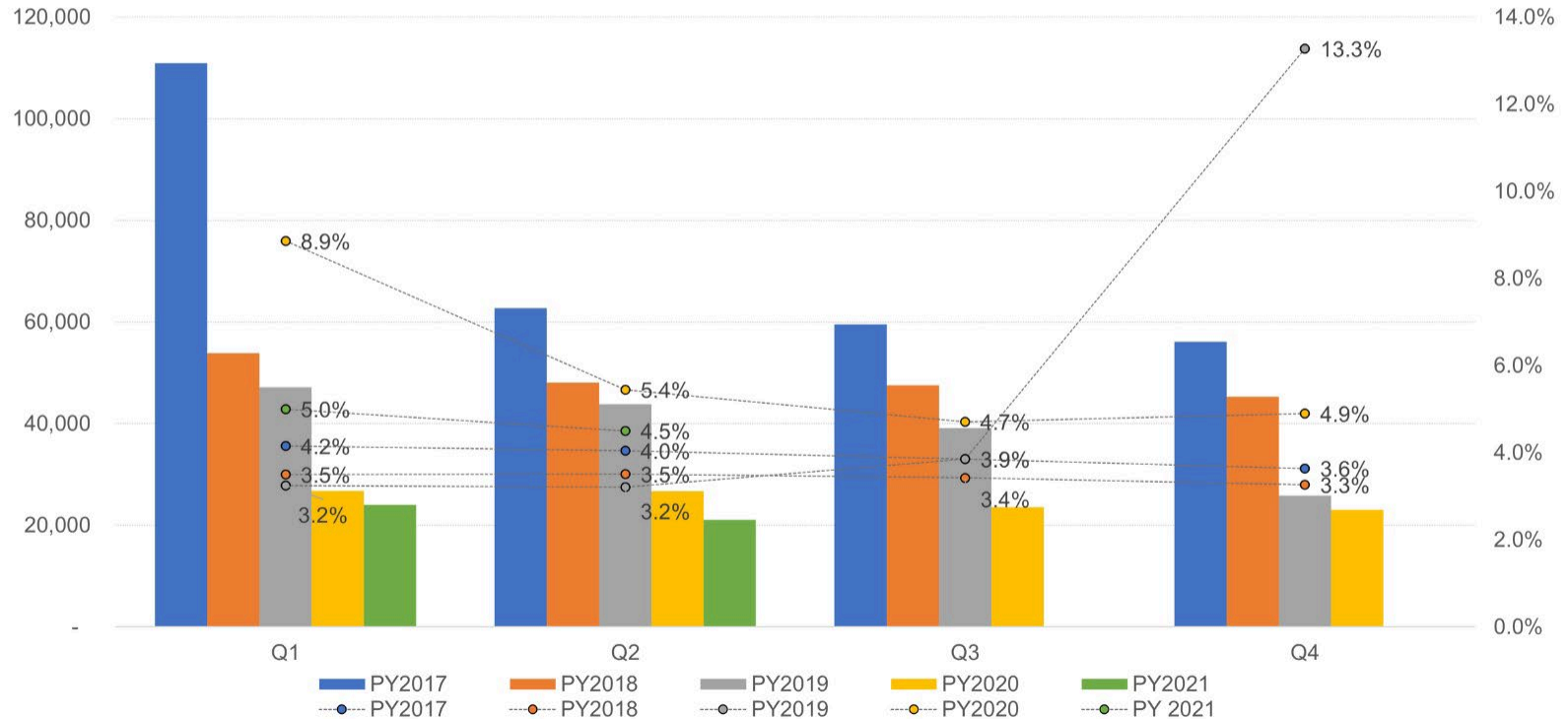
Color Key
Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)

New Participants – Wagner-Peyser

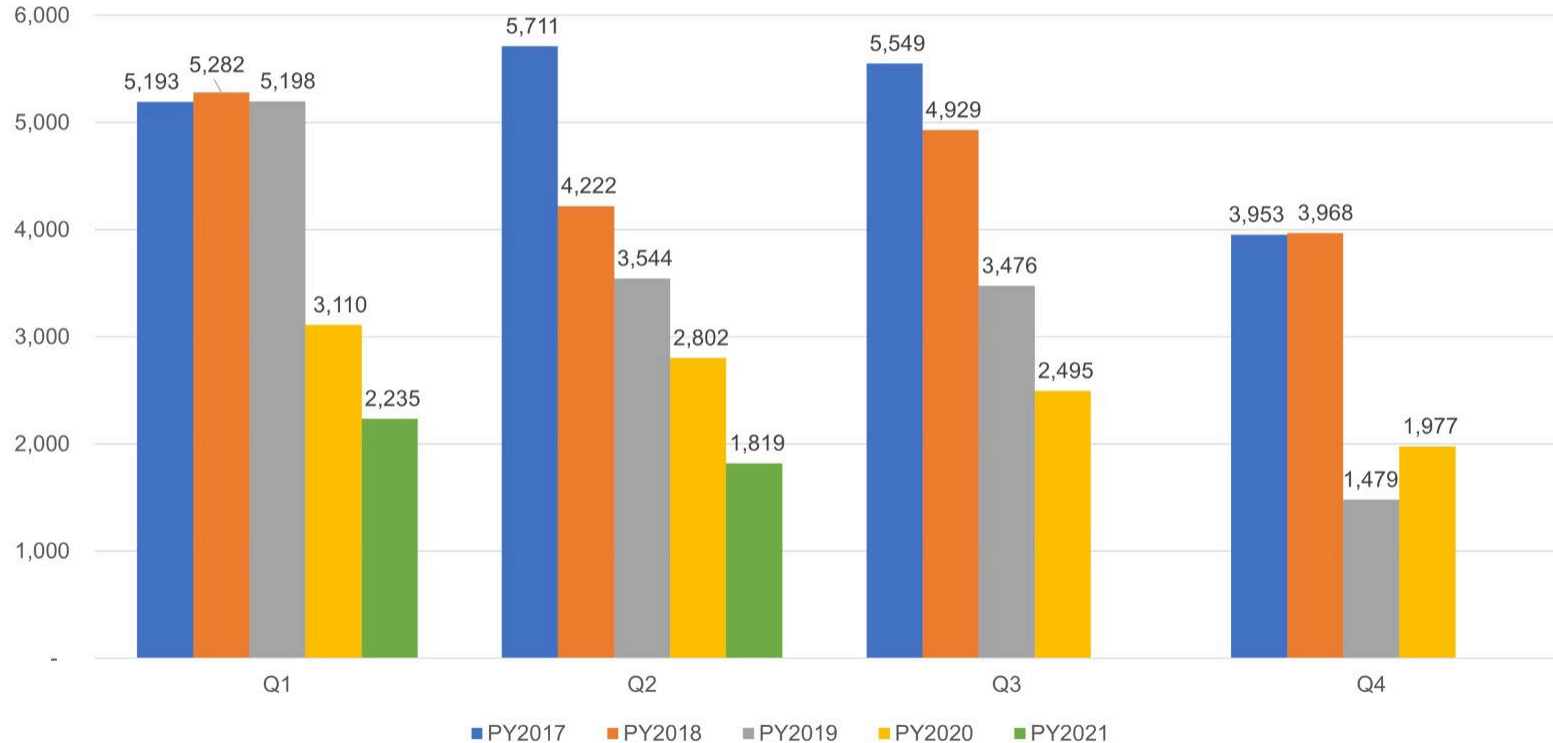


New Participants – Wagner-Peyser

With Quarterly Average Unemployment Rates

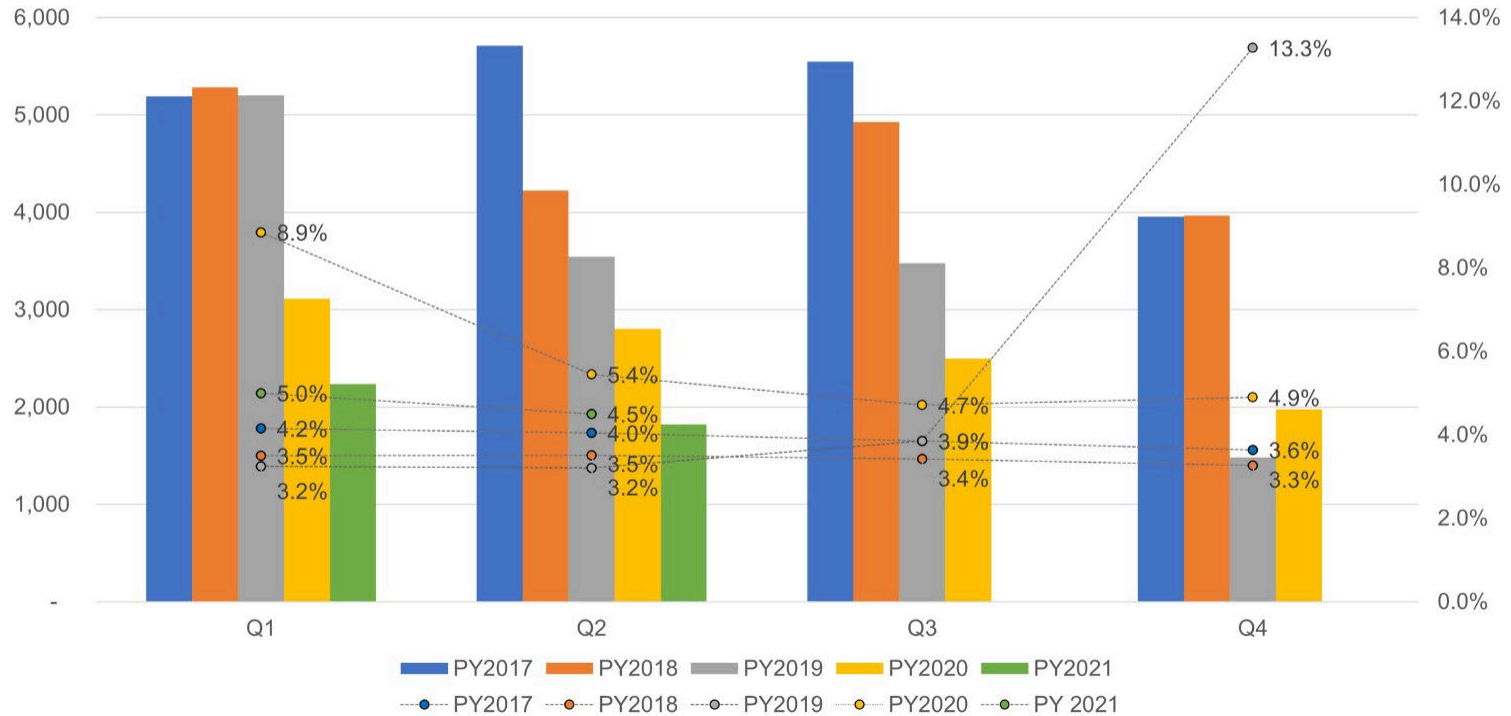


New Participants – WIOA

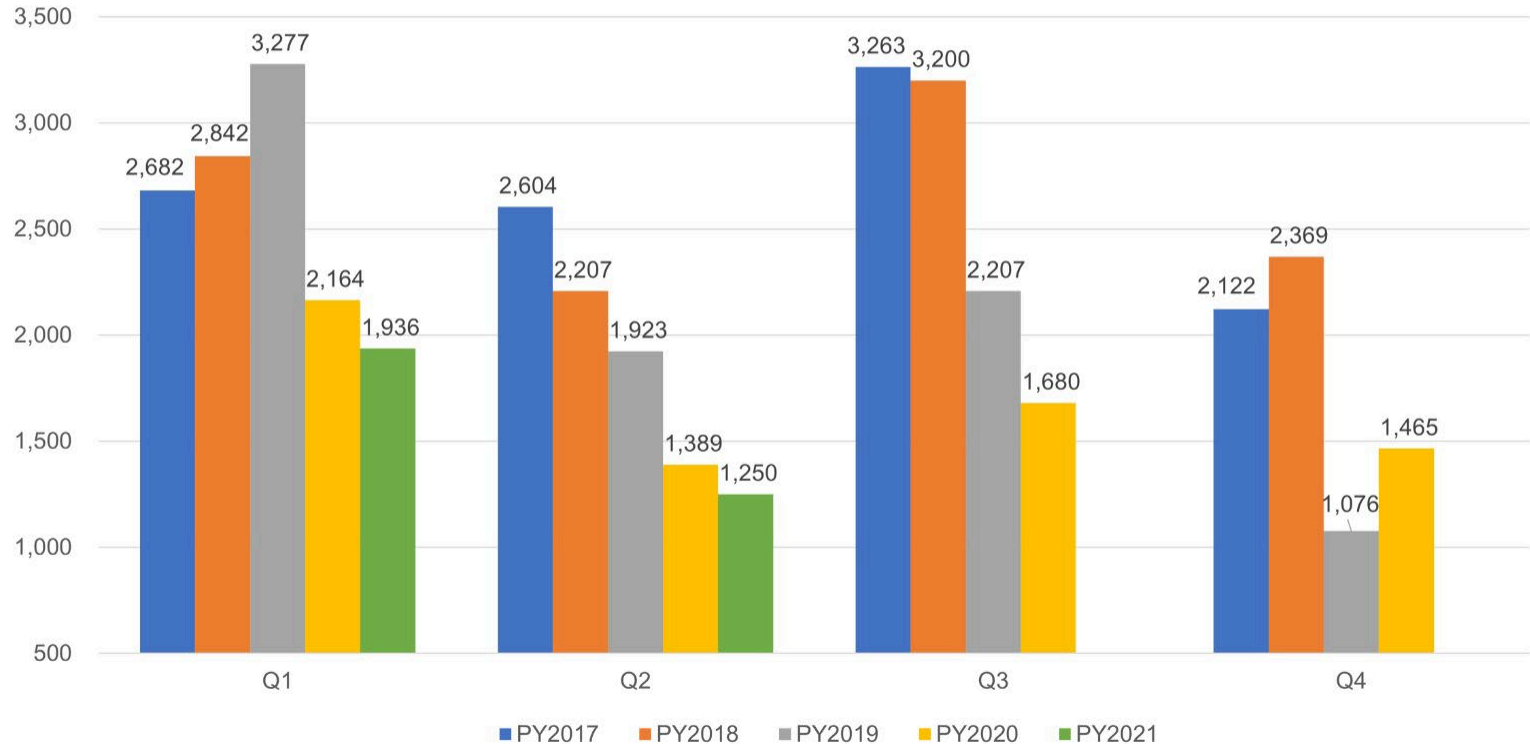


New Participants – WIOA

With Quarterly Average Unemployment Rates

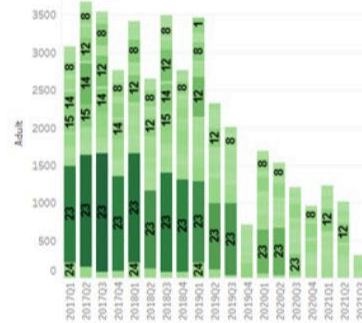
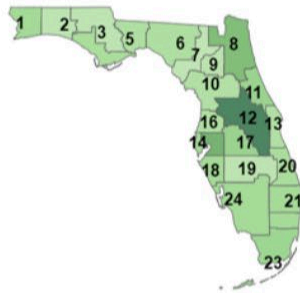


New Trainings

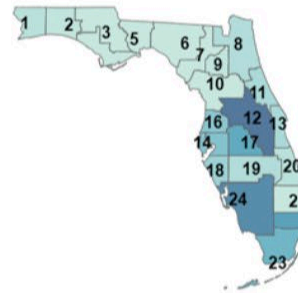


CareerSource Florida Leading Indicators

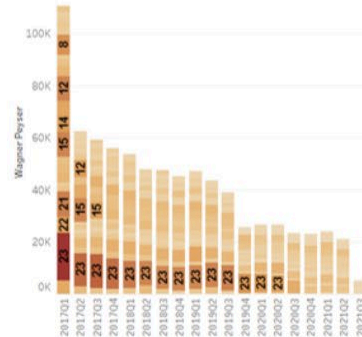
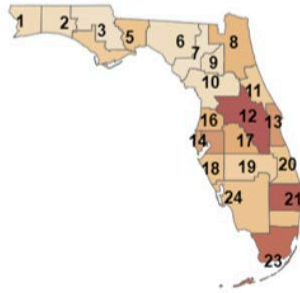
Adults



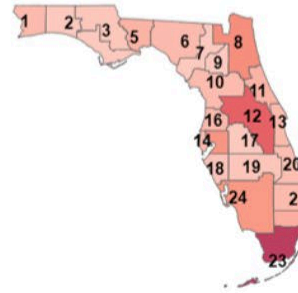
Dislocated Workers



Wagner-Peyser

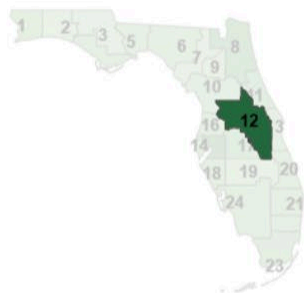


Youth

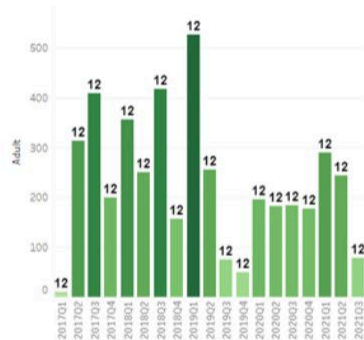


CareerSource Florida Leading Indicators

Adults



Dislocated Workers



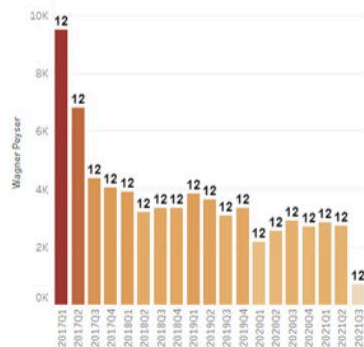
Dislocated Workers



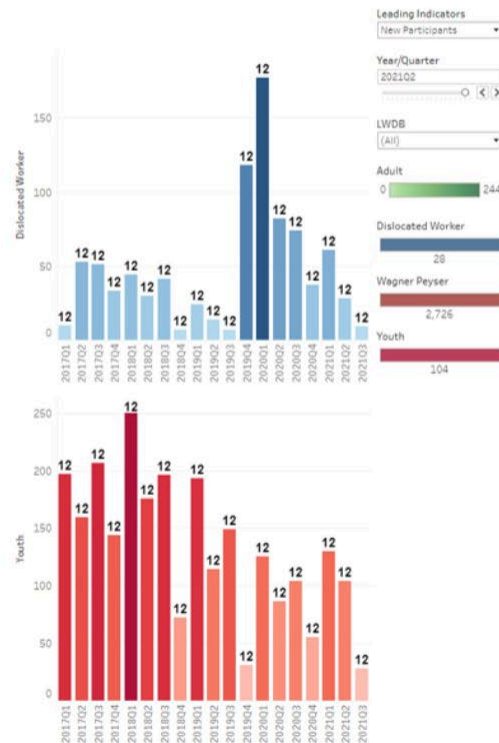
Wagner-Peyser



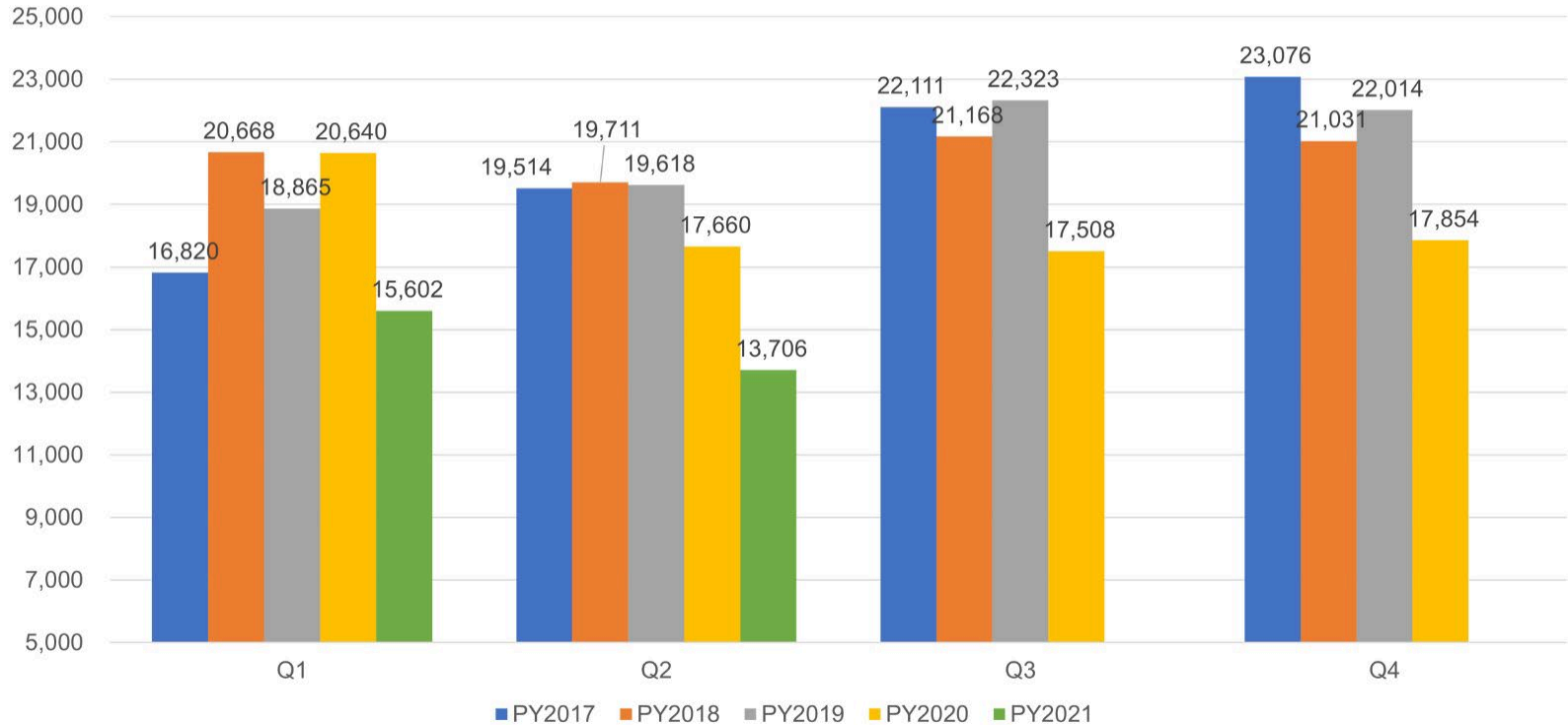
Youth



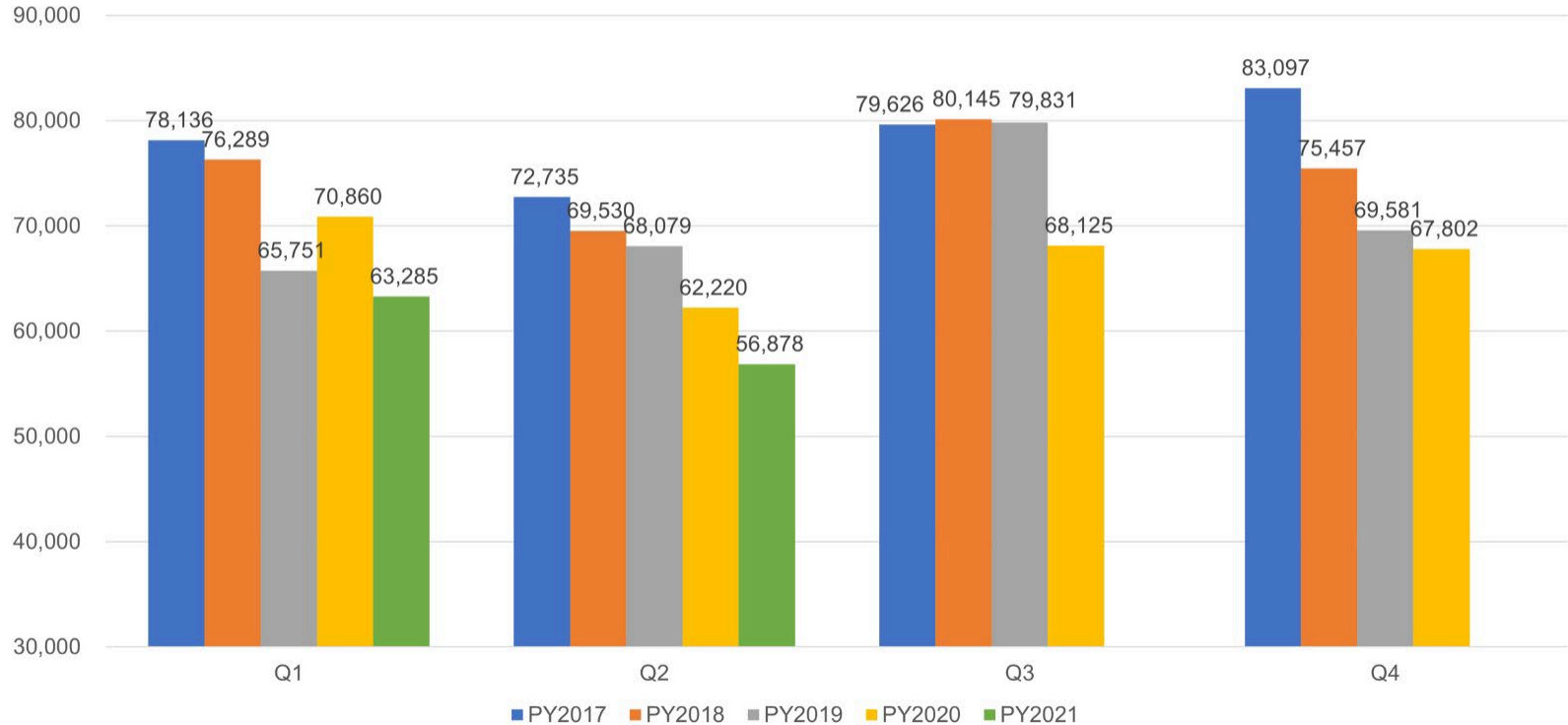
Youth



Businesses Served



Services to Businesses



CareerSource Florida Network WIOA and Wagner-Peyser Budget Allocations

	WIOA	Wagner-Peyser	TOTAL
PY 2017	\$153,106,461	\$39,144,904	\$192,251,365
PY 2018	\$150,883,777	\$38,027,000	\$188,910,777
PY 2019	\$144,360,689	\$37,920,561	\$182,281,250
PY 2020	\$134,967,855	\$38,224,509	\$173,192,364
PY 2021	\$140,847,913	\$38,157,663	\$179,005,576

Open Discussion/ Public Comment



Closing Remarks



Brittany Birken
Chair

Upcoming Meetings

Board of Directors Webinar - Feb. 17 | 1:30 -3:30 p.m. ET

Board of Directors and Council Meetings - June 8 - 9, 2022, Tallahassee