



Board of Directors Meeting

Feb. 17, 2022

Welcome and Remarks



Stephanie Smith

Chair

For public comment, please:

- Email Lisa Cramer at 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

Mission Moment



Michele Burns

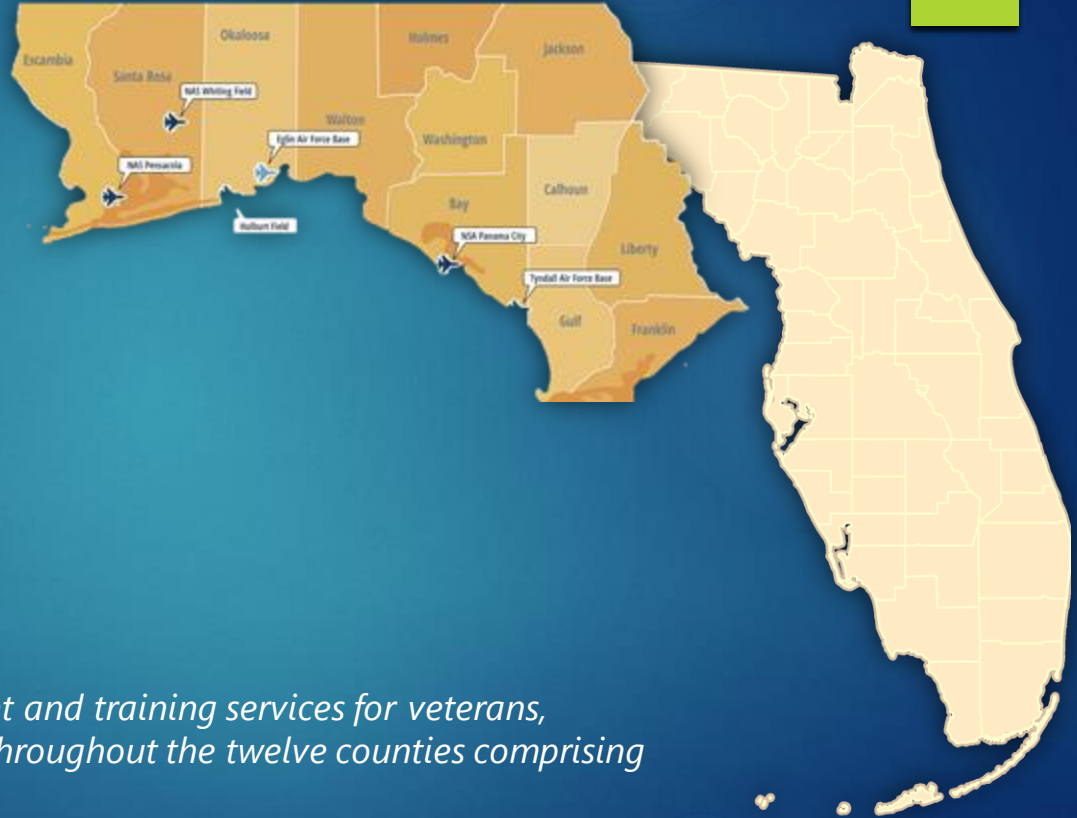
Executive Director

CareerSource Okaloosa Walton

Northwest Florida Military Outreach Collaboration – *Get There Faster Grant*

- ▶ CareerSource Escarosa
- ▶ CareerSource Okaloosa Walton
- ▶ CareerSource Chipola
- ▶ CareerSource Gulf Coast

Provides a regional approach to employment and training services for veterans, transitioning military and military spouses throughout the twelve counties comprising Northwest Florida.



Northwest Florida Military Outreach Collaboration

Program Design

- ▶ Military Career Assistance Navigator
- ▶ “Red Velvet Rope” Approach to Welcoming and Serving Veterans/ Welcome Desk
- ▶ Spectrum of “Light Touch” to More In-Depth, Individualized Career Services
- ▶ Referral to Community Resources, Labor Market Info, Career Assessments, Resume Development, Interviewing Skills, Supportive Services, On the Job and/or Occupational Skills Training
- ▶ Seamless with Existing Programs - Disabled Veterans Outreach and Military Family Employment Advocacy Programs

Northwest Florida Military Outreach Collaboration

Program Outreach

- ▶ Promoting the program in semi-monthly Transition Assistance Program (TAP) and pre-separation briefings, which are located on the military installations.
- ▶ Greater presence on base as well as at veteran events such as the Veterans Stand Down, Okaloosa County Veteran Treatment Court and Military Family Day.
- ▶ Connecting veterans, transitioning military and spouses with work-based training, which will include On the Job Training (OJT), Apprenticeships, Internships, and Employed Worker Training.
- ▶ Industry sectors: Construction; Healthcare and Social Assistance; Manufacturing; Professional, Technical and Scientific Services; Public Administration; and Transportation and Warehousing.

Consent Agenda

For Consideration:

- Approval of December 2021 Board Meeting Minutes, to include any modifications or changes noted by the board.
- Approve Education Commissioner Richard Corcoran's request to appoint Senior Chancellor Henry Mack as the Florida Department of Education designee to serve in his absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.

Strategic Policy & Performance Council Report



Brittany Birken, Ph.D.

Chair

Strategic Policy & Performance Council

President's Report



Michelle Dennard
President and CEO



Legislative Update

James Mosteller, Government Affairs Director

2021-2022 Priorities

- **Get There Faster Competitive Grants**
- **Florida Credentials Review Committee**
- **Florida CLIFF Dashboard**
- **REACH Act**



Driving Competitiveness and Prosperity Through Florida's Training Grants



Andra Cornelius, CEcD

Senior Vice President

Business & Workforce Development

“Despite the setbacks brought on by the COVID-19 pandemic, we have not wavered on the Florida 2030 Blueprint goal to grow Florida to the 10th largest economy in the world by 2030. In order to realize this goal, we must continue strengthening our education system and aligning a high-quality **skilled workforce** to the future needs of employers.”

Mark Wilson, President & CEO, Florida Chamber of Commerce

What Matters Most: Site Selectors' Most Important Location Criteria

2017

Workforce Skills, Transportation Infrastructure, Utilities

2019

Workforce Skills, Transportation Infrastructure, State and Local Tax Scheme, Ease of Permitting and Regulatory Structure, **Workforce Development**

2021

Workforce Skills, Transportation Infrastructure, Ease of Permitting and Regulatory Procedures, **Workforce Development**

2018

Workforce Skills, Transportation Infrastructure, **Workforce Development**

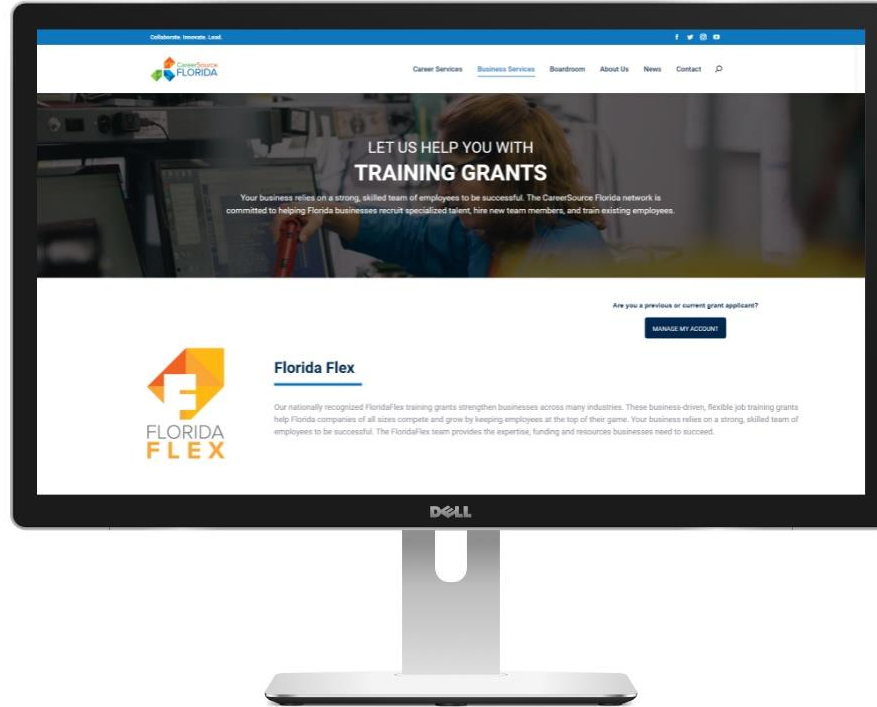
2020

Workforce Skills, **Workforce Development**, Transportation Infrastructure, Ease of Permitting and Regulatory Structure, Incentives



FloridaFlex Training Grant Programs

careersourceflorida.com/business-services/training-grants/



What We Do for Businesses

The FloridaFlex suite of services and resources available through the statewide CareerSource Florida network helps businesses recruit, hire, retain and train skilled workers.

- Quick Response Training Grant Program (state funded)
- Incumbent Worker Training Grant Program (federally funded)



A Long History of Developing a Skilled Workforce

Quick Response Training

- Created in 1993
- Served more than 900 businesses
- Trained nearly 195,000 workers
- Awarded nearly \$220 million in grants



Incumbent Worker Training

- Created in 1999
- Served more than 2,900 businesses
- Trained at least 195,000 workers
- Awarded nearly \$84 million in grants



OPPAGA Report: Quick Response Training

Exhibit 4-1

Quick Response Training Program Characteristics

Quick Response Training

- State funded
- Customizable and skill-based training
- Only state qualified target industries
- Only new or expanding qualifying businesses
- For new employees

Source: CareerSource Florida and Florida Statutes

OPPAGA Report: Quick Response Training

Exhibit 4-3

QRT Appropriations Decreased Significantly From Fiscal Year 2017-18 Through Fiscal Year 2019-20

Program	Fiscal Year 2017-18	Fiscal Year 2018-19	Fiscal Year 2019-20	Total for Fiscal Years 2017-18 Through 2019-20
Quick Response Training	\$15,000,00	\$9,000,000	\$9,000,000	\$33,000,000

Source: OPPAGA analysis of CareerSource Florida data.

OPPAGA Report: Quick Response Training

Exhibit 4-6

QRT Grant Awards, Payment Amounts, and Trainees Decreased Compared to the Previous Review Period

	Fiscal Years 2014-15 Through 2016-17	Fiscal Years 2017-18 Through 2019-20	Percent Change Between Review Periods
Quick Response Training Grants			
Number of QRT grant contracts awarded	127	76	-40%
Number of employees trained	18,997	7623	-60%
Average grant amount per award	\$305,980	\$367,203	20%
Average number of employees trained per award	150	100	-33%
Total grant payments made	\$32,161,311	\$22,181,453	-31%

Source: OPPAGA analysis of CareerSource Florida data.

OPPAGA Report: Incumbent Worker Training

Exhibit 4-8

Incumbent Worker Training Program Characteristics

Incumbent Worker Training

- Federal appropriation
- Any occupational or technical skills training
- Any industry qualifies¹
- For existing businesses and/or in operation for at least one year
- For current employees

² With the exception of retail establishments, labor unions, local workforce development boards or government entities

Source: CareerSource Florida.

OPPAGA Report: Incumbent Worker Training

Exhibit 4-10

IWT Appropriations Remained the Same Throughout the Review Period

Program	Fiscal Year 2017-18	Fiscal Year 2018-19	Fiscal Year 2019-20	Total for Fiscal Years 2017-18 Through 2019-20
Incumbent Worker Training	\$4,000,000	\$4,000,000	\$4,000,000	\$12,000,000

Source: OPPAGA analysis of CareerSource Florida data

OPPAGA Report: Incumbent Worker Training

Exhibit 4-13

IWT Grant Awards, Grant Amounts, and the Number of Employees Trained Increased Compared to the Previous Review Period

	Fiscal Years 2014-15 Through 2016-17	Fiscal Years 2017-18 Through 2019-20	Percent Change Between Review Periods
Number of IWT grant contracts awarded	368	393	7%
Number of employees trained	6,788	10,323	52%
Average grant amount per award	\$18,969	\$32,618	72%
Average number of employees trained per award	18	26	44%
Total grant payments made	\$3,331,100	\$7,670,085	130%

Source: OPPAGA analysis of CareerSource Florida data.

Lead Source of Referrals

- **Incumbent Worker Training**

- Consultant/training provider - 47%
- Another business/word of mouth - 8%
- Workforce partners - 18%
- Paid outreach/website - 14%
- Other - 13%

- **Quick Response Training**

- Economic development organizations - 50%
- Consultant - 20%
- Fiscal agents - 20%
- Enterprise Florida - 10%

Partner Support

“CareerSource Florida’s training grant programs are vital in helping Florida’s **manufacturers** remain competitive and productive by retraining and retaining their workforce, allowing for career advancement and higher-paying positions within their company.”

Kevin Carr, CEO, FloridaMakes



Partner Support

“A trained, qualified, ready-to-work labor force is the primary factor for many companies considering expansion or relocation. Quick Response Training and Incumbent Worker Training programs are critical in ensuring the competitiveness of our state and of our businesses. Nimble and focused, these programs will bring new employees up to speed, and upskill existing employees, driving a key success factor.”

Destin Wells, Senior Vice President, Businesses Development, Enterprise Florida, Inc.



Partner Support

“Finding qualified talent is the number one concern of companies looking to expand and locate in Florida. Quick Response Training allows employers to ramp up quickly and train new employees on **proprietary systems** and processes. It is a vital tool in our economic development toolkit.”

Jennifer Taylor, FEDC Chair, President & CEO, GrowFL



Quick Response Training Success Story

“The Quick Response Training grant program has been integral to the retention and organic growth of businesses in Pinellas County. Power Design, Inc., a full-service electrical subcontractor headquartered in St. Petersburg, is a prime example of a company that has used this program to offer comprehensive, **industry-specific** training to their employees. The QRT grant provided an opportunity for Power Design, Inc., to leverage training with workforce partners to unlock employee potential, retain staff and stand out as a nation leader in a competitive job market.”

Cynthia Johnson, Ph.D., EDFP, Director, Pinellas County Economic Development



Quick Response Training Success Story

“Advanced Manufacturing is not limited to emerging technologies; rather, it is composed of efficient, productive, highly integrated, tightly controlled processes across a spectrum of globally competitive U.S. manufacturers and suppliers. For Probes Unlimited to thrive requires a commitment from state and local governments, communities, educators and our team members. This grant will help us upskill our team members with tools to start the process of developing an **Advanced Manufacturing** cluster in Northwest Florida. The goal is not for one single operation, but for an ecosystem of like-minded businesses that thrive together and benefit the community that has invested in us. ”

Ernie DeLany, CEO and Owner, Probes Unlimited, Inc.



Incumbent Worker Training Success Story

“Small companies often have 'too many fires and not enough water' when funding employee training initiatives. The Incumbent Worker Training grant gave Summation Research, Inc. (SRI) the cost-sharing boost needed to increase employee training, allowing us to **achieve** long-desired goals for improving quality and productivity.”

Todd Gross, President, Summation Research, Inc.



Incumbent Worker Training Success Story

“Our team at SimBlocks.io benefited greatly from the CareerSource Florida Incumbent Worker Training grant, which funded much of the cost of creating training programs for our employees on several topics including **Export Compliance, Cybersecurity, and NIST 800-171**. The Incumbent Worker Training grant is an excellent tool that small businesses can use to better prepare their existing workforce.”

Jordan Dauble, Owner, SimBlocks.io, LLC



Required Statutory Analysis Every Three Years

Office of Program Policy Analysis and Government Accountability and Office of Economic and Demographic Research

- As required by Section 288.0001, F.S., the Office of Program Policy Analysis and Government Accountability (OPPAGA) and the Office of Economic and Demographic Research (EDR) are required to provide a detailed analysis of state economic development programs.
- OPPAGA must evaluate each program for effectiveness and value to the state's taxpayers and include recommendations for consideration by the Governor and Legislature.
- Analysis covered training grants for Fiscal Years 2017-18, 2018-19 and 2019-20.

Quick Response Training

Analysis Highlights

- Companies surveyed reported the program had a positive or very positive impact on their business.
- 50% of companies reported the grant played a role in the decision to expand or establish in Florida.
- 75% of QRT trainees still employed in Florida.
- Trainee wages increased 6.2% - 12%.
- Cited benefits included increased employee knowledge, increased productivity, new job creation.

Incumbent Worker Training

Analysis Highlights

- Companies surveyed reported the grant had a positive impact on their business.
- 25% of companies reported they gained new business, contracts or sales due to the grant.
- 81% of IWT trainees still employed in Florida.
- Trainee wages increased 9% - 11%.
- Cited benefits included increased employee knowledge and productivity, process efficiency gains, credentials and reduction in employee turnover.

QUESTIONS?

WIOA Unified State Plan Two-Year Modification: Moving Florida Forward



Dan McGrew

Vice President

Strategic Policy & Performance

WIOA 2022-2024 Unified State Plan Two-Year Modification

- **States and local boards must review and modify strategies to respond to changing economic conditions and workforce needs.**
- **The Florida Two-Year Modification (2022-2024) includes contributions from all WIOA core partners and is consistent with federal and state law.**
- **The Two-Year Modification emphasizes:**
 - Streamlining services
 - Empowering individuals
 - Universal access
 - Continuous improvement
 - Board governance and leadership
 - Ethics and transparency

WIOA 2022-2024 Unified State Plan Two-Year Modification

- Revisits strategic and operational planning elements from the original submission.
- Gives CareerSource Florida and its core partners an opportunity to update data about operationalized strategies.
- Provides information to federal and state leadership about Florida's success and innovation in workforce and education.
- Continues to prioritize quality services to veterans, persons on public assistance, individuals with disabilities and others with barriers to employment.

WIOA 2022-2024 Unified State Plan Two-Year Modification

- Includes a description of the REACH Act and its implementation.
- Addresses the evolving needs of Florida's economy.
- Increases collaboration and cooperation among business and education communities.
- Supports a more integrated workforce development system through greater collaboration and integrated service delivery.
- Promotes enhanced data sharing and leveraging of resources to increase positive employment and training outcomes.

WIOA Unified State Plan Two-Year Modification: Moving Florida Forward



Casey Penn

Bureau Chief

One-Stop and Program Support
Department of Economic Opportunity



Tara Goodman

Vice Chancellor

Division of Career and Adult Education
Department of Education



Antionette Williams, Ph.D.

Bureau Chief, Field Services

Division of Vocational Rehabilitation
Department of Education



Robert Doyle

Director

Division of Blind Services
Department of Education

Workforce Innovation and Opportunity Act State Plan Updates

Key updates from DEO:

- Improvements to the integration of case management systems, including the **Supplemental Nutrition Assistance Program** and **Welfare Transition** case management in Employ Florida.
- Issuance of new policies by DEO and the Board, including **Governance**, **Work-Based Learnings**, **Common Exit**, etc.
- Updated **Labor Market Statistics** in collaboration with DEO Bureau of Workforce Statistics and Economic Research
- Incorporated virtual platforms into service delivery
- Strengthening and outlining of the pivotal roles of partner programs, such as **Trade Adjustment Assistance**, **Jobs for Veterans State Grant**, **Vocational Rehabilitation**, and other key partners



Division of Career and Adult Education

Background

- AEFLA grant program is the principal source of federal funding for adult education programs annually.
- 60 school districts, Florida College System (FCS) institutions and other correctional or community-based organizations have been **awarded \$45M**.

Key Priorities

1. Regional partnerships that improve learner outcomes.
2. Expand talent pipeline by attaining credentials of value and acquiring postsecondary certifications, industry-recognized credentials and degrees.
3. Ensure high-quality instruction that prioritizes measurable labor market needs and outcomes.
4. Incent, measure and support enhanced program effectiveness.

Summary of Updates and Aims

Enhanced Integrated Education & Training (IET) Models

- Comprehensive assessment of IET programs to meet REACH Act requirements.
- 158 approved IET programs in seven career clusters.

B.E.S.T Standards Alignment with ABE Standards

- Detailed review of Florida ABE Standards for Math and Reasoning through Language Arts and development of an Employability Skills framework.

Regionalization

- Organizing toward a regional proposal model for AEFLA funds to ensure educational programs and services are responsive to regional learning and labor market needs.

Data Systems and Structures

- Improved systems aligned with regional structures and support for new performance-based metrics.

WIOA UNIFIED STATE PLAN

How does VR use the WIOA Unified State Plan and how do state-level strategies become embedded in local area operations?

- VR utilizes the WIOA Plan as the playbook for implementing statewide strategic goals and initiatives.
- VR has Memorandums of Understanding (MOUs) with local workforce development boards and Interagency Agreements with both State and Local Educational Agencies.

What key changes were made to the agency's program specific requirements in the 2-year modification especially in light of the REACH Act and the evolving economic landscape?

- Services to students with disabilities ages 14-21 (expanded to potentially eligible)
- Targeted outreach
- MOUs: Agency for Persons with Disabilities and Florida Department of Children and Families

VR Collaborations with WIOA Partners

- CareerSource Florida, School Districts, Employment First Partnerships Coalition, ASPIRE, etc.



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org





DBS CORE PARTNERSHIPS

REACH ACT

- Credentials of Value
- Career Pathways
- Meeting Employer Training Needs

WIOA PLAN

- Standard Setting
- Measurement Tool
- Policy Development

COLLABORATIONS

- Local Field Offices
- Joint Staffing
- Expanding Accessibility



Next Steps

- Posted on CareerSource Florida website for public comment.
- Send feedback to FloridaWIOA@careersourceflorida.com.
- Upload plan in federal portal by March 15, 2022.
- Review by federal agencies March – June 2022 and revisions made as necessary.
- Final revisions made July – August 2022.
- Review and recommend local plans for approval October 2022.

Department of Economic Opportunity Report



Dane Eagle

Secretary

Department of Economic Opportunity

Local Partners Report



Stacy Campbell-Domineck

President

Florida Workforce Development Association

President and CEO

CareerSource Polk

Open Discussion/ Public Comment



Closing Remarks



Stephanie Smith

Chair

Upcoming Meetings

Executive Committee Meeting - March 29, virtual

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

Executive Committee Meeting - June 29, virtual

Board of Directors and Council Meetings - Oct. 25-26, Lake Buena Vista

Board of Directors and Council Meetings - Dec. 15, virtual