

Board of Directors Meeting Agenda

JUNE 9, 2022 • 8:30 A.M. – 12:30 P.M. ET

FLORIDA STATE UNIVERSITY DUNLAP CHAMPIONS CLUB
225 CHAMPIONS WAY, BUILDING B, TALLAHASSEE, FL 32304
MEETING ROOM: BALLROOM – 3RD FLOOR

Chair's Welcome & Remarks

Stephanie Smith

Mission Moment – Hope Florida

Shevaun Harris

Secretary

Florida Department of Children and Families

Consent Item

February 17, 2022, Meeting Minutes

Stephanie Smith

U.S. Department of Labor Compliance Briefing

Adrienne Johnston

Deputy Secretary, Division of Workforce Services

Florida Department of Economic Opportunity

Reimagining Education and Career Help (REACH) Act Letter Grades

Katie Crofoot

Director, REACH Office

Mark Baird

Deputy Director, REACH Office

REACH Act Alignment Evaluation

Amy Holloway

Principal, Ernst & Young LLP

Chris Ward

Principal, Ernst & Young LLP

Local Partners Report

Stacy Campbell-Domineck

President, Florida Workforce Development Association

President and CEO, CareerSource Polk

Council Meeting Update

Brittany Birken, Ph.D.

Action Items

1. Fiscal Year 2022-2023 CareerSource Florida Network Funding
2. Workforce Innovation and Opportunity Act Deobligation and Reallocation of Funds Waiver

Andrew Collins

Adrienne Johnston

President's Report

Michelle Dennard

Open Discussion/Public Comment**Chair's Closing Remarks**

Stephanie Smith

UPCOMING MEETINGS

Board and Council Meetings – September 12-13
Board and Council Meetings – December 15, virtual

Information Items

collaborate.
innovate.
lead.



First Lady Casey DeSantis Announces Major New Initiative

September 9, 2021

Hope Florida – A Pathway to Prosperity: Uniting communities through ‘Care Navigators’ to guide Floridians on an individualized path to prosperity, economic self-sufficiency and hope.

TALLAHASSEE, Fla. – Today, First Lady Casey DeSantis launched Hope Florida – A Pathway to Prosperity. This major new initiative has been spearheaded by First Lady DeSantis and implemented by the Florida Department of Children and Families (DCF), utilizing ‘Care Navigators’ to guide Floridians on an individualized path to prosperity by focusing on community collaboration between the private sector, faith-based community, nonprofits and government entities to break down traditional community silos, to maximize resources and uncover opportunities.

“Having the privilege of traveling the state, our team saw an immense value in bringing together public and private groups to collaborate and communicate with and on behalf of Floridians,” said **First Lady Casey DeSantis**. “Essentially, we are bringing good people together to work with and on behalf of good people in need. To accomplish this, the program will empower ‘Care Navigators’ to collaborate with community partners to create a customized plan for success, tailor-made for the individual.” ‘Care Navigators’ are essential in helping individuals identify their unique and immediate barriers to prosperity, develop long-term goals, map out a strategic plan and work to ensure all sectors of the community have a ‘seat at the table’ and are a part of the solution.

Hope Florida – A Pathway to Prosperity was piloted in August 2020 in six counties as a voluntary program available to DCF customers receiving public benefits. To date, the initiative has served more than 10,000 Floridians.



[Click the image above to watch a video on Hope Florida – A Pathway to Prosperity](#)

As a result of today’s announcement, services will now be available statewide and will include the following:

- Children aging out of foster care;
- Pregnant mothers contending with substance abuse disorders;
- Other Families in need of assistance.

Additionally, those seeking help and hope will now have a dedicated hotline and website to contact for support.

- Hotline: (850)300-HOPE
- Website: www.HopeFlorida.com.

Today's expansion also includes the following commitments from community partners:

- Faith and Community Based Organizations: My Florida My Family's CarePortal is expanding to allow faith and community based organizations to serve the needs of Hope Florida – A Pathway to Prosperity customers. To learn more about how the CarePortal meets individualized needs, please [click here](#).
- The Business Community: A growing number of businesses across Florida have committed to work with CareerSource Florida and Care Navigators to support Hope Florida – A Pathway to Prosperity clients by helping them find employment. The list includes but is not limited to:
 - *The Florida Chamber of Commerce*
 - *The Jacksonville Jaguars*
 - *PNC Bank*
 - *Crystal Automotive, Motorcycle and Tractor Group*
 - *The Moore Agency*
- Non-Profit Partners: Nonprofits and other critical community service providers should register their service or program listing with Hope Florida – A Pathway to Prosperity's social care network to ensure that Care Navigators have the largest possible rolodex of community partners and are able to connect customers based on their unique needs. To register today, [click here](#).
- Floridians: Anyone wanting to provide help and hope can visit Volunteer Florida's Volunteer Connect Portal to find opportunities to engage in community service with 501(c)(3) organizations and governmental entities that work with volunteers. Organizations should also utilize this tool to recruit additional volunteers. To find opportunities to volunteer, [click here](#). To sign up to recruit volunteers today, [click here](#).

"We are thrilled to have the support of the First Lady and the opportunity to expand Hope Florida – A Pathway to Prosperity to further partner with Florida families who are ready to achieve their goals," said **DCF Secretary Shevaun Harris**. "The successes of the program are dependent on partners across our state who respond with urgency to our customers' needs and who are committed to making a meaningful impact on the families we serve. We are thankful to partner with the First Lady, the business community, the faith community and other community partners who are pivotal in our expansion efforts."

"Governor and First Lady DeSantis have brought the right players to the table time and time again to bridge the private, non-profit, faith and government sectors together," said **Erik Dellenback, Liaison to the Governor for Faith and Community**. "A Pathway to Prosperity is one more example of this, and by working with Florida's incredible faith and community partners who serve on the front lines of our vulnerable populations day in and day out, we will be able to do more for the families of Florida that are in need."

“Hope Florida – A Pathway to Prosperity” ties into DCF’s vision to provide holistic services to families early on to build resiliency and prevent crisis,” said **David Nassar, President of For Others**. “This initiative aligned with CarePortal and For Others’ vision of leveraging faith and community networks to empower local communities through building strong communities and families is an ideal partnership. For Others remains committed to investing in Florida to support the Governor and First Lady DeSantis’ steadfast efforts in strengthening the families of Florida.”

“Ending generational poverty has long been an initiative of the Florida Chamber,” said **Mark Wilson, President and CEO of the Florida Chamber of Commerce**. “It is our honor to bring private sector partners to the table to provide commitments to offer employment and job training opportunities for Floridians who are eager to engage in the workforce. Hope Florida – A Pathway to Prosperity ensures individuals are poised and ready to bring their many talents and abilities to Florida businesses.”

“The non-profit community fits hand in hand with the mission of Hope Florida – A Pathway to Prosperity, and it is United Against Poverty’s vision to ensure families have access to basic needs so they can achieve a future filled with hope and possibilities,” said **Gwendolyn Butson, CEO of United Against Poverty**, which has three campuses across Central Florida.

“We are honored to partner on this journey with First Lady DeSantis and the Department of Children and Families and will continue to empower people living in poverty to lift themselves and their families to economic self-sufficiency,” said **Erika Garcia, Programs Director of United Against Poverty Orlando**.

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Consent Item 1

Approved _____

Disapproved _____

Consent Item 1

FEBRUARY 2022 BOARD MEETING MINUTES

In accordance with Article VII, Section 7.3 of the approved bylaws, the corporation is required to keep correct and complete books and records of accounts and shall keep minutes on the proceedings of the board of directors.

FOR CONSIDERATION

- **Approval of February 2022 Board Meeting Minutes, to include any modifications or changes noted by the board.**

**CareerSource Florida
Board of Directors Meeting Minutes
February 17, 2022**

I. CALL TO ORDER

Chair Stephanie Smith called to order the virtual meeting of the board at 1:30 p.m. on February 17, 2022.

II. ROLL CALL

Lisa Cramer conducted a roll call. The following members were present:

Jennifer O’Flannery Anderson
Brittany Birken
Holly Borgmann
Tim Center
Robert Doyle
Dane Eagle
Tara Goodman
Shevaun Harris
Bill Johnson
Rick Matthews
Brent McNeal
Jonathon Miller
Bryan Nelson
Samuel Robbin
Robert Salonen
Patsy Sanchez
Stephanie Smith
Emmanuel Tormes

A quorum was present.

Chair Smith invited new board members Tara Godman, Rob Salonen and Brent McNeal to say a few words. Chair Smith congratulated board members Sophia Eccleston, Patsy Sanchez and Emmanuel Tormes for being reappointed to the board by the Governor in December 2021.

III. MISSION MOMENT – Get There Faster: Workforce Innovation and Opportunity Act Governor’s Reserve Funds Grant to Assist Veterans, Transitioning Military and Military Spouses

Chair Smith introduced CareerSource Okaloosa Walton Executive Director Michele Burns. Ms. Burns spoke about the partnership among CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Chipola and CareerSource Gulf Coast. The consortium of local workforce development boards was a recipient of the first Get There Faster: Workforce Innovation and Opportunity Act Governor’s Reserve Funds grants approved by the board last year targeting veterans. The grant provides a regional approach to employment and training services for veterans, transitioning military and military spouses throughout the 12 counties comprising Northwest Florida.

IV. CONSENT AGENDA

- 1. Dec. 9, 2021, Board Meeting Minutes**
- 2. Florida Department of Education Designee**

Chair Smith called for a vote to approve the Consent Agenda.

Motion: Duane De Freese

Second: Jennifer O’Flannery Anderson

The Consent Agenda passed unanimously. There were no comments.

V. STRATEGIC POLICY & PERFORMANCE COUNCIL REPORT

Chair Smith introduced Strategic Policy & Performance Council Chair Brittany Birken for an update. Chair Birken reported that the Strategic Policy & Performance team provided an update on the Credentials Review Committee, local workforce development board letter grades, the Florida CLIFF Dashboard and the Workforce Innovation and Opportunity Act Unified Plan Two-Year Modification. She also noted that CareerSource Florida Chief Operating and Financial Officer Andrew Collins and Florida Department of Economic Opportunity Chief Financial Officer Allyce Heflin Moriak provided an overview of federal funding and state board initiatives.

VI. PRESIDENT’S REPORT

CareerSource Florida President and CEO Michelle Dennard introduced CareerSource Florida Government Affairs Director James Mosteller to provide a legislative session update. President Dennard provided an update on 2021-2022 board priorities which are:

- Get There Faster Competitive Grants
- Florida Credentials Review Committee
- Florida CLIFF Dashboard
- Reimagining Education and Career Help (REACH) Act Implementation

President Dennard noted the resignation of CareerSource Pinellas CEO Jennifer Brackney. President Dennard said CareerSource Florida and the Department of Economic Opportunity support the board and the chief local elected officials as they work through next steps and remain focused on business and job seeker services in Pinellas County.

President Dennard ended her report with a summary of a tour she recently took of Probes Unlimited in Bonifay, Florida. Probes Unlimited was a recipient of a Quick Response Training grant, which the company has used to support its growth in the area.

VII. DRIVING COMPETITIVENESS AND PROSPERITY THROUGH FLORIDA’S TRAINING GRANTS

Chair Smith introduced CareerSource Florida Senior Vice President of Business and Workforce Development Andra Cornelius. Ms. Cornelius provided an overview of the success of the Quick Response Training and Incumbent Worker Training programs.

Ms. Cornelius stated the Quick Response Training Grant Program is state funded and was created in 1993. The program has served more than 900 businesses, trained nearly 195,000 workers, and CareerSource Florida has awarded nearly \$220 million in grants. The Incumbent Worker Training Grant Program is federally funded and was created in 1999. It has served more than 2,900 businesses, trained at least 195,000 workers, and CareerSource Florida has awarded nearly \$84 million in grants.

VIII. WORKFORCE INNOVATION AND OPPORTUNITY ACT UNIFIED PLAN TWO-YEAR MODIFICATION: MOVING FLORIDA FORWARD

Chair Smith introduced CareerSource Florida Vice President of Strategic Policy & Performance Dan McGrew. Mr. McGrew and his team have been leading the effort to update Florida's Workforce Innovation and Opportunity Act Unified State Plan in collaboration with core state partners. Mr. McGrew explained state and local boards must review and modify strategies to respond to changing economic conditions and workforce needs. The Workforce Innovation and Opportunity Act Unified State Plan Two-Year Modification included contributions from all Workforce Innovation and Opportunity Act core partners and is consistent with federal and state law. It includes a description of the REACH Act and its implementation, which will enhance data sharing and leveraging of resources to increase positive employment and training outcomes.

Mr. McGrew introduced presenters to explain their contributions to the WIOA Unified State Plan Two-Year Modification.

Florida Department of Economic Opportunity Bureau Chief of One-Stop and Program Support Casey Penn stated the department has made improvements to the integrated case management systems, issued new policies, updated labor market statistics, incorporated virtual platforms and has been strengthening and outlining pivotal roles of partner programs.

Tara Goodman, Vice Chancellor with the Division of Career and Adult Education at the Florida Department of Education, stated the division's four key priorities are:

- Regional partnerships that improve learner outcomes.
- Expand the talent pipeline by attaining credentials of value and acquiring postsecondary certifications, industry-recognized credentials, and degrees.
- Ensure high-quality instruction.
- Incentivize, measure and support enhanced program effectiveness.

Florida Department of Education Bureau Chief of Field Services at the Division of Vocational Rehabilitation Antionette Williams, Ph.D., stated the key changes that were made to the agency's specific program requirements in the two-year modifications were:

- Services to students with disabilities ages 14-21.
- Increased targeted outreach activities.
- Memorandum of Understanding with the Agency for Persons with Disabilities and Florida Department of Children and Families.

Robert Doyle, Director the Division of Blind Services at the Florida Department of Education, said the division uses the state plan as a tool to measure performance and outcomes.

Mr. McGrew said the plan is posted on the CareerSource Florida website for public comment. The plan will be uploaded into the federal portal by March 15, 2022.

IX. DEPARTMENT OF ECONOMIC OPPORTUNITY REPORT

Department of Economic Opportunity Secretary Dane Eagle provided an update on the department's activities. Secretary Eagle stated that according to census data, Florida has grown by 2.5 million people from 2010 to 2020 and the labor force has grown by 6% in the last year. Secretary Eagle stated the Reemployment Modernization Project is moving forward.

X. LOCAL PARTNERS REPORT

Stacy Campbell-Domineck, president of the Florida Workforce Development Association and president and CEO of CareerSource Polk, presented an update on behalf of Florida's 24 local workforce development boards. Ms. Campbell-Domineck stated the Florida Workforce Development Association met in Palm Beach and their meeting included an informative dialogue with a local business and industry panel.

XI. OPEN DISCUSSION/PUBLIC COMMENT

Chair Smith opened the floor to any board members or members of the public wishing to comment on board business or other topics. Jennifer O'Flannery Anderson asked if the June meetings were in person. Chair Smith said the June meetings will be in person in Tallahassee.

There were no public comments.

XII. CHAIR'S CLOSING REMARKS

To obtain the meeting presentation, please visit the CareerSource Florida website at [CareerSource Florida Boardroom](#).

XIV. ADJOURNMENT

Chair Smith adjourned the meeting at 2:40 p.m.

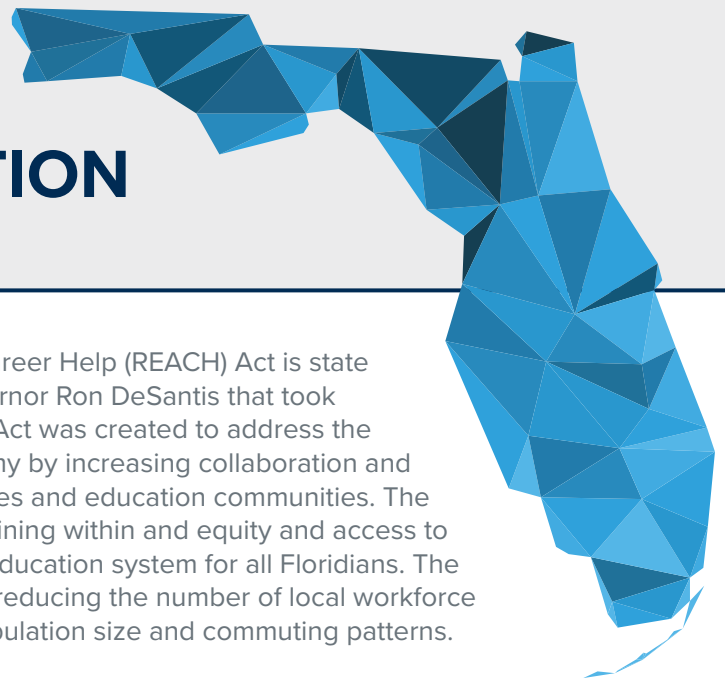
XV. BOARD SECRETARY CERTIFICATION

In accordance with Article VII, Section 7.3, I hereby certify these minutes reflect the proceedings by the Board of Directors of CareerSource Florida, have been reviewed by the Board, and approved or approved with modifications which have been incorporated herein.

Michelle Dennard
Board Secretary

Date

REACH ACT ALIGNMENT EVALUATION



WHAT

The Reimagining Education and Career Help (REACH) Act is state legislation signed into law by Governor Ron DeSantis that took effect on July 1, 2021. The REACH Act was created to address the evolving needs of Florida's economy by increasing collaboration and cooperation among state businesses and education communities. The Act also is designed to improve training within and equity and access to a more integrated workforce and education system for all Floridians. The REACH Act charges the state with reducing the number of local workforce development boards based on population size and commuting patterns.

WHO

Under the REACH Act, this ecosystem for talent pipeline development includes CareerSource Florida, the state workforce development board; Florida's 24 local workforce development boards and the 100 career centers they oversee; the Department of Economic Opportunity; the Department of Education; the State College System; the State University System; and the Department of Children and Families. CareerSource Florida, in collaboration with the Governor's REACH Office, is leading the process to implement the legislation focusing on an inclusive process that engages all stakeholders.

WHEN

As part of the REACH Act alignment evaluation process, CareerSource Florida has contracted with EY (Ernst & Young LLP) to conduct research and discovery. This includes listening to stakeholders, analyzing data, and examining solutions implemented in other states. Initial observations from Phase I will be reported to the CareerSource Florida Board of Directors June 9, 2022, with EY's summary report due June 30. It is envisioned that a second phase beginning in July will include a deeper analysis and more robust engagement with stakeholders and customers across the state. Alignment considerations are anticipated to be provided to the CareerSource Florida Board of Directors by the end of the year.

WHY

The alignment evaluation process can help lead Florida's local workforce development boards in the response to the evolution in consumer preferences, workplace expectations, business needs, how people look for work, and even where and how they work. The goal is to deliver even more relevant services through system transformation and therefore improved outcomes for customers. The REACH Act emphasizes a customer-focused approach in exploring ways to better assist job seekers and businesses.

WHERE

The alignment evaluation process encompasses all parts and partners across Florida, including CareerSource Florida, the 24 local workforce development boards, businesses and job seekers, to ensure equity and access for all Floridians.

HOW

CareerSource Florida is committed to an open and transparent process of listening to stakeholders and finding transformative solutions for workforce development in Florida. Visit the REACH Act webpage on careersourceflorida.com for updates on the ongoing engagement process. Please complete the Alignment Feedback Form on the webpage to provide input or comments.



Reimagining Education and Career Help (REACH) Act At-a-Glance

Florida's 2021 Reimagining Education and Career Help Act, known as the REACH Act, is a comprehensive blueprint for enhancing access, alignment and accountability across the state's workforce development system.

This workforce development system, which spans the state's education, workforce and social safety net systems, is defined in the REACH Act as the "entities and activities that contribute to the state's talent pipeline system through education, training, and support services that prepare individuals for employment or career advancement, and the entities that are responsible for oversight or conducting those activities such as CareerSource Florida, Inc., local workforce development boards, one-stop career centers, the Department of Economic Opportunity, the Department of Education, and the Department of Children and Families."

The REACH Act positions Florida to help those with barriers to education and employment become self-sufficient, giving them better access to good jobs and career pathways that offer economic opportunity. In doing so, it takes a system-wide approach to achieving the following actions:

- Establishes the Office of Reimagining Education and Career Help (REACH) in the Executive Office of the Governor to facilitate coordination and alignment of entities responsible for the state's workforce development system.
- Requires the REACH Office to create a "no-wrong-door entry" strategy to help Floridians access services from any workforce partner.
- Directs the Department of Economic Opportunity, in consultation with the CareerSource Florida Board of Directors and others, to implement a "consumer-first workforce system" that improves coordination among one-stop career center partners through an integrated system that includes common registration and intake, benefits screening, and case management.
- Requires the CareerSource Florida Board to appoint a Credentials Review Committee to identify degree and nondegree credentials of value for approval by the state workforce development board and inclusion on a Master Credentials List to be provided to the State Board of Education.
- Adds Workforce Innovation and Opportunity (WIOA) Act partners representing the Department of Education's Division of Vocational Rehabilitation and Division of Blind Services, as well as the Department of Children and Families, to the CareerSource Florida Board. (*Note: The Division of Blind Services already is represented on the state workforce development board.*)
- Creates a workforce opportunity portal to provide Floridians with access to federal, state and local workforce services and a global view of workforce-related program data including education and training options, real-time labor market information, career planning and career services tools, and other support linked to in-demand jobs.



- Requires the Department of Economic Opportunity and the Department of Children and Families to evaluate the impact of workforce services on participants receiving benefits and welfare transition programs.
- Seeks to provide Florida additional flexibility in overseeing the state's workforce investment and to streamline the administration of Florida's workforce development system while also increasing accountability by charging the Department of Economic Opportunity with preparing a federal waiver. The waiver would allow CareerSource Florida to fulfill the roles and responsibilities of local workforce development boards or reduce the number of local workforce development boards.
- Requires the assignment of a letter grade for local workforce development boards based on criteria including performance accountability measures, return on investment and improvement of the long-term self-sufficiency of participants.
- Creates staggered eight-year term limits for some members of local workforce development boards and establishes some additional performance and accountability requirements for board compliance.
- Authorizes the Department of Economic Opportunity to prepare a federal waiver to be submitted by the Governor to create greater flexibility and strategic investment in Florida's WIOA implementation.
- Charges the Labor Market Estimating Conference as the entity responsible for determining Florida's real-time supply and demand in the labor market.
- Provides guidelines for consistency of data collection across the workforce and education systems.
- Directs the Department of Education, working with other entities, to develop a workforce development metrics dashboard that shows the impact of workforce-related programs on credential attainment, training completion, degree attainment and participants' wages.
- Requires the Department of Economic Opportunity, with input from the state workforce development board and others, to establish WIOA eligible training provider criteria focused on participant outcomes.
- Establishes the Open Door Grant Program to create a demand-driven supply of credentialed workers for high-demand occupations and expand the affordability of workforce training, certification and credentialing programs.
- Creates the Money-Back Guarantee Program, which will establish a tuition refund for students who do not find a job within six months after completing select programs designed to prepare them for in-demand occupations.

For more details about the far-reaching blueprint that seeks to address the evolving needs of Florida's economy, go to [Online Sunshine – Section 14.36, Florida Statutes](#).

Reimagining Education and Career Help (REACH) Act Alignment Evaluation Frequently Asked Questions

1. Q: What is the REACH Act?

A: The Reimagining Education and Career Help (REACH) Act is bi-partisan, unanimously approved state legislation signed into law by Florida Governor Ron DeSantis on June 24, 2021. The REACH Act, which took effect July 1, 2021, was created to address the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and equity and access to a more integrated workforce and education system for all Floridians. Among its requirements, the REACH Act charges the state with reducing the number of local workforce development boards "based on population size and commuting patterns."

The law takes an integrated, collaborative approach to strengthen partnerships and enhance access to education, training and employment opportunities within and across key workforce, education and support services systems that are the backbone of Florida's comprehensive workforce development ecosystem.

Under the REACH Act, this ecosystem for talent pipeline development includes CareerSource Florida, the state workforce development board; Florida's 24 local workforce development boards and the 100 career centers they oversee; the Department of Economic Opportunity; the Department of Education; the State College System; the State University System; and the Department of Children and Families.

The landmark 118-page legislation sets expectations and challenges Florida to make a good talent pipeline development ecosystem even better through transformation focused on improvements to alignment of, access to and equity in Florida's workforce and education systems leading to stronger outcomes.

2. Q: How does the REACH Act say the number of local workforce development boards will be determined?

A: Pages 44-45 of the REACH Act outline the following as considerations in the alignment of local workforce development boards:

(4) WAIVERS. —The department (state Department of Economic Opportunity) shall prepare a federal waiver for the Governor to submit to the United States Department of Labor that:

(a) Allows the state board (CareerSource Florida Board of Directors) to fulfill the roles and responsibilities of local workforce development boards or that reduces the number of local workforce development boards based on population and commuting patterns to:

1. Eliminate multiple layers of administrative entities to improve coordination of the workforce development system.
2. Establish consistent eligibility standards across the state to improve the accountability of workforce-related programs.

3. Provide greater flexibility in allocating resources to maximize the funds directed to training and business services.

(b) Allows the Governor to reallocate funds among local areas that have a demonstrated need for additional funding and programmatic outcomes that will maximize the use of the additional funds to serve low-income individuals, public assistance recipients, dislocated workers and unemployment insurance claimants.

Read the full REACH Act legislation [at this link](#).

3. Q: How will workforce services be impacted if the number of local workforce development boards is reduced?

A: The REACH Act aims to improve services for job seekers, workers and businesses by increasing collaboration, coordination and consistency. The needs of customers will guide the evaluation process.

4. Q: Who is leading the alignment evaluation process?

A: The statewide implementation of the REACH Act is being led by and coordinated through the Governor's REACH Office. CareerSource Florida is coordinating the evaluation of alignment considerations for local workforce development boards in collaboration with the Department of Economic Opportunity and the REACH Office, with input from state and local leaders in business, education and workforce development, representatives of customer groups and other stakeholders including local elected officials. In collaboration with the Governor's REACH Office, CareerSource Florida is beginning what is anticipated to be a multi-phase, data-driven initiative with increasing opportunities for state and local stakeholder engagement and input to help shape the research, evaluation and recommendations.

5. Q: What principles are guiding the alignment evaluation process?

A: CareerSource Florida, in collaboration with the Governor's REACH Office, identified the following principles to serve as a guide in the alignment evaluation process:

- I. Prioritize implementation of the REACH Act and legislative directive to enhance alignment and accountability.
- II. Identify considerations that are responsive to the needs of job seeker and business customers while prioritizing access to services and efficient use of available resources.
- III. Commit to open and transparent processes through the iterative phases.
- IV. Engage in holistic listening to drive transformative solutions.
- V. Communicate proactively to audiences and stakeholders throughout the journey.

6. Q: How can a new alignment of local workforce development boards improve outcomes for Floridians?

A: The alignment evaluation process can help lead Florida's local workforce development boards in the response to the evolution in consumer preferences,

workplace expectations, business needs, how people look for work, and even where and how they work. The goal is to deliver even more relevant services through system transformation and therefore improved outcomes for customers. The REACH Act emphasizes a customer-focused approach in exploring ways to better assist job seekers and businesses.

7. Q: Is one option to maintain services as they currently exist?

A: The REACH Act specifically references reducing the number of local workforce development boards based on population and commuting patterns. It does not preclude the consideration of other relevant factors to achieve the act's desired goal.

8. Q: What is the process of evaluating alignment options for local workforce development boards?

A: As the Governor's principal workforce development policy organization, CareerSource Florida is conducting a research and discovery process that includes listening to local workforce development board leaders, elected officials, leaders in business and education and other stakeholders. This work is being conducted in collaboration with the Governor's REACH Office.

For Phase I, CareerSource Florida has contracted with EY (Ernst & Young LLP) to:

- Conduct local and state research and analyze data on Florida's workforce system, including workforce development boards.
- Examine other states that have undertaken local workforce development board alignment.
- Conduct initial listening sessions with local and state leaders, including local workforce development boards, and businesses.
- Present an initial summary of what was learned during Phase I and what could be undertaken as important next steps and goals in Phase II. Initial observations from Phase I will be reported to the CareerSource Florida Board of Directors at its quarterly meeting on June 9, 2022, in Tallahassee and in EY's summary report on Phase I of this alignment evaluation, which is due June 30.

9. Q: How can I share my point of view on the alignment evaluation process?

A: The initial phase of the process involves listening sessions for local workforce development board leaders, businesses and stakeholders. A webpage has been created with additional information at careersourceflorida.com/boardroom/reach-act. Stakeholders and interested parties may leave comments about or insights on alignment considerations at the form available on the webpage.

10. Q: What is the timeline for the process?

A: CareerSource Florida has started the first phase of the process with discovery and listening. Beginning in July, it is envisioned that Phase II will include a deeper analysis

and more robust engagement with stakeholders and customers across the state. Alignment considerations are anticipated to be provided to the CareerSource Florida Board by the end of the year.

11. Q: What data and potential approaches will be considered in alignment discussions?

A: CareerSource Florida is beginning this alignment evaluation work in response to the REACH Act by undertaking discovery which includes compiling data and listening to stakeholders. More in-depth analysis of approaches to alignment will occur after this initial phase. The Department of Economic Opportunity, charged with administering state and federal workforce initiatives, uses data points — as outlined in law — to analyze different scenarios that may be included in the later phases of CareerSource Florida's review process. This analysis of labor market information is intended to support the baseline of discovery in Phase I.

12. Q: Has alignment taken place in other states? If so, what can we learn?

A: Yes. Alignment and changes in how services are delivered are being discussed nationally and are taking place in multiple states, including North Carolina, Iowa and Tennessee. Consulting firm EY is researching how other states have undertaken alignment actions, and those findings will be included in their report this summer. That report will be shared on the CareerSource Florida website.

13. Q: How can alignment benefit the 24 local workforce development boards, Florida counties, and the businesses and job seekers served by the state workforce system?

A: The objective of the REACH Act is to provide Florida job seekers and businesses with better aligned and more effective workforce and education systems while enhancing services, equity, and access for all by:

1. Eliminating multiple layers of administrative entities to improve coordination of the workforce development system.
2. Establishing consistent eligibility standards across the state to improve the accountability of workforce-related programs.
3. Providing greater flexibility in allocating resources to maximize the funds directed to training and business services.

14. Q: Where can I get more information?

A: The REACH Act webpage on careersourceflorida.com has up-to-date information about the REACH Act and the ongoing engagement process. Updates will be provided through every phase of the process. Stakeholders and interested parties may leave comments about or insights on alignment considerations at careersourceflorida.com/boardroom/reach-act.

Action Item 1

Approved _____
Disapproved _____

FISCAL YEAR 2022-2023 CAREERSOURCE FLORIDA NETWORK FUNDING

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Each year, Florida is notified of several federal awards and state appropriations to be received during the upcoming fiscal year. In most cases, the manner for distributing these funds among the state and 24 local workforce development boards is defined in the authorizing federal act or in the state appropriations bill; however, the specific state and local calculations are not known until updated allocation factors are applied to the funding awards. This overview defines these specific allocations in accordance with the authorizing grants, provides recommendations for the allocation of state-level funds for various state initiatives that advance the statewide strategic goals for workforce development and seeks the approval of the CareerSource Florida State Board of Directors for specific reserves, commitments and local workforce development board allocations.

This action item covers the Florida Workforce System's major funding streams: the Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF) and Wagner-Peyser Act (WP). It serves as the financial blueprint for operationalizing the unified brand values, vision, mission, promise and pillars of the state's CareerSource Florida network:

Our Values

- Business-Driven
- Continuous Improvement
- Integrity
- Talent Focus
- Purpose-Driven

Our Vision

Florida will be the global leader for talent.

Our Mission

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

Our Promise

Florida's Workforce System promises a dedicated team of professionals who possess an understanding of your needs. Uniquely positioned, we offer assets, expertise and effective partnerships to deliver seamless and efficient services, demonstrate our value to all customers through results and drive economic priorities through talent development.

Our Pillars

- Collaborate
- Innovate
- Lead

Funding provided under WIOA must be allocated in accordance with the authorizing federal act (Public Law 113-128, as amended). This act defines specific allocation methodologies for its three principal funding streams (Adult, Youth, and Dislocated Worker) to be followed in allocating funding to local workforce development boards. It also defines allowances for funding levels for the state rapid response initiative and state-level set-aside funds (also referred to as the Governor's Reserve or as discretionary state board funding).

In the case of TANF state-appropriated funds, the Florida Legislature allocates a certain level of funding to the workforce system but does not define specific local allocations or the specific allocation methodology that the state board must use. However, the Florida Legislature does define specific line-item appropriations or specific proviso language which would be deducted from total funding available prior to the allocation of TANF funds to local workforce development boards. This board, in determining specific local allocations, is required to maximize funds distributed directly to the local workforce development boards through these appropriations, with such distributions to be based on the anticipated client caseload and the achievement of performance standards.

Specific direction and approval is needed by the board for key workforce investment areas as follows:

1. **Workforce Innovation and Opportunity Act Funding** consisting of the Adult, Youth and Dislocated Worker funding streams with three primary allocation categories:
 - a. Local Workforce Development Board Allocations
 - b. State-Level Set-Aside or Governor's Reserve
 - c. State Rapid Response Funds
2. **Temporary Assistance for Needy Families** including:
 - a. State-Level Allocations and Initiatives
 - b. Local Workforce Development Board Allocations and Initiatives
3. **Wagner-Peyser Act:**
 - a. Wagner-Peyser 7A
 - b. Wagner-Peyser 7B
4. **Budget Implementing Actions**

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

FEDERAL PROGRAM YEAR 2022 for Fiscal Year 2022/23 – \$133,431,747 (Prior Year 2021/22 – \$140,847,913; decrease of \$7,416,166 or -5.27%)

BASIC PURPOSE AND ELIGIBILITY:

1. Career services and training services for adults, youth and dislocated workers through the CareerSource Florida network; and,
2. Broad, nearly universal eligibility for career services, but more restrictive eligibility for training services based on priority for individuals with low income, employment barriers and/or dislocation from employment.

SPECIFIC MANDATES/LIMITATIONS: There are multiple federal restrictions and regulations governing allocation to state and local workforce development boards, including the use of funds, reporting, etc. Further, state law mandates percentages of WIOA funds that must be used for Individual Training Accounts (ITAs) at the local level.

DISTRIBUTION MECHANISMS: 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. WIOA (Public Law 113-128) provides that for Adult and Youth funding streams, 85% of the total federal award 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 purposes of funding 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 to the boards based on a formula that uses local economic factors.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2022/23: The Program Year 2022 funding allotments to the states, published in TEGL 9-21, are reflected in this board presentation. For specific identification of amounts to be received under the various WIOA categories by the state and local workforce development boards, refer to the flowchart titled “***Florida Funding for Workforce Innovation and Opportunity Act.***”

As shown on the following chart, a total of **\$133,431,747** will be awarded to Florida from Program Year 2022 funds for Fiscal Year 2022/23, down by **\$7,416,166** or a decrease of **5.27%** from the previous year’s grant award. From the total WIOA funds awarded, **\$20,014,759** is allocated by the federal act to the state-level set-aside pool; the statewide Dislocated Worker Program for the Rapid Response Unit is allocated 25%, or **\$11,679,137**, of the federal dislocated worker funding, and the balance of **\$101,737,851** is allocated to the 24 local workforce development areas.

	<u>FY 2022/23</u>	<u>FY 2021/22</u>	<u>Change</u>
Total WIOA Grant Award	\$ 133,431,747	\$ 140,847,913	\$ (7,416,166)
State Set-Aside	20,014,759	21,127,183	(1,112,424)
Rapid Response	11,679,137	12,822,681	(1,143,544)
Local Allocations	101,737,851	106,898,049	(5,160,198)

LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB) ALLOCATIONS

As shown on the *Florida Funding for Workforce Innovation and Opportunity Act* chart for Program Year 2022, a total of **\$101,737,851** is available through direct formula allocations to local workforce development areas from the Adult, Youth and Dislocated Worker funds. The spreadsheet titled "*Program Year 2022 Workforce Innovation and Opportunity Act, Local Workforce Development Board Formula Allocations*" shows the total allocations of WIOA funds with a comparison to the prior year, and the four sets of spreadsheets that follow it reflect the individual allocations for each of the three funding streams.

STATE SET-ASIDE ALLOCATIONS

15% State Set-Aside Allocation – As shown in the *Florida Funding for Workforce Innovation and Opportunity Act* chart, the federal act allocates a portion of each of the WIOA Adult, Youth and Dislocated Worker funding streams for use by the Governor for state-level initiatives. For Fiscal Year 2022/23, the amount currently allocated to the state is **\$20,014,759**.

After statewide administrative and program costs for the Department of Economic Opportunity (DEO) and CareerSource Florida, Inc., are deducted from the total WIOA funds available, the remaining balance is available for the Governor's discretionary projects. The CareerSource Florida Board of Directors determines specific allotments for purposes of state demonstration and pilot projects as well as other workforce development initiatives.

Total WIOA Set-Aside Pool	<u>FY 2022/23</u> \$20,014,759
Plus Estimated Balance of Recaptured Funds (includes Est. Balance of Rapid Response 15% State Level)	9,585,070
Total WIOA Funds Available	\$29,599,829
Less Statewide Administrative and Program Services:	
DEO	(4,703,330)
CareerSource Florida	(3,064,025)
LWDB Support and Shared Services	(1,749,931)
Balance of Funds Available for State Board Discretion	\$20,082,543

Discretionary Board Allocations – As shown in the previous tabulation, the Governor has available discretionary funding in the amount of **\$20,082,543** after combining the balance of WIOA unobligated funding brought forward from the prior year with the new year's WIOA grant award and accounting for statewide administrative and program services.

**Service First Fiscal Year 2022-23
Workforce Innovation and Opportunity Act
Governor's Reserve Funds
Plan for Improved Workforce and Education Systems Alignment**

Priorities for Fiscal Year 2022/23 include the following:

Supporting Aviation, Aerospace and Defense Manufacturing through a Comprehensive Sector Strategy Approach (\$9,000,000)

Florida continues to raise the bar on talent development, especially in key industry sectors. Through Executive Order 19-31, Governor Ron DeSantis charted a course for Florida to become No. 1 in the nation in workforce education by 2030 and ensure Florida students are prepared to fill the high-demand, high-wage jobs of the evolving global economy.

Empowered by the vision of the Reimagining Education and Career Help (REACH) Act, this concrete and defined vision is multi-pronged and financially well-supported for long-term success and will enable our state to maintain and grow its workforce to support the Aviation, Aerospace and Defense Manufacturing talent ecosystem today, tomorrow and in the future.

Florida has long been the world's premier gateway to space, undisputed air traffic hub for the western hemisphere, and major center for flight training and maintenance/repair/overhaul operations, and home to manufacturing of aircraft and aviation/aerospace components. Florida is also a leading location for defense manufacturers and is home to 20 major military installations.

Florida has benefitted significantly from the talents and contributions of nearly 1.5 million veterans who call Florida home. Florida has gained the reputation as being the most veteran-friendly state in the nation, in part because of the state's commitment to workforce training and employment of its veterans.

Military veterans are often trained in the very skills that aviation, aerospace and defense manufacturers need, and the resources of CareerSource Florida and other partner agencies can be efficiently leveraged to help these top professionals upskill and land high-demand, high-wage jobs at Florida-based manufacturers. Additionally, Florida's focus on recruiting and providing training to veterans interested in pursuing these careers also acts as a powerful tool to encourage such manufacturers to grow their companies in Florida.

In recent months, Florida's economic development and workforce education partners – CareerSource Florida, the Florida Department of Economic Opportunity, Enterprise Florida, Space Florida and the Florida Department of Education (FDOE) – have seen a noteworthy uptick in requests for a variety of workforce education supports from these industries, commonly clustered in counties stretching from Duval to St. Lucie counties and including Orange County.

Furthermore, according to the 2022 Florida Defense Industry Economic Impact Analysis by the Florida Defense Support Task Force, Florida's defense industries supported more than 860,000 jobs and experienced a 12% increase in direct defense spending from \$44 billion in 2018 to \$49.3 billion in 2020. Defense spending in 2020 increased to more than \$96.6 billion in value-added economic impacts, or 8.5% of the Florida economy. This growth occurred while Florida's economy was rebounding, proving that job training investments in defense industries are investments in stabilizing industries.

One example is a convening at Eastern Florida State College scheduled for June 10, 2022, hosted by partner agencies and including several aviation, aerospace and defense manufacturing industry representatives to discuss common credentials, certifications and training needs, with the goal of

seeding and better aligning offerings at nearby state colleges, tech colleges, state universities, local workforce development boards and private postsecondary institutions.

Targeting the use of WIOA Governor's Set Aside funds for 2022, and aligning these funds with other strategic investments, can amplify a comprehensive investment approach directed by the agencies identified by the REACH Act to cultivate short- and long-term sustainable talent pipelines and accelerate Florida's competitiveness in this legacy sector.

A Sector Strategy Approach

Sector strategies are regional, industry-focused approaches to building a skilled workforce and are one of the most effective ways to align public and private resources to address the talent needs of employers. At the heart of sector strategies are sector partnerships among companies in these target industries and other regional partners that work together to develop and implement solutions for the industry's workforce and other needs. These partnerships are led by businesses working collaboratively with CareerSource Florida and its workforce development partners, the Florida Department of Education, the Department of Economic Opportunity, Enterprise Florida, Space Florida, and other education and training, economic development and community organizations.

CareerSource Florida's Sector Strategies Policy, approved by the state board in February 2018, lays out Florida's vision for effectiveness and requires local workforce development boards to include their approach to establishing, implementing, and sustaining effective sector strategies in their local plans. Several boards have professional team members identified as sector strategists. See more at careersourceflorida.com/about-us/policies-and-initiatives/sector-strategies.

Aligning to Market Demand

Under the leadership of Governor DeSantis, Florida continues to rebound from the impacts of the global pandemic. Key trends that will drive growth for these industry sectors include recovery in air travel and innovation in advanced military capabilities, such as improved capabilities in fighter aircraft, space resilience, shipbuilding, munitions and cybersecurity. Innovation will also continue accelerating growth in the space market – launch industry, satellite trends and innovative space-based services. By listening to the talent needs of companies in these sectors and developing customized training solutions, we can help ensure businesses are competitive in our state.

Fully Customized Workforce Recruitment and Training Solutions

The WIOA Governor's Set Aside funds for 2022 will be allocated based on emergent opportunities and projected needs identified in collaboration with the REACH Office, CareerSource Florida, DEO and FDOE.

Strategic Outreach in Candidate Recruitment – Enhancing access for all Floridians to good-paying jobs includes casting a wider net to reach untapped and under-tapped talent pools, especially veterans transitioning from the military into private-sector employment. Local workforce development boards have committed professional team members with deep experience to assist with talent recruitment. These funds will be distributed to local workforce development boards that demonstrate the need for flexibility to innovatively support new training programs, offset tuition for trainees, provide work-based learning opportunities including registered apprenticeship, and provide wrap-around supportive services for eligible participants to ensure their job placement success and longevity.

Quick Response Training and Incumbent Worker Training – Florida's landmark employer-driven customized training programs have a long history of meeting business training needs. Quick Response Training is now in its 29th year; and Incumbent Worker Training will soon reach its silver anniversary of 25 years. Created in 1993, the Quick Response Training grant program has served more than 900 businesses and trained nearly 195,000 workers. Created in 1999, the Incumbent Worker Training grant program has helped more than 2,900 businesses, primarily small

businesses, and trained at least 195,000 workers. Companies surveyed report the programs have a significant impact on their businesses, citing benefits such as increased employee knowledge and productivity, process efficiency gains and reduction in employee turnover.

Additional funds from the state set aside can be used to bolster the Incumbent Worker Training grant program and meet employer-driven skills upgrade training needs from sector-based businesses.

Transitioning Military Personnel Through the SkillBridge Program – Managed by Veterans Florida, this program can help engage transitioning military personnel with employment in the aviation/aerospace and defense industry sectors. SkillBridge creates unprecedented opportunities for transitioning service members, builds a talent pipeline for employers, and reinforces Florida's position as the top destination for military families.

In addition, these funds will allow the collective partner agencies to reach beyond those whom Veterans Florida can serve with existing resources, ensuring that where there is demand for upskilling, there are options for Florida's veterans.

Pathways to Career Opportunities Grant Program – CareerSource Florida and the partner agencies will further leverage other agencies' set-asides including \$5 million that the Florida Department of Education will dedicate to this effort from the Pathways to Career Opportunities Grant program supporting apprenticeship expansion. All apprenticeships and pre-apprenticeships begin with an employer, so facilitating this time-tested talent solution as part of the sector strategy approach and aligning to market demand can be a win-win for the state. Such cross-agency strategies will give the collective workforce partner agencies the ability to braid funding and tackle business and industry needs through comprehensive and creative efforts that ensure business and industry are greeted with the same "no-wrong-door" approach as is intended for the future talent pipeline.

Demand-Driven Expansion of Priority Commitments (\$2,000,000)

Through the disciplined process of validating project ideas and activities, there is a recognized need to continually evaluate new and timely project proposals that address state priorities as well as changes in Florida's economy that demand action. As these opportunities arise, the state workforce development board must be prepared to take proactive steps to analyze and address changing conditions.

CareerSource Florida will collaborate with the Executive Office of the Governor, DEO, FDOE, and other strategic partners to monitor the demands of 2021's programs and initiatives that have previously been supported through WIOA state set-aside dollars and that assist targeted populations. Where necessary, these funds may be used to supplement those services that are in greatest demand. In particular, the partner agencies will monitor the need to plus-up funding for 2021's Veterans and Military Spouses program, as it was the first to launch in 2021 and likely to see the greatest need for additional funding in its second year, given partner agencies' focus on job training for veterans.

These demand-driven and flexible funds will position Florida to best address and respond to workforce development strategies resulting from emerging needs and initiatives throughout the year.

Direct Support to Single Pregnant Women (\$500,000)

Low-income single pregnant women seeking a pathway to prosperity may be assisted by new skill attainment through work-based learning and other training models. Helping mothers and mothers-to-be achieve successful employment provides opportunities for lasting positive impacts on these Floridians, their families and communities.

Support from the business community and community partners can be better leveraged by braiding federal workforce funding to support the path to economic self-sufficiency that can start with a family-supporting job that leads to a career pathway.

This targeted initiative requires the collective expertise and services of four primary partners: the Florida Departments of Children and Families, Economic Opportunity and Education, and the CareerSource Florida network of state and local workforce development boards and the establishment or strengthening of strategic partnerships with business and industry leaders, faith-based organizations, community care providers and education partners.

Local partners will include, but not be limited to:

- Local workforce development boards
- 211 providers
- United Way
- Goodwill
- Places of worship
- Social services departments
- Community action agencies
- Childcare providers
- County K-12 school systems
- Crisis assistance organizations

\$500,000 in dedicated WIOA funding will be distributed to local workforce development boards to identify coordinators to work with agency partners in directly assisting single pregnant women job seekers with securing employment and training with an emphasis on work-based learning models.

To support the participants' work-based learning opportunities, partnerships with organizations providing direct and wrap-around services should be leveraged to ensure non-duplication of services and the ability to fully engage in employment opportunities, earning a wage while pregnant.

Incumbent Worker Training Grant Program (\$3,000,000)

When workers lack needed training and businesses experience skills gaps, the company's ability to compete, expand and retain workers can be compromised. Florida's Incumbent Worker Training grant program addresses such needs. The Incumbent Worker Training grant program was created to provide grant funding for continuing education and training of incumbent employees at existing Florida businesses. It has proven to be a popular resource for small businesses.

Rural Initiatives (\$2,000,000)

Florida has identified 29 Florida counties and six cities in three additional counties as Rural Areas of Opportunity. These counties and cities face extraordinary economic challenges. Historically, CareerSource Florida's Board of Directors has designated supplementary allocations for local workforce development boards identified as rural boards to support operations by Florida's smallest local workforce development boards in providing workforce services to employers and residents in the areas they serve. Initiatives funded through this allocation will support critical workforce development needs in rural communities.

Serving Priority Commitments through Business Engagement (\$500,000)

With 24 local workforce development boards and more than 100 career centers, CareerSource Florida's Salesforce customer relationship management instance provides a consistent and standardized process for tracking businesses served and helps in identifying and deepening the CareerSource Florida network's business market penetration. With Salesforce, Florida's workforce system has a cross-local resource in place with a singular aim of improving services to business seamlessly and efficiently.

Support System Improvements and Reimagining Education and Career Help (REACH) Act Implementation (\$3,000,000)

Budget recommendations include \$2.5 million to support modernizing the alignment of local workforce development boards to better support service excellence across the CareerSource Florida network with an emphasis on serving the state's priority commitments. This may include activities related to transition assistance and organizational change management.

Additionally, \$500,000 is recommended to support the work of the Florida Credentials Review Committee, including finalizing the framework of quality in accordance with Labor Market Estimating Committee data, reviewing and prioritizing postsecondary degrees and certificates, expansion of the Florida CLIFF Dashboard tool and making the information publicly available to facilitate informed learner choice.

Discretionary Funding Summary

Pending approval of the recommended reserves and commitments outlined here, an estimated balance of \$82,543 will be available to be added to the budgeted reserve or carried forward into the next fiscal year. This amount is an estimate because certain current-year funds may not be available for carry-forward purposes and allocated funds may not be expended at the level expected during the fiscal year.

Total 2022/23 WIOA Funds Available	\$20,082,543
Less Proposed Discretionary Board Projects:	
Supporting Aviation Aerospace & Defense	(9,000,000)
Demand Driven Expansion of Priority Commitments	(2,000,000)
Direct Support to Single Pregnant Women	(500,000)
Incumbent Worker Training	(3,000,000)
Rural Initiatives	(2,000,000)
Salesforce CRM Licenses	(500,000)
System Improvements and REACH Act Implementation	(3,000,000)
Balance Remaining for State Projects	\$82,543
WIOA – STATE RAPID RESPONSE FUNDS	

As noted previously, **25%, or \$11,679,137**, of the total federal WIOA Dislocated Worker funding (\$46,716,550) provided to the state for Fiscal Year 2022/23 may be reserved by federal law for the purposes of establishing and operating the state-level Rapid Response Unit and providing emergency allocations to address local dislocation events. From this amount, the board is required by Chapter 445, F.S., to maintain an emergency reserve, historically set at \$1,000,000, to fund

the operational costs of the DEO Rapid Response Unit.

The following tabulation shows the distribution of the total federal award for 2022/23:

Total Dislocated Worker Funds (22/23)	\$46,716,550
Less Local Pass-Through (60%)	(28,029,932)
Less State-Level Set Aside (15%)	<u>(7,007,482)</u>
Balance for State-Level Rapid Response Reserve (25%)	\$11,679,137

From the total Rapid Response funding available to the board from new-year funding, program management costs of **\$500,000** are being requested as well as continuation of the **\$1,000,000** emergency reserve to address major events that may occur during Fiscal Year 2022/23.

Total Rapid Response State-Level Allocation	\$11,679,137
Less: Proposed Rapid Response Program Unit Costs	(500,000)
Less: Proposed Emergency Reserve (<i>Chapter 445, F.S.</i>)	(1,000,000)
Less: Rapid Response Allocations	(1,500,000)
Less: Supplemental Dislocated Worker Allocation	<u>(8,679,137)</u>
Balance	\$0

In order to ensure that Florida implements a comprehensive, proactive rapid response system, \$1,500,000 will be distributed to the LWDBs. Supplemental Dislocated Worker funds will be distributed in the amount of \$8,679,137 back to the boards via formula allocation. The \$1,000,000 emergency reserve will allow DEO to fund supplemental requests from local workforce development boards during the upcoming fiscal year for major dislocations and plant closures as well as the needs of the unemployed and long-term unemployed.

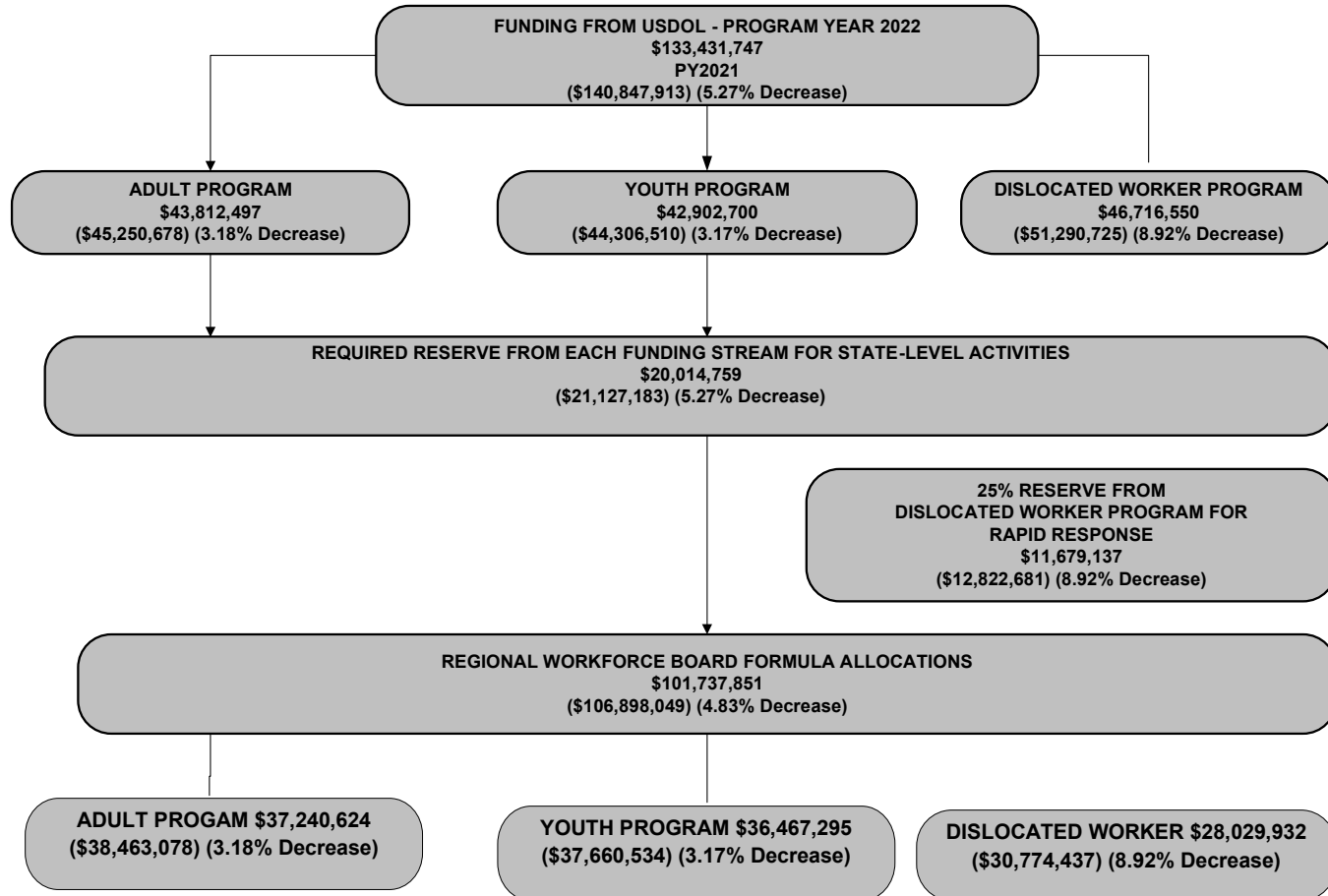
Funds allocated in this Action Item may be adjusted based on actual spending categories as necessary within the total approved budget for all funding allocations approved.

* * * * *

FOR CONSIDERATION

- **Approval of the Program Year 2022/23 WIOA state-level discretionary board projects.**

FLORIDA FUNDING FOR WORKFORCE INNOVATION & OPPORTUNITY ACT



**Program Year 2022 Workforce Innovation and Opportunity Act
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		WIOA ADULT	WIOA YOUTH	WIOA DISLOCATED WORKER	PY 2022 FINAL ALLOCATION	PY 2021 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	\$703,484	\$870,776	\$546,454	\$2,120,714	\$2,243,723	(\$123,009)	-5.48%
2	CareerSource Okaloosa Walton	\$284,534	\$225,123	\$228,466	\$738,123	\$785,513	(\$47,390)	-6.03%
3	CareerSource Chipola	\$290,824	\$241,492	\$111,145	\$643,461	\$708,847	(\$65,386)	-9.22%
4	CareerSource Gulf Coast	\$444,290	\$383,159	\$372,082	\$1,199,531	\$1,286,837	(\$87,306)	-6.78%
5	CareerSource Capital Region	\$784,604	\$1,500,596	\$460,745	\$2,745,945	\$2,861,795	(\$115,850)	-4.05%
6	CareerSource North Florida	\$326,215	\$276,036	\$128,329	\$730,580	\$717,207	\$13,373	1.86%
7	CareerSource Florida Crown	\$245,945	\$299,249	\$113,363	\$658,557	\$685,704	(\$27,147)	-3.96%
8	CareerSource Northeast Florida	\$2,326,818	\$2,362,153	\$2,024,776	\$6,713,747	\$7,181,765	(\$468,018)	-6.52%
9	CareerSource North Central Florida	\$524,159	\$1,064,693	\$388,779	\$1,977,631	\$2,288,815	(\$311,184)	-13.60%
10	CareerSource Citrus Levy Marion	\$1,208,208	\$1,150,624	\$586,007	\$2,944,839	\$3,137,777	(\$192,938)	-6.15%
11	CareerSource Flagler Volusia	\$1,013,389	\$957,223	\$805,820	\$2,776,432	\$2,997,558	(\$221,126)	-7.38%
12	CareerSource Central Florida	\$4,957,397	\$5,101,343	\$3,953,315	\$14,012,055	\$15,556,435	(\$1,544,380)	-9.93%
13	CareerSource Brevard	\$759,459	\$655,959	\$647,003	\$2,062,421	\$2,214,129	(\$151,708)	-6.85%
14	CareerSource Pinellas	\$1,363,109	\$1,083,069	\$1,108,830	\$3,555,008	\$3,874,150	(\$319,142)	-8.24%
15	CareerSource Tampa Bay	\$2,422,824	\$2,607,188	\$1,998,564	\$7,028,576	\$7,253,655	(\$225,079)	-3.10%
16	CareerSource Pasco Hernando	\$1,008,942	\$919,265	\$813,033	\$2,741,240	\$3,027,199	(\$285,959)	-9.45%
17	CareerSource Polk	\$1,501,921	\$1,435,634	\$1,052,973	\$3,990,528	\$4,096,637	(\$106,109)	-2.59%
18	CareerSource Suncoast	\$929,003	\$747,202	\$736,050	\$2,412,255	\$2,656,391	(\$244,136)	-9.19%
19	CareerSource Heartland	\$529,187	\$566,138	\$222,494	\$1,317,819	\$1,404,092	(\$86,273)	-6.14%
20	CareerSource Research Coast	\$964,646	\$857,133	\$795,960	\$2,617,739	\$2,968,753	(\$351,014)	-11.82%
21	CareerSource Palm Beach County	\$2,171,072	\$2,020,355	\$1,797,707	\$5,989,134	\$6,520,714	(\$531,580)	-8.15%
22	CareerSource Broward	\$3,333,563	\$2,914,085	\$3,176,981	\$9,424,629	\$9,320,477	\$104,152	1.12%
23	CareerSource South Florida	\$7,202,678	\$6,525,605	\$4,629,324	\$18,357,607	\$17,607,094	\$750,513	4.26%
24	CareerSource Southwest Florida	\$1,944,353	\$1,703,195	\$1,331,732	\$4,979,280	\$5,502,782	(\$523,502)	-9.51%
STATEWIDE TOTALS		\$37,240,624	\$36,467,295	\$28,029,932	\$101,737,851	\$106,898,049	(\$5,160,198)	-4.83%

**Program Year 2022 Workforce Innovation and Opportunity Act
Adult Program Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	AREA OF SUBSTANTIAL UNEMPLOYMENT			ECONOMICALLY DISADVANTAGED		LWDB SHARE	HH *	PY2022 FINAL ALLOCATION	PY2021 FINAL ALLOCATION	DIFFERENCE	%
	LABOR FORCE	Total	Rate	Total	Excess						
1 CareerSource Escarosa	140,761	9,091	6.5%	41,790	38,890	0.018890237	*	\$703,484	\$757,453	(\$53,969)	-7.13%
2 CareerSource Okaloosa Walton	39,492	2,568	6.5%	21,615	19,980	0.007640427		\$284,534	\$306,862	(\$22,328)	-7.28%
3 CareerSource Chipola	18,676	1,222	6.5%	25,000	24,477	0.007809325		\$290,824	\$307,346	(\$16,522)	-5.38%
4 CareerSource Gulf Coast	41,630	2,688	6.5%	21,215	20,031	0.011930253	*	\$444,290	\$430,743	\$13,547	3.15%
5 CareerSource Capital Region	129,044	8,339	6.5%	40,125	37,788	0.021068496	*	\$784,604	\$832,202	(\$47,598)	-5.72%
6 CareerSource North Florida	34,756	2,261	6.5%	25,780	25,199	0.008759659		\$326,215	\$300,302	\$25,913	8.63%
7 CareerSource Florida Crown	16,478	1,065	6.5%	20,915	20,314	0.006604224	*	\$245,945	\$258,429	(\$12,484)	-4.83%
8 CareerSource Northeast Florida	488,686	31,602	6.5%	128,970	118,721	0.062480644	*	\$2,326,818	\$2,430,822	(\$104,004)	-4.28%
9 CareerSource North Central Florida	72,284	4,703	6.5%	30,035	28,177	0.014074922	*	\$524,159	\$555,406	(\$31,247)	-5.63%
10 CareerSource Citrus Levy Marion	182,724	11,788	6.5%	58,350	55,782	0.032443289	*	\$1,208,208	\$1,278,426	(\$70,218)	-5.49%
11 CareerSource Flagler Volusia	248,288	16,025	6.5%	58,470	54,740	0.027211921		\$1,013,389	\$1,089,968	(\$76,579)	-7.03%
12 CareerSource Central Florida	1,311,635	94,538	7.2%	217,270	200,873	0.133118003		\$4,957,397	\$5,251,369	(\$293,972)	-5.60%
13 CareerSource Brevard	182,718	11,792	6.5%	44,825	41,250	0.020393290		\$759,459	\$799,781	(\$40,322)	-5.04%
14 CareerSource Pinellas	330,508	21,354	6.5%	79,745	73,614	0.036602747		\$1,363,109	\$1,461,575	(\$98,466)	-6.74%
15 CareerSource Tampa Bay	590,682	38,116	6.5%	119,555	109,981	0.065058637	*	\$2,422,824	\$2,518,175	(\$95,351)	-3.79%
16 CareerSource Pasco Hernando	246,007	15,869	6.5%	58,025	54,097	0.027092520	*	\$1,008,942	\$1,107,729	(\$98,787)	-8.92%
17 CareerSource Polk	320,216	21,688	6.8%	66,330	62,328	0.040330166	*	\$1,501,921	\$1,583,755	(\$81,834)	-5.17%
18 CareerSource Suncoast	227,987	14,714	6.5%	54,215	49,634	0.024945947		\$929,003	\$1,022,443	(\$93,440)	-9.14%
19 CareerSource Heartland	63,434	4,096	6.5%	31,355	30,404	0.014209933	*	\$529,187	\$556,971	(\$27,784)	-4.99%
20 CareerSource Research Coast	219,751	14,276	6.5%	53,715	50,143	0.025903056	*	\$964,646	\$1,085,046	(\$120,400)	-11.10%
21 CareerSource Palm Beach County	601,216	38,835	6.5%	114,350	105,297	0.058298474		\$2,171,072	\$2,299,884	(\$128,812)	-5.60%
22 CareerSource Broward	1,018,767	67,114	6.6%	152,310	139,575	0.089514151		\$3,333,563	\$3,238,333	\$95,230	2.94%
23 CareerSource South Florida	1,351,214	117,684	8.7%	318,205	301,316	0.193409131		\$7,202,678	\$6,872,573	\$330,105	4.80%
24 CareerSource Southwest Florida	459,594	29,731	6.5%	112,795	105,022	0.052210548	*	\$1,944,353	\$2,117,485	(\$173,132)	-8.18%
STATEWIDE TOTALS	8,336,548	581,159	7.0%	1,894,960	1,767,633	1.000000000		\$37,240,624	\$38,463,078	(\$1,222,454)	-3.18%

**Program Year 2022 Workforce Innovation and Opportunity Act
Youth Program Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	AREA OF SUBSTANTIAL UNEMPLOYMENT			ECONOMICALLY DISADVANTAGED		LWDB SHARE	HH *	PY 2022 FINAL ALLOCATION	PY 2021 FINAL ALLOCATION	DIFFERENCE	%
	LABOR FORCE	Total	Rate	Total	Excess						
1 CareerSource Escarosa	140,761	9,091	6.5%	9,625	6,725	0.023878270	*	\$870,776	\$929,041	(\$58,265)	-6.27%
2 CareerSource Okaloosa Walton	39,492	2,568	6.5%	3,155	1,520	0.006173289		\$225,123	\$251,235	(\$26,112)	-10.39%
3 CareerSource Chipola	18,676	1,222	6.5%	2,530	2,007	0.006622152	*	\$241,492	\$268,041	(\$26,549)	-9.90%
4 CareerSource Gulf Coast	41,630	2,688	6.5%	2,665	1,481	0.010506920	*	\$383,159	\$378,374	\$4,785	1.26%
5 CareerSource Capital Region	129,044	8,339	6.5%	16,765	14,428	0.041149091	*	\$1,500,596	\$1,584,645	(\$84,049)	-5.30%
6 CareerSource North Florida	34,756	2,261	6.5%	3,205	2,624	0.007569426		\$276,036	\$286,470	(\$10,434)	-3.64%
7 CareerSource Florida Crown	16,478	1,065	6.5%	3,795	3,194	0.008205947	*	\$299,249	\$310,717	(\$11,468)	-3.69%
8 CareerSource Northeast Florida	488,686	31,602	6.5%	23,895	13,646	0.064774548	*	\$2,362,153	\$2,464,969	(\$102,816)	-4.17%
9 CareerSource North Central Florida	72,284	4,703	6.5%	12,630	10,772	0.029195821	*	\$1,064,693	\$1,123,076	(\$58,383)	-5.20%
10 CareerSource Citrus Levy Marion	182,724	11,788	6.5%	9,135	6,567	0.031552220	*	\$1,150,624	\$1,222,997	(\$72,373)	-5.92%
11 CareerSource Flagler Volusia	248,288	16,025	6.5%	9,540	5,810	0.026248806		\$957,223	\$1,030,642	(\$73,419)	-7.12%
12 CareerSource Central Florida	1,311,635	94,538	7.2%	41,870	25,473	0.139888172		\$5,101,343	\$5,318,585	(\$217,242)	-4.08%
13 CareerSource Brevard	182,718	11,792	6.5%	6,955	3,380	0.017987586		\$655,959	\$699,285	(\$43,326)	-6.20%
14 CareerSource Pinellas	330,508	21,354	6.5%	10,995	4,864	0.029699722		\$1,083,069	\$1,187,924	(\$104,855)	-8.83%
15 CareerSource Tampa Bay	590,682	38,116	6.5%	24,470	14,896	0.071493865	*	\$2,607,188	\$2,704,652	(\$97,464)	-3.60%
16 CareerSource Pasco Hernando	246,007	15,869	6.5%	8,835	4,907	0.025207920	*	\$919,265	\$1,004,962	(\$85,697)	-8.53%
17 CareerSource Polk	320,216	21,688	6.8%	11,275	7,273	0.039367704	*	\$1,435,634	\$1,528,095	(\$92,461)	-6.05%
18 CareerSource Suncoast	227,987	14,714	6.5%	7,835	3,254	0.020489649		\$747,202	\$845,754	(\$98,552)	-11.65%
19 CareerSource Heartland	63,434	4,096	6.5%	5,350	4,399	0.015524528	*	\$566,138	\$593,436	(\$27,298)	-4.60%
20 CareerSource Research Coast	219,751	14,276	6.5%	7,875	4,303	0.023504165	*	\$857,133	\$964,333	(\$107,200)	-11.12%
21 CareerSource Palm Beach County	601,216	38,835	6.5%	19,235	10,182	0.055401847		\$2,020,355	\$2,147,432	(\$127,077)	-5.92%
22 CareerSource Broward	1,018,767	67,114	6.6%	23,310	10,575	0.079909533		\$2,914,085	\$2,824,273	\$89,812	3.18%
23 CareerSource South Florida	1,351,214	117,684	8.7%	45,510	28,621	0.178944100		\$6,525,605	\$6,089,898	\$435,707	7.15%
24 CareerSource Southwest Florida	459,594	29,731	6.5%	17,310	9,537	0.046704719		\$1,703,195	\$1,901,698	(\$198,503)	-10.44%
STATEWIDE TOTALS	8,336,548	581,159	7.0%	327,765	200,438	1.000000000		\$36,467,295	\$37,660,534	(\$1,193,239)	-3.17%

**Program Year 2022 Workforce Innovation and Opportunity Act
Dislocated Worker Program Local Workforce Development Board
Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	20%	25%	25%	30%	LWDB SHARE	HH	PY 2022	PY 2021	DIFFERENCE	%
	UC CLAIMANTS	UC CONCENTRATION	MASS LAYOFF	LONG-TERM UNEMPLOYED			FINAL ALLOCATION	FINAL ALLOCATION		
1 CareerSource Escarosa	1,483	9,551	13,363	219	0.019495377		\$546,454	\$557,229	(\$10,775)	-1.93%
2 CareerSource Okaloosa Walton	613	4,510	5,597	83	0.008150780		\$228,466	\$227,416	\$1,050	0.46%
3 CareerSource Chipola	318	1,826	3,223	40	0.003965210		\$111,145	\$133,460	(\$22,315)	-16.72%
4 CareerSource Gulf Coast	650	3,702	6,553	83	0.013274438	*	\$372,082	\$477,720	(\$105,638)	-22.11%
5 CareerSource Capital Region	1,359	7,991	11,939	170	0.016437608		\$460,745	\$444,948	\$15,797	3.55%
6 CareerSource North Florida	395	2,158	3,249	48	0.004578274		\$128,329	\$130,435	(\$2,106)	-1.61%
7 CareerSource Florida Crown	331	2,021	3,047	40	0.004044362		\$113,363	\$116,558	(\$3,195)	-2.74%
8 CareerSource Northeast Florida	6,077	33,629	56,750	720	0.072236206		\$2,024,776	\$2,285,974	(\$261,198)	-11.43%
9 CareerSource North Central Florida	804	5,590	18,629	102	0.013870136		\$388,779	\$610,333	(\$221,554)	-36.30%
10 CareerSource Citrus Levy Marion	1,750	10,424	15,179	210	0.020906456		\$586,007	\$636,354	(\$50,347)	-7.91%
11 CareerSource Flagler Volusia	2,370	14,032	22,022	285	0.028748549		\$805,820	\$876,948	(\$71,128)	-8.11%
12 CareerSource Central Florida	11,439	69,232	104,438	1,444	0.141039038		\$3,953,315	\$4,986,481	(\$1,033,166)	-20.72%
13 CareerSource Brevard	1,949	11,702	17,060	224	0.023082588		\$647,003	\$715,063	(\$68,060)	-9.52%
14 CareerSource Pinellas	3,193	19,465	29,719	401	0.039558790		\$1,108,830	\$1,224,651	(\$115,821)	-9.46%
15 CareerSource Tampa Bay	5,946	32,698	55,587	728	0.071301062		\$1,998,564	\$2,030,828	(\$32,264)	-1.59%
16 CareerSource Pasco Hernando	2,373	14,608	21,850	285	0.029005881		\$813,033	\$914,508	(\$101,475)	-11.10%
17 CareerSource Polk	3,146	17,585	28,063	389	0.037566010		\$1,052,973	\$984,787	\$68,186	6.92%
18 CareerSource Suncoast	1,991	14,540	20,233	243	0.026259423		\$736,050	\$788,194	(\$52,144)	-6.62%
19 CareerSource Heartland	637	3,763	5,004	79	0.007937745	*	\$222,494	\$253,685	(\$31,191)	-12.30%
20 CareerSource Research Coast	2,237	13,054	23,307	261	0.028396787	*	\$795,960	\$919,374	(\$123,414)	-13.42%
21 CareerSource Palm Beach County	5,365	31,669	45,241	627	0.064135246	*	\$1,797,707	\$2,073,398	(\$275,691)	-13.30%
22 CareerSource Broward	9,639	50,390	93,251	1,119	0.113342435		\$3,176,981	\$3,257,871	(\$80,890)	-2.48%
23 CareerSource South Florida	13,633	69,709	148,702	1,595	0.165156541		\$4,629,324	\$4,644,623	(\$15,299)	-0.33%
24 CareerSource Southwest Florida	3,874	25,869	34,924	443	0.047511058		\$1,331,732	\$1,483,599	(\$151,867)	-10.24%
STATEWIDE TOTALS	81,572	469,718	786,930	9,838	1.000000000		\$28,029,932	\$30,774,437	(\$2,744,505)	-8.92%

**Program Year 2022 Workforce Innovation and Opportunity Act
Supplemental Dislocated Worker Program Local Workforce Development Board
Formula Allocations**

	20%	25%	25%	30%		PY 2022	PY2022 FINAL	
LOCAL WORKFORCE DEVELOPMENT BOARDS	UC CLAIMANTS	UC CONCENTRATION	MASS LAYOFF	LONG-TERM UNEMPLOYED	LWDB SHARE	FINAL ALLOCATION DLW	ALLOCATION SUPPLEMENTAL DLW	TOTAL
1 CareerSource Escarosa	1,483	9,551	13,363	219	0.019495377	\$546,454	\$169,203	\$715,657
2 CareerSource Okaloosa Walton	613	4,510	5,597	83	0.008150780	\$228,466	\$70,742	\$299,208
3 CareerSource Chipola	318	1,826	3,223	40	0.003965210	\$111,145	\$34,415	\$145,560
4 CareerSource Gulf Coast	650	3,702	6,553	83	0.013274438	\$372,082	\$115,211	\$487,293
5 CareerSource Capital Region	1,359	7,991	11,939	170	0.016437608	\$460,745	\$142,664	\$603,409
6 CareerSource North Florida	395	2,158	3,249	48	0.004578274	\$128,329	\$39,735	\$168,064
7 CareerSource Florida Crown	331	2,021	3,047	40	0.004044362	\$113,363	\$35,102	\$148,465
8 CareerSource Northeast Florida	6,077	33,629	56,750	720	0.072236206	\$2,024,776	\$626,948	\$2,651,724
9 CareerSource North Central Florida	804	5,590	18,629	102	0.013870136	\$388,779	\$120,381	\$509,160
10 CareerSource Citrus Levy Marion	1,750	10,424	15,179	210	0.020906456	\$586,007	\$181,450	\$767,457
11 CareerSource Flagler Volusia	2,370	14,032	22,022	285	0.028748549	\$805,820	\$249,513	\$1,055,333
12 CareerSource Central Florida	11,439	69,232	104,438	1,444	0.141039038	\$3,953,315	\$1,224,097	\$5,177,412
13 CareerSource Brevard	1,949	11,702	17,060	224	0.023082588	\$647,003	\$200,337	\$847,340
14 CareerSource Pinellas	3,193	19,465	29,719	401	0.039558790	\$1,108,830	\$343,336	\$1,452,166
15 CareerSource Tampa Bay	5,946	32,698	55,587	728	0.071301062	\$1,998,564	\$618,832	\$2,617,396
16 CareerSource Pasco Hernando	2,373	14,608	21,850	285	0.029005881	\$813,033	\$251,746	\$1,064,779
17 CareerSource Polk	3,146	17,585	28,063	389	0.037566010	\$1,052,973	\$326,041	\$1,379,014
18 CareerSource Suncoast	1,991	14,540	20,233	243	0.026259423	\$736,050	\$227,909	\$963,959
19 CareerSource Heartland	637	3,763	5,004	79	0.007937745	\$222,494	\$68,893	\$291,387
20 CareerSource Research Coast	2,237	13,054	23,307	261	0.028396787	\$795,960	\$246,460	\$1,042,420
21 CareerSource Palm Beach County	5,365	31,669	45,241	627	0.064135246	\$1,797,707	\$556,639	\$2,354,346
22 CareerSource Broward	9,639	50,390	93,251	1,119	0.113342435	\$3,176,981	\$983,715	\$4,160,696
23 CareerSource South Florida	13,633	69,709	148,702	1,595	0.165156541	\$4,629,324	\$1,433,417	\$6,062,741
24 CareerSource Southwest Florida	3,874	25,869	34,924	443	0.047511058	\$1,331,732	\$412,355	\$1,744,087
STATEWIDE TOTALS	81,572	469,718	786,930	9,838	1.0000000000	\$28,029,932	\$8,679,141	\$36,709,073

Action Item 1, Continued

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

* * * * *

STATE APPROPRIATIONS, FISCAL YEAR 2022/23 – \$58,294,377 (Prior Year 2021/22 – \$58,300,723; decrease of \$6,346 or .01%)

BASIC PURPOSE AND ELIGIBILITY: TANF serves low-income families with children, including two-parent families. The TANF program strongly emphasizes a “Work First” philosophy that combines added assistance in obtaining needed training, starting work and receiving childcare; transportation and transitional supports to retain employment, advance and become self-sufficient; and time limits and sanctions as needed.

SPECIFIC MANDATES/LIMITATIONS: Eligibility limits for receiving Temporary Cash Assistance (TCA) benefits include having a gross income equal to or less than 185% of the federal poverty level and limited assets. Services/programs that assist families in avoiding welfare dependency by gaining and retaining employment are available in the form of one-time payments, job placement assistance and transitional work support services, and can be more broadly extended to “needy families” (set at 200% of the poverty level in Florida). Also, there are other diversion programs designed to reduce and/or prevent welfare dependency, such as teen pregnancy prevention programs, programs that enable the formation and maintenance of two-parent families, and post-employment career advancement and job retention programs. Florida is required to provide matching state general revenue funds to satisfy the federal “maintenance of effort.” TANF funds may not be used for medical expenses, undocumented immigrants or convicted felons. TANF funds which are unspent at the local level within specified time limits are restricted to “benefits only” and can no longer be used for other purposes including workforce and support services.

DISTRIBUTION MECHANISMS: TANF funds are provided to the state by federal block grants with some special supplements provided to Florida and other states. There are no federally established formulas for sub-state distribution of TANF funds, noting that TANF administration in most states is state or county-based, with no decentralized governance/delivery structures similar to Florida’s local workforce development boards. The Florida Legislature defines and approves the yearly appropriation of TANF funds to DEO and the CareerSource Florida Board to address both state and local needs which are further administered, allocated and directed by the state board.

Since the state workforce development board’s inception in July 2000, the CareerSource Florida Board has transitioned the historical TANF (Welfare Transition) allocation formula, based only on the cash assistance caseload, to a 50/50 allocation formula – 50% of the available funds are allocated to local workforce development boards based upon their share of the number of children within households receiving food stamps, and the remaining 50% is based upon cash assistance caseload or TANF households with an adult member. The data on numbers of children receiving food stamps and the

cash assistance caseload are available from the Department of Children and Families.

In calculating the 2022/23 distributions, the board applied a 90% “hold harmless” provision to ensure that no local board would face an inordinate shift or reduction of funds from the prior fiscal year due to shifts in data used in the funding methodology. This is the same hold harmless provision required under the WIOA Adult, Youth and Dislocated Worker programs, which calculates a two-year average percentage for each local board and assures they will not receive less than 90% of that average.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2022/23: A total of **\$58,294,377** in TANF funds was appropriated by the 2022 Legislature. This amount includes **\$4,363,470** for program and administrative support provided by the Department of Economic Opportunity and the CareerSource Florida Board. This funding also includes a specific appropriation of \$877,920 for the Non-Custodial Parent Employment Program for Pinellas, Pasco, Hernando and Hillsborough counties, and \$538,080 for Miami-Dade County to be administered by CareerSource Pasco Hernando. After deducting program and administrative support, and the **\$1,416,000** for the Non-Custodial Parent Employment Program, the remaining amount available for local allocations is **\$52,514,907**, which is level funded with the prior year.

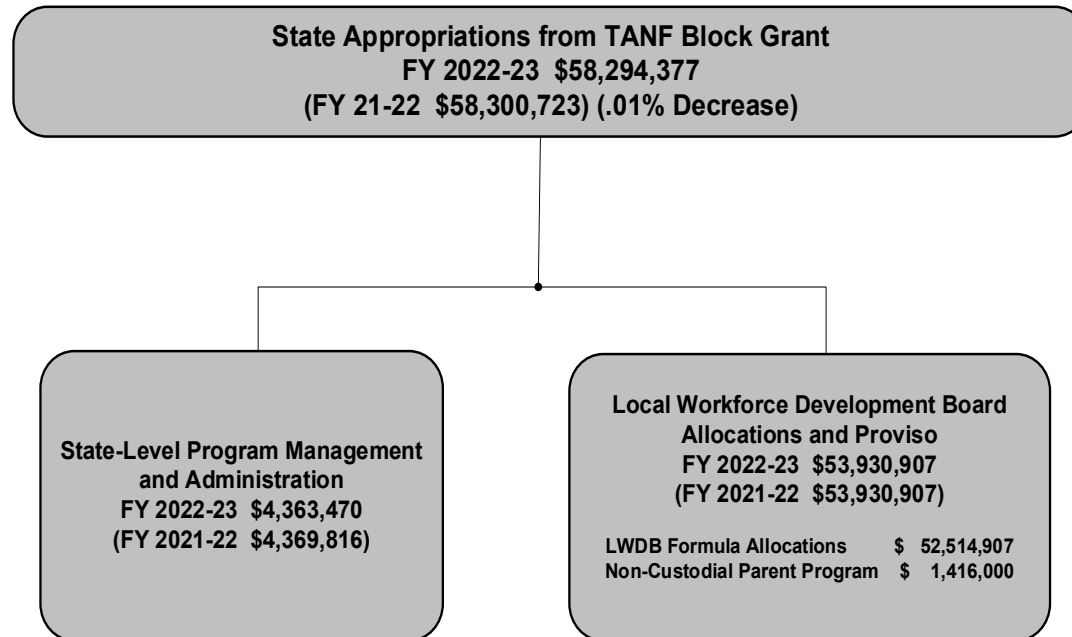
	<u>FY 2022/23</u>
DEO and CSF Administration	\$ 4,363,470
Non-Custodial Parent Program	1,416,000
Local Allocations	<u>52,514,907</u>
Total	\$58,294,377

Using these amounts and assuming no additional changes in the allocation methodology, the total amounts by local board are reflected on the attached chart titled “***Program Year 2022 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations.***”

FOR CONSIDERATION

- **Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2022/23.**

FLORIDA FUNDING FOR Temporary Assistance for Needy Families (TANF)



**Program Year 2022 Welfare Transition Program
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		50% WELFARE CASELOAD	50% SNAP	HH * LWDB SHARE	FY 2022/23 FINAL ALLOCATION	FY 2021/22 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	4,364	168,920	0.026146591	\$1,373,086	\$1,318,150	\$54,936	4.17%
2	CareerSource Okaloosa Walton	1,371	67,175	0.009137986	\$479,880	\$475,048	\$4,832	1.02%
3	CareerSource Chipola	1,173	49,143	0.007272779	\$381,929	\$330,279	\$51,650	15.64%
4	CareerSource Gulf Coast	1,436	70,542	0.009583154	\$503,258	\$472,470	\$30,788	6.52%
5	CareerSource Capital Region	3,120	128,179	0.019178555	\$1,007,160	\$965,300	\$41,860	4.34%
6	CareerSource North Florida	1,226	54,224	0.007788700	\$409,023	\$362,023	\$47,000	12.98%
7	CareerSource Florida Crown	1,558	55,045	0.011321952	\$594,571	\$535,831	\$58,740	10.96%
8	CareerSource Northeast Florida	14,693	584,046	0.089034906	\$4,675,660	\$4,613,554	\$62,106	1.35%
9	CareerSource North Central Florida	2,573	94,210	0.015063347	\$791,050	\$681,948	\$109,102	16.00%
10	CareerSource Citrus Levy Marion	5,750	209,104	0.033569019	\$1,762,874	\$1,676,326	\$86,548	5.16%
11	CareerSource Flagler Volusia	5,716	218,659	0.034077163	\$1,789,559	\$1,794,221	(\$4,662)	-0.26%
12	CareerSource Central Florida	20,634	1,022,916	0.138309589	\$7,263,315	\$7,105,664	\$157,651	2.22%
13	CareerSource Brevard	3,869	162,063	0.023986471	\$1,259,647	\$1,196,502	\$63,145	5.28%
14	CareerSource Pinellas	6,712	235,960	0.038653027	\$2,029,860	\$2,153,714	(\$123,854)	-5.75%
15	CareerSource Tampa Bay	12,995	583,989	0.083161533	\$4,367,220	\$4,380,492	(\$13,272)	-0.30%
16	CareerSource Pasco Hernando	6,257	235,635	0.037058904	\$1,946,145	\$2,018,644	(\$72,499)	-3.59%
17	CareerSource Polk	7,431	362,812	0.049444921	\$2,596,595	\$2,453,170	\$143,425	5.85%
18	CareerSource Suncoast	4,025	171,359	0.025134447	\$1,319,933	\$1,336,764	(\$16,831)	-1.26%
19	CareerSource Heartland	1,895	92,851	0.015681668	\$823,521	\$811,115	\$12,406	1.53%
20	CareerSource Research Coast	2,656	192,684	0.021798485	\$1,144,745	\$1,063,369	\$81,376	7.65%
21	CareerSource Palm Beach County	5,063	455,178	0.047307489	\$2,484,348	\$2,485,608	(\$1,260)	-0.05%
22	CareerSource Broward	9,464	682,263	0.077390712	\$4,064,166	\$4,103,360	(\$39,194)	-0.96%
23	CareerSource South Florida	13,408	1,327,368	0.133266744	\$6,998,494	\$7,802,614	(\$804,120)	-10.31%
24	CareerSource Southwest Florida	6,475	370,320	0.046631858	\$2,448,868	\$2,378,741	\$70,127	2.95%
STATEWIDE TOTALS			7,594,645	1.000000000	\$52,514,907	\$52,514,907	\$0	0.00%

*Indicates 90% Hold Harmless in Effect

Action Item 1, Continued

WAGNER-PEYSER (WP)

* * * * *

FEDERAL AWARD FY 2022/23 FOR WAGNER-PEYSER – \$38,879,016 (Prior Year 2021/22 \$38,157,663; increase of \$721,353 or 1.89%)

Statutory Reference: Wagner-Peyser Act of 1933, 48 Stat.113 as amended; Workforce Investment Act of 1998; Workforce Innovation and Opportunity Act of 2014.

Grantor Agency: USDOL

Grant Program Objectives: To place persons in employment by providing a variety of placement-related services without charge to job seekers and to employers seeking qualified individuals to fill job openings.

Description of the Grant Program:

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 the services they need 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. Services may be delivered through self-service, facilitated self-help services and staff-assisted services. Core services, such as assessments of skill levels, abilities and aptitudes; career guidance when appropriate; job search workshops; and referral to training as appropriate may also be available. The services offered to employers, in addition to referral of job seekers to job openings, include matching job requirements with job seeker experience, skills and other attributes; helping with special recruitment needs; helping employers analyze hard-to-fill job orders; assisting with job restructuring; and helping employers address layoffs.

Description of Process Used to Allocate Available Grant Funds:

Wagner-Peyser 7(a) Funds – As shown on the *Florida Funding for Wagner-Peyser* chart, less than 10% of the 7(a) grant funds (\$2,818,672) are reserved for state-level program operations and administration. More than 90% (\$32,172,442) of these funds are available to support one-stop program services at the local level.

The allocation of Wagner-Peyser funding to local boards is based on the federal formula used to distribute grant funds among the states. The formula is:

- 2/3 based on the relative share of the state's civilian labor force (based on an annualized average)
- 1/3 based on the relative share of the state's number of unemployed individuals (based on an annualized average)

Total PY 2022 WP 7(a)	\$34,991,114
LWDB Salaries and Pass-Through	(27,676,851)
Labor Exchange System	(4,128,705)
LWDB Insurance and HR Fees	(366,886)
Remaining for State-Level Administration	\$2,818,672

Wagner-Peyser 7(b) Funds – Section 7(b) of the Wagner-Peyser Act reserves 10% (or \$3,887,902) of the available grant funds allocated to Florida (\$38,879,016) for use by the Governor for state-level activities including outreach, special projects, and performance incentives. The remaining grant funds are available for additional eligible activities.

Total PY 2022 WP 7(b)	\$3,887,902
Plus Est. Bal. of Unreserved W-P 7(b) Funds	168,958
Total WP 7(b) Funds Available	\$4,056,860

The following recommendations are presented to the board for the establishment of commitments for 2022/23.

Statewide Outreach (\$1,500,000)

Under Governor DeSantis' leadership, Florida employers have added jobs for 24 consecutive months and the state unemployment rate has remained below the national rate for 17 consecutive months. With this level of economic vitality, more Floridians are finding high-paying jobs and are able to pursue career training opportunities. However, returning to work and leveraging workforce education and training opportunities can still be daunting for some families who are carefully managing limited finances. As the CareerSource Florida network continues its work to connect employers with qualified, skilled talent and Floridians with employment and career opportunities, outreach to workforce system customers and potential customers who would benefit from the availability of public workforce services and resources remains a key need and priority.

Florida, as the nation's third-largest state and with a diverse citizenry, must continue to ensure there is clear and consistent public information statewide about workforce priorities and programs, which requires a customer-focused investment that traditionally has been a core component of the state workforce development board's annual financial allocations.

Within the following requirements, the comprehensive REACH Act underscores the need for the development and execution of a strategic and collaborative public outreach plan.

- Further alignment and support across the broader workforce development system to help more Floridians achieve self-sufficiency.
- Creation of a "no-wrong-door" approach to providing access to workforce development system services.
- Creation of an online opportunity portal to provide Floridians with access to available federal, state and local services and evaluative tools to determine employability and long-term self-sufficiency as well as broader access to education and training options, real-time

labor market information, career planning and career services tools, along with other support for workforce training linked to middle- and high-wage, in-demand jobs.

- The continued work of the Credentials Review Committee to identify degree and non-degree credentials of value, develop a Master Credentials List for performance funding, and establish policy direction for funding that prioritizes outcomes and leverages resources to support vulnerable populations.

These funds would support CareerSource Florida-led collaborative, integrated communications planning and tactics for statewide and regional outreach through public information, media relations, public service announcements, advertising outreach to job seekers and employers, social media outreach, partners engagement and other strategies. The priority for public outreach would be to advance the customer-centered goals of the REACH Act and effective implementation of the Service First Fiscal Year 2022/23 Workforce Innovation and Opportunity Act Governor's Reserve Funds Plan for Improved Workforce and Education Systems Alignment.

Military Family Employment Advocacy Program (\$971.782)

The Military Family Employment Advocacy Program (MFEAP) was established by Section 445.055, F.S., to provide employment advocates and services at Florida career centers with high military populations associated with military bases. Persons eligible for assistance through this program include spouses and dependents of active-duty military personnel, Florida National Guard members and military reservists located in Florida. CareerSource Florida has allocated Wagner-Peyser 7(b) funds to CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Gulf Coast, CareerSource Northeast Florida, CareerSource Brevard, CareerSource Tampa Bay and CareerSource South Florida (local boards 1, 2, 4, 8, 13, 15 and 23) since state Fiscal Year 2008/09 to keep this successful program operational. There are approximately 37,000 military spouses who reside in Florida, and 60% of them live in these local areas. The current funding helps facilitate the work of 10 MFEAP advocates assigned to career centers in Pensacola, Fort Walton Beach, Panama City, Jacksonville, Cocoa, Tampa Bay and Miami-Dade. The MFEAP advocates' sole focus is to assist active-duty military spouses and dependents in obtaining and retaining gainful employment. Many of the advocates are co-located at family support centers within military bases.

Apprenticeship Navigators in Local Workforce Development Boards (\$1,500,000)

Dedicated local workforce development board team members will seek to expand access to registered apprenticeships to individuals who represent the state's priority commitments, amplifying the FDOE work through Apprenticeship Training Representatives.

Wagner-Peyser 7(b) Funding Summary

In the event the foregoing reserves and commitments are approved by the state board, an estimated balance of **\$85,078** will remain available for additional projects or as a carry forward into the next fiscal year. Please note this amount is an estimate because certain current year funds may not be available for carry-forward purposes or allocated funds may not be expended at the level expected during the fiscal year.

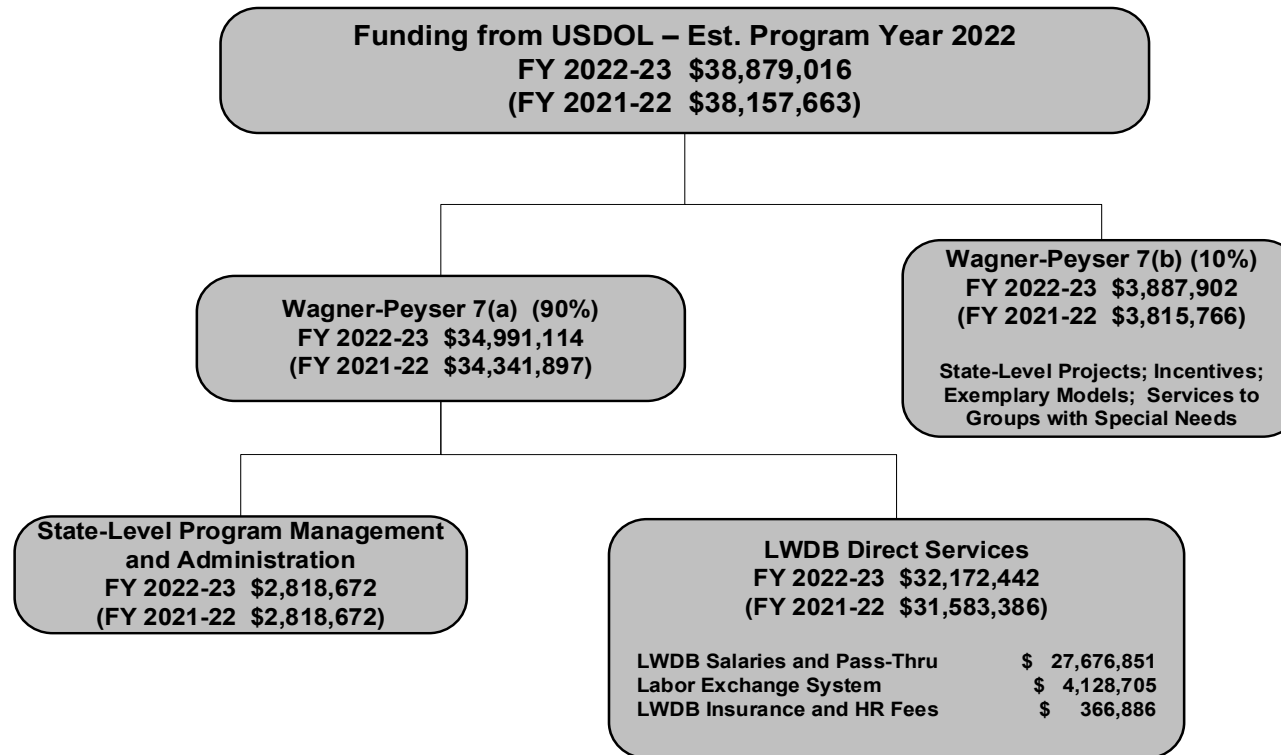
Funds allocated in this Action Item may be adjusted based on actual spending categories as necessary within the total approved budget for all funding allocations approved.

Total 2022/23 WP 7(b) Funds Available	\$4,056,860
Less Proposed Discretionary Board Allocations:	
Statewide Outreach	(1,500,000)
Military Family Employment Advocacy Program	(971,782)
Apprenticeship Navigators	(1,500,000)
 Balance Remaining	 \$85,078

FOR CONSIDERATION

- Approval of the Program Year 2022/23 Wagner Peyser 7(b) projects.

FLORIDA FUNDING FOR WAGNER-PEYSER



**Program Year 2022 Wagner-Peyser Act
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	2/3	1/3	PY 2022 FINAL LWDB SHARE ALLOCATION	PY 2021 FINAL ALLOCATION	DIFFERENCE	%
	CIVILIAN LABOR FORCE	UNEMPLOYED INDIVIDUALS				
1 CareerSource Escarosa	230,913	9,551	0.021705129	\$600,730	\$578,269	\$22,461 3.88%
2 CareerSource Okaloosa Walton	133,209	4,510	0.011811759	\$326,912	\$315,486	\$11,426 3.62%
3 CareerSource Chipola	41,092	1,826	0.003952193	\$109,384	\$103,054	\$6,330 6.14%
4 CareerSource Gulf Coast	95,926	3,702	0.008828217	\$244,337	\$244,679	(\$342) -0.14%
5 CareerSource Capital Region	189,043	7,991	0.017891408	\$495,178	\$457,832	\$37,346 8.16%
6 CareerSource North Florida	45,750	2,158	0.004488911	\$124,239	\$115,683	\$8,556 7.40%
7 CareerSource Florida Crown	46,902	2,021	0.004466160	\$123,609	\$116,050	\$7,559 6.51%
8 CareerSource Northeast Florida	824,150	33,629	0.077141611	\$2,135,037	\$2,031,132	\$103,905 5.12%
9 CareerSource North Central Florida	149,249	5,590	0.013615077	\$376,822	\$356,084	\$20,738 5.82%
10 CareerSource Citrus Levy Marion	206,184	10,424	0.020726051	\$573,632	\$537,813	\$35,819 6.66%
11 CareerSource Flagler Volusia	303,402	14,032	0.029571082	\$818,434	\$791,695	\$26,739 3.38%
12 CareerSource Central Florida	1,365,501	69,232	0.137402603	\$3,802,872	\$3,905,867	(\$102,995) -2.64%
13 CareerSource Brevard	289,653	11,702	0.027028807	\$748,072	\$722,451	\$25,621 3.55%
14 CareerSource Pinellas	486,173	19,465	0.045241765	\$1,252,150	\$1,259,815	(\$7,665) -0.61%
15 CareerSource Tampa Bay	769,097	32,698	0.072922045	\$2,018,253	\$1,977,327	\$40,926 2.07%
16 CareerSource Pasco Hernando	319,826	14,608	0.031041562	\$859,133	\$823,617	\$35,516 4.31%
17 CareerSource Polk	328,590	17,585	0.033720724	\$933,283	\$893,915	\$39,368 4.40%
18 CareerSource Suncoast	373,938	14,540	0.034491361	\$954,612	\$934,374	\$20,238 2.17%
19 CareerSource Heartland	75,991	3,763	0.007582813	\$209,868	\$199,291	\$10,577 5.31%
20 CareerSource Research Coast	288,977	13,054	0.027944548	\$773,417	\$743,943	\$29,474 3.96%
21 CareerSource Palm Beach County	734,055	31,669	0.069926540	\$1,935,346	\$1,906,506	\$28,840 1.51%
22 CareerSource Broward	1,029,454	50,390	0.102307799	\$2,831,558	\$2,839,558	(\$8,000) -0.28%
23 CareerSource South Florida	1,353,741	69,709	0.136980883	\$3,791,200	\$3,620,669	\$170,531 4.71%
24 CareerSource Southwest Florida	631,964	25,869	0.059210952	\$1,638,773	\$1,612,685	\$26,088 1.62%
STATEWIDE TOTALS	10,312,780	469,718	1.000000000	\$27,676,851	\$27,087,795	\$589,056 2.17%

Action Item 1, Continued

Consolidated Action Item 1 – Fiscal Year 2022-2023 CareerSource Florida Network Funding.

* * * * *

FOR CONSIDERATION

1. Approval to establish the Program Year 2022 WIOA state-level projects.
2. Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2022/23.
3. Approval of the Program Year 2022 Wagner-Peyser 7(b) state-level activities.

Action Item

Approved _____

Disapproved _____

Action Item

DEOBLIGATION AND REALLOCATION OF WIOA FUNDS WAIVER FROM U.S. DEPARTMENT OF LABOR

The U.S. Department of Labor (USDOL) Secretary is granted certain waiver authority under the Workforce Innovation and Opportunity Act (WIOA) to promote workforce system innovation and focus on outcomes. USDOL is supportive of waivers that are within the Secretary's authority when the state can articulate in its request how the proposed waiver will achieve positive outcomes. Currently, 45 states have received approval for waivers of various WIOA rules and regulations with the intent of promoting outcomes and implementing state strategies.

USDOL review of waiver requests includes assessing alignment with the Governor's strategic vision for workforce services in Florida, USDOL priorities, state strategic goals, quantifiable programmatic outcomes and WIOA populations affected by the waiver. At the direction of the Executive Office of the Governor, the CareerSource Florida professional team works with the Department of Economic Opportunity (DEO) to evaluate opportunities for Florida's workforce system to request certain waivers from USDOL. The CareerSource Florida professional team consults with state board leadership on such requests and provides updates to the CareerSource Florida Board of Directors.

At the February 18, 2021, meeting of the CareerSource Florida Board of Directors, the state board authorized CareerSource Florida and DEO to pursue allowable USDOL waivers that promote the state's strategic goals and support the ability of local workforce development boards (LWDBs) to promote economic recovery.

Florida's Reimagining Education and Career Help (REACH) Act calls for DEO to prepare a waiver to USDOL that allows the Governor to reallocate funds among local workforce development areas that have a demonstrated need for additional funding and programmatic outcomes that will maximize the use of the additional funds to serve low-income individuals, public assistance recipients, dislocated workers and unemployment insurance claimants (referred to as Reemployment Assistance claimants in Florida).

To comply with the REACH Act and in accordance with the waiver authority under WIOA, the Governor's strategic vision for workforce services in Florida, and authorization by the CareerSource Florida Board of Directors, the CareerSource Florida professional team and DEO request approval from the state board to submit a waiver to USDOL to support the state's goal of ensuring funds are effectively managed and used for maximum service provision. This waiver will allow DEO to meet the following goals:

1. Establishing a methodology for recapturing funds from local areas that considers factors in addition to the obligations that meet the definition in 2 Code of Federal Regulations (CFR) 200.1, such as:
 - a. Funding that has been earmarked for anticipated Individual Training Account (ITA) expenditures; and

- b. Funds LWDBs must retain for training services provided through ITAs with which successful job placement triggers the final payment of at least 10 percent to training providers.
2. Being prudent in making determinations to recapture funds by considering when one or more of the following circumstances may warrant an exception to DEO's determination to recapture funds:
 - a. The LWDB was impacted by a natural disaster or other emergency that resulted in a reduced demand for workforce services;
 - b. The LWDB received non-WIOA funds that impacted the utilization of WIOA formula funds;
 - c. There were significant issues that impacted the local economy; or
 - d. The LWDB was a direct provider of workforce services and was, therefore, unable to meet obligation requirements due to a lack of contractual obligations.
3. Redistributing recaptured funds based on the reallocation procedures established in 20 CFR 683.140 and factors established by DEO to ensure funds are reallocated to local areas with the greatest need.

DEO will determine the amounts to be redistributed to local areas based on factors such as:

- a. Requested amount;
 - b. Demonstrated need for and ability to use additional funds to serve low-income individuals, public assistance recipients, dislocated workers, and Reemployment Assistance claimants;
 - c. Demonstrated capacity to expend the formula funds; and
 - d. Performance in the current and prior program year.
4. Facilitating maximum expenditure of recaptured federal funds.

DEO seeks to redistribute WIOA funds to local areas that have achieved established performance targets as well as targeted obligation and expenditure levels.

FOR CONSIDERATION

- **Authorize CareerSource Florida and the Department of Economic Opportunity to submit to USDOL a waiver requesting authority for DEO to recapture and reallocate WIOA funds among local areas using the state-defined criteria described herein.**
- **Once prepared, the waiver will be posted for public comment at careersourceflorida.com for 14 calendar days before submission to USDOL.**

Information Items



Speakers' Bios

Stacy Campbell-Domineck



Stacy Campbell-Domineck serves as president and CEO of CareerSource Polk. In this role, Ms. Campbell-Domineck leads a workforce system consisting of two full-service career centers, a mobile unit, an administrative office and an employer services division. She has served the organization for nearly 20 years in a variety of roles including assistant director, program director and her current role. She also serves as president of the Florida Workforce Development Association representing Florida's local workforce development boards statewide.

Ms. Campbell-Domineck takes seriously the responsibility of improving Polk County's workforce through continuous improvement in skills development and leadership management. Prior to joining CareerSource Polk, she served in leadership positions at the University of Florida and Florida Southern College.

Ms. Campbell-Domineck holds bachelor's and master's degrees from Mississippi State University. She is a certified Senior Professional in Human Resources, a certified Florida and National Workforce Development Professional and a Job and Career Transition Coach.

Amy Holloway



Amy Holloway is a principal and national director of Economic Development Advisory Services at Ernst & Young LLP. She assists clients with economic development strategies, leadership engagement, competitive assessments and benchmarking analyses, visioning, goal setting and organizational planning. She is a national thought leader and speaker on the topic of economic development.

Over the course of her 25-year career, Ms. Holloway has served as an advisor to more than 200 communities across the Americas and Europe. Her work has established strategic plans that coalesce community leaders around a shared course of action to grow jobs, business investment and improve opportunities for all their residents. This has resulted in the creation of tens of thousands of new jobs and billions in capital investment.

Prior to joining EY, Amy was a successful entrepreneur. After a decade as a consultant at other companies, she established Avalanche Consulting in 2005, which became a prominent national economic development consultancy. In the 15 years before joining EY, Avalanche worked for more than 150 communities. Its experience includes serving as the economic development strategist in regions such as Atlanta, Charleston, Charlotte, Cincinnati, Columbus, Houston, Jacksonville and Miami, as well as thriving small and mid-sized communities across the United States.

Mark Baird



Mark Baird is deputy director of the Reimagining Education and Career Help (REACH) Office where he oversees projects related to data and systems. The REACH Office facilitates alignment and coordination of entities responsible for Florida's workforce development system.

Prior to joining the REACH office, Dr. Baird was a chief legislative analyst at the Florida legislature's research office, OPPAGA. He has also worked in the Florida Department of Education's Division of Career and Adult Education as director of research and evaluation. Dr. Baird's first career was in international education, and he served as assistant director of International Programs at Valdosta State University. He lives in Tallahassee.

Chris Ward



Chris Ward is a principal and Americas leader for markets and industry sectors for the People Advisory Services (PAS) practice with Ernst & Young LLP. He previously served as the PAS Southeast Region leader; and the PAS Americas Sector Leader for both consumer products and retail (CPR) and government and public service (GPS). With more than 25 years of management consulting experience, Mr. Ward has advised C-level executives at Fortune 1000 companies, public sector organizations, workforce organizations and boards, and higher education institutions.

Mr. Ward started his career with a leading management consulting, technology, and outsourcing company. He focused on large-scale transformation initiatives and served several Fortune 500 and large public sector clients. In 2007, Mr. Ward founded CharAge Group, Inc. (CGI), a management consulting, corporate services, and product innovation company.

Mr. Ward has served as an Advisory Council member for the Salvation Army's Boys & Girls Clubs of Greater Atlanta since 2003.

Workforce Innovation and Opportunity Act (WIOA) Primary Indicators of Performance

Performance Period Ending March 31, 2022



The federal Workforce Innovation and Opportunity Act (WIOA) establishes performance accountability measures, known as Primary Indicators of Performance, to assess the effectiveness of states and local workforce development boards in achieving positive outcomes for individuals served by the workforce development system. The U.S. Department of Labor (USDOL) oversees the performance accountability requirements of WIOA on a program year basis (from July to June), which coincides with the state's fiscal year. Performance on the WIOA Primary Indicators of Performance is reported to the USDOL on a quarterly basis.

In the third quarter of Program Year 2021-2022, Florida's workforce development system met or exceeded 100% of the statewide negotiated targets for all WIOA Primary Indicators of Performance. Indicators are considered met by USDOL when achievement is at 50% or more of negotiated levels of performance. Driven by a commitment to excellence, however, Florida strives for local and state performance levels at 90% of negotiated targets. Innovative and responsive workforce services and programs contributed to sustained statewide performance in the first quarter of the program year.

The PY 2021-2022 third quarter performance is a rolling one-year calculation representing four quarters of the most recent performance data available through March 31, 2022. The tables in this report show actual performance in relation to performance targets negotiated with USDOL for PY 2021-2022.

For additional information, please visit the Indicators of Performance Reports section on the Department of Economic Opportunity website at: [Indicators of Performance Reports](#). If you have questions about this report, please contact Charles Williams, Bureau of One-Stop and Program Support at the Department of Economic Opportunity, at (850) 245-7424.

Populations Served

The following populations are served through the workforce development programs measured within the Primary Indicators of Performance:

- **WIOA Adult:** Individuals who are 18 or older in need of job search assistance and training opportunities, with priority given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
- **WIOA Dislocated Workers:** Individuals who are 18 or older and have lost their jobs through no fault of their own as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors.
- **WIOA Youth:** Individuals who are 14 to 24 years old and face barriers to education, training and employment.
- **Wagner-Peyser:** Individuals who are 18 or older, are authorized to work in the U.S. and are in need of job search assistance.

Employment Indicators

Employment 2nd Quarter After Exit

- **WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser:** For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 2nd quarter after exiting the program.
- **WIOA Youth:** For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 2nd quarter after exiting the program.

Employment 4th Quarter After Exit

- **WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser:** For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 4th quarter after exit from the program.
- **WIOA Youth:** For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 4th quarter after exiting the program.

Median Earnings 2nd Quarter After Exit

- **WIOA Adult, WIOA Dislocated Worker, WIOA Youth and Wagner-Peyser:** This indicator captures participants' median (middle value) quarterly earnings in the 2nd quarter after exiting the program.

Education/Training Indicators

Credential Attainment

- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training or customized training) who attain a recognized postsecondary credential or a secondary education diploma, or its recognized equivalent, during participation in or within one year after exiting the program.

Measurable Skill Gains

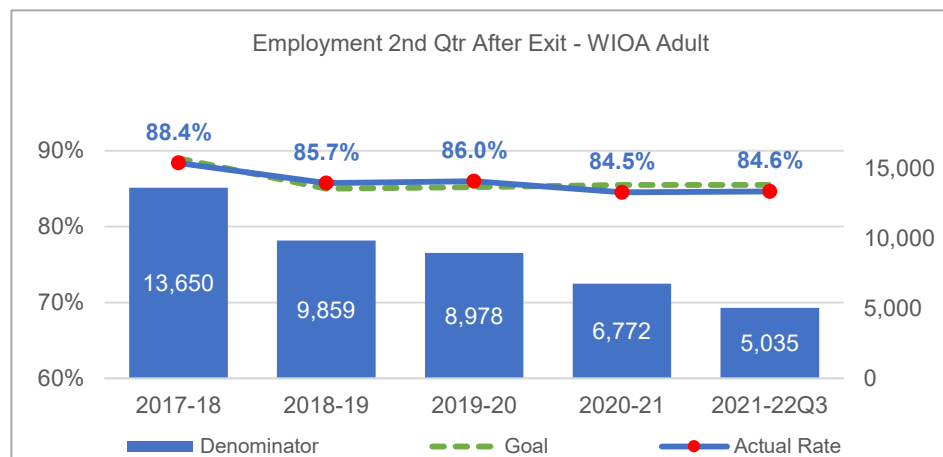
- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress, toward such a credential or employment.

The Measurable Skill Gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specified reporting period. Therefore, it is not an exit-based measure. Instead, it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals.

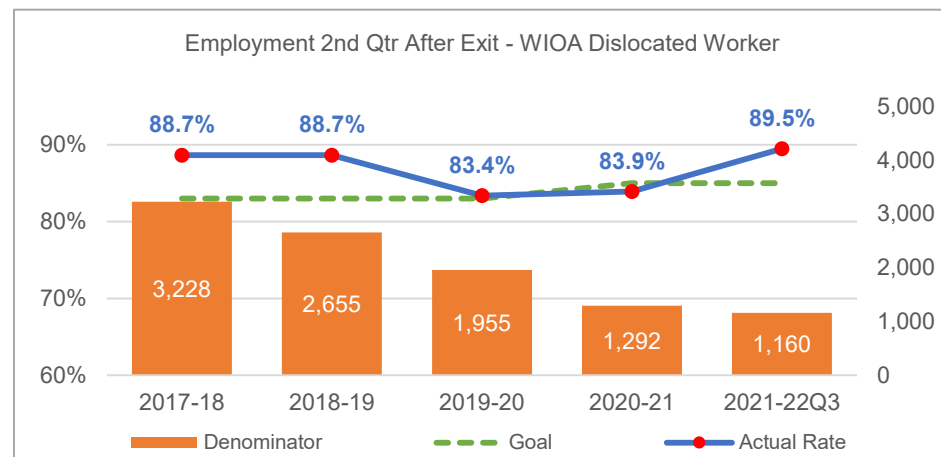
Entered Employment Rate - 2nd Quarter After Exit

Program Year (PY) 2021-2022 Q3 Report

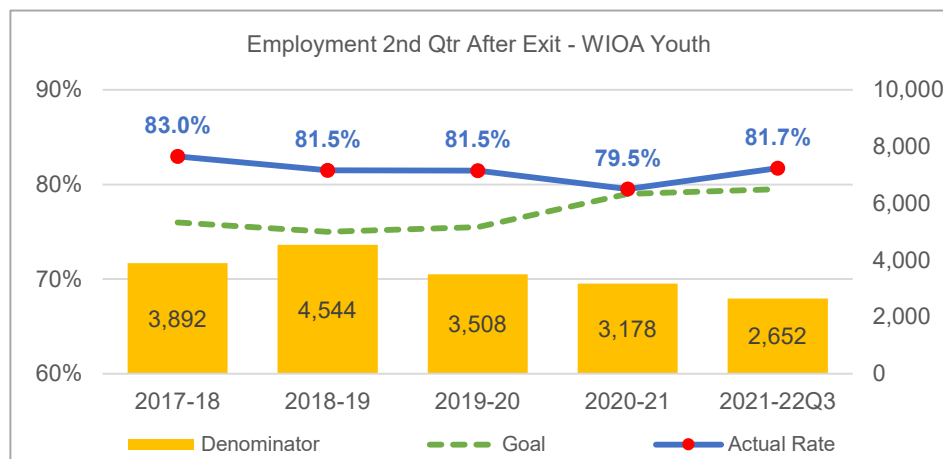
PY (July 1 - June 30)



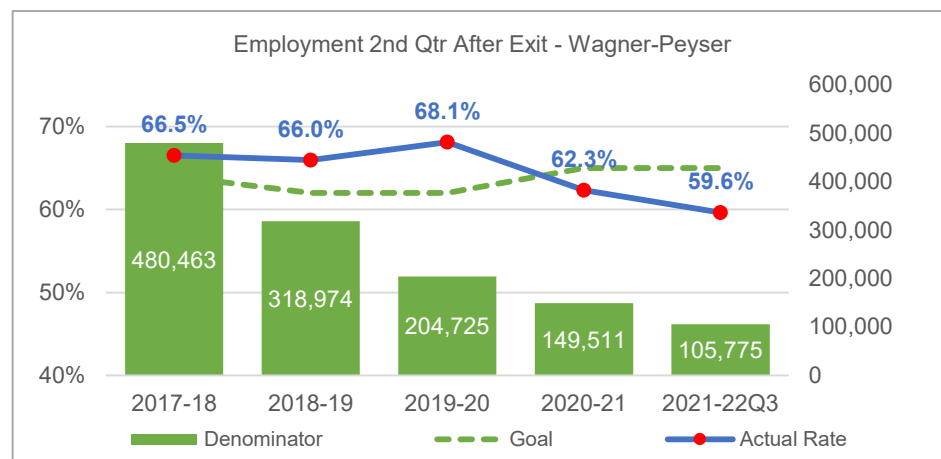
PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	12,065	8,453	7,721	5,724	4,261
Denominator	13,650	9,859	8,978	6,772	5,035
Actual Rate	88.4%	85.7%	86.0%	84.5%	84.6%
Success (≥90% of Goal)	80.1%	76.5%	76.7%	77.0%	77.0%



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	2,862	2,354	1,630	1,084	1,038
Denominator	3,228	2,655	1,955	1,292	1,160
Actual Rate	88.7%	88.7%	83.4%	83.9%	89.5%
Success (≥90% of Goal)	74.7%	74.7%	74.7%	76.5%	76.5%



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	3,229	3,703	2,858	2,527	2,167
Denominator	3,892	4,544	3,508	3,178	2,652
Actual Rate	83.0%	81.5%	81.5%	79.5%	81.7%
Success (≥90% of Goal)	68.4%	67.5%	68.0%	71.1%	71.6%



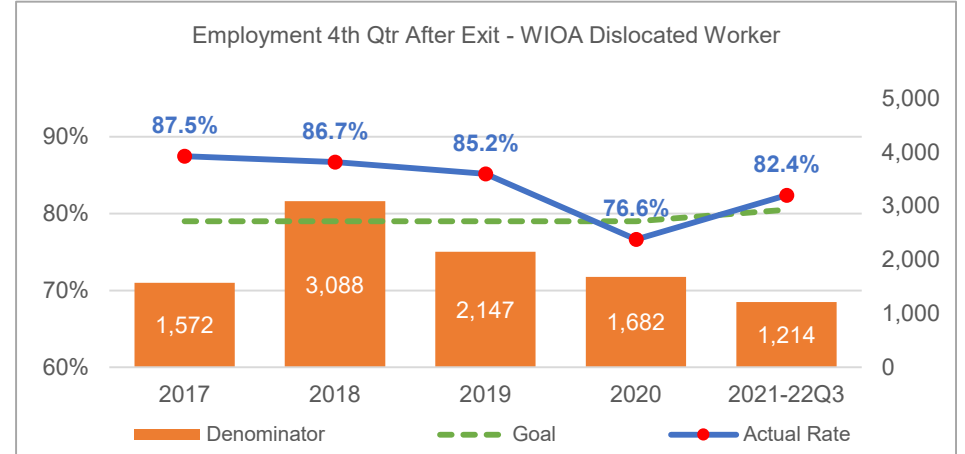
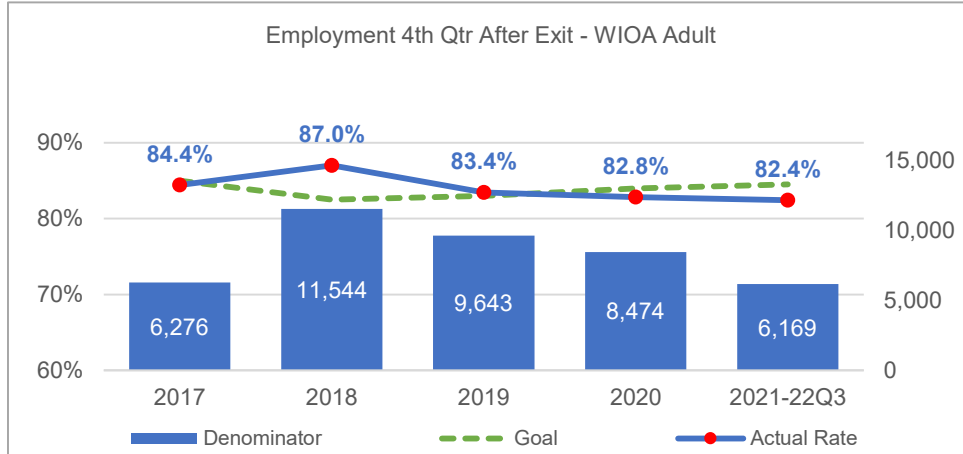
PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	319,687	210,397	139,458	93,177	63,075
Denominator	480,463	318,974	204,725	149,511	105,775
Actual Rate	66.5%	66.0%	68.1%	62.3%	59.6%
Success (≥90% of Goal)	57.6%	55.8%	55.8%	58.5%	58.5%

Note: Cohorts for PY 2021-22 Q3 are participants who received their last service between April 2020 and March 2021.

Entered Employment Rate - 4th Quarter After Exit

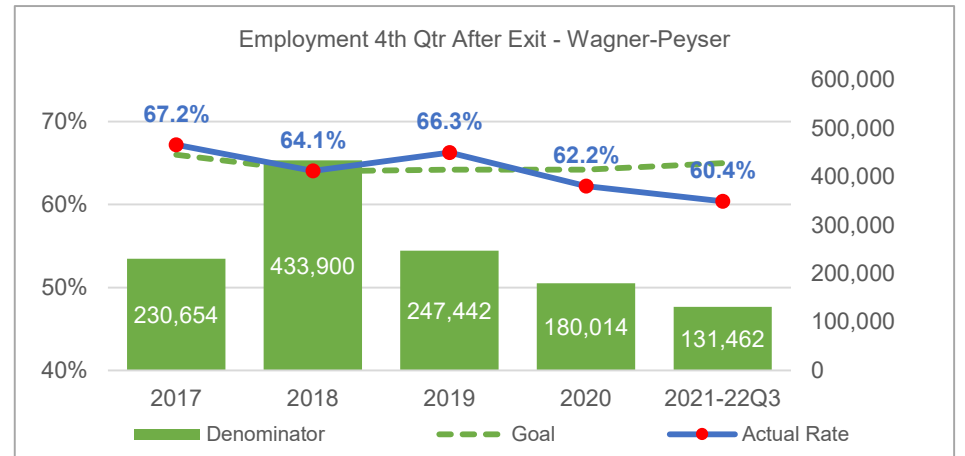
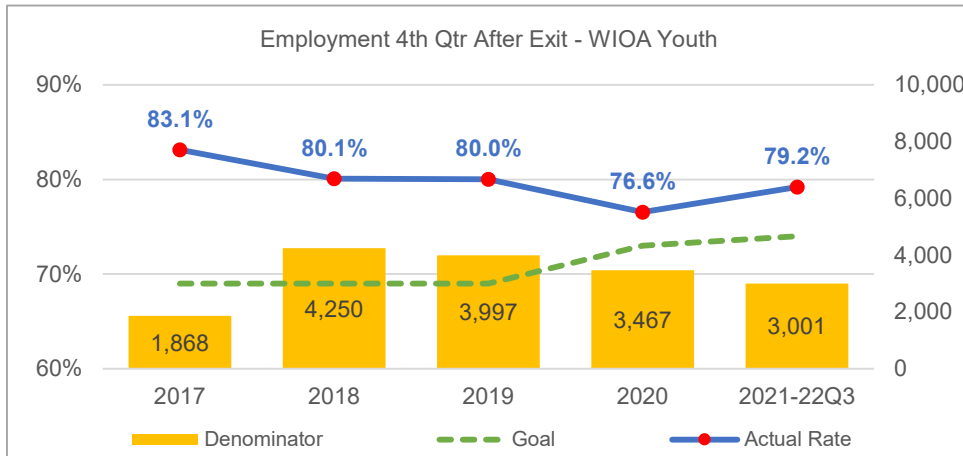
Program Year (PY) 2021-2022 Q3 Report

PY (July 1 - June 30)



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	5,299	10,046	8,045	7,020	5,085
Denominator	6,276	11,544	9,643	8,474	6,169
Actual Rate	84.4%	87.0%	83.4%	82.8%	82.4%
Success (>=90% of Goal)	76.5%	74.3%	74.7%	75.6%	76.1%

PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	1,375	2,678	1,829	1,289	1,000
Denominator	1,572	3,088	2,147	1,682	1,214
Actual Rate	87.5%	86.7%	85.2%	76.6%	82.4%
Success (>=90% of Goal)	71.1%	71.1%	71.1%	71.1%	72.5%



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	1,553	3,403	3,199	2,654	2,377
Denominator	1,868	4,250	3,997	3,467	3,001
Actual Rate	83.1%	80.1%	80.0%	76.6%	79.2%
Success (>=90% of Goal)	62.1%	62.1%	62.1%	65.7%	66.6%

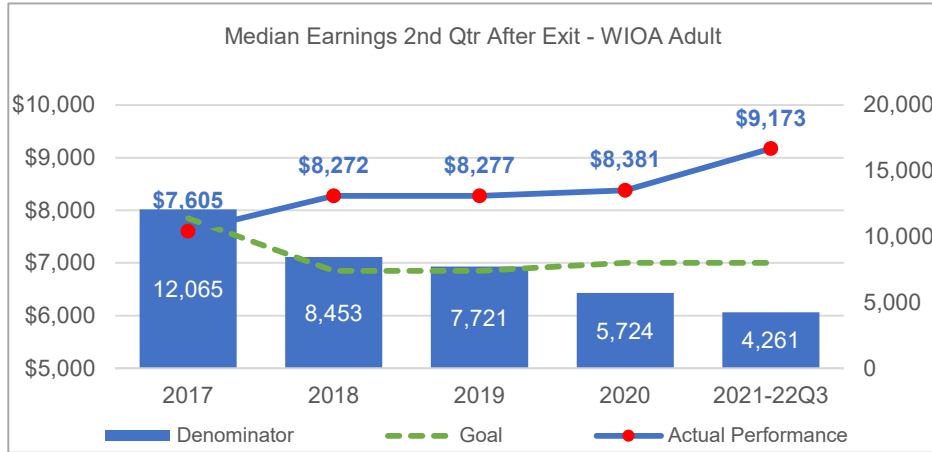
PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	155,007	277,966	163,990	112,022	79,385
Denominator	230,654	433,900	247,442	180,014	131,462
Actual Rate	67.2%	64.1%	66.3%	62.2%	60.4%
Success (>=90% of Goal)	59.4%	57.6%	57.8%	57.8%	58.5%

Note: Cohorts for PY 2021-22 Q3 are participants who received their last service between October 2019 and September 2020.

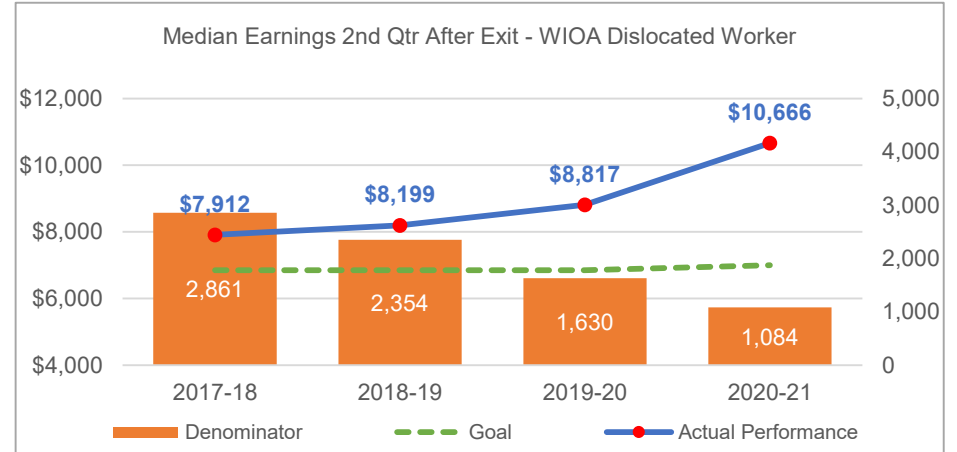
Median Earnings - 2nd Quarter After Exit

Program Year (PY) 2021-2022 Q3 Report

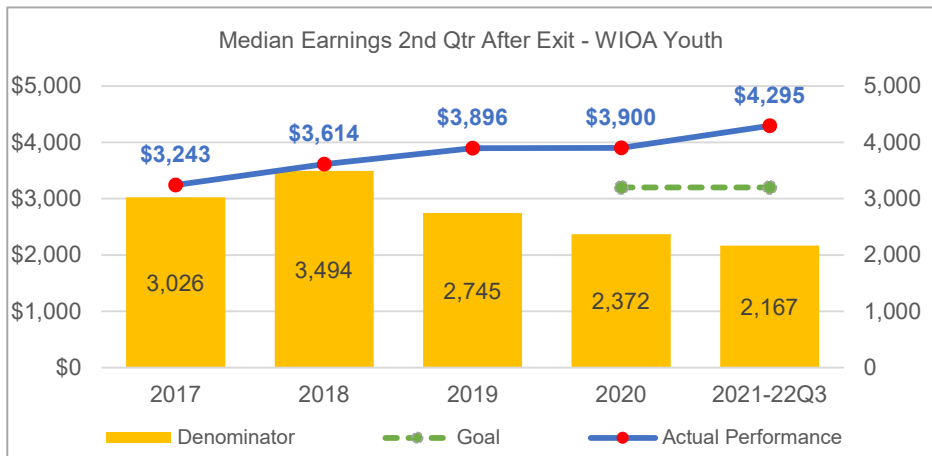
PY (July 1 - June 30)



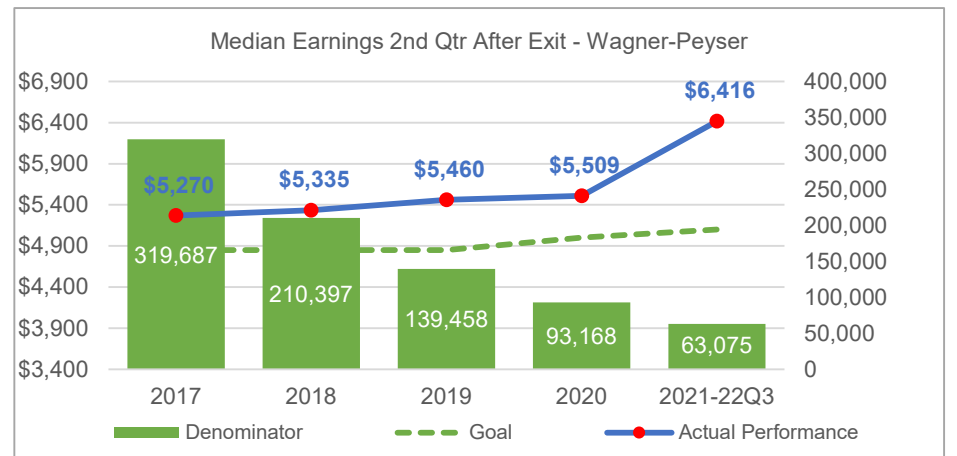
PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	12,065	8,453	7,721	5,724	4,261
Actual Performance	\$7,605	\$8,272	\$8,277	\$8,381	\$9,173
Success (>=90% of Goal)	\$7,065	\$6,165	\$6,165	\$6,300	\$6,300



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	2,861	2,354	1,630	1,084	1,038
Actual Performance	\$7,912	\$8,199	\$8,817	\$10,666	\$10,401
Success (>=90% of Goal)	\$6,165	\$6,165	\$6,165	\$6,300	\$6,390



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	3,026	3,494	2,745	2,372	2,167
Actual Performance	\$3,243	\$3,614	\$3,896	\$3,900	\$4,295
Success (>=90% of Goal) *	N/A	N/A	N/A	\$2,880	\$2,880



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	319,687	210,397	139,458	93,168	63,075
Actual Performance	\$5,270	\$5,335	\$5,460	\$5,509	\$6,416
Success (>=90% of Goal)	\$4,365	\$4,365	\$4,365	\$4,500	\$4,590

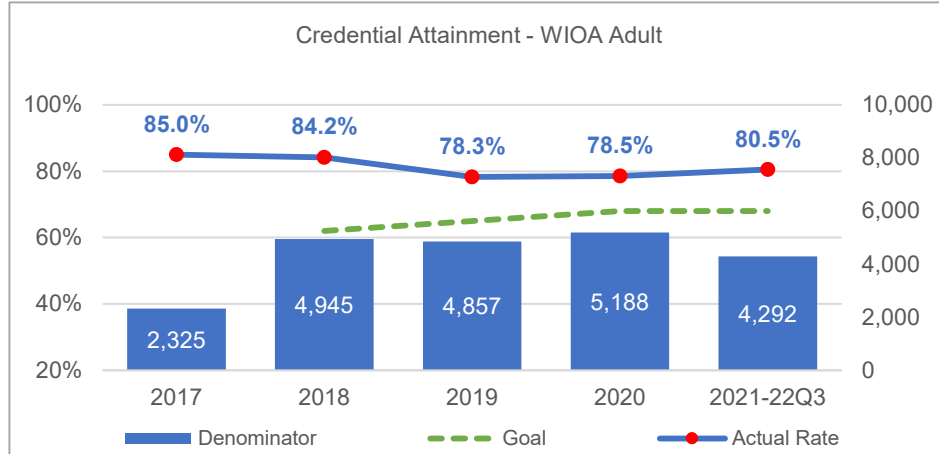
* Goal setting for the Median Earnings 2nd Quarter After Exit metric for WIOA Youth began in PY 2020-2021.

Note: Cohorts for PY 2021-22 Q3 are participants who received their last service between April 2020 and March 2021.

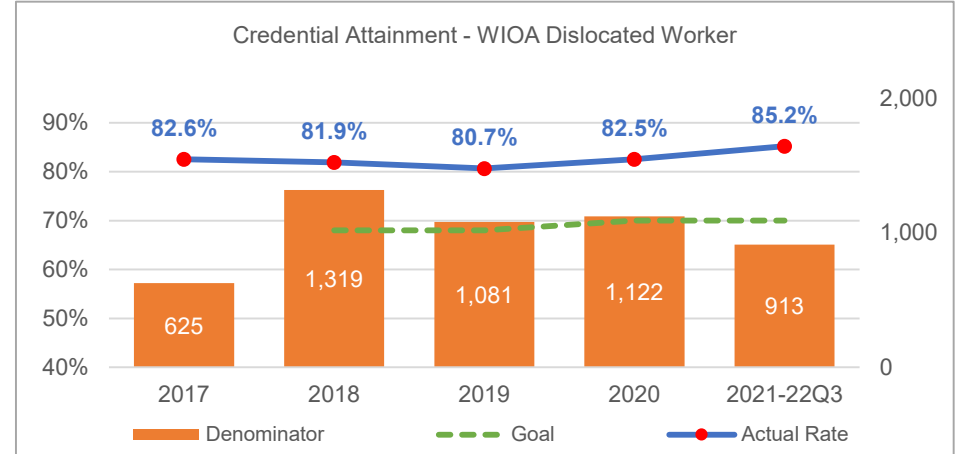
Credential Attainment Rate

Program Year (PY) 2021-2022 Q3 Report

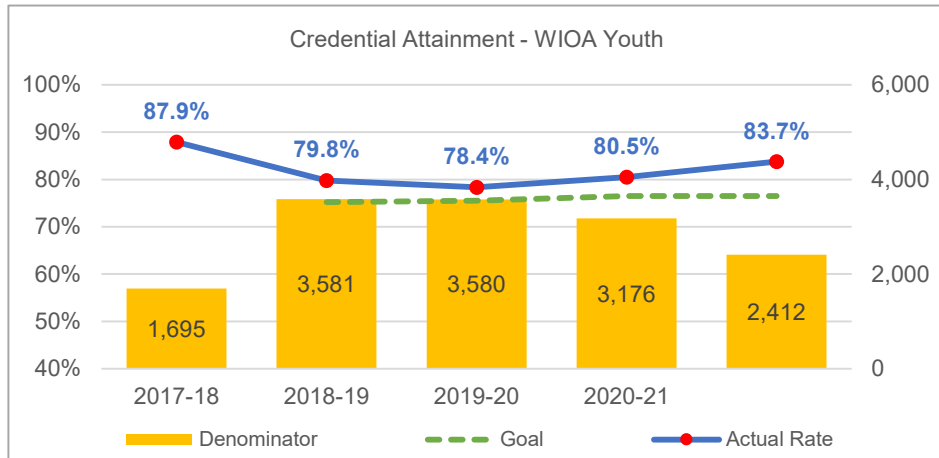
PY (July 1 - June 30)



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	1,976	4,164	3,802	4,074	3,454
Denominator	2,325	4,945	4,857	5,188	4,292
Actual Rate	85.0%	84.2%	78.3%	78.5%	80.5%
Success (>=90% of Goal)	N/A	55.8%	58.5%	61.2%	61.2%



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	516	1,080	872	926	778
Denominator	625	1,319	1,081	1,122	913
Actual Rate	82.6%	81.9%	80.7%	82.5%	85.2%
Success (>=90% of Goal)	N/A	61.2%	61.2%	63.0%	63.0%



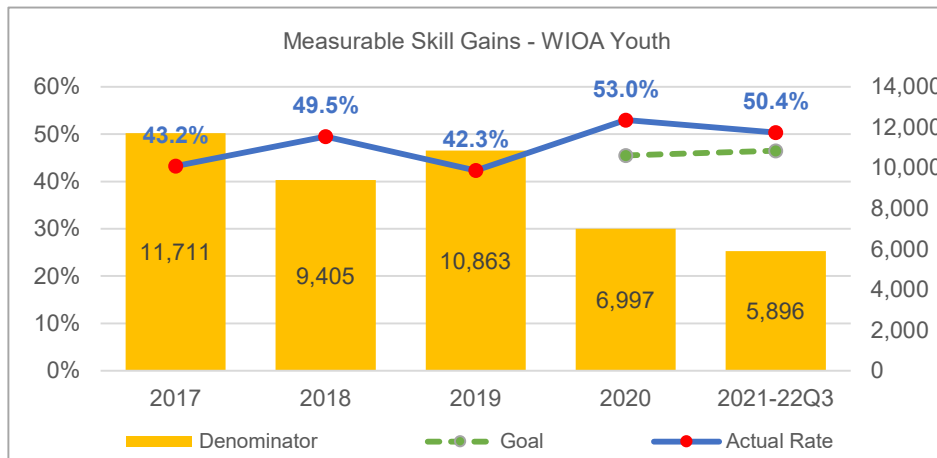
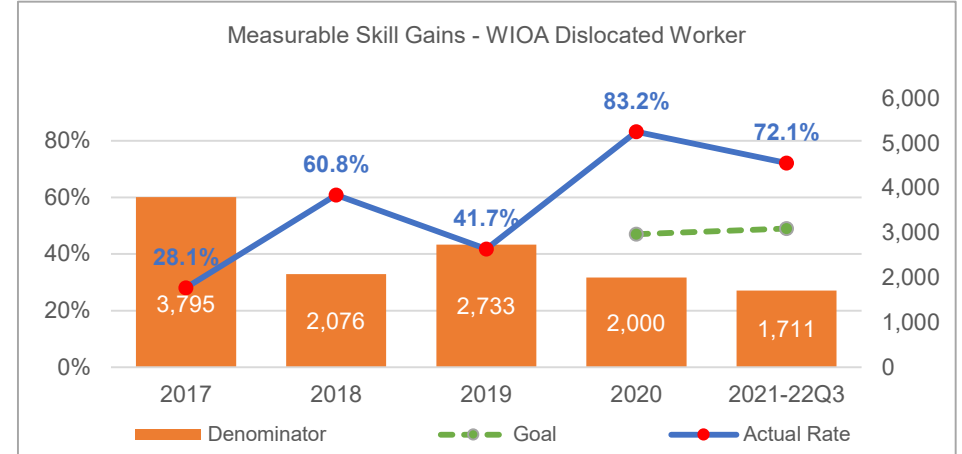
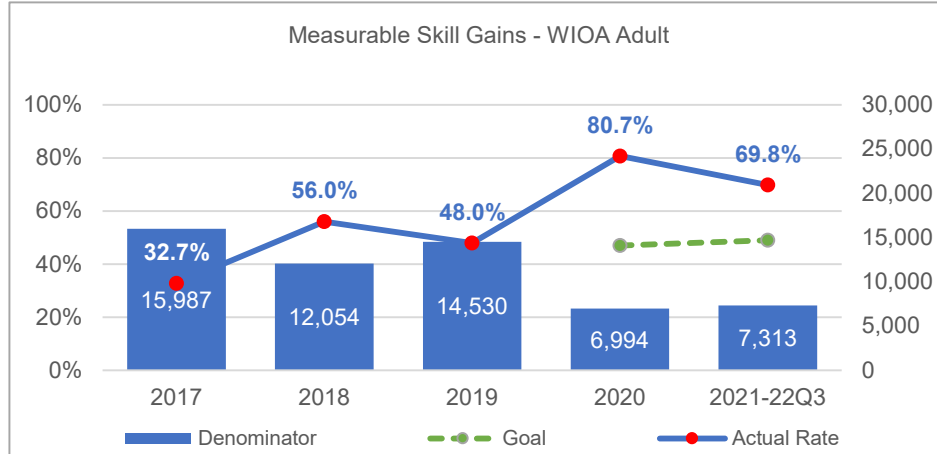
PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	1,490	2,857	2,805	2,557	2,020
Denominator	1,695	3,581	3,580	3,176	2,412
Actual Rate	87.9%	79.8%	78.4%	80.5%	83.7%
Success (>=90% of Goal)	N/A	67.7%	68.0%	68.9%	68.9%

Note: Cohorts for PY 2021-22 Q3 are participants who received their last service between October 2019 and September 2020.

Measurable Skill Gains

Program Year (PY) 2021-2022 Q3 Report

PY (July 1 - June 30)



PY	2017-18	2018-19	2019-20	2020-21	2021-22Q3
Numerator	5,063	4,654	4,597	3,708	2,969
Denominator	11,711	9,405	10,863	6,997	5,896
Actual Rate	43.2%	49.5%	42.3%	53.0%	50.4%
Success (>=90% of Goal)	N/A	N/A	N/A	41.0%	41.9%

Note: Cohorts for PY 2021-22 Q3 are participants who received services between April 2021 and March 2022. Additionally, exits during PY 2020-21 Q4 resulting from Common Exit Guidance issued by the Department of Economic Opportunity may have impacted PY 2020-21 performance for this metric.

A photograph of four healthcare professionals, three women and one man, standing in a clinical or office environment. They are all wearing blue scrubs and smiling. The background shows a window with a logo that reads "CareerSource FLORIDA" and "GULF COAST".

CareerSource Florida Communication Outreach Successes

January - April, 2022

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Overview



Overview

On behalf of CareerSource Florida, Moore, Inc. uses an integrated communications approach to advance the organization's mission. A key component of these efforts is an advertising outreach campaign designed to reach, inform and engage businesses and career seekers.

The following are highlights from the statewide outreach campaigns as of April 30, 2022, and a look at some of the high impact integrated communications tactics that successfully reached our audiences, including:

- Your Job is Here
- Your Job is Here Hispanic
- Business Services

Moore has built a customized attribution model on behalf of CareerSource Florida to better understand audience behavior and engagement. Key learnings from this model will help inform communications strategy and outreach.



Your Job is Here

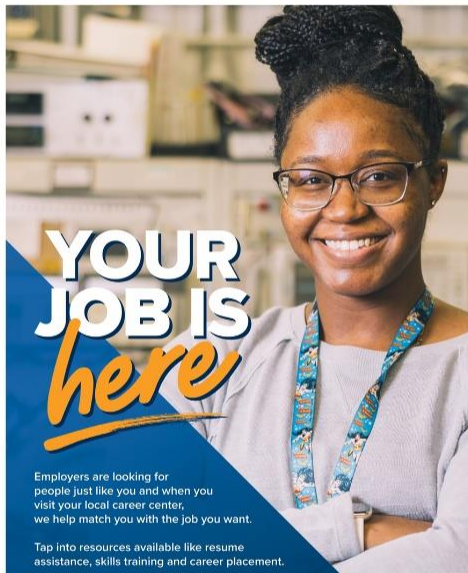


Your Job is Here Summary

"Your Job is Here" is the campaign currently reaching individuals with barriers to employment, including people on federal benefits, ex-offenders, individuals with disabilities and veterans. To reach and engage these audience, a strategic mix of online and offline tactics are used to increase awareness and drive traffic to CareerSourceFlorida.com, enabling audiences to locate and visit their nearest career center.

- In Market: February 17, 2022 - present
- Highlights:
 - 17,352,517 impressions
 - 104,245 clicks to website
- Tactics:
 - Display (including mobile gaming, dynamic location based and standard)
 - Native
 - Video (Online)
 - Paid Social (including Facebook, Instagram and Twitter)
 - Out of Home (including billboards, gas station video and point of sale)

Your Job is Here Creative




**YOUR
JOB IS
here**


Employers are looking for people just like you and when you visit your local career center, we help match you with the job you want.


Tap into resources available like resume assistance, skills training and career placement.


Today is the day.

Take the first step toward a new job.
A new you. A new life.

 **FIND A CAREER CENTER NEAR YOU**


A proud partner of the **AmGen Center** network
careersourceflorida.com
CareerSource Florida is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, sex, gender, religion, age, national origin, disability status, or any other protected characteristics.



 **CareerSource Florida**
@CareerSourceFL

Your future is closer than you think.
Start here ➡ bit.ly/CSFCareerServi...

**YOUR
JOB
IS
here**

8:10 AM · 2/17/22 · Gain Platform



**YOUR
JOB IS
here**

Your future is closer than you think.



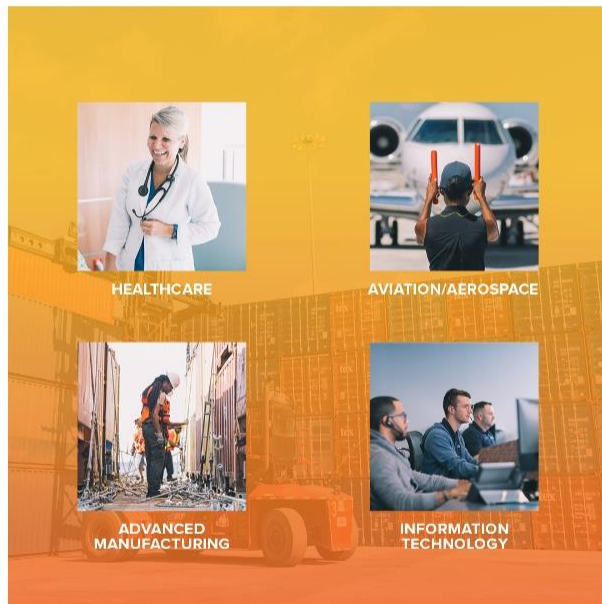


**YOUR
JOB IS
here**

Take the first step toward a new you.



Your Job is Here Creative



Your Job is Here Spanish Language



Your Job is Here Spanish Language

Additional unique tactics are used to reach and engage Florida's Spanish-speaking job seekers, with creative that resonates with this audience and smart tactics proven to encourage this audience to act. While many tactics are designed to reach audiences statewide, a partnership with Univision allowed for targeted outreach in areas with a high concentration of Spanish speakers.

- In Market: 2/17/22 - present
- Highlights:
 - 12,358,947 impressions
 - 11,386 clicks to website
- Tactics:
 - Display (including mobile gaming, video and interactive bilingual ads)
 - Paid Social (including Facebook & Instagram)
 - YouTube
 - Univision Broadcast Radio

Your Job is Here Spanish Language Creative



**TU
TRABAJO
ESTÁ
*aquí***

Tu futuro está
más cerca de
lo que crees.



**TU
TRABAJO
ESTÁ
*aquí***

Los empleadores
están buscando
personas como usted

APRENDE MÁS



**YOUR
JOB IS
*here***

FACEBOOK LIVE

with Thais Kuoman, Program Manager
at CareerSource Southwest Florida

**April 28, 2022 at
3 P.M. EST**



Business Services



Business Services

Current business services outreach relies upon a combination of proven tactics and best performing creative that has engaged businesses in the past with newer methods to demonstrate CareerSource Florida as a true partner for business success, ultimately driving employers to connect with their local workforce development board for customized support.

- In Market: 4/12/22 - present
- Highlights:
 - 2,999,909 impressions
 - 6,407 clicks to website
- Tactics:
 - Display
 - Streaming Audio
 - Paid Search
 - Paid Social (including LinkedIn and Twitter)

Business Services Creative



**YOUR
NEXT
HIRE IS**
here

Connect to qualified
candidates In your area

START HERE

 CareerSource.
FLORIDA



**YOUR
NEXT
HIRE IS**
here

Connect with
qualified candidates
in your area.

START HERE

 CareerSource.
FLORIDA



**YOUR
NEXT
HIRE IS**
here

Connect to qualified
candidates In your area

START HERE

 CareerSource.
FLORIDA

Attribution Model



Attribution Model

An attribution model is a framework for analyzing each touch point a brand has with a consumer and assigning credit to each for conversions. These insights will help us to better understand what channels and message are effective at driving action.

Assigning credit to each step of the process will provide CareerSource Florida a deeper understanding of effective touch points and will give Moore additional insights on creative testing, media hits, and paid outreach that leads to success.

A custom attribution model will be built for CareerSource Florida based on our understanding of how job seekers use the website. We know that users typically visit multiple times from multiple sources – paid, owned and earned – and that each of those ultimately influence the action to contact a local career center.

Attribution Model Learnings

Moore has developed a custom attribution model for CareerSource Florida and used the model for eight weeks, with six weeks of active of paid media. During this time, we have uncovered insights that will help to drive communications strategy and outreach. We look forward to continuing to receive data to uncover additional insights.

- Direct traffic is very important. A variety of channels drive traffic to the site, but repeat visits are often direct (typically typing in the website or reopening an old saved browser tab). These are most likely triggered by outside promotions that create a measurable lift in traffic.
- When direct is not the primary channel, organic search leads users to be more engaged with the site and have more successful visits.
- Paid media succeeds in early-journey interactions that ultimately lead to more direct and organic traffic. This is especially true for display ads.

Cooperative Outreach Program

People Smart

"It is a foundational skill with a ripple effect on all areas."

Says Dr. Travis Bradberry on EQ

The biz case?

EQ makes up 60% of
performance
of top performers

EQ



Cooperative Outreach Program (Co-Op)

With a reduction in budget for the Cooperative Outreach Program budget in fiscal year 2021 - 2022, an approach was implemented that focuses on building resources and providing services for all 24 local workforce development boards. Highlights of offerings include:

- More than 100 customizable assets to promote hiring events and customized outreach to veterans
- Two job seeker outreach videos customized with each local workforce development board's logo
- Issues management plan and local media list
- Website data integrity audit for each local workforce development board
- A series of trainings, including in-person media trainings across the state



Governor Ron DeSantis
Government Representative
State of Florida



Stephanie Smith
Business Representative
Board Chair
Anthem



Jennifer Anderson
Business Representative
Community Foundation of
Broward



Senator Lorraine Ausley
Government Representative
Florida Senate



Brittany Olivieri Birken
Youth Activity Representative
Federal Reserve Bank of
Atlanta



Holly Borgmann
Business Representative
Enterprise Florida Representative
ADT Security Services



Timothy Center
Community-Based
Organization Representative
Sustainable Florida



Duane De Freese
Business Representative
Indian River Lagoon Council



Robert Doyle
Government Representative
Florida Department of
Education Division of Blind
Services



Dane Eagle
Government Representative
Florida Department of
Economic Opportunity



Sophia Eccleston
Business Representative
Florida Power and Light



Shevaun Harris
Government Representative
Florida Department of
Children and Families



Bill Johnson
Business Representative
Autobahn Indoor Speedway



Allison Kinney
Business Representative
HCA Healthcare



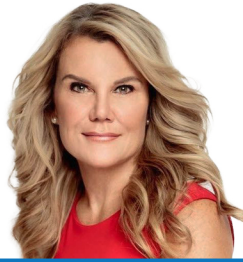
Henry Mack
Government Representative
Florida Department of Education
Designee
Florida Department of
Education



Rick Matthews
Business Representative
Rick Matthews Consulting

**Brent McNeal**

Government Representative
Florida Department of
Education Division of
Vocational Rehabilitation

**Rep. Lauren Melo**

Government Representative
Florida House of
Representatives

**Jonathon Miller**

Business Representative
Majority Strategies

**Mayor Bryan Nelson**

Local Government Representative
City of Apopka

**Kevin O'Farrell**

Government Representative
Florida Department of
Education

**Samuel Robbin**

Business Representative
National Jets, Inc.

**Robert Salonen**

Government Representative
Florida Institute of
Technology

**Patsy Sanchez**

Business Representative
University of South Florida,
Retired

**Emmanuel Tormes**

Business Representative
The Boeing Company