



Board of Directors Meeting

June 9, 2022

REACH Act Letter Grades



Katie Crofoot

Director

REACH Office



Mark Baird

Deputy Director

REACH Office

The Reimagining Education and Career Help Act

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.

The workforce development system spans Florida's education, workforce and social safety net systems.

The REACH Act positions Florida to better serve those with barriers to education and employment. Greater access to high-quality jobs and career options will put more Floridians on the pathway to economic prosperity and self-sufficiency.



Statutory Authority

Section 14.36(3)(h), *Florida Statutes* – Title IV, Executive Branch; Chapter 14, Governor; Reimagining Education and Career Help Act:

*Develop the criteria for assigning a letter grade for each local workforce development board under s. 445.004. The criteria shall, in part, be **based on local workforce development board performance accountability measures and return on investment**. The **majority** of the grade shall be based on the improvement by each local workforce development board in the long-term self-sufficiency of participants through outcome measures such as **reduction in long-term public assistance** and the **percentage of participants whose wages were higher after program completion compared to wages before participation in a program**.*

Section 445.004(8), *Florida Statutes* – CareerSource Florida, Inc., and the state board; creation; purpose; membership; duties and powers:

*Annually, beginning July 1, 2022, the **state board shall assign and make public a letter grade** for each local workforce development board using the criteria established by the Office of Reimagining Education and Career Help under s. 14.36.*



Development Timeline

November 2021 – Constituted a cross-sector collaborative work group and established bi-weekly meeting cadence.

December 2021 – Conducted listening session with local workforce development board representatives & added three local workforce development board representatives to work group.

January 2022 – Requested feedback from local workforce development boards to better understand unique local performance measures.

April 28, 2022 – Solicited feedback on draft measures from listening session participants.

May 23, 2022 – CareerSource Florida Virtual Partner Council meeting with local workforce development boards executive directors and CEOs.

June 10, 2022 – Circulate four years of historical data on measures to local workforce development boards and solicit comments.

June 17, 2022 – Feedback on measures and data due.

July 2022 – Finalize formula.

August 15, 2022 – Data from program year available.

Fall 2022 – Publish program year 2021 baseline grades.



Stakeholder Engagement

Letter Grade Work Group

Mark Baird, REACH Office

Dan McGrew, CareerSource Florida

Jacqueline Barreiros, CareerSource Florida

Jerome Salatino, CareerSource Pasco Hernando

Rick Beasley, CareerSource South Florida

Jennifer German, CareerSource Gulf Coast

Daniel Harper, Department of Economic Opportunity

Charles Williams, Department of Economic Opportunity

Shawna Reid, Department of Education

Kristopher Bice, Department of Education

Listening Session Group

Executive Directors

Rick Beasley, CareerSource South Florida

Donna Doubleday, CareerSource Heartland

Phyllis Marty, CareerSource North Central Florida

Jerome Salatino, CareerSource Pasco Hernando

Chief Operating Officers

Jennifer German, CareerSource Gulf Coast

Kelly Jordan, CareerSource Okaloosa Walton

Corey Weaver, CareerSource Citrus Levy Marion

Michelle Zieziula, CareerSource Tampa Bay



Measure Development

The cross-sector workgroup developed and agreed upon ten guiding principles for the development of measures across four categories of board activity to grade:

1. Employment Services.
2. Training Services.
3. Business Services.
4. Economic Self-Sufficiency.



Guiding Principles

1. Meet all statutory requirements for the new letter grade system so Floridians can know how well their local workforce development boards are performing in connecting job seekers to employment.
2. Maintain consistency with existing federal and state accountability mechanisms.
3. Leverage existing measures and data where possible and appropriate.
4. Include valid measures from within the program year wherever appropriate to minimize the time between services provided and the measured outcome.
5. Incentivize improvement.
6. Minimize perverse incentives and unintended consequences.
7. Ensure that local workforce development boards are not penalized for serving customers with the most significant barriers.
8. Assure quality of data through replication and/or systematic technical review.
9. Promote transparency by sharing documentation that describes all data and calculations in the formula.
10. Give local workforce development boards the opportunity to review draft formulas and provide feedback.



Formula Overview

Seven weighted measures totaling 100% and one “extra credit” measure worth up to five percentage points:

Measure #1 – 20%: Employment and Training Services (WIOA measures).

Measure #2 – 10%: Work-Related Training.

Measure #3 – 25%: Earning Increase for WIOA Adult, WIOA Dislocated Worker, and Wagner-Peyser Participants.

Measure #4 – 10%: Completion-to-Funding Ratio.

Measure #5 – 5%: Repeat Business.

Measure #6 – 5%: Business Penetration.

Measure #7 – 25%: Reduction in Public Assistance (not yet available).

Extra Credit Measure – up to additional five percentage points: Serving Individuals on Public Assistance (not yet available).



Measure #1

Employment and Training Services Outcomes

Comprises the local workforce development board's existing 18 federal accountability measures.

These measures include:

- Entered employment 2nd and 4th quarter after exit.
- Median earnings 2nd quarter after exit.
- Credential attainment rate.
- Measurable skill gains.

Category: Employment and Training Services

Weight: 20%



Measure #2

Work-Related Training

The percentage of all job seekers who received work-related training.

Work-Related Training includes:

- Occupational skills training.
- On-the-job training.
- Registered apprenticeship.
- Customized training for employers.

Category: Training Services

Weight: 10%



Measure #3

Earning Increases

The percentage of participants who earned more the second quarter after exit than before their engagement with the local workforce development board.

Participants include:

- WIOA Adult.
- WIOA Dislocated Worker.
- Wagner-Peyser.

Category: Employment and Training Services, Self-Sufficiency

Weight: 25%



Measure #4

Completion to Funding Ratio

Compares a local workforce development board's share of statewide WIOA and Wagner-Peyser exits with the local workforce development board's share of statewide funding allocations.

Category: Employment and Training Services

Weight: 10%



Measure #5

Repeat Business

Percentage of employers served in prior three years that continued to be served in the current program year.

Category: Business Services
Weight: 5%



Measure #6

Business Penetration

Compares the percentage of employers served in the current year to the percentage served in the prior year.

Category: Business Services
Weight: 5%



Measure #7

Reduction in Public Assistance

The percentage of exiters who received SNAP or TANF benefits during their engagement with the local workforce development board who were no longer receiving SNAP or TANF benefits in the fourth quarter after exit.

NEW MEASURE IN PARTNERSHIP WITH DCF

Category: Employment and Training Services, Self-Sufficiency

Weight: 25%



Extra Credit Measure

Serving Individuals on Public Assistance

Awards up to five percentage points toward the total grade based on the percentage of customers receiving SNAP or TANF benefits.

NEW MEASURE IN PARTNERSHIP WITH DCF

Category: Employment and Training Services, Self-Sufficiency
Bonus: Up to five percentage points



Next Steps

June 10, 2022 – Distribute four years of historical data on measures to local workforce development boards and solicit feedback.

June 17, 2022 – Feedback from local workforce development boards due.

July 2022 – Formula finalized.

August 15, 2022 – Data for program year available.

Fall 2022 – Publish program year 2021 baseline grades.



Questions/Comments?

Measure #1: Employment and Training Services (WIOA measures).

Measure #2: Work-Related Training.

Measure #3: Earning Increase for WIOA Adult, WIOA Dislocated Worker, and Wagner-Peyser Participants.

Measure #4: Completion-to-Funding Ratio.

Measure #5: Repeat Business.

Measure #6: Business Penetration.

Measure #7: Reduction in Public Assistance.

Extra Credit Measure: Serving Individuals on Public Assistance.

