

BOARD OF DIRECTORS MEETING AGENDA
SEPT. 12, 2022 • 1 – 4 P.M. ET
ROSEN SHINGLE CREEK
9939 UNIVERSAL BLVD., ORLANDO, FL 32819
MEETING ROOM: GATLIN D

Chair's Welcome & Remarks

Stephanie Smith

Mission Moment

Allison Chase

President and CEO, The Able Trust

Robert Jones

Executive Director, CareerSource Florida Crown

Consent Agenda

Stephanie Smith

- June 9, 2022, Board Meeting Minutes
- Credentials Review Committee Appointment
- Florida Department of Education Designee

Reimagining Education and Career Help (REACH) Act Implementation Updates

- Credentials Review Committee
- Alignment Evaluation
- Letter Grades

Dan McGrew

Andrew Collins

Mark Baird

Deputy Director, REACH Office

Department of Economic Opportunity Report

Adrienne Johnston

Deputy Secretary, Division of Workforce Services

Local Partners Report

Stacy Campbell-Domineck

President, Florida Workforce Development Association

President and CEO, CareerSource Polk

President's Report

Michelle Dennard

Open Discussion/Public Comment

Chair's Closing Remarks

Stephanie Smith

UPCOMING MEETINGS

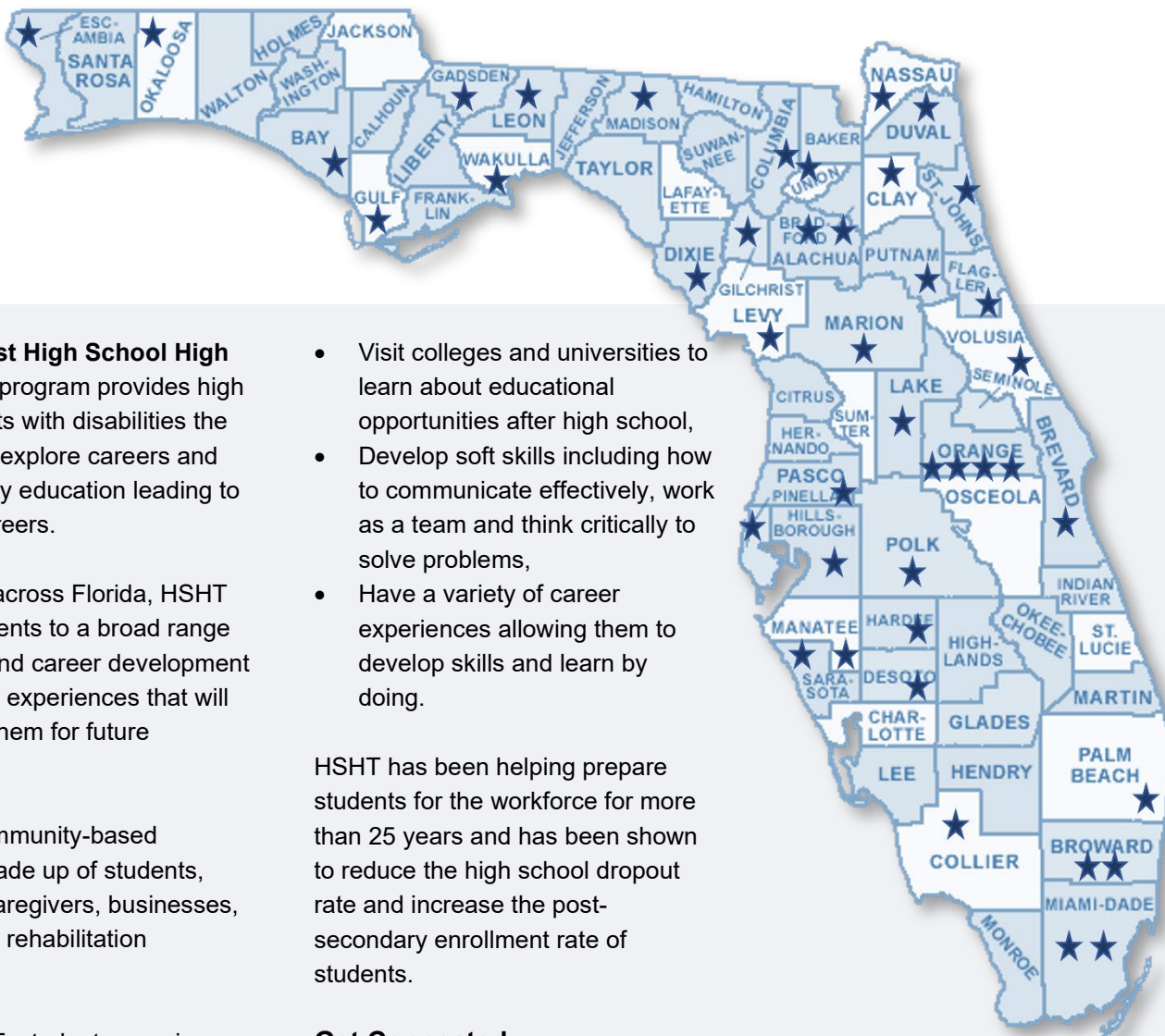
Executive Committee Meeting – Oct. 18, 2 p.m., virtual

Board and Council Meetings – Dec. 15, virtual

Information Items



Career and post-secondary education exploration for Florida high school students with disabilities



The Able Trust High School High Tech (HSHT) program provides high school students with disabilities the opportunity to explore careers and post-secondary education leading to in-demand careers.

With 43 sites across Florida, HSHT connects students to a broad range of academic and career development resources and experiences that will help position them for future success.

HSHT is a community-based partnership made up of students, parents and caregivers, businesses, educators and rehabilitation professionals.

While in HSHT, students are given the opportunity to:

- Participate in tours of local businesses and industries to learn about in-demand job opportunities,

- Visit colleges and universities to learn about educational opportunities after high school,
- Develop soft skills including how to communicate effectively, work as a team and think critically to solve problems,
- Have a variety of career experiences allowing them to develop skills and learn by doing.

HSHT has been helping prepare students for the workforce for more than 25 years and has been shown to reduce the high school dropout rate and increase the post-secondary enrollment rate of students.

Get Connected

If you would like to find out how to get become a partner or to help support the High School High Tech site in your area, contact Coleen Agner, HSHT State Director at Coleen@abletrust.org.

Consent Item 1

Approved _____
Disapproved _____

Consent Item 1

JUNE 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 June 9, 2022, Board Meeting Minutes, to include any modifications or changes noted by the board.**

**CareerSource Florida
Board of Directors Meeting Minutes
June 9, 2022**

I. CALL TO ORDER

Chair Stephanie Smith called the meeting to order at 8:30 a.m. on June 9, 2022. Chair Smith thanked everyone for attending the meeting.

II. ROLL CALL

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

Jennifer O’Flannery Anderson
Sen. Loranne Ausley
Brittany Birken
Holly Borgmann
Tim Center
Robert Doyle
Dane Eagle
Shevaun Harris
Allison Kinney
Rick Matthews
Rep. Lauren Melo
Jonathon Miller
Mayor Bryan Nelson
Samuel Robbin
Robert Salonen
Stephanie Smith
Emmanuel Tormes

A quorum was present.

The following members were not in attendance:

Governor Ron DeSantis, Duane De Freese, Sophia Eccleston, Bill Johnson, Henry Mack, Brent McNeal, Kevin O’Farrell and Patsy Sanchez.

Chair Smith introduced new board members Education Commissioner Manny Diaz, Jr., Rep. Lauren Melo, and Dr. Kevin O’Farrell.

III. MISSION MOMENT – Hope Florida

Department of Children and Families Secretary Shevaun Harris spoke to the board about a new initiative championed by Florida’s First Lady Casey DeSantis and implemented by the Florida Department of Children and Families. Hope Florida utilizes ‘Hope Navigators’ to guide Floridians on an individualized path to prosperity, economic self-sufficiency and hope by focusing on community collaboration among the private sector, faith-based

community, nonprofits and government entities to break down traditional community silos, in an effort to maximize resources and uncover opportunities. Secretary Harris highlighted the instrumental role the CareerSource Florida network plays in helping to connect individuals with employment and training opportunities and thanked local workforce development boards for their partnership.

IV. CONSENT AGENDA

1. Feb. 17, 2022, Meeting Minutes

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

Motion: Tim Center

Second: Allison Kinney

The Consent Item passed unanimously. There were no comments.

V. U.S. DEPARTMENT OF LABOR COMPLIANCE BRIEFING

Department of Economic Opportunity Deputy Secretary Adrienne Johnston provided an update on the Department of Labor's compliance reviews of the state workforce system.

VI. REIMAGINING EDUCATION AND CAREER HELP (REACH) ACT LETTER GRADES

The REACH Office, within the Executive Office of the Governor, is charged with developing the criteria for assigning a letter grade to all 24 local workforce development boards. The criteria for these letter grades must be based on performance accountability measures, return on investment and improvement by each local board in terms of the long-term self-sufficiency of participants based on outcome measures such as reduction in public assistance and increase in wages.

The CareerSource Florida Board of Directors is responsible for applying the criteria to assign a letter grade to each of Florida's 24 local workforce development boards.

Katie Crofoot, the director of the Governor's REACH Office, was accompanied by Mark Baird, deputy director of the REACH Office, to provide a closer look at the process for determining letter grades.

VII. REACH ACT ALIGNMENT EVALUATION

The REACH Act charges the Department of Economic Opportunity with preparing a federal waiver that contemplates allowing CareerSource Florida to fulfill the roles and responsibilities of local workforce development boards or reducing the number of local workforce development boards. The evaluation of the alignment of local workforce development boards is a multi-phase initiative that includes opportunities for state and local stakeholder engagement and input to help shape the research, engagement, evaluation, and recommendations for reducing the number of local workforce development boards. CareerSource Florida has contracted with Ernst & Young LLP, also known as EY, to conduct the Phase One research and discovery.

Chair Smith introduced EY Principals Amy Holloway and Chris Ward to present on the work done to date.

VIII. 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.

IX. COUNCIL MEETING UPDATE

Council Chair Brittany Birken stated the joint Finance and Strategic Policy and Performance Meeting started with a member spotlight on Emmanuel Tormes, senior manager of government operations at the Boeing Company. CareerSource Florida Chief Financial and Operating Officer Andrew Collins provided a status update on Get There Faster Grants approved by the board approximately one year ago. The CareerSource Florida Strategic Policy and Performance team's Vice President Dan McGrew and Senior Director Adam Briggs provided updates on the following:

- Recent workforce policy implementation;
- The Credentials Review Committee's most recent work;
- Local workforce development board letter grades; and
- Florida's CLIFF Dashboard.

CareerSource Florida Policy Analyst Warren Davis provided an update on the status of the statewide Workforce Innovation and Opportunity Act (WIOA) Unified Plan Two-Year Modification and local planning instructions distributed to local workforce development boards so they may prepare their WIOA local plans. Jimmy Heckman, chief of the Department of Economic Opportunity's Bureau of Workforce Statistics and Economic Research, provided an economic update highlighting current employment and labor force trends. Senior Program Analyst Jackie Barreiros provided a snapshot of specific measures of performance in the workforce system. Andrew Collins presented on the Fiscal Year 2022-2023 CareerSource Florida network budget to the joint committee.

X. ACTION ITEMS

Chair Smith invited Officer Andrew Collins to present the first action item.

1. Fiscal Year 2022-2023 CareerSource Florida Network Funding

Mr. Collins presented an overview of the budget and Chair Smith called for a vote:

First: Holly Borgmann

Second: Robert Doyle

There was no public comment. The Action Item passed unanimously.

Chair Smith invited Adrienne Johnston to present the second action item. Ms. Johnston stated that in February 2022, the board authorized CareerSource Florida and the Department of Economic Opportunity to pursue allowable United States Department of Labor (USDOL) waivers that promote the state's strategic goals. The REACH Act calls for the Department of Economic Opportunity to prepare a waiver to USDOL that allows the Governor to reallocate WIOA funds among local workforce development board areas that have demonstrated a need for additional funding.

2. Workforce Innovation and Opportunity Act Deobligation and Reallocation of Funds Waiver

Chair Smith called for a vote:

First: Tim Center

Second: Shevaun Harris

There was no public comment. The Action Item passed unanimously.

XI. PRESIDENTS REPORT

President Michelle Dennard stated Florida's April 2022 unemployment rate was 3.0 percent, down 0.2 percent from the previous month and lower than the national rate of 3.6 percent.

The 2022-2023 state budget, signed by Governor Ron DeSantis, includes \$10.5 million for two workforce training grants administered by CareerSource Florida that support business growth and expansion as well as employee retention.

The state budget signed includes:

- \$7.5 million for Quick Response Training
- \$3 million for Incumbent Worker Training

Through the Department of Economic Opportunity:

- \$50 million was allocated to the Florida Job Growth Grant Fund to support economic development.
- \$250 million, including a reappropriated balance of \$100 million, was allocated to the FL WINS project.

Florida CLIFF Dashboard

The University of Florida's Anita Zucker Center is preparing a final evaluation of the Florida CLIFF (Career Ladder Identifier and Financial Forecaster) Dashboard, using case management and career advising results from the nine LWDBs participating in the pilot project. The next steps include analyzing the best practices and lessons learned from the pilot.

Credentials Review Committee

Designees from the workgroups and the Steering Committee meet monthly with colleagues from the Office of Economic and Demographic Research, the body charged with producing the Labor Market Estimating Conference's publication. Upon delivery of this product, the four workgroups and Steering Committee will evaluate this definitive labor market information and propose a Framework of Quality that will determine the credentials included on a Master Credentials List for the state of Florida.

REACH Act

President Dennard stated letter grades and alignment of local workforce development boards are two significant elements of the legislation impacting the state board and the network. CareerSource Florida is committed to transparency and engagement throughout the alignment evaluation and letter grades processes.

President Dennard provided an update on recent events the CareerSource Florida Board and professional team have attended and concluded her report.

XII. 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.

XII. CHAIR'S CLOSING REMARKS

Chair Smith thanked everyone for participating in the meeting and asked all board members to reach out to the local workforce development board in their community for a meeting with the chief executive and/or a tour of a career center.

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

XIV. ADJOURNMENT

Chair Smith adjourned the meeting at 11:17 a.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

Approved _____
Disapproved _____

Consent Item 2

CAREERSOURCE FLORIDA BOARD APPOINTMENT OF FLORIDA CREDENTIALS REVIEW COMMITTEE MEMBER

Created by House Bill 1507 and signed into law by Governor Ron DeSantis, the Reimagining Education and Career Help (REACH) Act addresses 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. The REACH Act, which amends Chapter 445.004, Florida Statutes, took effect July 1, 2021. Pursuant to Chapter 445.004(4), Florida Statutes, the state workforce development board shall appoint a Credentials Review Committee that acts as an advisory committee or similar group.

At its inaugural meeting in September 2021 the Credentials Review Committee adopted a charter that designates the membership of the committee. The majority of the Credentials Review Committee is designated by statute. Those members who are not designated by statute are appointed by the CareerSource Florida Board of Directors from a list of qualified, representative and appropriate nominees and volunteers.

Appointed members of the Credentials Review Committee include representatives from the Florida Department of Economic Opportunity, the state agency responsible for advancing Florida's economy by championing the state's economic development vision and by administering state and federal programs and initiatives to help visitors, citizens, businesses, and communities.

Adam Callaway serves as Deputy Secretary of Strategic Business Development for the Florida Department of Economic Opportunity. Mr. Callaway is a qualified representative of the Department and is recommended to serve on the Credentials Review Committee for one year or until reappointment by the board.

FOR CONSIDERATION

- **Approve recommendation for Adam Callaway, Deputy Secretary of the Division of Strategic Business Development, to represent the Florida Department of Economic Opportunity on the Credentials Review Committee.**

ATTACHMENT

- **Adam Callaway Biography**

Adam Callaway



Adam Callaway serves as deputy secretary of the Department of Economic Opportunity's Division of Strategic Business Development, a role which he started in 2020. Previously, Mr. Callaway served as assistant general counsel in the Department of Economic Opportunity's Office of General Counsel, working on issues involving all aspects of the department's operations and responsibilities.

He received his bachelor's degree in history from Millsaps College in Jackson, Mississippi, and his law degree from the Florida A&M University College of Law. Mr. Callaway is a native of the Florida Panhandle and lives in Tallahassee.

Consent Item 3

APPOINTMENT OF DESIGNEE TO SERVE IN PLACE OF APPOINTED BOARD MEMBER

Pursuant to Section 445.004(3)(a), Florida Statutes, and Public Law No. 113-128, Title I, Section 101(b), Manny Diaz, Commissioner of the Florida Department of Education, serves as a member of the CareerSource Florida Board of Directors.

Pursuant to the CareerSource Florida Bylaws, s. 4.17, Education Commissioner Manny Diaz designates Senior Chancellor Henry Mack to serve in his absence, subject to the board's approval.

FOR CONSIDERATION

- Approve Education Commissioner Manny Diaz's request to appoint Senior Chancellor Henry Mack as the Florida Department of Education designee to serve in his absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.



Tom Grady, *Chair*
Ben Gibson, *Vice Chair*
Members
Monesia Brown
Marva Johnson
Ryan Petty
Joe York

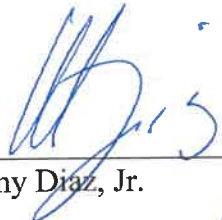
August 26, 2022

MEMORANDUM

TO: Henry Mack, Sr. Chancellor
FROM: Manny Diaz, Jr.
SUBJECT: Delegation of Authority

Pursuant to the authority vested in me by section 20.05(1)(b), Florida Statutes, I hereby delegate to you, in your capacity as Sr. Chancellor, the power to act on my behalf in all matters related to CareerSource Florida, except those explicitly required by the applicable law to be non-delegable and to be carried out by me in my capacity as Commissioner of Education. This delegation supersedes any prior delegations of authority relating to these matters.

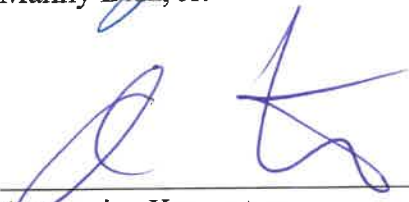
In exercising this authority, you shall comply with all applicable laws and rules. This delegation shall remain in effect until superseded or rescinded.



Manny Diaz, Jr.

8-26-22

Date



Anastasios Kamoutsas

8-26-22

Date

Designee Bio

Henry Mack, Florida Department of Education



Henry Mack serves as Senior Chancellor at the Florida Department of Education, overseeing the Divisions of Career and Adult Education, Florida Colleges, Blind Services, Vocational Rehabilitation, and the Commission for Independent Education.

He is responsible for the department's postsecondary and workforce education programs and economic development initiatives. He also serves as a Visiting Lecturer in the Department of Religious Studies at the University of Miami, instructing courses in philosophical theology and topics related to science and religion.

Since 2004, Chancellor Mack has held various positions at Florida International University and Broward College, where he most recently served as the Associate Vice President for Workforce Education. He lives in Tallahassee with his wife and three children.

Reimagining Education and Career Help (REACH) Act Background and Implementation Updates





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](#).

Florida Credentials Review Committee

Overview of Duties

The 2021 Reimagining Education and Career Help (REACH) Act establishes the duties of the Florida Credentials Review Committee.

Establish a Definition for Credentials of Value and Create a Framework of Quality

The Credentials Review Committee is tasked with formalizing a definition of value that will be applied in a **Framework of Quality** to evaluate credentials for inclusion on a **Master Credentials List** for the state of Florida.

The Framework of Quality is a rubric by which credentials are evaluated for inclusion on the Master Credentials List and must align with federally funded workforce accountability requirements.

Statute states that nondegree credentials should require:

1. Evidence the credential meets labor market demand as defined by the Labor Market Estimating Conference or meets local demand as identified by criteria established by the Credentials Review Committee.
2. Evidence the competencies mastered upon completion of the credential are aligned with labor market demand.
3. Evidence of employment and earnings outcomes for individuals obtaining the credential and evidence that earnings outcomes meet middle- to high-level wages. Preference is given to credentials generating high-level wages.
 - Credentials that do not meet the earnings outcome criteria must be part of a sequence of credentials required for the next level occupation that does meet the earnings outcome criteria established by the Credentials Review Committee.

The Credentials Review Committee will establish criteria to determine value for degree programs. As with nondegree credentials, this criteria shall include evidence the degree program meets the labor market demand as defined by the Labor Market Estimating Conference or meets local demand as identified by criteria established by the Credentials Review Committee.

The Credentials Review Committee also will establish a process for prioritizing nondegree and degree credentials based on critical statewide or regional shortages.

Establish Timely Processes

The Credentials Review Committee shall establish processes for:

1. Quarterly review and approval of credential applications. Approved credentials will be added to the Master Credentials List.

Florida Credentials Review Committee

2. Annual review of the Master Credentials List and the phasing out of credentials that no longer meet the Framework of Quality.
3. Submitting the Master Credentials List to the State Board of Education.
4. Designating performance funding eligibility as defined by the Returned-Value Funding Formula established by the Credentials Review Committee.

Establish CIP to SOC Linkage

The Classification of Instructional Program (CIP) code identifies all educational programs of study and is established by the U.S. Department of Education's National Center for Education Statistics. The Standard Occupational Classifications (SOC) code is established by the U.S. Bureau of Labor Statistics and is assigned to each unique occupation. A CIP to SOC linkage allows for the identification of all occupations linked to an individual education program. Floridians interested in a specific occupation can find the most closely linked programs of study to pursue. As part of the Framework of Quality, the CIP to SOC linkage also will allow programs of study to be linked to demand occupations and earnings outcomes.

Identify Data Elements Necessary to Collect Information on Credentials

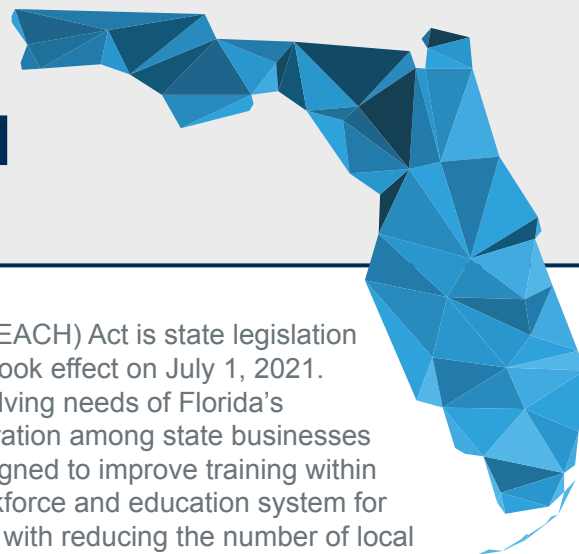
The Credentials Review Committee has the authority to identify any data elements that need to be collected on credentials to support the definition of credentials of value or the Framework of Quality. The Florida Education and Training Placement Program will provide requested data to the Credentials Review Committee or establish data collection protocols in order to collect the requested data.

Develop a Returned-Value Funding Formula

The Returned-Value Funding Formula determines how school districts and the Florida College System are funded for industry certifications earned by students. One-third of funds shall be allocated based on student job placements and the remaining two-thirds shall be allocated using a tiered weighting system based on aggregate student wages that exceed minimum wage, with the highest weight applied to the highest wage tier, and with additional weight for underserved populations. Student wages above minimum wage are considered to be the value added by the institution's training. The formula must consider variables such as differences in population and wages across school districts and the state. When developing the formula, the committee may not penalize school districts or the Florida College System institutions if students postpone employment to continue their education.

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 address implementation of the board reduction charge consistent with the law and through 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 One were reported to the CareerSource Florida Board of Directors June 9, 2022, with EY's [findings report](#) published on careersourceflorida.com in July. The second phase of this multi-phase initiative launches in September and will include a deeper analysis and more robust engagement with local stakeholders and customers across the state. Alignment considerations that will affect the redesignation of local workforce development areas and the potential consolidation of local workforce development boards is anticipated to be provided to the CareerSource Florida Board of Directors by early 2023.

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.



Local Workforce Development Board Letter Grades

Florida's 2021 Reimagining Education and Career Help (REACH) Act is a comprehensive blueprint for enhancing access, alignment and accountability across the state's workforce development system, which spans Florida's workforce, education, and public assistance programs. With a focus on improved accountability, the law calls for the REACH Office, within the Executive Office of the Governor, to develop criteria for assigning a letter grade to each local workforce development board and for CareerSource Florida to assign and make the letter grades public annually.

The new letter grade system will benefit the 24 local workforce development boards, and the businesses and job seekers they serve, by providing a standard, statewide system of assessment that allows local workforce development boards to identify areas in which they excel and areas that can be strengthened to improve outcomes.

Collaborative Approach

With the passage of the REACH Act, the REACH Office convened an interagency workgroup in November 2021 to collaborate on the development of a standard and outcome-based set of metrics that would ultimately be used to determine letter grades for each local workforce development board. The workgroup included representatives from local workforce development boards and subject matter experts from CareerSource Florida, the Florida Department of Economic Opportunity, the Florida Department of Education, and the Florida Department of Children and Families. Along with a statewide survey of all local workforce development boards to identify various performance metrics, the team held several statewide discussions and listening sessions with local workforce development board leaders. This collaborative approach included a review of past performance programs; discussion on the current and future priorities of the workforce development system, particularly under the REACH Act and the federal Workforce Innovation and Opportunity Act (WIOA); and the opportunity for review and feedback by local workforce development boards on the proposed metrics and methodology applied to historical data starting with program year 2017-2018.

The feedback received from local workforce development boards was invaluable and led to the creation of the final set of metrics and methodology to determine letter grades. Specific contributions by the local workforce development boards included:

- Review of baseline data for letter grade metrics starting with program year 2017-2018.
- Revisions to the final calculations of individual measures including:
 - Adjusting the final year-over-year score for the Business Penetration metric to ensure high performing local workforce development boards are not penalized for maintaining high performance.
 - Expanding the Participants in Work-Related Training metric to include work experience activities.
 - Adding an extra credit measure to reward local workforce development boards that serve more individuals on public assistance.
 - Refining the populations included in numerators and denominators.
 - Addition of a plus-minus scale for final letter grades.
- Updates to several metric and methodology descriptions for added transparency and clarity.
- Decision to release data on a quarterly basis showing rolling four-quarter snapshots of current-year performance for all metrics.

Metrics & Methodology

The REACH Act calls for the majority of the letter grade to 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. With these requirements in mind and with input from the interagency workgroup and feedback from the local workforce development boards, the REACH Office developed the criteria for letter grades based on seven core metrics and one extra credit metric that focus on employment services, training services, business services, and economic self-sufficiency.

Metric	Weight
<p>1. Participants With Increased Earnings</p> <p>The percentage of participants who earned more in the second quarter after exit than before their participation with the local workforce development board.</p> <ul style="list-style-type: none"> • Numerator: The number of exiters from the denominator with higher earnings two quarters after exiting the program than in the earliest of the two quarters prior to participation. • Denominator: The number of distinct exiters from WIOA* (Adult and Dislocated Worker) and Wagner-Peyser programs included in the local workforce development board's federal Employment Rate – 2nd Quarter After Exit metric during the previous program year. <p>Category: Employment and Training Services, Self-Sufficiency Target: 45% Data Source: ETA 9173 Program Performance Reports Cohort Used: PY 2021 Q4, Employment Rate – 2nd Quarter After Exit</p> <p>* Includes WIOA-funded grants.</p>	25%
<p>2. Reduction in Public Assistance</p> <p>The percentage of exiters who received Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) benefits during their active participation with the local workforce development board but were no longer receiving SNAP or TANF benefits in the fourth quarter after exit.</p> <ul style="list-style-type: none"> • Numerator: The number of individuals from the denominator who were no longer receiving SNAP or TANF benefits in the fourth quarter after exiting the workforce development program. • Denominator: The number of exiters from WIOA* (Adult, Dislocated Worker and Youth), Wagner-Peyser, SNAP Employment and Training (SNAP E&T) and TANF programs who received SNAP or TANF cash assistance at any time during their participation with the local workforce development board. <p>Category: Employment and Training Services, Self-Sufficiency Target: 65% Data Source: Employ Florida, One-Stop Service Tracking (OSST) and DCF Recipient Data Cohort Used: January-December 2020</p> <p>* Includes WIOA-funded grants.</p>	25%
<p>3. Employment and Training Outcomes</p> <p>Comprises the existing 18 federal accountability measures for local workforce development boards within the WIOA Primary Indicators of Performance (Employment Rate – 2nd Quarter After Exit, Employment Rate – 4th Quarter After Exit, Median Earnings – 2nd Quarter After Exit, Credential Attainment, and Measurable Skill Gains) for Adult, Dislocated Workers, Youth and Wagner-Peyser programs.</p> <ul style="list-style-type: none"> • Numerator: The number of federal metrics from the denominator for which the local workforce development board reached at least 90% of its negotiated target. • Denominator: The number of federal WIOA Primary Indicators of Performance metrics in the current program year for WIOA (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs. <p>Category: Employment and Training Services Target: 100% Data Source: ETA 9173 Program Performance Reports Cohort Used: PY 2021 Q4 Report cohorts</p>	20%

Metric	Weight
<p>4. Participants in Work-Related Training</p> <p>The percentage of all job seekers who received work-related training including occupational skills training, on-the-job training and other work-based learning models, registered apprenticeships, and customized training for employers.</p> <ul style="list-style-type: none"> • Numerator: The number of participants from the denominator who received work-related training services. • Denominator: The number of participants served in the current program year by a local workforce development board within the following programs: SNAP E&T, Welfare Transition, WIOA* (Adult, Dislocated Worker and Youth), National Dislocated Worker Grant, Wagner-Peyser and Trade Adjustment Assistance (TAA). <p>Category: Training Services Target: 25% Data Source: ETA 9173 Program Performance Reports, One-Stop Service Tracking (OSST) Cohort Used: July 2021-June 2022</p> <p><small>* Includes WIOA-funded grants.</small></p>	10%
<p>5. Continued Repeat Business</p> <p>Percentage of business establishments served in prior three years that continued to be served in the current program year.</p> <ul style="list-style-type: none"> • Numerator: The number of employer worksites from the denominator that received a core business service in the current program year. • Denominator: The number of employer worksites that received a core business service from the local workforce development board in the previous three program years. <p>Category: Business Services Target: 35% Data Source: Employ Florida Cohort Used: Numerator: July 2021-June 2022 / Denominator: July 2018-June 2021</p>	5%
<p>6. Year-Over-Year Business Penetration</p> <p>The percentage point difference in the number of business establishments served in the current program year compared to the prior year. Each local workforce development board is assigned a percentage as the percent target met based on the year-over-year increase or decrease, as follows:</p> <ul style="list-style-type: none"> • $\geq 4\%$ increase = 100% • 2% – 3.9% increase = 90% • 0% – 1.9% increase = 80% • -0.1% – -2% increase = 70% • -2.1% – -4% decrease = 60% • -4.1% – -6% decrease = 40% • -6.1% – -8% decrease = 20% • $< -8\%$ decrease = 0% <p>Local workforce development boards achieving greater than 90% overall business penetration will not be penalized for maintaining year-over-year comparable business penetration.</p> <p>Annual Business Penetration Calculation:</p> <ul style="list-style-type: none"> • Numerator: The number of employer worksites from the denominator that received a core business service from the local workforce development board during the program year. • Denominator: The number of active employer worksites in Employ Florida for each local workforce development board during the program year. <p>Category: Business Services Target: 100% Data Source: Employ Florida Cohort Used: July 2021-June 2022</p>	5%

Metric	Weight
<p>7. Completion-to-Funding Ratio</p> <p>Compares a local workforce development board's share of statewide WIOA and Wagner-Peyser exiters with the local workforce development board's share of statewide funding allocations.</p> <ul style="list-style-type: none"> Numerator: The percentage of distinct exiters from WIOA* (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs included in the local workforce development board's federal WIOA Employment Rate – 2nd Quarter After Exit metric. Denominator: The percentage of the local workforce development board's share of statewide WIOA*, Supplemental WIOA Dislocated Worker, Wagner-Peyser, Reemployment Services and Eligibility Assessment (RESEA), and Veteran annual funding allocation for the current program year. <p>Category: Employment and Training Services Target: 100% Data Source: DEO Finance and Accounting, ETA 9173 Program Performance Reports Cohort Used: Numerator: April 2021-March 2022 / Denominator: July 2021-June 2022</p> <p><small>* Includes WIOA-funded grants.</small></p>	10%
Total Weight: 100%	
<p>Extra Credit Metric: Serving Individuals on Public Assistance</p> <p>Local workforce development boards can earn up to an additional five percentage points for serving individuals on public assistance. Extra credit is calculated as follows:</p> <ul style="list-style-type: none"> Numerator: The number of individuals from the denominator who received SNAP or TANF benefits during their participation period. Denominator: The number of participants served in the current program year by a local workforce development board within the following programs: SNAP E&T, Welfare Transition, WIOA (Adult, WIOA Dislocated Worker and Youth) and Wagner-Peyser. <p>Extra credit points will be awarded as follows:</p> <ul style="list-style-type: none"> ≥ 50% = 5 points ≥ 46% < 50% = 4 points ≥ 44% < 46% = 3 points ≥ 42% < 44% = 2 points 40% < 42% = 1 point <p>Category: Employment and Training Services, Self-Sufficiency Data Source: ETA 9173 Program Performance Reports, OSST, DCF Recipient Data Cohort Used: January-December 2021</p>	Up to 5 % points

Calculations & Grade Determination

As data becomes available, on a rolling four-quarter basis, 1) A raw percentage value will be calculated for each metric using the numerator and denominator definitions above; 2) The percentage of the target achieved per metric will then be calculated by dividing the raw percentage value by the metric's target (capped at 100%); and 3) The percentage of the target achieved will then be multiplied by the metric's percentage weight for weighted results per metric.

CALCULATION EXAMPLE
<p>1) 600 (numerator) / 2,000 (denominator) = 30% (raw percentage)</p> <p>2) 30% (raw percentage) / 25% (target) = 120% 120% is then capped at 100%</p> <p>3) Example: 100% (percentage of target met) * 10% (measure weight) = 10 percentage points (weighted result)</p>

The weighted results will then be summed for an annual score that translates into a letter grade using the following scale:

A+: ≥ 97	C+: 77 to < 80
A: 93 to < 97	C: 73 to < 77
A-: 90 to < 93	C-: 70 to < 73
B+: 87 to < 90	D: 60 to < 70
B: 83 to < 87	F: < 60
B-: 80 to < 83	

Next Steps

With the completion of the final data report to the U.S. Department of Labor (USDOL) for program year 2021-2022, the data for the baseline letter grades are currently being aggregated and calculations are underway. An online platform on CareerSource Florida's Analytics website is being developed to house the letter grades and supporting information.

Once program year 2021-2022 baseline letter grades are released in October, the letter grades web pages on CareerSource Florida's Analytics website will be available.

Information Items



Speakers' Bios

Mark Baird, Ph.D.



Mark Baird is deputy director of the Reimagining Education and Career Help (REACH) Office, at which he oversees projects related to data and systems. The REACH Office, in the Executive Office of the Governor, 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, the Office of Program Policy Analysis and Government Accountability (OPPAGA). He 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.

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 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 strengthening 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.

Allison Chase



Allison Chase is the president and CEO at the Florida Endowment Foundation for Vocational Rehabilitation, known as The Able Trust. For more than 25 years, she has dedicated her career to employment of people with disabilities. Both her bachelor's and master's degrees are in rehabilitation services from Florida State University, and she completed the National Executive Leadership Institute for rehabilitation leaders at the University of Oklahoma in 1999. Most recently, she completed the Florida State University College of Business Non-Profit Executive Program. She is on the Florida Chamber Foundation Board of Trustees and is a board member for the Florida Philanthropic Network, a member of the national Society of Human Resource Professionals, a member of the Florida Economic Development Council, a member of the Florida Society of Association Executives, and a member of the University of Central Florida Center for Unique Abilities Advisory Council.

Ms. Chase's vision is for The Able Trust to be the leading expert in Florida for disability workforce inclusion, providing valuable resources to businesses, employment service providers, communities, and most importantly, Floridians with disabilities.

Ms. Chase has worked in the public, private, and non-profit sectors, giving her a 360-degree perspective of the field. She is an active volunteer in her local community with Junior Achievement and the public library children's literacy program. She resides in Tallahassee with her husband.

Robert Jones



of North Florida.

A Florida native, Robert Jones serves as the executive director of CareerSource Florida Crown. In 1977, he graduated from the University of Florida with a Bachelor of Science degree in finance. His first job was with Occidental Chemical Company as an accountant assistant. After 11 years with Occidental Chemical Company, he worked for the Florida Department of Transportation (FDOT) as the accounting services supervisor. His department oversaw all contracts, payroll and billing for FDOT's District 2. In 1996, Mr. Jones earned his Master of Science degree in public administration from the University

In 1998, Mr. Jones began his career as an accountant for Lockheed Martin IMS, the one-stop operator for the Florida Crown Workforce Board (FCWB). Five years later, Mr. Jones became the director of finance for FCWB, and in 2013, he became the executive director of FCWB, now known as CareerSource Florida Crown.

Mr. Jones has a great love for the community and helping others, with a particular passion for helping youth in his community succeed in meaningful careers.



Federal Reserve Bank of Atlanta

Benefits CLIFF Tool Partnerships Announced







For immediate release: August 23, 2022

The Federal Reserve Bank of Atlanta will partner with community organizations this year to launch Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboards to help people overcome benefits cliffs.

Better understanding benefit cliffs, a term that describes a barrier for low-income families trying to improve their economic status, can increase the workforce participation rate by helping residents make informed decisions to enter or reenter the workforce and achieve self-sufficiency. This fits into the Atlanta Fed's mission to make the economy work for everyone.

"The Federal Reserve Bank of Atlanta is excited to partner with organizations to provide the benefit cliff tool," said David Altig, executive vice president and director of research at the Atlanta Fed. "The tool can be used to help workers make informed decisions, reduce uncertainty, and ensure everyone has an opportunity to participate fully in our economy."

The Atlanta Fed's recent benefits cliff partners are:

- **Colorado Workforce Development Council (CWDC)** – The CWDC, also supported by the Federal Reserve Bank of Kansas City, will use the CLIFF tool to provide workforce center professionals, job coaches, and case managers the information they need to help clients better understand how changes in employment and/or wages may affect the public benefits they receive. With this information, clients can make more-informed decisions about their careers. The tool will strengthen the state's talent pipeline, and, by extension, its economy by introducing Coloradans to career pathways and by helping them connect to growing industries that need workers. To learn more about how CWDC is using the CLIFF tool, visit [the CWDC guide to using the CLIFF tool](#) .
- **CareerSource Florida** – CareerSource Florida launched the Florida CLIFF Dashboard, a digital tool to help Floridians who receive public assistance search for a path to prosperity, earlier this year. The development and launch of the Florida CLIFF Dashboard align with tenets of the state's landmark Reimagining Education and Career Help (REACH) Act, which positions Florida to help people with barriers to education and employment become self-sufficient through enhanced access to good jobs and career pathways that offer economic opportunity. For information about Florida's CLIFF Dashboard, please view the news release on [careersourceflorida.com](#) , the Florida CLIFF Dashboard video  , or the Dashboard at [floridacliffdashboard.com](#) .
- **Women's Foundation for the State of Arizona (WFSA)** – The WFSA, also supported by the Federal Reserve Bank of San Francisco, is piloting the CLIFF tool for Arizonans who are currently accessing public benefits in Cochise, Maricopa, Pinal, Pima, and Santa Cruz counties. The dashboard will be piloted by five Arizona nonprofits: Dress for Success Phoenix, JobPath, Our Family Services, Sahuarita Food Bank, in partnership with Pima County's Community and Workforce Development Department, and Unlimited Potential. It will be used to help individuals and agencies make informed choices about in-demand career pathways, predict potential changes to public assistance based on increased earnings, and improve personal economic security for families. To learn more about the dashboard, please visit [The Women's Foundation for the State of Arizona](#) .

The CLIFF tool is part of the Atlanta Fed's [Advancing Careers for Low-Income Families](#) initiative, which conducts research on benefits cliffs and develops tools to support community and state efforts to improve economic security for families and meet the talent needs of businesses for a healthy economy.

Contact: [Monique Broughton Knight](#) | 470-249-8348

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

Performance Period Ending June 30, 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 USDOL on a quarterly basis.

Performance targets are negotiated with USDOL prior to the start of each program year. Driven by a commitment to excellence, Florida strives for local and state performance levels at 90% of negotiated targets. In Program Year 2021-2022, Florida's workforce development system achieved 90% or more of the negotiated targets on 16 of the 18 WIOA Primary Indicators of Performance. Innovative and responsive workforce services and programs contributed to sustained statewide performance during the program year. Performance during PY 2021-2022 was impacted by new common exit guidance released by DEO in the fourth quarter of the program year that resulted in local boards exiting large numbers of disengaged participants from their active rosters in April through June 2021. The impact of these exits is seen in the Employed 2nd Quarter After Exit for both Adults and Dislocated Workers.

Negotiated performance targets are adjusted after the end of each program year (usually around February of the following year) through a statistical adjustment model to account for economic conditions and participant characteristics. After this adjustment has occurred, the state's final performance is recalculated against the adjusted goals. Individual indicator scores (actual performance divided by the adjusted target) are considered met by USDOL when they are greater than or equal to 50%.

The data in this performance report represents a rolling four-quarter calculation of most recent performance data available through June 30, 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 Daniel Harper, Bureau of One-Stop and Program Support at the Department of Economic Opportunity, at (850) 921-3327.

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

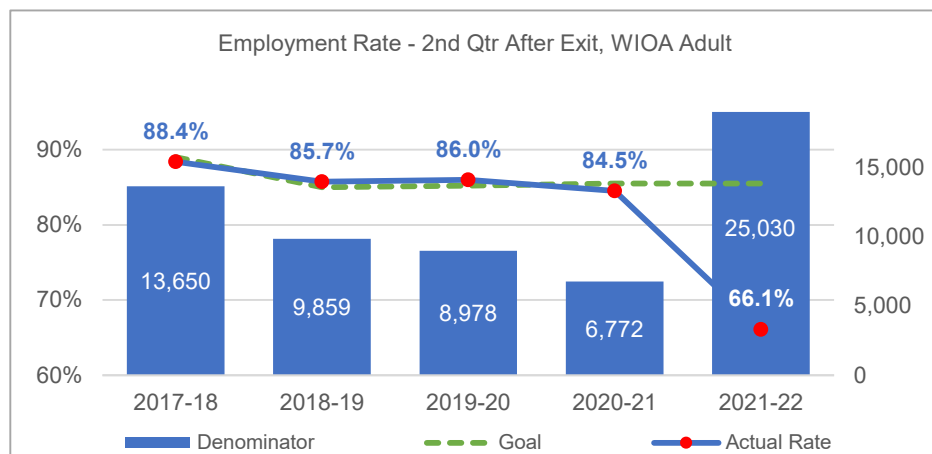
- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational,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

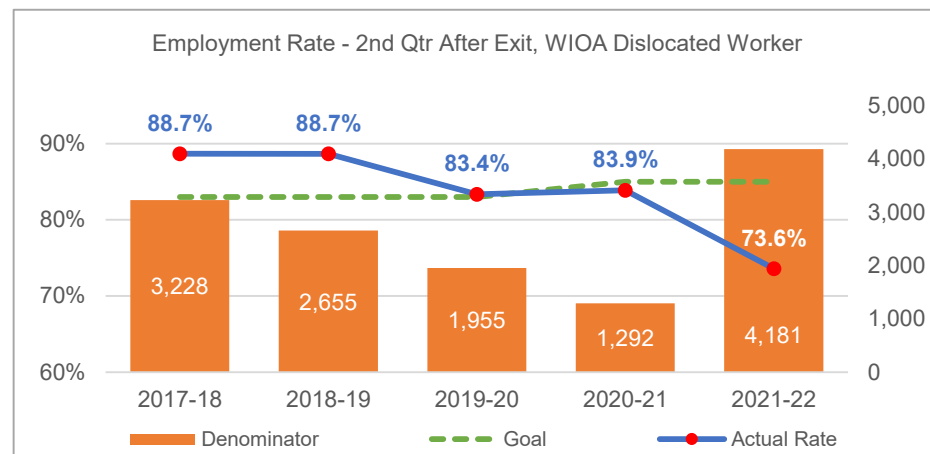
Employment Rate - 2nd Quarter After Exit

Program Year (PY) 2021-2022 Q4 Report

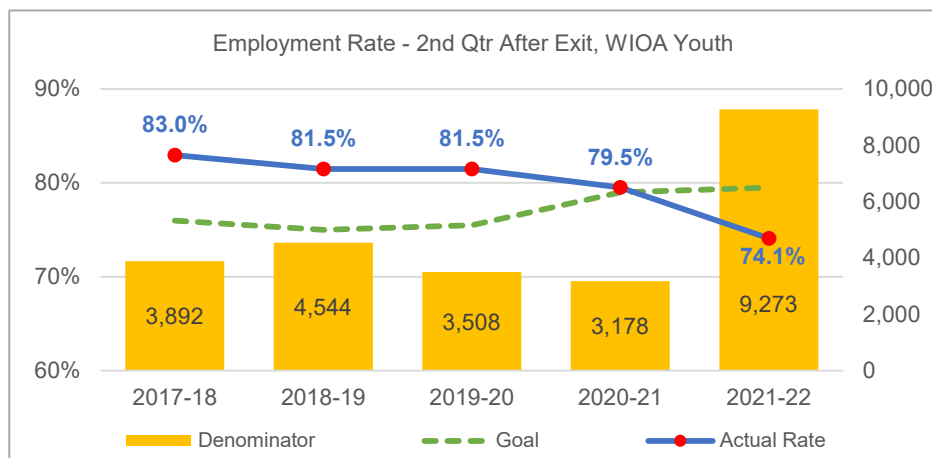
PY (July 1 - June 30)



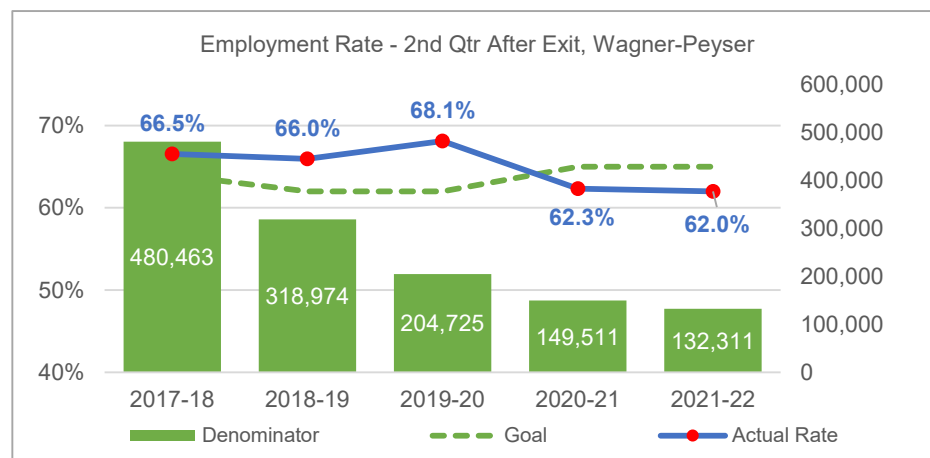
PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	12,065	8,453	7,721	5,724	16,555
Denominator	13,650	9,859	8,978	6,772	25,030
Actual Rate	88.4%	85.7%	86.0%	84.5%	66.1%
Success (≥90% of Goal)	80.1%	76.5%	76.7%	77.0%	77.0%



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	2,862	2,354	1,630	1,084	3,079
Denominator	3,228	2,655	1,955	1,292	4,181
Actual Rate	88.7%	88.7%	83.4%	83.9%	73.6%
Success (≥90% of Goal)	74.7%	74.7%	74.7%	76.5%	76.5%



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	3,229	3,703	2,858	2,527	6,870
Denominator	3,892	4,544	3,508	3,178	9,273
Actual Rate	83.0%	81.5%	81.5%	79.5%	74.1%
Success (≥90% of Goal)	68.4%	67.5%	68.0%	71.1%	71.6%



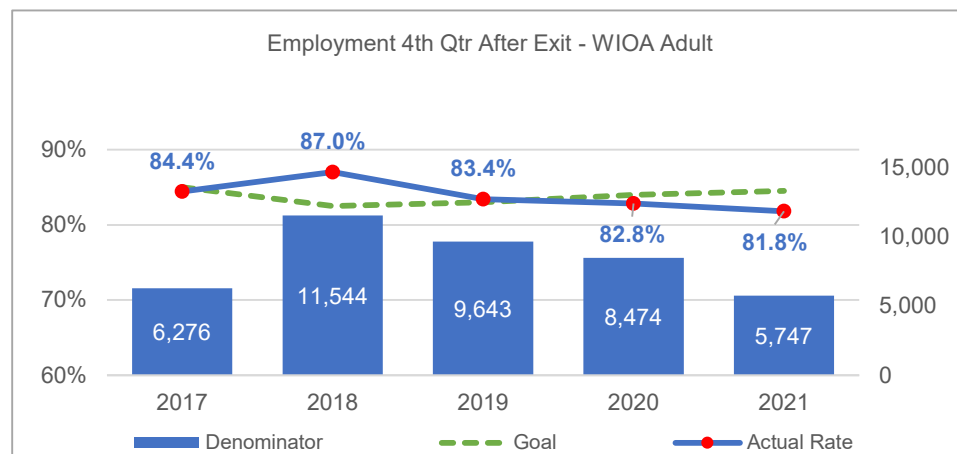
PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	319,687	210,397	139,458	93,177	82,070
Denominator	480,463	318,974	204,725	149,511	132,311
Actual Rate	66.5%	66.0%	68.1%	62.3%	62.0%
Success (≥90% of Goal)	57.6%	55.8%	55.8%	58.5%	58.5%

Note: Cohorts for PY 2021-22 are participants who received their last service between July 2020 and June 2021. Performance during PY 2021-22 may have been impacted by local boards exiting disengaged participants from their rosters resulting from common exit guidance provided by DEO in the fourth quarter of the program year.

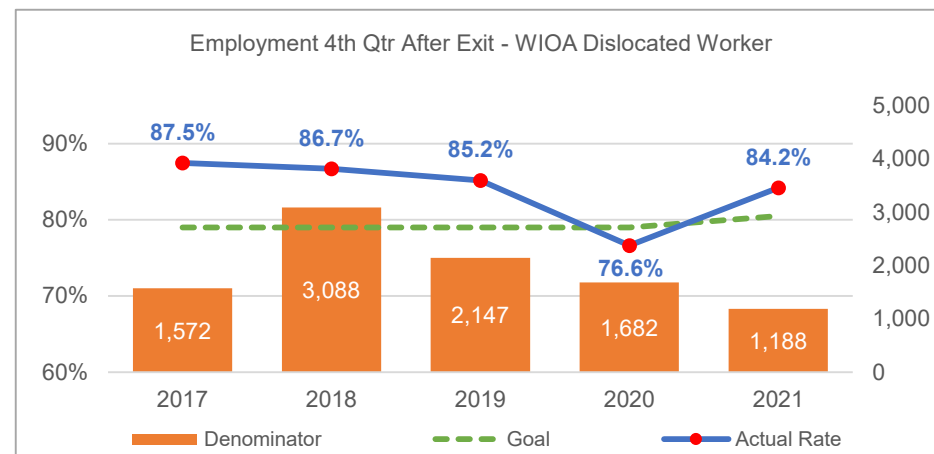
Employment Rate - 4th Quarter After Exit

Program Year (PY) 2021-2022 Q4 Report

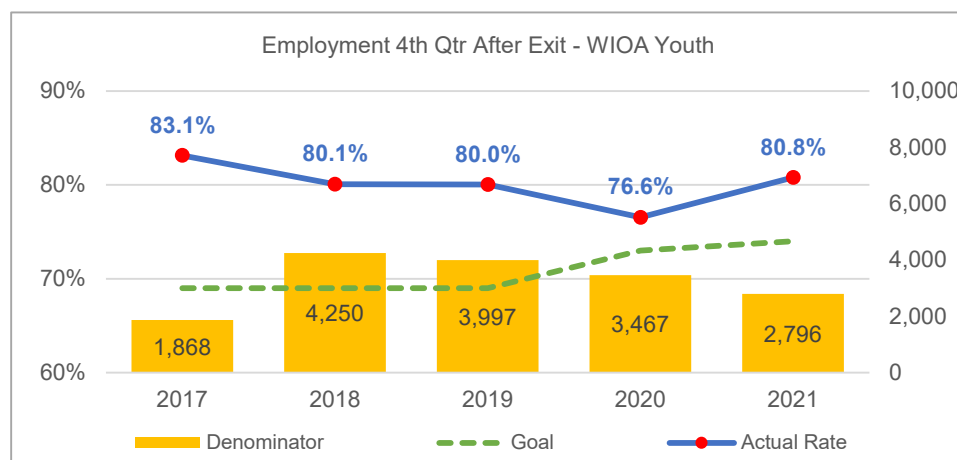
PY (July 1 - June 30)



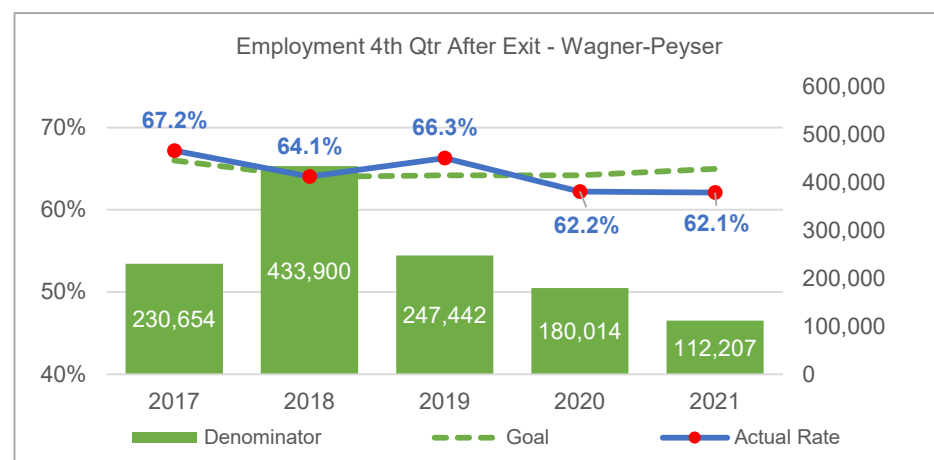
PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	5,299	10,046	8,045	7,020	4,701
Denominator	6,276	11,544	9,643	8,474	5,747
Actual Rate	84.4%	87.0%	83.4%	82.8%	81.8%
Success (≥90% of Goal)	76.5%	74.3%	74.7%	75.6%	76.1%



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	1,375	2,678	1,829	1,289	1,000
Denominator	1,572	3,088	2,147	1,682	1,188
Actual Rate	87.5%	86.7%	85.2%	76.6%	84.2%
Success (≥90% of Goal)	71.1%	71.1%	71.1%	71.1%	72.5%



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	1,553	3,403	3,199	2,654	2,260
Denominator	1,868	4,250	3,997	3,467	2,796
Actual Rate	83.1%	80.1%	80.0%	76.6%	80.8%
Success (≥90% of Goal)	62.1%	62.1%	62.1%	65.7%	66.6%



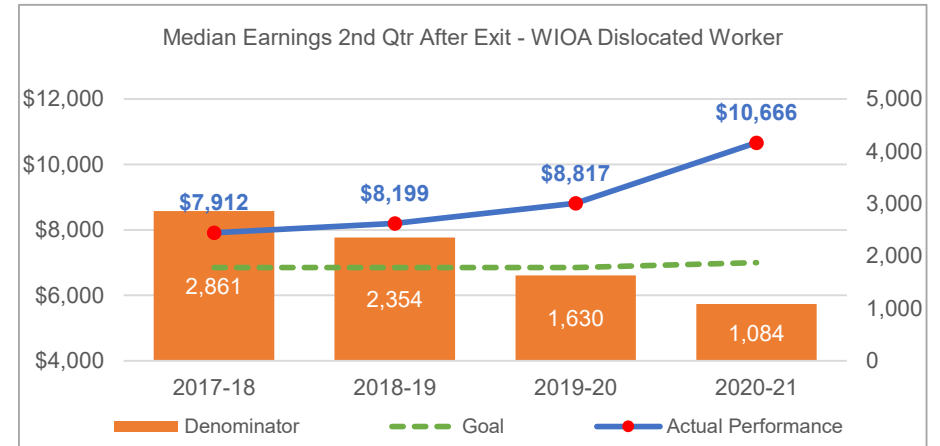
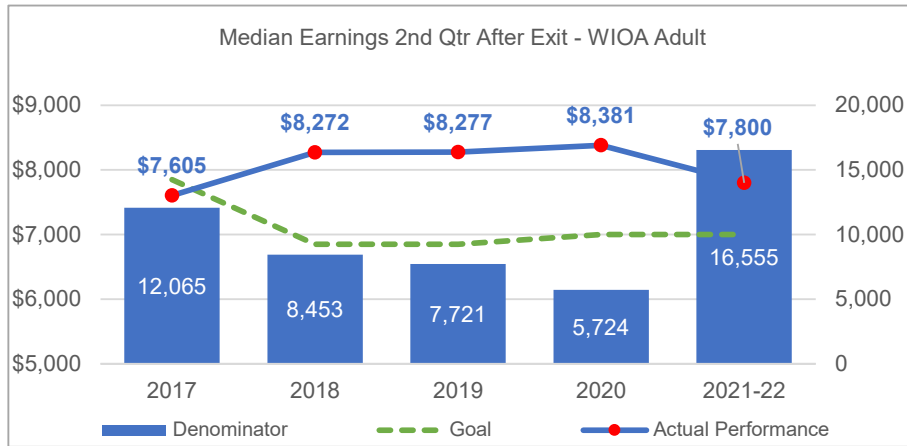
PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	155,007	277,966	163,990	112,022	69,639
Denominator	230,654	433,900	247,442	180,014	112,207
Actual Rate	67.2%	64.1%	66.3%	62.2%	62.1%
Success (≥90% of Goal)	59.4%	57.6%	57.8%	57.8%	58.5%

Note: Cohorts for PY 2021-22 are participants who received their last service between January 2020 and December 2021.

Median Earnings - 2nd Quarter After Exit

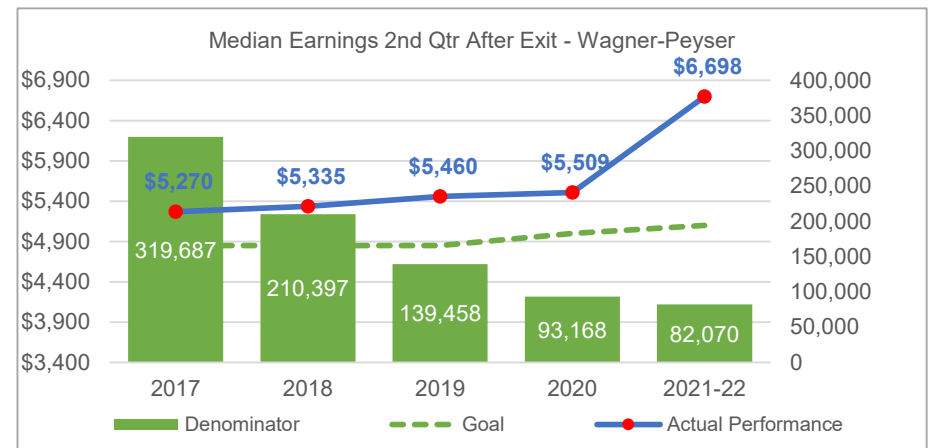
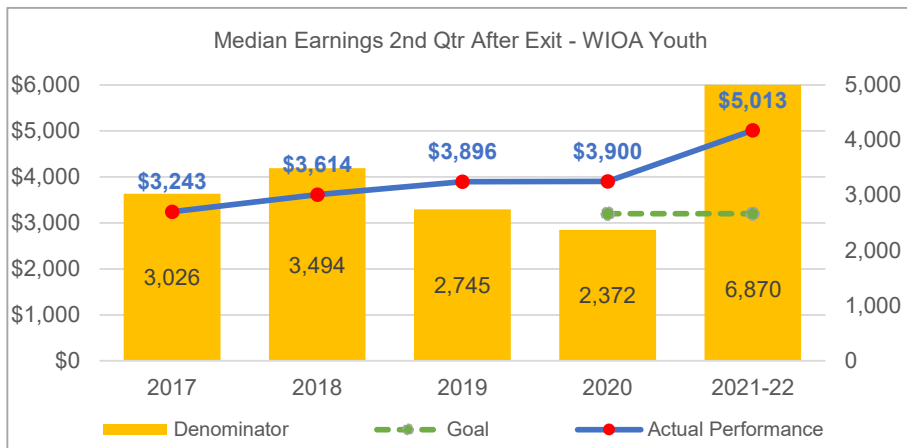
Program Year (PY) 2021-2022 Q4 Report

PY (July 1 - June 30)



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	12,065	8,453	7,721	5,724	16,555
Actual Performance	\$7,605	\$8,272	\$8,277	\$8,381	\$7,800
Success (≥90% of Goal)	\$7,065	\$6,165	\$6,165	\$6,300	\$6,300

PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	2,861	2,354	1,630	1,084	3,079
Actual Performance	\$7,912	\$8,199	\$8,817	\$10,666	\$9,838
Success (≥90% of Goal)	\$6,165	\$6,165	\$6,165	\$6,300	\$6,390



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	3,026	3,494	2,745	2,372	6,870
Actual Performance	\$3,243	\$3,614	\$3,896	\$3,900	\$5,013
Success (≥90% of Goal) *	N/A	N/A	N/A	\$2,880	\$2,880

PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	319,687	210,397	139,458	93,168	82,070
Actual Performance	\$5,270	\$5,335	\$5,460	\$5,509	\$6,698
Success (≥90% of Goal)	\$4,365	\$4,365	\$4,365	\$4,500	\$4,590

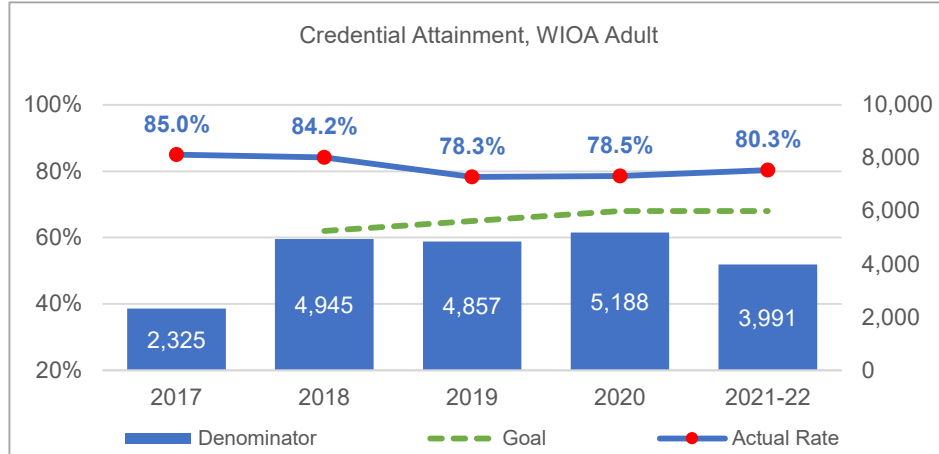
* Goal setting for the Median Earnings 2nd Quarter After Exit metric for WIOA Youth began in PY 2020-2021.

Note: Cohorts for PY 2021-22 are participants who received their last service between July 2020 and June 2021. Performance during PY 2021-22 may have been impacted by local boards exiting disengaged participants from their rosters resulting from common exit guidance provided by DEO in the fourth quarter of the program year.

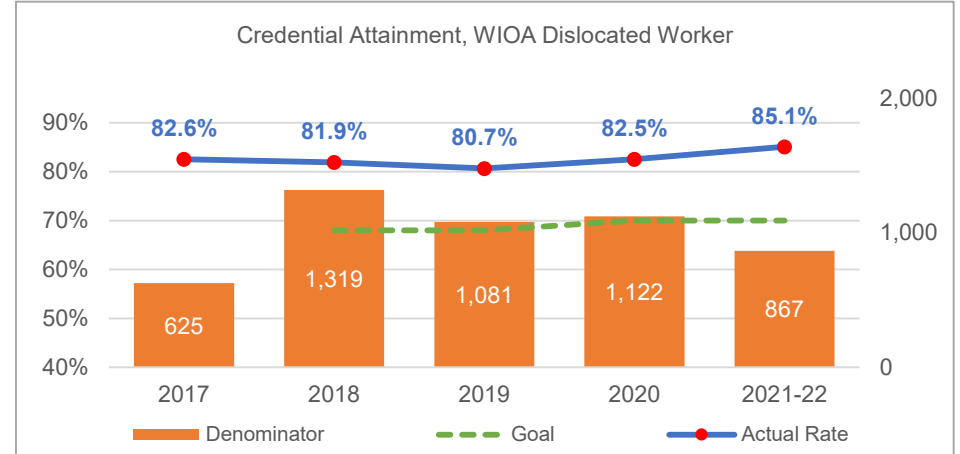
Credential Attainment

Program Year (PY) 2021-2022 Q4 Report

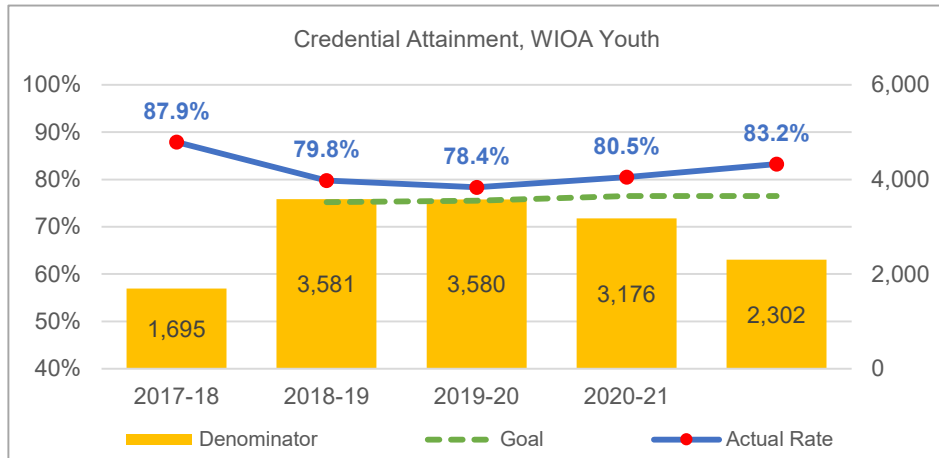
PY (July 1 - June 30)



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	1,976	4,164	3,802	4,074	3,205
Denominator	2,325	4,945	4,857	5,188	3,991
Actual Rate	85.0%	84.2%	78.3%	78.5%	80.3%
Success (≥90% of Goal)	N/A	55.8%	58.5%	61.2%	61.2%



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	516	1,080	872	926	738
Denominator	625	1,319	1,081	1,122	867
Actual Rate	82.6%	81.9%	80.7%	82.5%	85.1%
Success (≥90% of Goal)	N/A	61.2%	61.2%	63.0%	63.0%



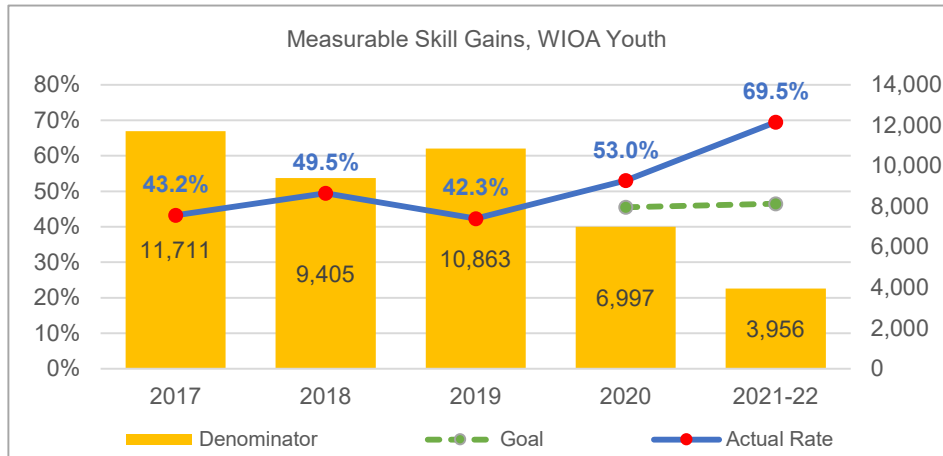
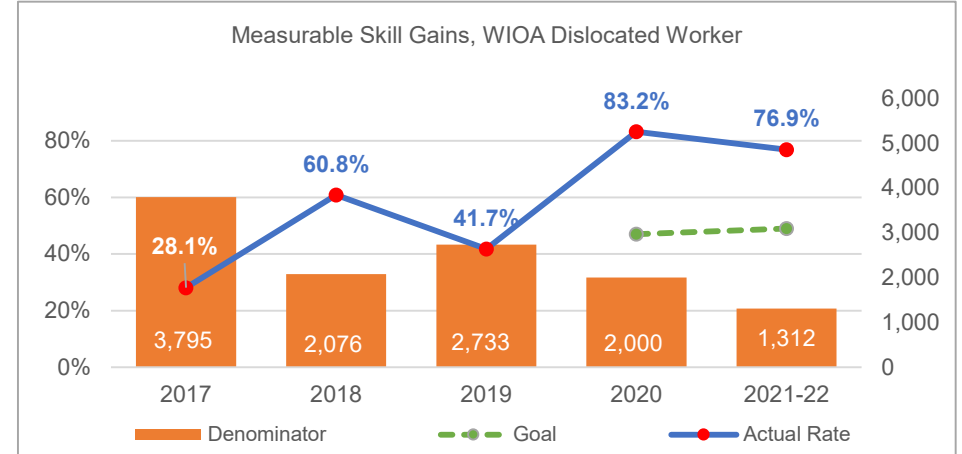
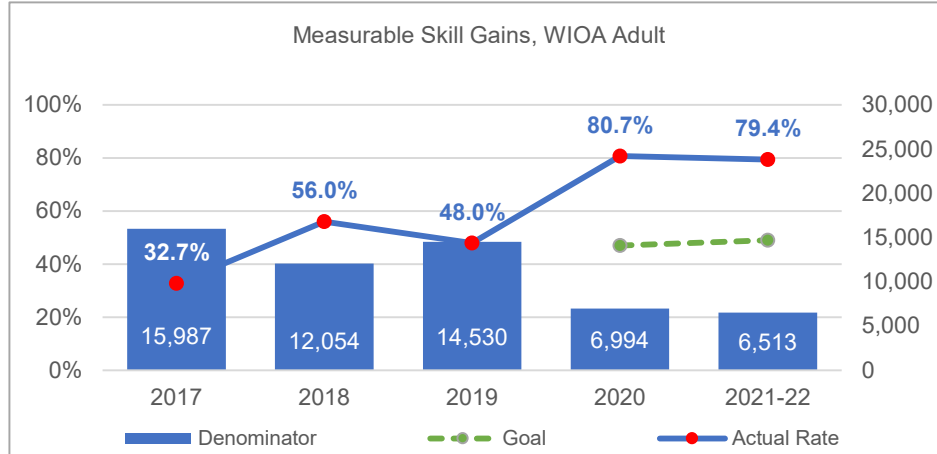
PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	1,490	2,857	2,805	2,557	1,916
Denominator	1,695	3,581	3,580	3,176	2,302
Actual Rate	87.9%	79.8%	78.4%	80.5%	83.2%
Success (≥90% of Goal)	N/A	67.7%	68.0%	68.9%	68.9%

Note: Cohorts for PY 2021-22 are participants who received their last service between January 2020 and December 2020.

Measurable Skill Gains

Program Year (PY) 2021-2022 Q4 Report

PY (July 1 - June 30)



PY	2017-18	2018-19	2019-20	2020-21	2021-22
Numerator	5,063	4,654	4,597	3,708	2,749
Denominator	11,711	9,405	10,863	6,997	3,956
Actual Rate	43.2%	49.5%	42.3%	53.0%	69.5%
Success (≥90% of Goal)	N/A	N/A	N/A	41.0%	41.9%

Note: Cohorts for PY 2021-22 are participants who received services between July 2021 and June 2022.



Governor Ron DeSantis
State of Florida
Government Representative



Stephanie Smith
Business Representative



Abe Alangadan
Johnson & Johnson Vision
Business Representative



Jennifer Anderson
Community Foundation of
Broward
Business Representative



Mayor Erik J. Arroyo
Band, Gates & Dramis
Business Representative



Sen. Lorraine Ausley
Florida Senate
Government Representative



Bayne Beecher
PGT Innovations
Business Representative



**Brittany Olivieri Birken,
Ph.D.**
Federal Reserve Bank of
Atlanta
Youth Activity Representative



Holly Borgmann
ADT Security Services
Business Representative –
Enterprise Florida Representative



Timothy Center
Sustainable Florida
Community-Based Organization
Representative



Duane De Freese, Ph.D.
Indian River Lagoon Council
Business Representative



Manny Diaz, Jr.
Florida Department of
Education
Government Representative



Robert Doyle III
Florida Department of
Education Division of Blind
Services
Government Representative –
Vocational Rehabilitation



Dane Eagle
Florida Department of
Economic Opportunity
Government Representative –
Economic Development



Sophia Eccleston
Florida Power & Light Co.
Business Representative



Shevaun Harris
Florida Department of
Children and Families
Government Representative



Bill Johnson
Autobahn Indoor Speedway
Business Representative



Allison Kinney
HCA Healthcare
Business Representative



Rick Matthews
Rick Matthews Consulting,
LLC
Business Representative



Brent McNeal
Florida Department of
Education Division of
Vocational Rehabilitation
Government Representative

**Rep. Lauren Melo****Florida House of
Representatives**

Government Representative

**Jonathon Miller****Majority Strategies**

Business Representative

**Mayor Bryan Nelson****City of Apopka**Chief Elected Official – Local
Government Representative**Kevin O'Farrell, Ph.D.****Florida Department of
Education**

Government Representative

**Mel Ponder****Okaloosa County**

Local Government Representative

**Samuel Robbin****National Jets, Inc.**

Business Representative

**Robert Salonen****Florida Institute of
Technology**

Government Representative

**Patsy Sanchez****Buena Vista Consultants,
LLC**

Business Representative

**Brian Sartain****AAR Corporation**

Business Representative

**Meredith Brock Stanfield****Florida Professional
Firefighters, Inc.**

Labor Organization Representative

**Emmanuel Tormes****The Boeing Company**

Business Representative

**Rep. Dana Trabulsy****Treasure Coast Business
Summit**

Business Representative

**Adrienne Johnston****Designee
Department of Economic
Opportunity**

Government Representative

**Henry Mack****Designee
Florida Department of
Education**

Government Representative