



# Local Workforce Development Boards Alignment Evaluation

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**Chief local elected officials webinar**

**October 27, 2022**



## Virtual sign-in sheet

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Thank you for joining today's session.

We will have a few polling questions during our session today that will require the use of a **cell phone** or a **web browser**.

We also have a virtual sign-in form that we ask you to fill out by scanning the QR code as we track everyone we are speaking with during the stakeholder engagement process.

# Welcome & Team Introductions



**Adriane Grant**

**CareerSource Florida**

**Senior Vice President, External Affairs**

# Opening Remarks & REACH Act Implementation Overview



**Michelle Dennard**  
**President and CEO**  
**CareerSource Florida**



# About CareerSource Florida

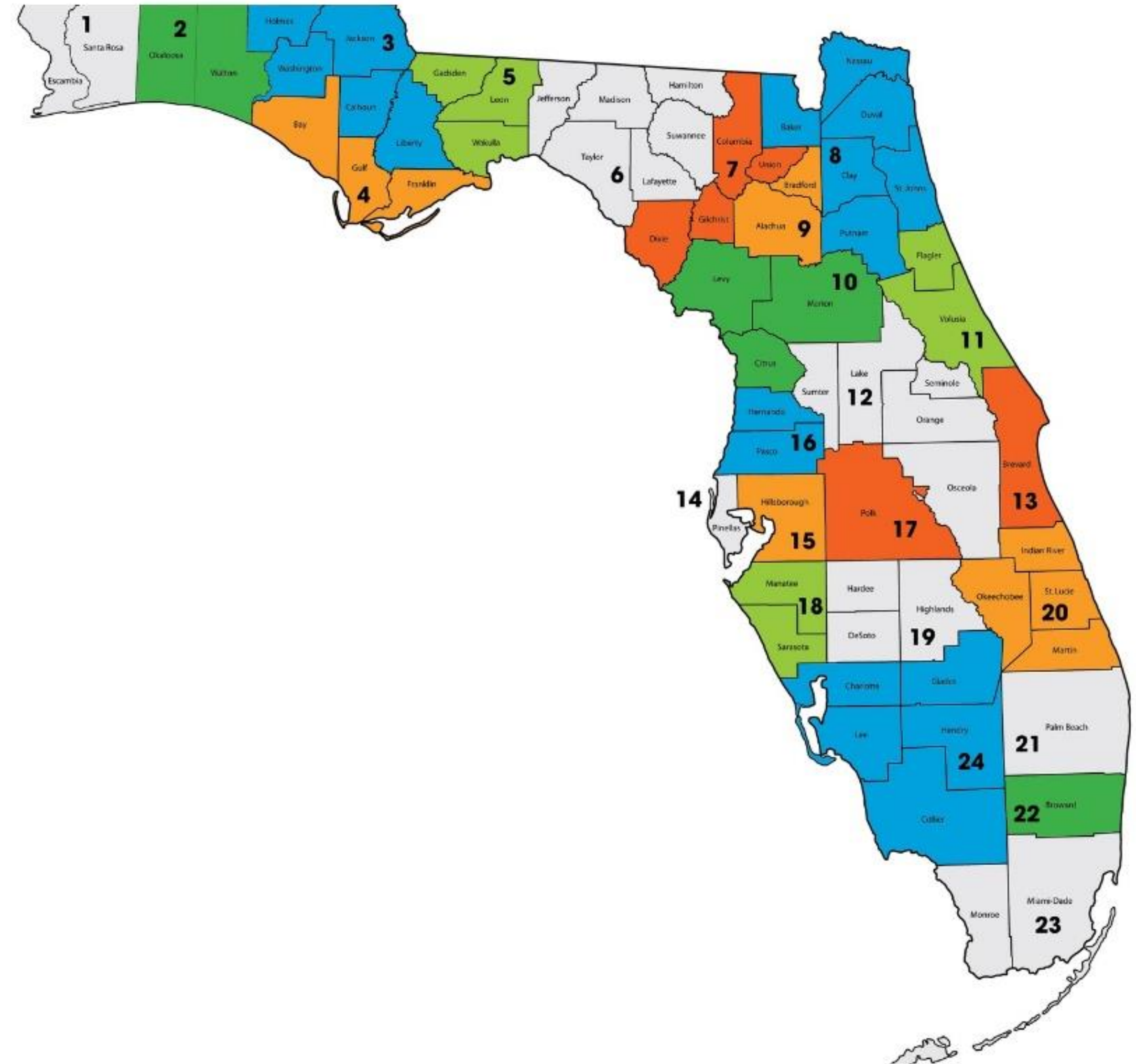
CareerSource Florida is the Governor's principal workforce policy and investment board. Our partners include the Department of Economic Opportunity, 24 local workforce development boards and 100 career centers throughout Florida.

Together, we help connect businesses with the talented workforce and training needed to succeed and grow.



# CareerSource Florida Network

1. CareerSource Escarosa
2. CareerSource Okaloosa Walton
3. CareerSource Chipola
4. CareerSource Gulf Coast
5. CareerSource Capital Region
6. CareerSource North Florida
7. CareerSource Florida Crown
8. CareerSource Northeast Florida
9. CareerSource North Central Florida
10. CareerSource Citrus Levy Marion
11. CareerSource Flagler Volusia
12. CareerSource Central Florida
13. CareerSource Brevard
14. CareerSource Pinellas
15. CareerSource Tampa Bay
16. CareerSource Pasco Hernando
17. CareerSource Polk
18. CareerSource Suncoast
19. CareerSource Heartland
20. CareerSource Research Coast
21. CareerSource Palm Beach County
22. CareerSource Broward
23. CareerSource South Florida
24. CareerSource Southwest Florida





# Services for Businesses

Our workforce professionals help employers of all sizes recruit, hire, train and retain their greatest asset – their employees. Based on a company's individual needs, we provide guidance through every step of the hiring process:



Accessing local  
and state labor  
market data



Reviewing  
resumes and  
screening  
candidates



Scheduling  
interviews



Hosting  
recruiting  
events



Providing  
customized  
training

# Services for Job Seekers

Our programs benefit a wide variety of job seekers, including veterans, individuals with disabilities, people with barriers to employment including criminal backgrounds, low-income parents, students and candidates with advanced and/or specialized degrees. We help with:



Developing a  
compelling  
resume



Preparing for  
interviews



Researching  
companies  
and openings



Training for a  
high-demand  
career



Hosting  
recruitment  
events



# REACH Act: Background

- The Reimagining Education and Career Help (REACH) Act created by House Bill 1507.
- Unanimously passed both House and Senate.
- Signed into law on June 24, 2021, effective July 1, 2021.



# REACH Act: The Vision

“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.”

Section 14.36, Florida Statutes



# REACH Act Charge: Local Workforce Development Boards

Allow the state board (CareerSource Florida Board of Directors) to fulfill the roles and responsibilities of local workforce development boards or reduce the number of local workforce development boards.



# Local Workforce Development Board Alignment Evaluation

- July 2022: Phase One completed
- September 2022: Vendor selected; Phase Two underway
- February 2023: Target for Phase Two completion



# Alignment Evaluation Initiative Phase II



**Amy Holloway**  
**Ernst & Young LLP**  
**Principal**



# REACH Act Alignment Evaluation Guiding Principles

1

Prioritize implementation of the REACH (Reimagining Education and Career Help) Act and legislative directive to **enhance alignment and accountability** that follows federal Workforce Innovation and Opportunity Act (WIOA) criteria.

2

Identify considerations that **are responsive to the needs of job seekers and business customers** while prioritizing access to services and maximizing available resources.

3

Commit **to open and transparent process** in every phase of work.

4

Engage in holistic listening to drive **transformative solutions**.

5

**Communicate proactively** to audiences and stakeholders throughout the journey.

## Goals of REACH Act Alignment:

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 the allocation of resources to maximize the funds directed to training and business services.

*Source: 2021 REACH Act*



# Phase One: Discovery research complete

## Background review



- Background information review and familiarization research on Florida's 24 local workforce development boards

## Initial stakeholder engagement



- State leader interviews
- Future state sessions
- Employer listening session
- Local workforce development board leaders listening session

## State case studies



- Research and interviews conducted with North Carolina, Tennessee, and Alabama

## Phase One: Major findings and themes

- ▶ Local workforce development board leaders value **autonomy in service design and delivery**.
- ▶ Externally, employers and job seekers alike struggle with **duplicative and cumbersome data entry and intake forms**.
- ▶ Different stakeholders interpret **different purposes** for the workforce development system.
- ▶ Within the system, **data sharing and case management tools vary** across local workforce development boards.
- ▶ Employers and the local workforce development board leaders have different views of the current state, but **have a shared vision for the future**.



## Phase Two: Scope of work

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### Background research and analysis



*Background research and analysis report*

- Statewide data collection and analysis
- Organizational and operational research



### Stakeholder engagement



*Stakeholder engagement summary report*

- Local workforce development board engagement
- State level workforce development system stakeholder engagement



### Option development and final report



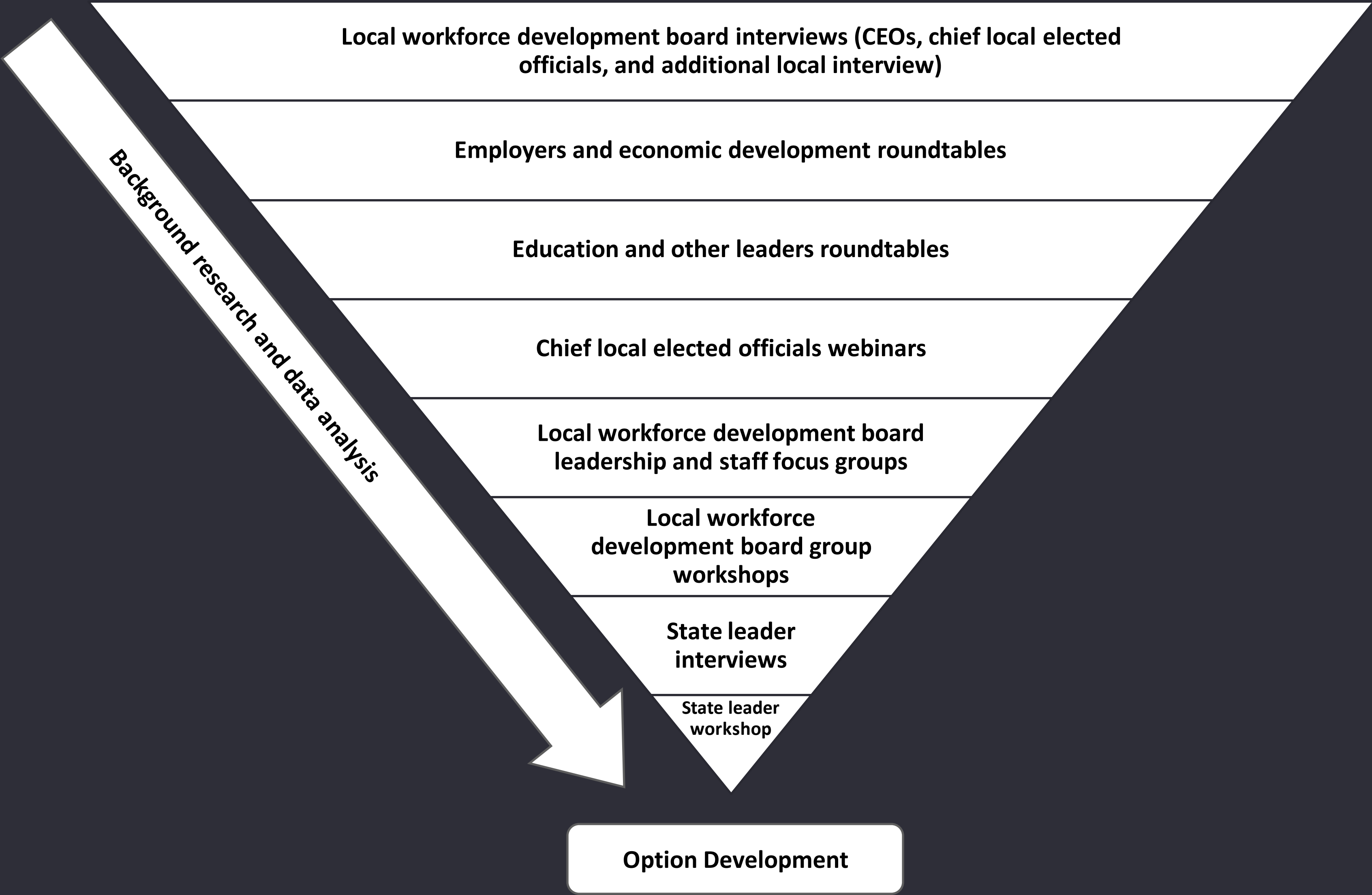
*Future state options report*

*Final summary report*

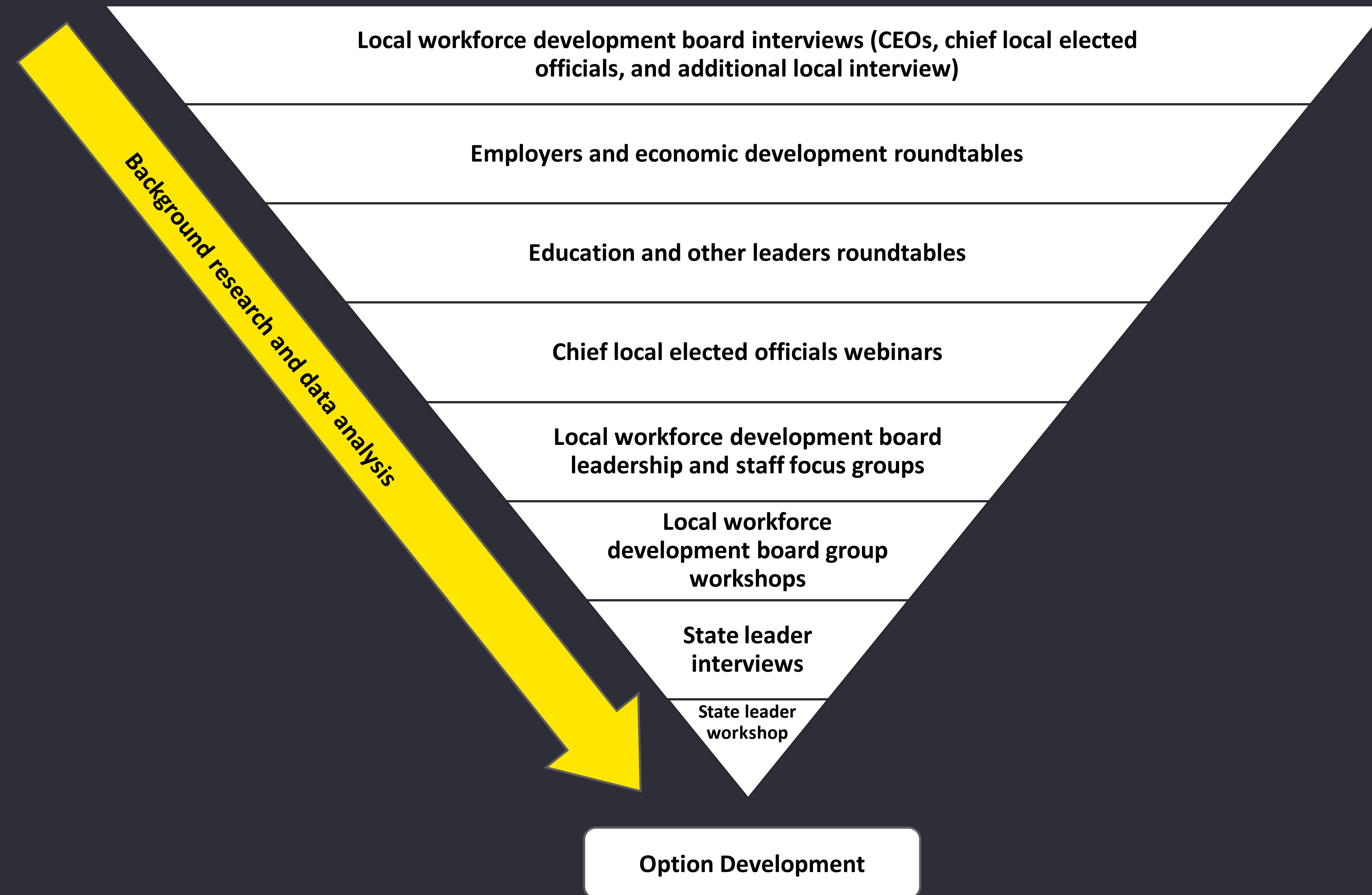
- Local and state leader future state workshops
- Option development
- Board presentation and final report



# Phase Two: Scope of work – continued



# Phase Two: Scope of work – background research and data analysis



Planned review of the following:

- Local labor market areas
- Economic development areas
- Education and training institutions to administer activities under WIOA
- Population centers
- Commuting patterns
- Industrial composition
- Location quotients
- Labor force conditions
- Geographic boundaries
- MSAs
- Demographic composition
- Administrative entities
- Eligibility standards



# Local stakeholder engagement



## Local workforce development board interviews

*Interviews with CEOs, chief local elected officials and an additional individual of choice*



## Employers and economic development roundtables

*1 per area  
10-15 participants*



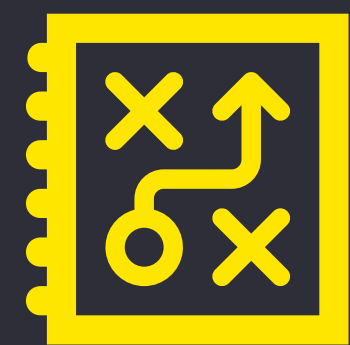
## Education and other leaders roundtables

*1 per area  
10-15 participants*



## Local workforce development board leadership and staff focus groups

*1 per area  
10-15 participants*



## Local workforce development board group workshops

*8 total in-person sessions  
5 total participants per area*

# Statewide stakeholder engagement

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## Chief local elected officials webinars

*2 statewide progress report webinars*



## State leader interviews

*Interviews with state leaders  
within the workforce development  
system*

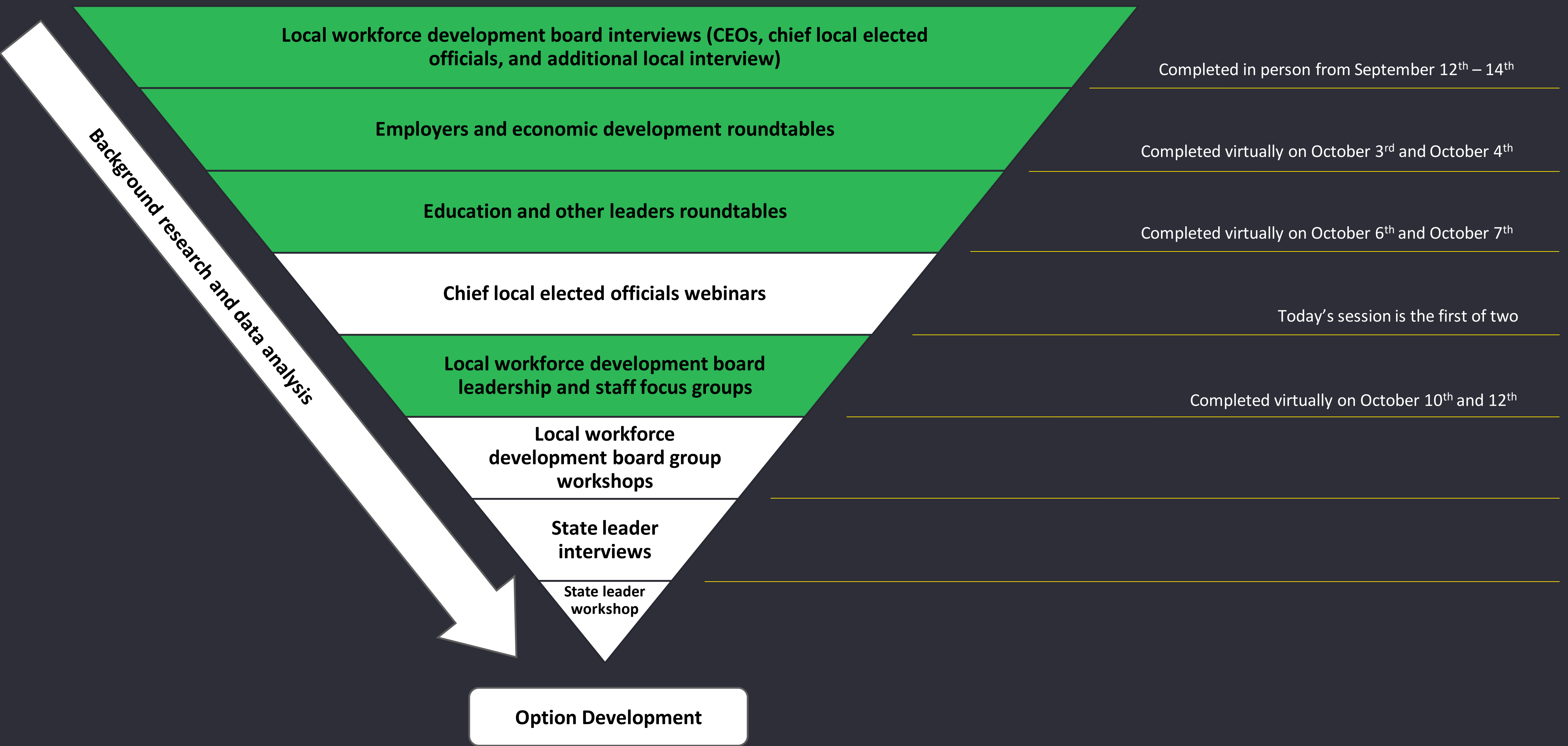


## State leader workshop

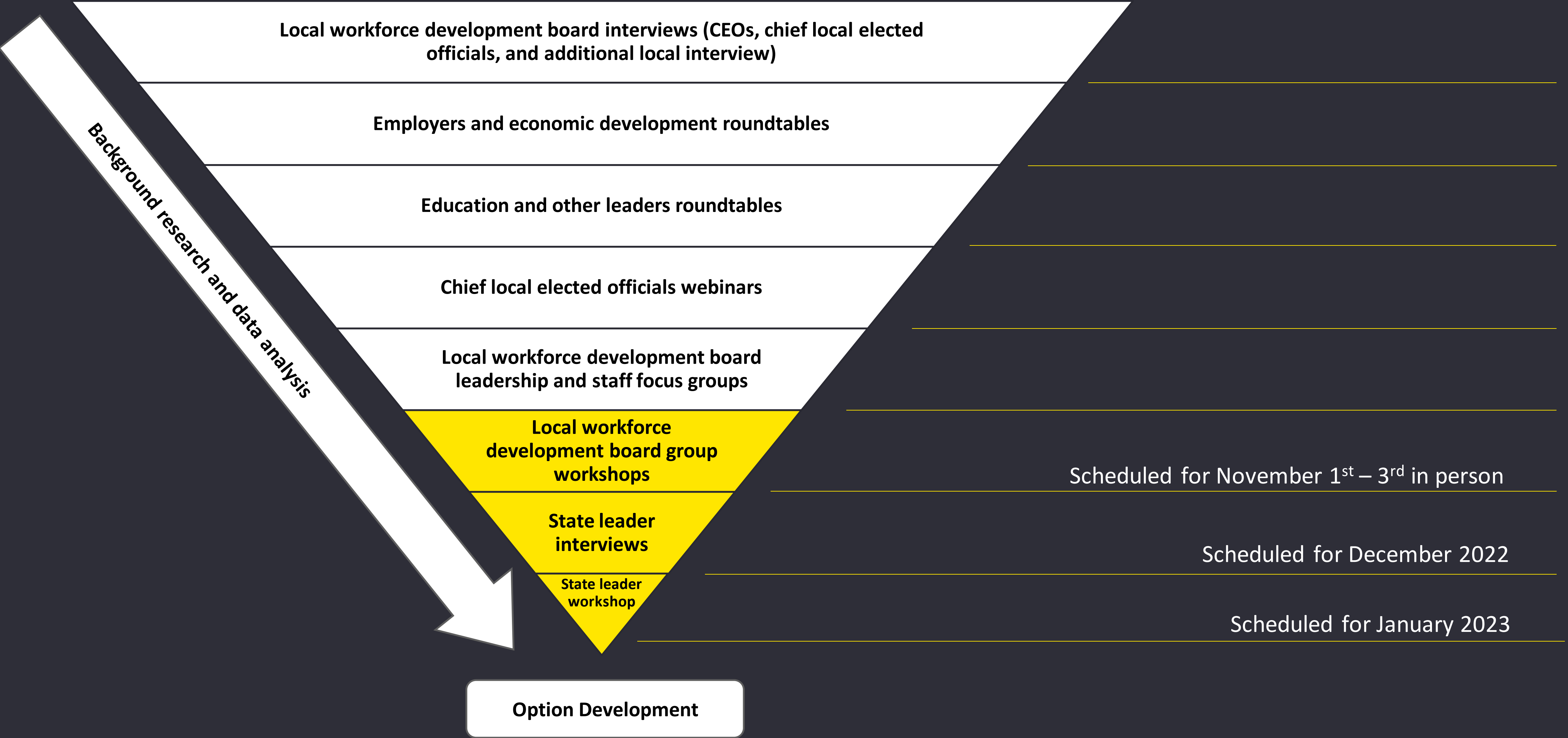
*A culminating state leader  
workshop to share options for  
the CareerSource Florida State  
Board's consideration*



# Phase Two: stakeholder engagement – what have we done already?



# Phase Two: stakeholder engagement – where are we going?







## Discussion question 1

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Do you have an example of a **program or collaboration** that has worked especially well in your area?



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## Discussion question 2

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What **gaps in workforce development services**, for both employers and job seekers, do your constituents report to you?



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Code: 3272 7991





## Discussion question 3

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As a chief local elected official for your local workforce development board and area, **what opportunities do you see for system-wide improvement?**



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## Discussion question 4

To develop options for reducing the number of local workforce development boards consistent with the REACH Act charge, our team is researching data points such as commuting patterns, the labor market, and industry base. What do you think **must be considered for the development of options** for the future of Florida's workforce development system?



[www.menti.com](https://www.menti.com)

Code: 3272 7991



# Open Q&A | Public Comment



# Next Steps



**James Mosteller**  
**CareerSource Florida**  
**Director, Government Affairs**



# Closing Remarks



**Michelle Dennard**  
**President and CEO**  
**CareerSource Florida**