



# Board of Directors Meeting

Dec. 15, 2022

# Chair's Welcome and Remarks



**Stephanie Smith**

Chair

# For Public Comment:

- Email Lisa Cramer at [lcramer@careersourceflorida.com](mailto:lcramer@careersourceflorida.com)
- Put your name and request into the meeting chat and wait to be recognized.
- If joining by phone, announce yourself at the appropriate time and wait to be recognized.

# Mission Moment

## Hurricane Recovery



**Peg Elmore**

President and CEO

CareerSource Southwest Florida



**Robin King**

President and CEO

CareerSource Flagler Volusia



CareerSource  
FLAGLER | VOLUSIA



CareerSource  
CITRUS | LEVY | MARION

*Help is  
here*

We have a fully staffed  
mobile unit to assist with  
disaster unemployment  
and reemployment assistance.

Computers with Wifi  
Se habla Español.



Mobile schedule will be posted  
on FB @CareerSourceFV



# Consent Agenda



**Stephanie Smith**  
Chair

# Consent Agenda

## For Consideration:

- Approval of September 2022 Board Meeting Minutes, to include any modifications or changes noted by the board.
- Approve CareerSource Research Coast's request to serve as a one-stop operator.
- Approve or conditionally approve the WIOA two-year local plan modifications for the 24 local workforce development boards, as noted in the meeting agenda packet.

# Independent Auditors' Annual Report

Fiscal Year 2021-2022



**Andrew Collins**

**Chief Operating & Financial Officer**

**CareerSource Florida**

# Action Item:

Accept the annual financial audit for the fiscal year ending June 30, 2022,  
conducted and prepared by Carr, Riggs & Ingram, LLC.



# Local Workforce Development Board Alignment Evaluation

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CareerSource Florida State Board Update

## Today's Speakers

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Amy Holloway

Partner/Principal  
Ernst & Young LLP



Chris Ward

Partner/Principal  
Ernst & Young LLP

# About Ernst & Young LLP

Conduct research and discovery, data analysis, and stakeholder engagement to inform alignment considerations for Florida’s 24 local workforce development boards.

<i>Economic Development Advisory Services Practice (EDAS)</i>	<i>People Advisory Services Practice (PAS)</i>	<i>Business Consulting</i>
We have served as strategists to 300+ communities in 25+ years. Our mission and passion is to help create and deploy economic and workforce development strategies and practical tools to create more prosperous economies.	With 10,000+ professionals from all aspects of human capital strategy and the business, we prioritize a human-centric, co-creation approach that strives to define the “why” of the working world.	We deliver long-term value to our clients, people, and EY by transforming businesses through the power of exceptional business insights, talent, and experiences.

# The REACH Act

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## *Reimagining Education and Career Help (REACH) Act*

*Bipartisan, unanimously approved state legislation signed into law by Governor Ron DeSantis in 2021.*

- Designed to increase collaboration and cooperation among businesses and educators while enhancing services to customers.
- Charges the state with reducing the number of local workforce development boards.
- Implementation led by the Governor's REACH Office, in collaboration with CareerSource Florida, the Department of Economic Opportunity, the Department of Education, and the Department of Children and Families, with input from state and local leaders in business, education, and workforce development and other stakeholders.

# 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 and Phase Two: Scopes of Work

## Phase one

April 2022 – July 2022



Background research and discovery



Initial stakeholder engagement



State case studies

## Phase two

September 2022 – February 2023



Statewide data collection, research and analysis



Continued stakeholder engagement



Development of future state options

## Phase Two: Scope of Work

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### Background research



- Statewide data collection and analysis
- Organizational and operational research



### Stakeholder engagement



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



### Analysis and synthesis of input



- Option development
- Board presentation

# Background Research, Data Analysis, and Organizational Research

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## Statewide data collection and analysis

Reviewed the following at a county level, from publicly accessible data sources, to inform future alignment:

- 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

## Organizational and operational research

Reviewed the following at a local workforce development board level, from most recent local WIOA two-year update plans and Indirect Cost Rate Proposal Reports for FY ending in 2023:

- Administrative and fiscal entities
- Third party providers of one-stop centers
- Local workforce development board composition
- Executive leadership teams
- Managerial and staff positions
- Types of facilities: administrative, comprehensive service centers, and satellite locations
- Case management tools and software
- Partners and programs within the local workforce development area

# Local Stakeholder Engagement

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## 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 (virtual)  
10-15 participants*



## Education and other leaders roundtables

*1 per area (virtual)  
10-15 participants*



## Local workforce development board leadership and staff focus groups

*1 per area (virtual)  
10-15 participants*



## Local workforce development board group workshops

*7 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 and feedback webinars*



## State leader interviews

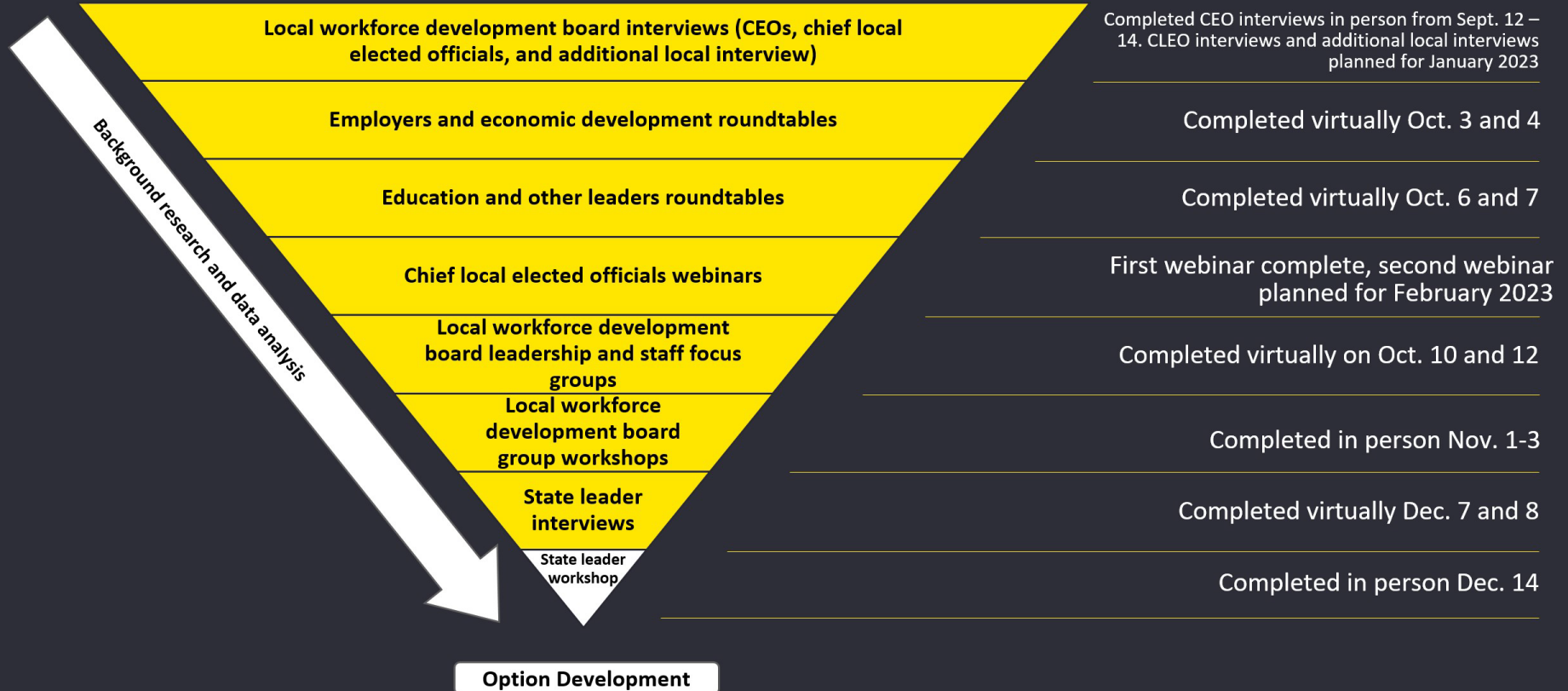
*Interviews with state leaders  
within the workforce development  
system*



## State leader workshop

*A culminating state leader  
workshop*

# Stakeholder Engagement to Date



# Summary of Stakeholder Input

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**Technology**



**Governance**



**Process**



**Physical environment**



**Purpose and values**



**Mindset**



**Leadership and teaming**



**Performance and incentives**



**Talent and economic alignment**



**Organizational design**



**Strategy**



**Technology experience**

## Stakeholder Engagement: Prioritizing Research Factors

The project team asked stakeholders to prioritize key factors. Below are the results of that prioritization exercise according to workforce development system stakeholders

### Stakeholders prioritized



Florida college system areas



Industry composition



Commuting patterns



Unemployment and labor force participation rates



Metropolitan Statistical Areas (MSAs)

### Medium and lower priority considerations



Working Age Population



Poverty measures



Population growth or loss



Educational attainment



Other state area definitions  
(Enterprise Florida Regions,  
FDOT, Adult Education  
Regional Planning)



## Next report: Future state option report

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The following items will be included in the future state options report:

- REACH Act and WIOA requirements for new local workforce development areas.
- Potential new alignment of local workforce development areas presented as options to the CareerSource Florida Board of Directors.
- Implementation considerations for new local workforce development areas.
- High-level change management considerations.
- Considerations to achieve REACH Act goals with greater coordination and collaboration among employers and educators within the workforce development system.

## Next steps

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Between now and February 2023:

- December – January: Continued stakeholder engagement sessions.
- December – January: Formulate and finalize draft options.
- January: Distribution of draft options.
- February 23, 2023: Options presented to CareerSource Florida Board.

# Department of Economic Opportunity Report



**Adrienne Johnston**  
Deputy Secretary  
Division of Workforce Services

# President's Report



**Michelle Dennard**  
President & CEO

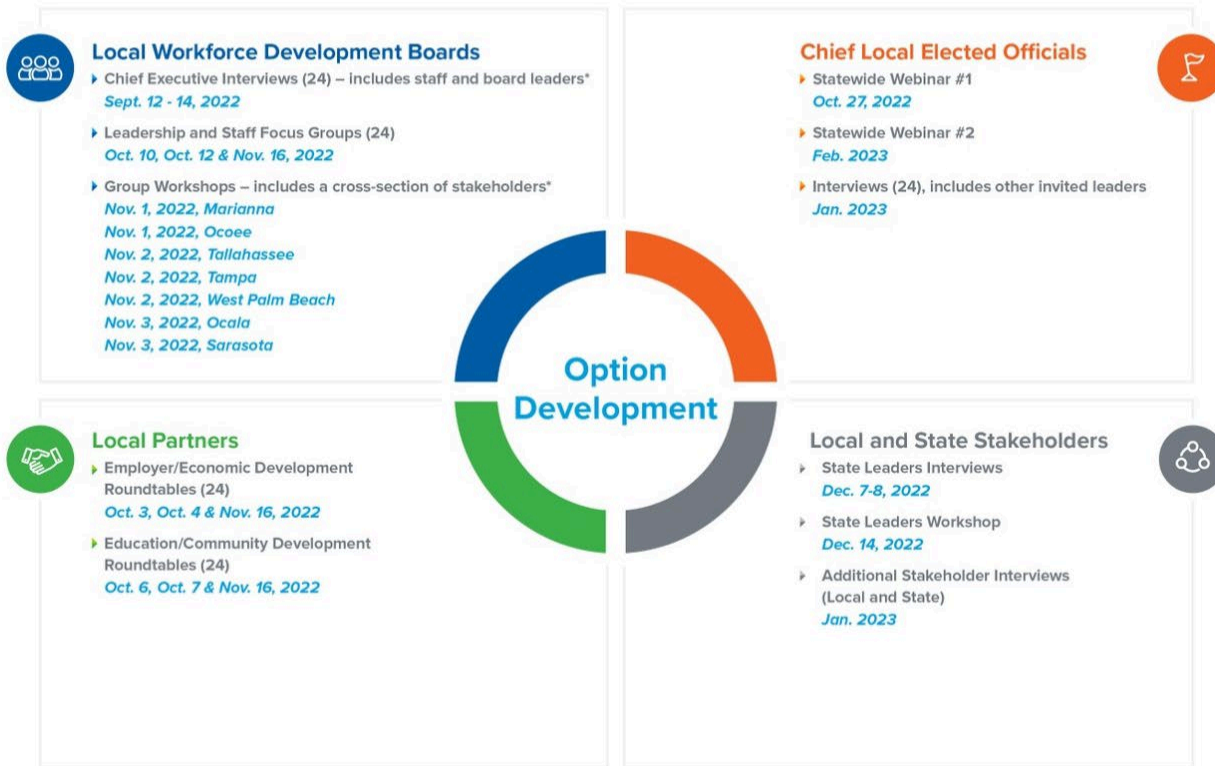
# Florida Credentials Review Committee

- Framework of Quality
- Master Credentials List



# REACH Act: Alignment Stakeholder Engagement

Total Participants: 650+



# Local Workforce Development Board Alignment Evaluation

Stakeholder Engagement





# Local Partners Report



**Stacy Campbell-Domineck**

**President**

**Florida Workforce Development Association**

**President and CEO**

**CareerSource Polk**

# Open Discussion | Public Comment



# Chair's Closing Remarks



**Stephanie Smith**  
Chair

# Upcoming Meetings

- **Board of Directors and Council Meetings –**  
February 21-23, Tallahassee