



Board of Directors Meeting

Feb. 23, 2023



For Public Comment:

Please see Lisa Cramer for a public comment card and wait to be recognized by the board chair.

Welcome and Remarks



Stephanie Smith

Chair

President's Greeting



Adrienne Johnston
President & CEO

Consent Agenda



Stephanie Smith

Chair

Consent Agenda

For Consideration:

- Approval of February 7, 2023, Board Meeting Minutes, to include any modifications or changes noted by the board.
- Approval of Master Credentials List for delivery to State Board of Education.
- Approve CareerSource Polk's request to serve as a direct service provider.
- Authorize CareerSource South Florida to serve as a one-stop operator July 1, 2020, through September 30, 2023.
- Approve the Workforce Innovation and Opportunity Act Local Workforce Development Board Two-Year Plan Modifications.

Finance Council Report



Bill Johnson

Chair

Strategic Policy and Performance Council Report



Sophia Eccleston

Chair

Alignment Evaluation Update



Amy Holloway

Principal and National Director
Economic Development Advisory Services
EY



Chris Ward

Principal
People Advisory Services
EY



Local Workforce Development Boards Alignment Evaluation: Options Presentation

February 23, 2023

Agenda

- Introduction
- Option Profiles
- Florida Workforce Development System-wide Consistencies
- Regional Planning
- High-level Change Considerations
- Next Steps
- Q&A

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Today's presenters



Amy Holloway

Partner/Principal
National Director, Economic
Development Advisory Services



Chris Ward

Partner/Principal
People Advisory Services
Change Management Lead

Engagement Team



Dawn Woods

Partner/Principal
State of Florida Account Lead



Brad Duncan

Partner/Principal
US State, Local & Education
Leader



Clint Fuhrman

Senior Manager
Business Consulting Lead



Chris Gianutsos

Managing Director
Project Advisor



Matt Duke

Associate Director
Client Executive



Jung Kim

Research Director



Geri Lopez

Stakeholder Engagement Lead



Marian Kansas

Stakeholder Engagement Support



Sarah Gosselin

Project Coordinator



AJ Temple

Research and Stakeholder
Engagement Coordinator



Shari Felty

Change Management Specialist



Sofia Slimak

Project Support

Today's Future State options report review

During today's session, we will:

- ✓ Help familiarize you with the report.
- ✓ Present each option, referring to the report and guiding you through the maps and potential actions.
- ✓ Describe the system-wide consistencies suggested by stakeholders.
- ✓ Discuss opportunities for regional planning and collaboration.
- ✓ Share ideas on managing change and next steps.
- ✓ Answer your questions and hear your feedback.



Phase One and Phase Two research reports

Phase One Local Workforce Development Board Alignment Evaluation

Findings from Phase One analyses, including leading practices, data, and stakeholder input.

Statewide Data Collection and Analysis

In-depth data on all WIOA, REACH Act, and other data points for each workforce development area and county.

Stakeholder Engagement Summary

Stakeholder input gathered between September and December 2022, including themes regarding options and potential system-wide consistencies.

Organizational and Operational Research

Findings from examining local workforce development boards' organizational and operational characteristics.

Future State Options

Three (3) potential options for reducing the number of local workforce development boards, as well as stakeholder ideas on system-wide consistencies and increased regional collaboration.

All reports can be found here:

<https://careersourceflorida.com/boardroom/reach-act/>



The REACH Act

Reimagining Education and Career Help (REACH) Act

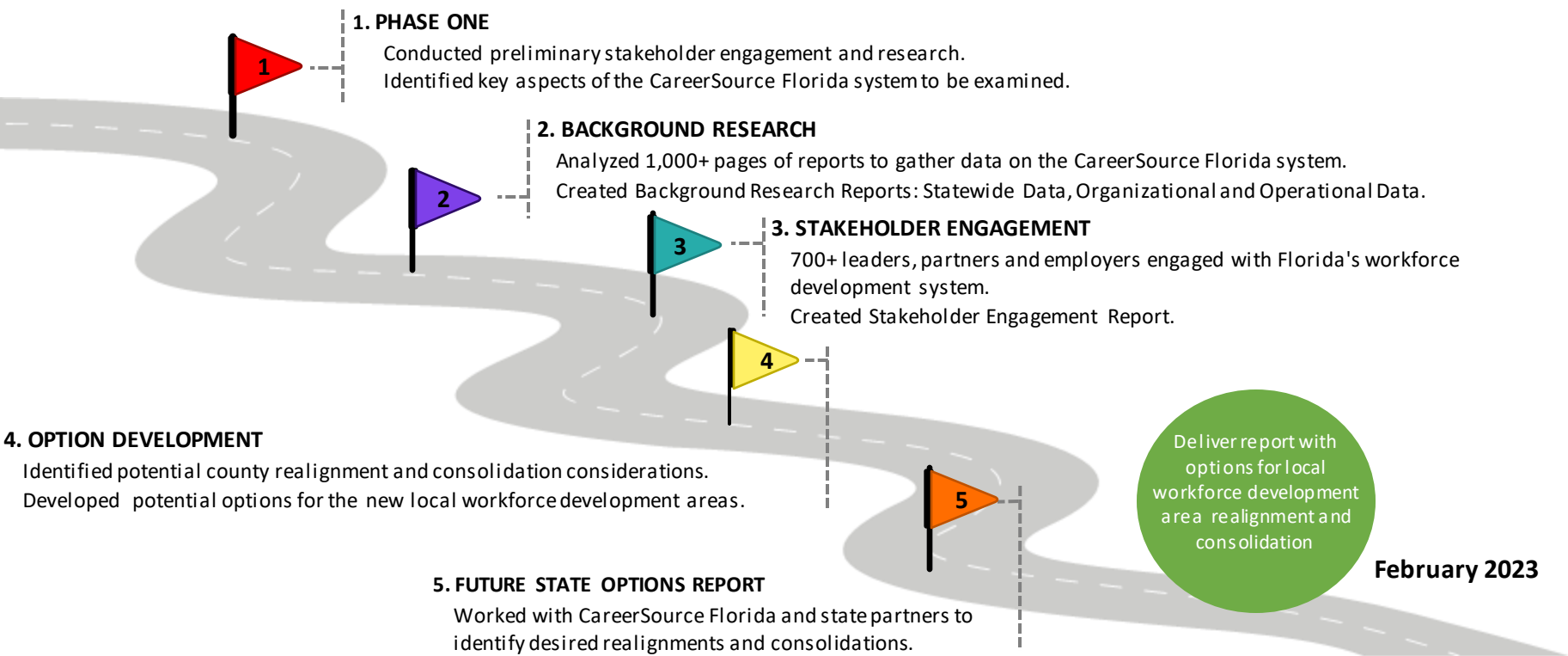
Bipartisan unanimously approved state legislation signed into law in 2021.

Designed to **increase collaboration and cooperation** among businesses and educators to enhance workforce development services.

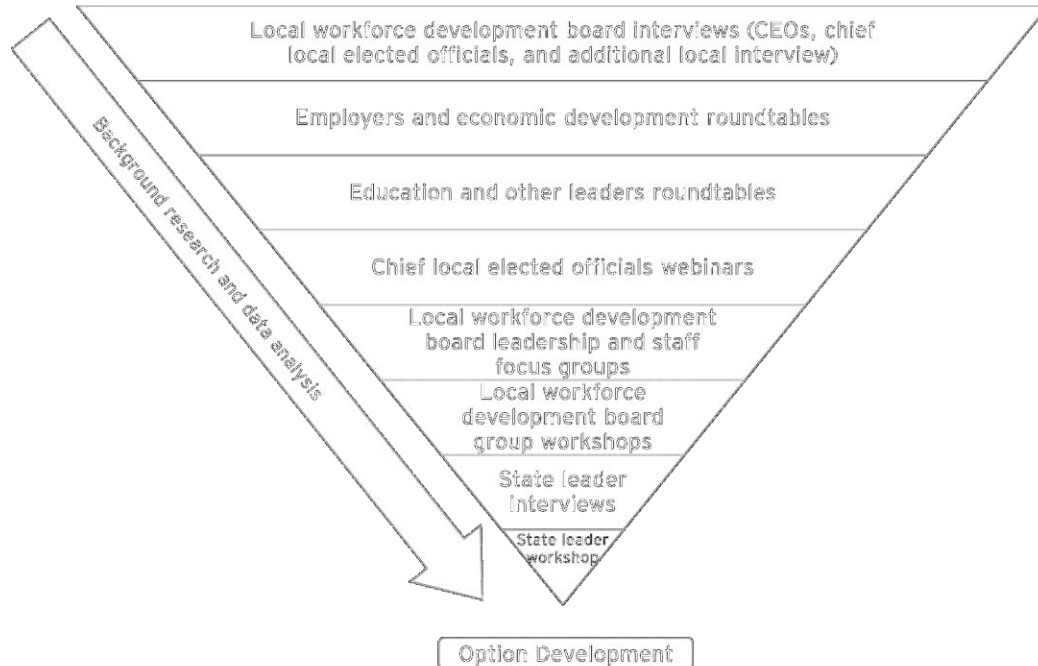
Charges the state with either **reducing the number of local workforce development boards** to achieve three goals:

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.

Project journey



Phase Two Stakeholder engagement: 700+ individuals across 130+ sessions



Stakeholder engagement themes:

- **Apprehension** regarding realignment and consolidation.
- Opportunity to **standardize policies, procedures, and programmatic operations.**
- Opportunity to **improve technology platforms and tools.**
- **Need for continued inclusive leadership** to deliver effective services within larger geographic areas.
- Opportunity to broaden **communications, outreach, and partnerships.**

Data evaluation

Required redesignation factors		
Law	Required Measure	Metric Utilized
WIOA	Labor market area	Metropolitan Statistical Area
	Economic development area	Florida Economic Development Regions
	Education and training providers	Florida College System Areas
		Workforce Innovation and Opportunity Act Eligible Training Providers
REACH Act	Population	Metropolitan Statistical Area
		Population
	Commuting patterns	Employment Interchange Measure

Additional factors

- Stakeholder engagement
- Industry Composition
- Additional planning boundaries
- Demographic and socioeconomic conditions
- Labor force conditions

Bold Ambition

Reimagine the Florida workforce development ecosystem to deliver even higher value and more timely customer service to job seekers and employers.

The Future State design was completed with the understanding of the need to continuously evolve and improve the CareerSource Florida workforce development ecosystem. It is focused on **forward-looking system-wide consistencies and realignment and consolidation actions** that address the future needs of job seekers, businesses, community partners, and employees.

The Future State design highlights areas for potential **ways of working and organizational change among** CareerSource Florida leaders and staff, along with local workforce development boards, as they interact with and serve job seekers and employers. This organizational change is to **improve agility and speed to service delivery, standardize processes, and minimize complexity** where possible for job seekers and employers.

The Future State design ultimately details ways the CareerSource Florida workforce development system can **transition** to provide **consistency of resources and services in every Florida community and** continue to reimagine workforce development services to address the current and future needs of businesses and Floridians.

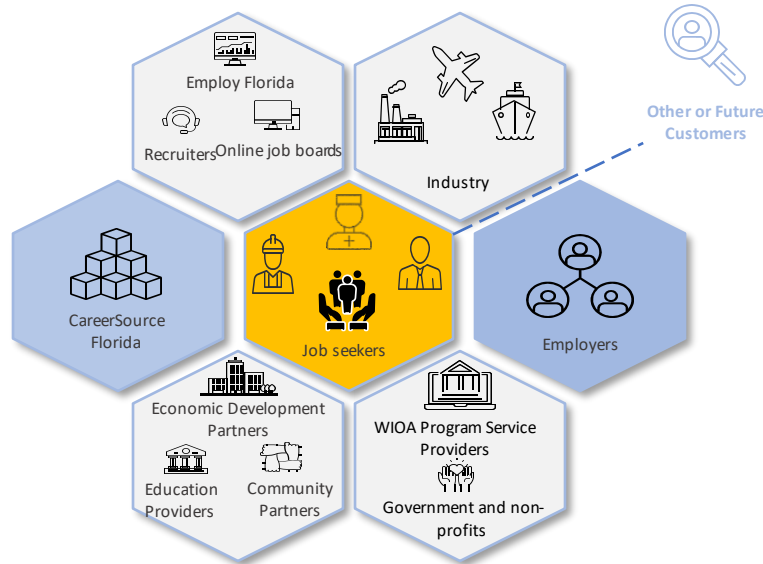
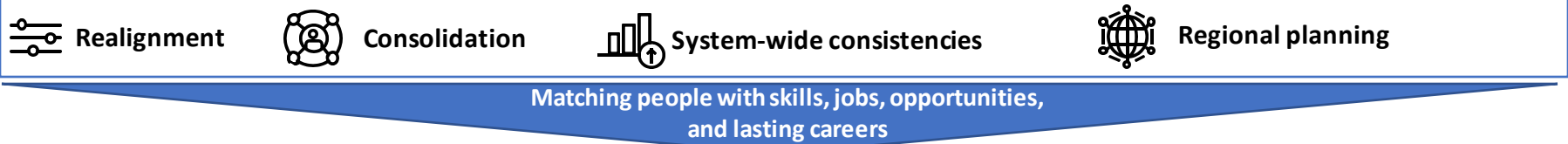
Future State for workforce development system

Stakeholders desired workforce development system Future State:

- **Continues to be among the best in the nation.**
- **Delivers even higher value and more timely customer service to job seekers and employers.**
- **Enables local workforce development boards' chief executives, board members, and staff members to serve their communities even more efficiently and effectively.**
- **Improves agility and speed of service delivery for job seekers and employers through:**
 - **More standardized processes.**
 - **Minimized complexity.**
 - **Easier access to services.**

Future State for workforce development system

A human-centered approach to matching people with future opportunities will also support REACH Act requirements, comply with federal WIOA guidelines and incorporate stakeholder input.



Future State outcomes

- A customer centered view.
- Collaboration every step of the way.
- A focus on building Florida's talent pipeline and economic growth.
- Simplification and clarification of systems.



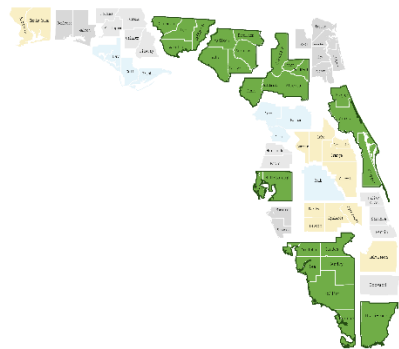
Option Profiles

Phase Two of the Local Workforce Development Board Alignment Evaluation

Future State options overview

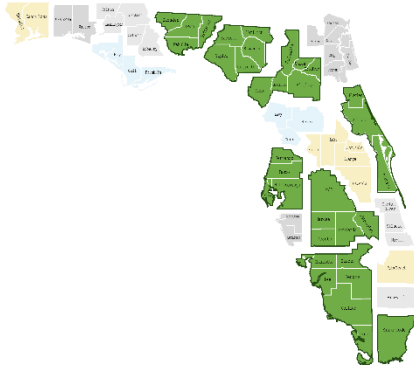
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Local workforce development boards



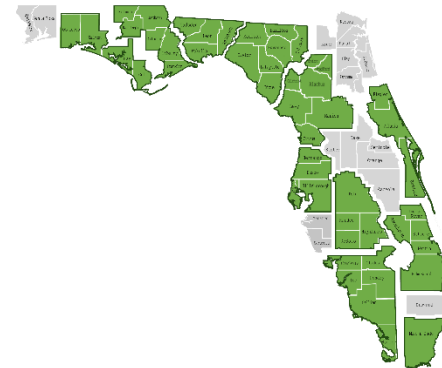
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Local workforce development boards



16

Local workforce development boards



Future State map



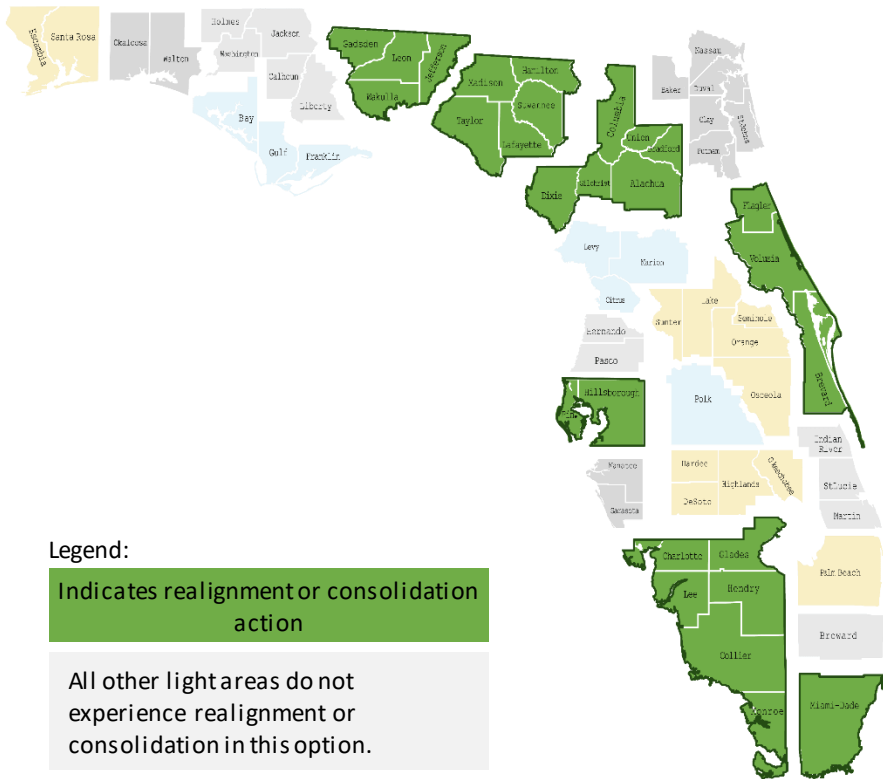
- *Future State map*
- *Realignment, consolidation actions*
- *Outcomes*

Factors and data



- *Action reasoning*
- *Statewide outcomes*

21) Future State map: 21 local workforce development boards



Realignment actions

- Realign Jefferson (area 6) and Leon, Wakulla, and Gadsden (area 5).
- Realign Madison, Taylor, Lafayette, Hamilton, and Suwanee (area 6) as a five-county area.
- Realign Monroe (area 23) and Charlotte, Glades, Lee, Hendry, and Collier (area 24).
- Realign Miami-Dade (area 23) as single county area.

Consolidation actions

- Consolidate area 7 (Dixie, Gilchrist, Union, and Columbia) and area 9 (Alachua and Bradford).
- Consolidate area 11 (Flagler and Volusia) and area 13 (Brevard).
- Consolidate area 14 (Pinellas) and area 15 (Hillsborough).

Future State outcomes

- 7 newly configured areas are formed from the 10 current areas.
- 21 total local workforce development areas through realignment and consolidation.

21 Factors and data: 21 local workforce development boards

Action reasoning

Action	Supportive reasoning highlights (greater detail included in the Future State Options Report)
Realign Jefferson (area 6) and Leon, Wakulla, and Gadsden (area 5). Realign Madison, Taylor, Lafayette, Hamilton, and Suwannee (area 6) as a five-county area.	<ul style="list-style-type: none"> Commuting patterns: Jefferson County has a much higher EIM (64.4) with Leon County than any counties in current area 6. Labor market area: Jefferson County is within the same MSA as Leon, Wakulla, and Gadsden Counties (Tallahassee MSA). Regional planning bodies: Regional planning council, economic development, FDOT district, and adult education planning areas all include Jefferson grouped with Leon, Wakulla, and Gadsden counties.
Realign Monroe (area 23) and Charlotte, Glades, Lee, Hendry, and Collier (area 24). Realign Miami-Dade (area 23) as single county area.	<ul style="list-style-type: none"> Stakeholder engagement feedback: This realignment is driven by stakeholder engagement feedback, with stakeholders from area 24 reporting a desire to add Monroe County to a newly formed area. On at least one occasion, a Monroe County official expressed a desire to be included in a newly realigned area. Stakeholders also reported that Monroe County previously attempted to engage in this realignment in the past.
Consolidate area 7 (Dixie, Gilchrist, Union, and Columbia) and area 9 (Alachua and Bradford).	<ul style="list-style-type: none"> Labor market area: Alachua and Gilchrist counties are within the Gainesville MSA. Population: Combined population would be about 430,000 residents – increasing the direct WIOA allocation to this newly created area. Regional planning bodies: Regional planning council, economic development, FDOT district, and adult education planning areas all group these six counties into the same area.

Statewide outcomes – REACH Act and WIOA redesignation requirements

MSAs split across local workforce development areas - 3	College systems split across local workforce development areas - 3	Number of county pairs with EIM >25 not together - 12
Number of local workforce development areas with <5 federal WIOA eligible providers – 8	Local workforce development areas containing multiple economic development regions - 4	Number local workforce development areas <500,000 population - 7

21 Factors and data: 21 local workforce development boards, continued

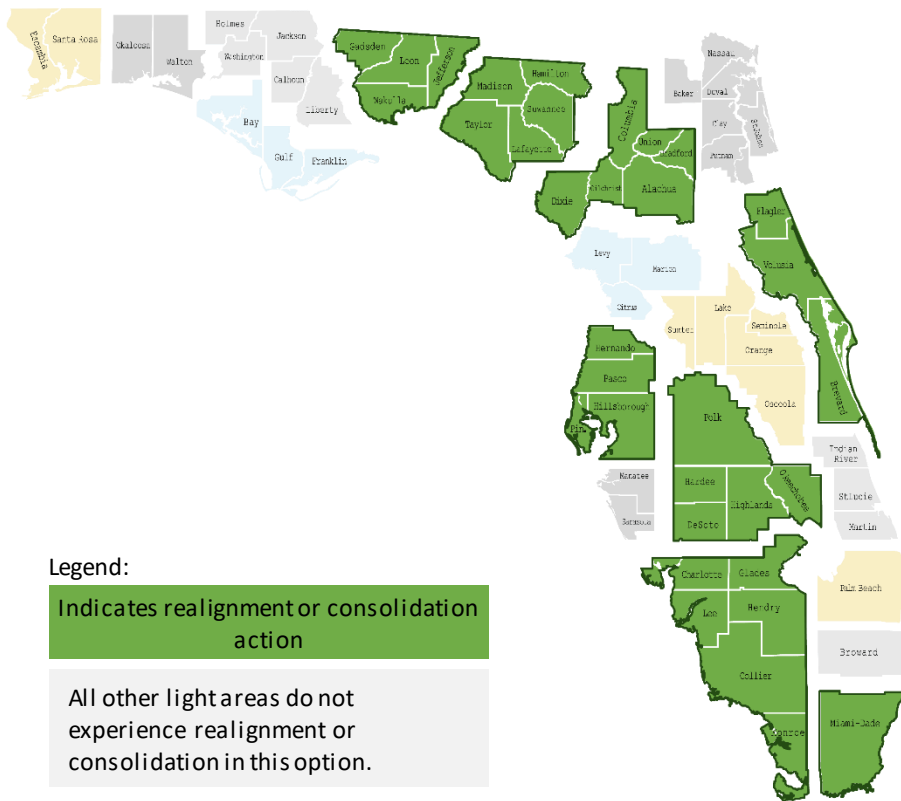
Action reasoning

Action	Supportive reasoning highlights (greater detail included in the Future State Options Report)
Consolidate area 11 (Flagler and Volusia) and area 13 (Brevard).	<ul style="list-style-type: none"> Industry composition: The State recently announced that nearly \$30 million would be dedicated to workforce development partners within these three counties and counties to the south to support aviation, aerospace, defense, manufacturing, cybersecurity, and information technology sector jobs. This consolidation would amplify efforts to support those key growing sectors. Labor market area: This consolidation would unite the Deltona-Daytona Beach-Ormond Beach MSA and the Palm Beach-Melbourne-Titusville MSA within a shared local workforce development area. Regional planning bodies: These three counties are within the same FDOT district.
Consolidate area 14 (Pinellas) and area 15 (Hillsborough).	<ul style="list-style-type: none"> Commuting patterns: Pinellas County (29.7) has a high EIM with Hillsborough County, indicating a relatively high level of commuting between the two counties within a shared labor shed. Labor market area: Pinellas County and Hillsborough County are within the same Tampa-St. Petersburg-Clearwater MSA. Regional planning bodies: Regional planning council, economic development, FDOT district, and adult education regional planning areas all have Pinellas County and Hillsborough County grouped into the same area.

Statewide outcomes – REACH Act and WIOA redesignation requirements

MSAs split across local workforce development areas - 3	College systems split across local workforce development areas - 3	Number of county pairs with EIM >25 not together - 12
Number of local workforce development areas with <5 federal WIOA eligible providers - 8	Local workforce development areas containing multiple economic development regions - 4	Number local workforce development areas <500,000 population - 7

19 Future State map: 19 local workforce development boards



Realignment actions

- Realign Jefferson (area 6) and Leon, Wakulla, and Gadsden (area 5).
- Realign Madison, Taylor, Lafayette, Hamilton, and Suwannee (area 6) as a five-county area.
- Realign Monroe (area 23) and Charlotte, Glades, Lee, Hendry, and Collier (area 24).
- Realign Miami-Dade (area 23) as single county area.

Consolidation actions

- Consolidate areas 7 (Gilchrist and Union Dixie and Columbia), and area 9 (Alachua and Bradford).
- Consolidate area 11 (Flagler and Volusia) and area 13 (Brevard).
- Consolidate area 14 (Pinellas), area 15 (Hillsborough), and area 16 (Pasco and Hernando).
- Consolidate area 17 (Polk) and area 19 (Hardee, DeSoto, Highlands and Okeechobee).

Future State outcomes

- 8 newly configured areas are formed from the 13 current areas.
- 19 total local workforce development areas through realignment and consolidation.

19 Factors and data: 19 local workforce development boards

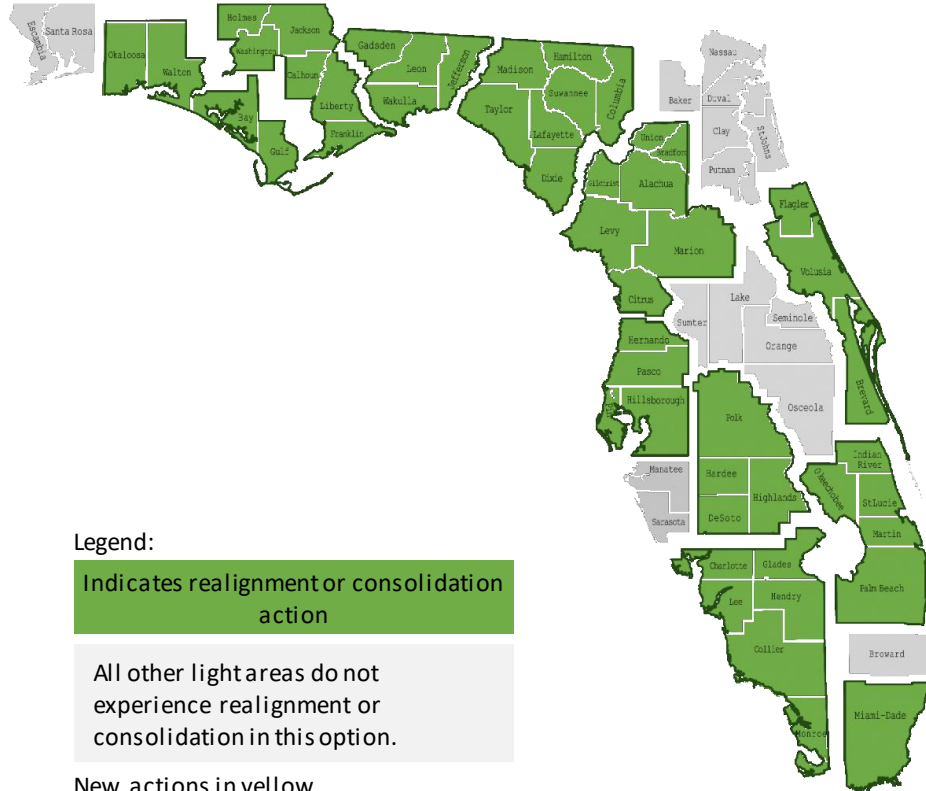
Action reasoning for newly introduced actions in this option

Action	Supportive reasoning highlights (greater detail included in the Future State Options Report)
Consolidate local workforce development area 14 (Pinellas), area 15 (Hillsborough), and area 16 (Pasco and Hernando).	<ul style="list-style-type: none"> Labor market area: Pinellas, Hillsborough, Pasco, and Hernando counties are all within the same Tampa-St. Petersburg-Clearwater MSA. This consolidation action would unify what is currently three distinct local workforce development areas as one area to serve the entire Tampa-St. Petersburg-Clearwater MSA. Population: This consolidation would create the largest local workforce development area by population at about 3.2 million residents. Regional planning bodies: Regional planning council, economic development region, FDOT district, and adult education planning regions all include Pinellas, Hillsborough, Pasco, and Hernando counties within the same areas.
Consolidate area 17 (Polk) and area 19 (Hardee, DeSoto, Highlands and Okeechobee).	<ul style="list-style-type: none"> Labor market area: This consolidation would bring the Sebring-Avon Park MSA and the Lakeland-Winter Haven MSA into one local workforce development area. Population: This consolidation would create a new local workforce development area of 950,000 (area 17 currently has a population of 750,000 and area 19 has a population of about 200,000). This consolidation would increase the available WIOA resources for the new 5 county area under 1 administrative body. Regional planning bodies: All five counties are within the Central Regional Planning region and the FDOT District-1.

Statewide outcomes – REACH Act and WIOA redesignation requirements

MSAs split across local workforce development areas – 2	College systems split across local workforce development areas - 3	Number of county pairs with EIM >25 not together - 10
Number of local workforce development areas with <5 federal WIOA eligible providers – 6	Local workforce development areas containing multiple economic development regions - 4	Number local workforce development areas <500,000 population - 6

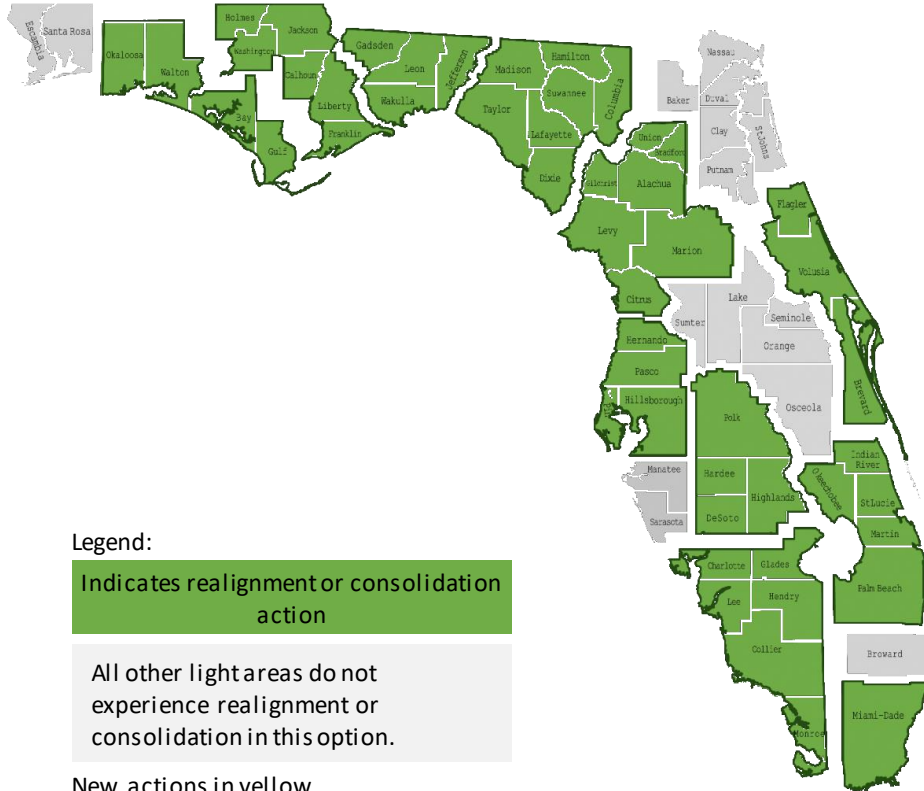
16 Future State map: 16 local workforce development boards



Realignment actions

- Realign Okaloosa and Walton (area 2) and Bay and Gulf (area 4)
- Realign Holmes, Washington, Jackson, Calhoun, Liberty (area 3) and Franklin (area 4)
- Realign Leon, Wakulla, and Gadsden (area 5) and Jefferson (area 6)
- Realign Dixie and Columbia (area 7) and Madison, Taylor, Lafayette, Hamilton, and Suwannee (area 8)
- Realign Gilchrist and Union (area 7), Alachua and Bradford (area 9), and Citrus, Levy, and Marion (area 10)
- Realign Polk (area 17) and Hardee, DeSoto, and Highlands (area 19)
- Realign Okeechobee (area 19) and Indian River, St. Lucie, and Martin (area 20), and Palm Beach (area 21)
- Realign Monroe (area 23) and Charlotte, Glades, Lee, Hendry, and Collier (area 24)
- Realign Miami-Dade (area 23) as single county area

16 Future State map: 16 local workforce development boards



Consolidation actions

- Consolidate area 11 (Flagler and Volusia) and area 13 (Brevard)
- Consolidate area 14 (Pinellas), area 15 (Hillsborough), and area 16 (Pasco and Hernando)

Future State outcomes

- 11 newly configured areas are formed from the 19 current areas
- 16 total local workforce development areas through realignment and consolidation

16 Factors and data: 16 local workforce development boards

Action reasoning for newly introduced actions within this option

Action	Supportive reasoning highlights (greater detail included in the Future State Options Report)
Realign Okaloosa and Walton (area 2) and Bay and Gulf (area 4)	<ul style="list-style-type: none"> Labor market area: This realignment would not separate any MSAs and would unite the Panama City and Crestview-Fort Walton Beach-Destin MSAs within one local workforce development area. Regional planning bodies: These four counties are within the Northwest economic development region and the FDOT District-3. Stakeholder engagement feedback: These four counties have strong military populations and presence.
Realign Holmes, Washington, Jackson, Calhoun, Liberty (area 3) and Franklin (area 4)	<ul style="list-style-type: none"> Regional planning bodies: All six counties are within the Northwest economic development region, the FDOT District-3, and the same adult education planning region. Stakeholder engagement feedback: Stakeholders from both current areas 3 and area 4 voiced opposition to a reduction in the number of local workforce development boards based upon a desire to maintain a rural area.
Realign Dixie and Columbia (area 7) and Madison, Taylor, Lafayette, Hamilton, and Suwannee (area 6)	<ul style="list-style-type: none"> Regional planning bodies: All seven of the counties are in the same North Central economic development region, the North Central Regional Planning Council, and the FDOT District-2. Stakeholder engagement feedback: Stakeholders from both current areas 6 and area 7 voiced opposition to a reduction in the number of local workforce development boards based upon a desire to maintain a rural area.

Statewide outcomes – REACH Act and WIOA redesignation requirements

MSAs split across local workforce development areas - 1	College systems split across local workforce development areas - 2	Number of county pairs with EIM >25 not together - 8
Number of local workforce development areas with <5 WIOA eligible providers – 3	Local workforce development areas containing multiple economic development regions - 4	Number local workforce development areas <500,000 population - 4

Action reasoning for newly introduced actions within this option

Action	Supportive reasoning highlights (greater detail included in the Future State Options Report)
Realign Gilchrist and Union (area 7), Alachua and Bradford (area 9), and Citrus, Levy, and Marion (area 10)	<ul style="list-style-type: none"> Commuting patterns: Gilchrist (43.6), Union (29.2), Levy (33.8), and Bradford (28.6) counties all have strong EIMs with Alachua County – indicating Alachua is an employment center for the region. Labor market area: Alachua, Levy, and Gilchrist counties are all within the Gainesville MSA. The Ocala MSA would also be included in this new local workforce development area.
Realign Polk (area 17) and Hardee, DeSoto, and Highlands (area 19)	<ul style="list-style-type: none"> Commuting patterns: Hardee has an EIM of 27.9 with Polk County – indicating that people travel to Polk County for employment from Hardee County. Florida College System area: Polk County is served by Polk State College. Hardee, DeSoto, and Highlands are served by South Florida State College. This would realign based on Florida College System areas. Stakeholder engagement feedback: The newly created area would have a larger population than current area 19 – which would increase WIOA funding allocation for the entire area.
Realign Okeechobee (area 19) and Indian River, St. Lucie, and Martin (area 20), and Palm Beach (area 21)	<ul style="list-style-type: none"> Commuting patterns: Martin, St. Lucie, and Indian River counties have strong commuting relationships with one another. Okeechobee's highest commuting relationship is with St. Lucie county. Labor market area: This consolidation would combine three MSAs within one local workforce development area.

Statewide outcomes – REACH Act and WIOA redesignation requirements

MSAs split across local workforce development areas - 1	College systems split across local workforce development areas - 2	Number of county pairs with EIM >25 not together - 8
Number of local workforce development areas with <5 WIOA eligible providers - 3	Local workforce development areas containing multiple economic development regions - 4	Number local workforce development areas <500,000 population - 4



Florida Workforce Development System-Wide Consistencies

Phase Two of the Local Workforce Development Board Alignment Evaluation



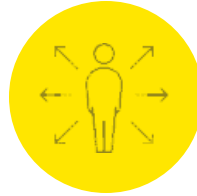
System-wide consistencies

Targeted system-wide consistencies were developed from leading practices, stakeholder engagement, and research insights. These would include, but not be limited to, the following:



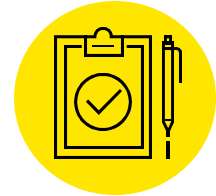
Organization and structure

Aligning structure to deliver on alignment and consolidation goals



People

A human-centered approach to the Future State



Process, data, and technology

Standardizing and optimizing processes, data, and technology in the areas with the greatest impact

System-wide consistencies: Organization and structure

Several potential system-wide consistencies include policy, structural and organizational enhancements.



Organization and structure

Aligning structure to deliver on alignment and consolidation goals

- Opportunities which impact governance and state level support and guidance.
- Four (4) potential state-wide consistencies.

1

Develop statewide policy guidance and resources for local workforce development areas.

2

Ensure rural areas of opportunity are equally represented.

3

Strengthen existing partnerships and identify new training provider additions for in-demand, industry-recognized skills.

4

Support pursuit of additional and alternative funding sources.

System-wide consistencies: People

Other system-wide consistencies bring a customer-centered approach to transformation.



People

A human-centered approach to the Future State

- Opportunities to impact and develop the talent population.
- Four (4) potential state-wide consistencies.

5

Expand communications with job seekers and employers to strengthen awareness of services.

6

Define clear Future State training needs for local workforce development board employees.

7

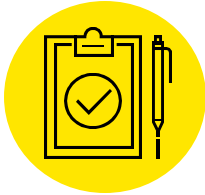
Complete key change management activities.

8

Offer state-level human resource (HR) support to local workforce development boards.

System-wide consistencies: Process, data, and technology

Some system-wide consistencies are designed to standardize and optimize in areas with the greatest impact and are based on stakeholder input.



Process, data, and technology

Standardizing and optimizing processes, data, and technology in the areas with the greatest impact

- Opportunities for efficiency and use of technology in the transformation of the CareerSource Florida system.
- Five (5) potential state-wide consistencies.

9

Establish state-level ownership of data subscription services.

10

Standardize templates for contracts, financial reporting, and agreements.

11

Simplify and standardize Eligible Training Provider List (ETPL) and processes.

12

Improve technology tools and systems to simplify user experience.

13

Improve digital access to help job seekers and employers access workforce development services.

System-wide consistencies summary

In summary, the targeted system-wide consistencies include the following:

Organization and structure	People	Process, data, and technology
Aligning structure to deliver on alignment and consolidation goals	A human-centered approach to the Future State	Standardizing and optimizing processes, data, and technology in the areas with the greatest impact
1 Develop statewide policy guidance and support for local workforce development areas.	5 Expand communications with job seekers and employers to strengthen awareness of services.	9 Establish state-level ownership of labor market data and other subscription services.
2 Ensure rural areas of opportunity are equally represented.	6 Define clear Future State training needs for local workforce development professionals.	10 Standardize templates for contracts, financial reporting, and agreements.
3 Strengthen existing partnerships and identify new training provider additions for in-demand, industry-recognized skills.	7 Complete key change management activities.	11 Simplify and standardize Eligible Training Provider List (ETPL) and processes.
4 Support pursuit of additional and alternative funding sources.	8 Offer state-level human resource (HR) support to local workforce development boards.	12 Improve technology tools and systems to simplify user experience.
		13 Improve digital access to help job seekers and employers access workforce development services.



Regional Planning

Phase Two of the Local Workforce Development Board Alignment Evaluation

Regional planning

Regional planning would entail multiple local workforce development boards working together to coordinate and lead initiatives that serve Florida job seekers and businesses.

- Many examples already occurring across Florida.
- Regional geographies could center on economic development regions, regional planning councils, Rural Areas of Opportunity, industry clusters, Department of Education planning areas, transportation corridors, and others. (To be determined.)
- Benefits could include:
 - Shared leading practices, insights, and data
 - Unified, amplified advocacy voice
 - More robust initiatives with higher participation
 - Better alignment with related regional plans
 - More competitive grant pursuits
 - Faster response to opportunities and crises

WIOA § 679.510 and WIOA § 679.200 encourage regional planning to “identify regions to **align workforce development activities and resources with larger regional economic development areas** and available resources to provide coordinated and efficient services to both job seekers and employers.” State technical assistance would be required to formulate effective and impactful regional plans.



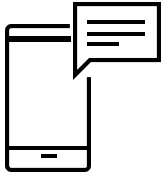
High-Level Change Considerations

Phase Two of the Local Workforce Development Board Alignment Evaluation

High-level change considerations

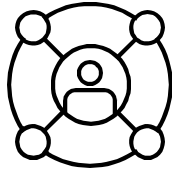
When preparing for implementation, the following components could be considered to help facilitate successful transition towards the Future State:

Communications and outreach



- Methods of communication.
- Planned communications campaigns and timeframes.

Stakeholder engagement



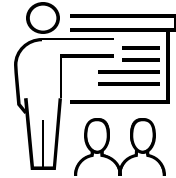
- Tailored engagement plans and programs for CareerSource Florida stakeholders.
- Additional change management tools and techniques.

Knowledge transition



- Activities to facilitate knowledge transition from state to local areas.
- Leading practices and lessons learned from case studies.

Training



- Potential trainings for consideration for CareerSource Florida employees.
- Tailored trainings to outline the desired Future State to staff.



Next Steps

Phase Two of the Local Workforce Development Board Alignment Evaluation

Sequencing of system-wide consistencies

Standardization

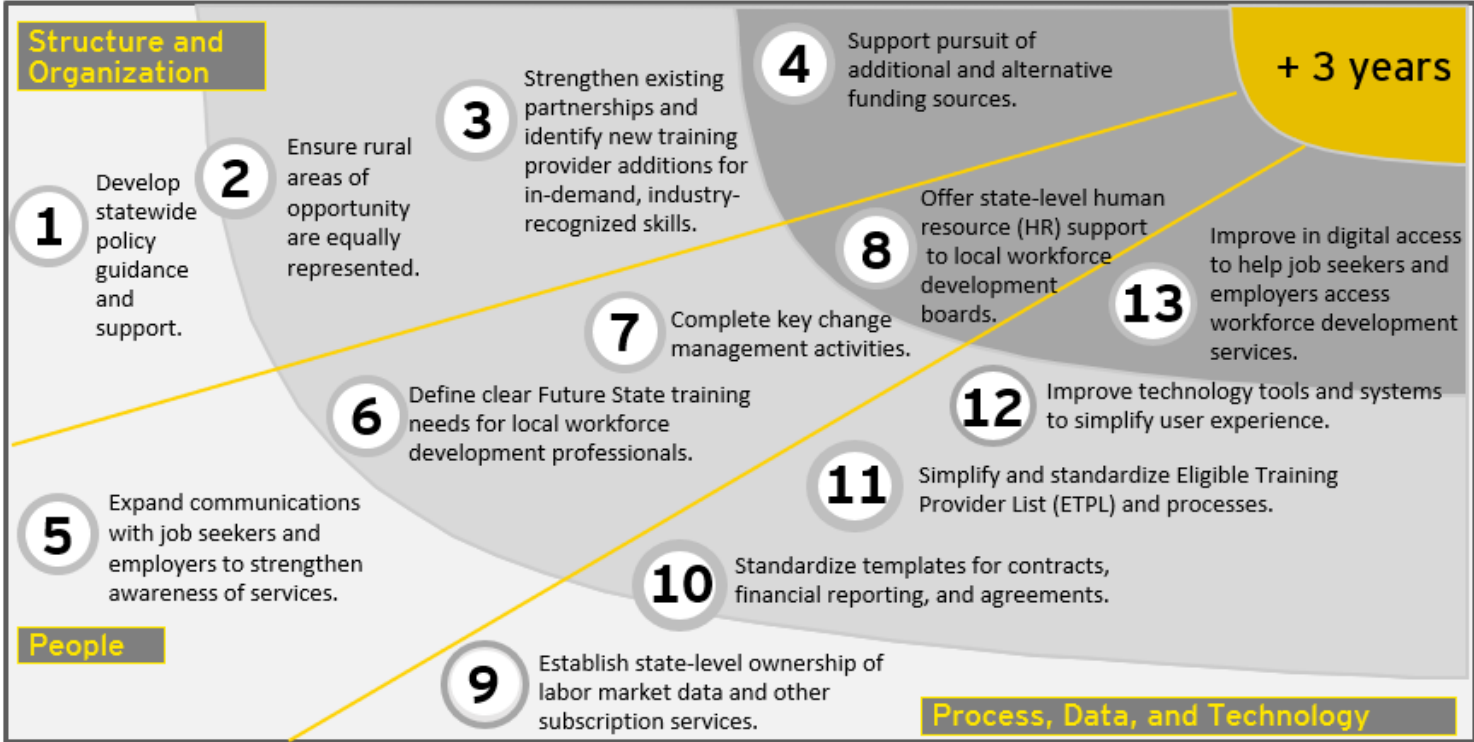
First 4 Months

Optimization

FY24 (July 2023 to June 2024)

Refinement

FY25 (July 2024 to June 2025)



Next steps: Summary of key activities over the next 90 days

- Finalize key activities to be completed over the next 6 months, and at the ends of years 1, 2, and 3.
- Confirm leaders, key stakeholders, and others to communicate Phase Two outcomes.
- Prioritize the most critical system-wide consistencies.
- Facilitate leadership alignment sessions to gather feedback and approval.
- Align on best-fit option.
- Determine the most effective ways to measure success of the changes.
- Finalize implementation considerations.

Action Item

Reimagining Florida's Workforce System: A Three-Pillar Plan for System Transformation



Andrew Collins

Chief Operating & Financial Officer
CareerSource Florida

Action Item:

For Consideration:

- Approve a recommendation to the Governor for a combination of four realigned and six consolidated local workforce development areas (six consolidated into three) and the continuation of 11 existing areas with no geographic and local workforce development board governance changes that would reduce the number of local boards in Florida from 24 to 21 to comply with the state REACH Act.
- Direct the CareerSource Florida professional team and the Department of Economic Opportunity, in collaboration with the Governor's REACH Office and local workforce development boards, to develop a plan for specific system-wide improvements for consistency, improved customer experience and efficiencies to include, but may not be limited to, technology, administration, fiscal, procurement/contracts and programmatic policies.
- Direct the CareerSource Florida professional team, in collaboration with the Governor's REACH Office, the Department of Economic Opportunity and local workforce development boards, to develop recommendations to the Governor and state workforce development board for the designation of WIOA-compliant planning regions made up of two or more local workforce development areas and boards to further improve workforce system alignment with larger economic development areas to support economic mobility, growth and prosperity.

Department of Economic Opportunity Report



Meredith Ivey

Acting Secretary

Florida Department of Economic Opportunity

CareerSource Florida Board Meeting

Florida Department of Economic Opportunity Update

Meredith Ivey, *Acting Secretary*, Department of Economic Opportunity

February 23, 2023



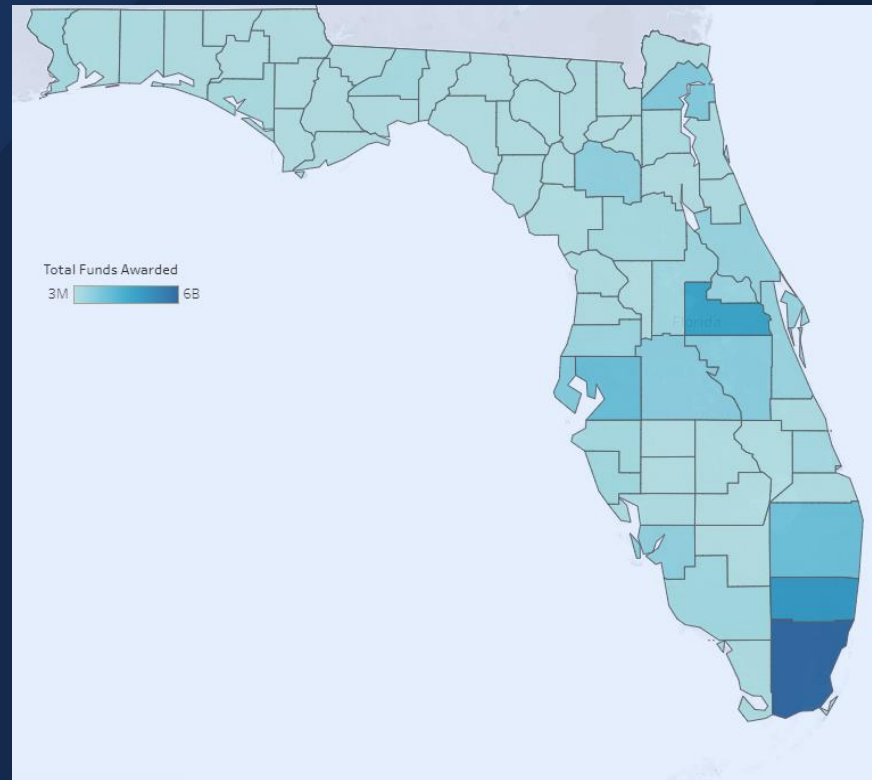
Economic Update

- Florida's Unemployment Rate
 - 2.5% in December 2022
- New business formations
 - 2,142,878 since January of 2019
- Population Growth
 - 1.9% over the year
- 137.6 million visitors



Statewide Impact of DEO Programs

Since Governor Ron DeSantis took office, DEO has invested **more than \$32 billion** in communities and direct assistance to individuals across the state.



REACH Act Implementation

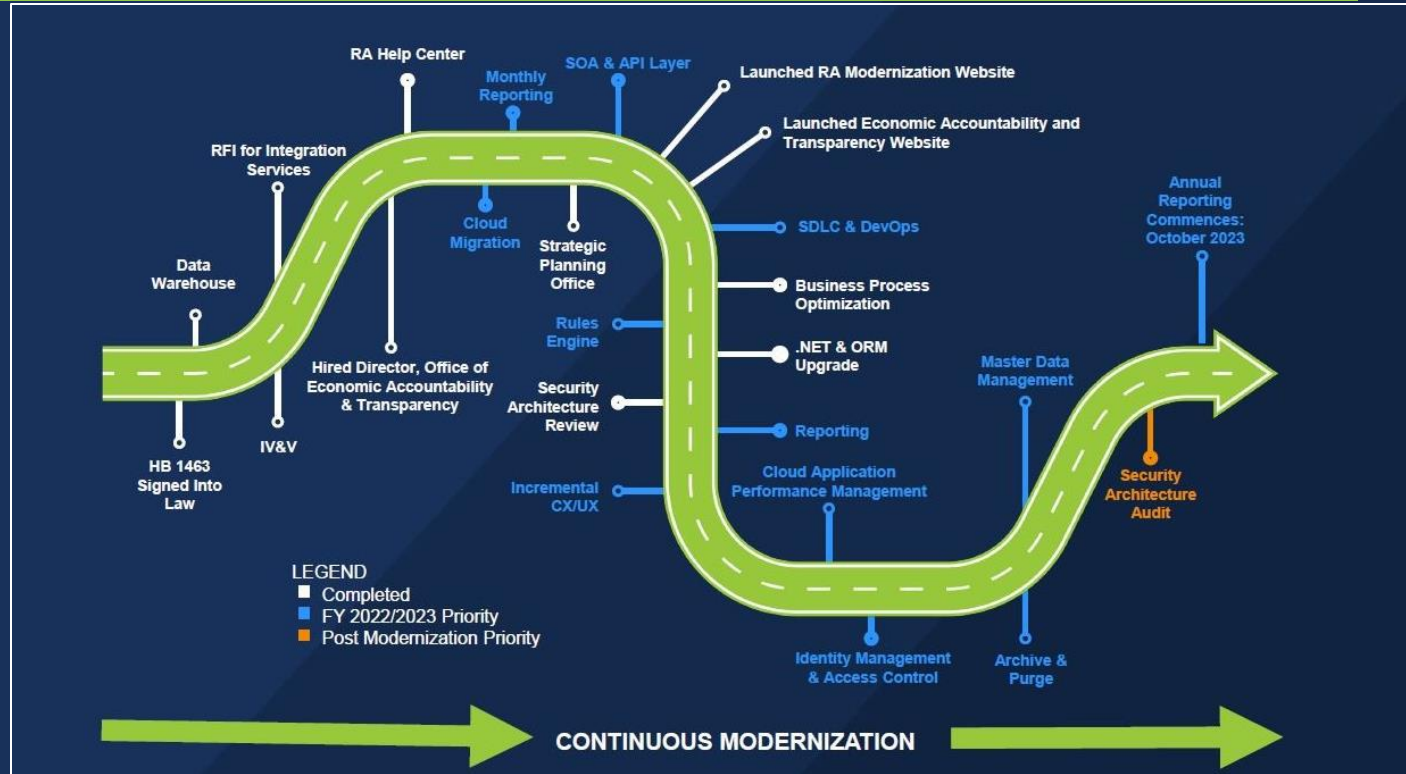
- Implementing requirements
 - Letter grades
 - Quarterly Report
 - Self-Sufficiency Index
 - Performance Criteria

FL WINS

- Completed establishment of the Program Management Office and approved initial Program Management Plan
- Contractor onboarded to collect system requirements and assist partners



Reemployment Assistance Modernization



Law Enforcement Recruitment Bonus Program

- The Florida Law Enforcement Recruitment Bonus Payment Program aims to aid in the recruitment of law enforcement officers within the state and attract out-of-state officers to Florida.
- More than 1,200 new law enforcement officers have received a bonus since July 1, 2022.



In October of 2022, newly sworn officers with the City of Cape Coral Police Department received their bonus checks.

DEO Programs

- Office of Broadband's Broadband Opportunity Program Awards
- Rebuild Florida Hurricane Sally Programs
- Rural Infrastructure Fund Application Cycle Open
- Florida's State Small Business Credit Initiative Launched

U.S. Department of Labor Compliance

DEO continues to work through corrective action plans with USDOL regarding the compliance reviews for LWDBs 23 and 9.

- The comprehensive review of LWDB 23 from 2020 that originally resulted in 50 findings has been fully resolved.
- The 2020-2021 enhanced desk monitoring review of LWDB 9 has only one of the original 21 findings unresolved. DEO is awaiting from the local board the final element that will fully resolve this CAP.

U.S. Department of Labor

Waivers requested from the U.S. Department of Labor.

1. Reduce expenditure requirement for Governor's reserve youth funds and local youth funds.
2. Expand use of Individual Training Accounts

Waiver requests submitted to USDOL in January 2023

Q&A



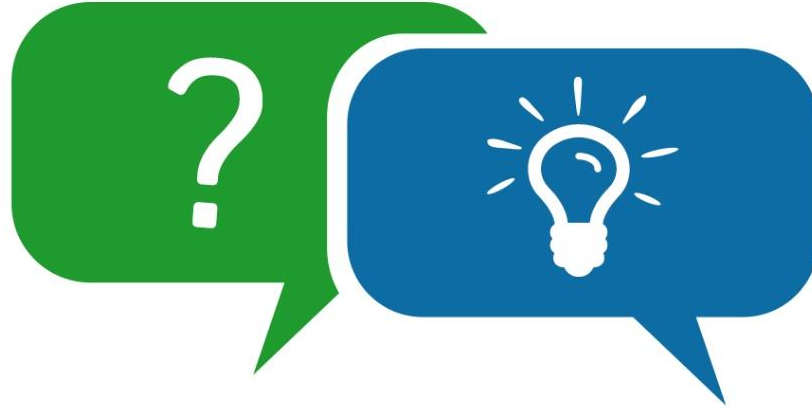
Local Partners Report



Stacy Campbell-Domineck

President
Florida Workforce Development Association
President and CEO
CareerSource Polk

Open Discussion | Public Comment



Closing Remarks



Stephanie Smith

Chair