



Strategic Policy and Performance Council Meeting

Feb. 22, 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



Sophia Eccleston

Chair

Consent Item For Consideration:

Approval of June 8, 2022, Meeting Minutes, to include any modifications or changes noted by the Council.

Strategic Policy and Performance Council Overview



Dan McGrew

Senior Vice President
Business and Workforce Strategies

Strategic Policy and Performance Council Overview

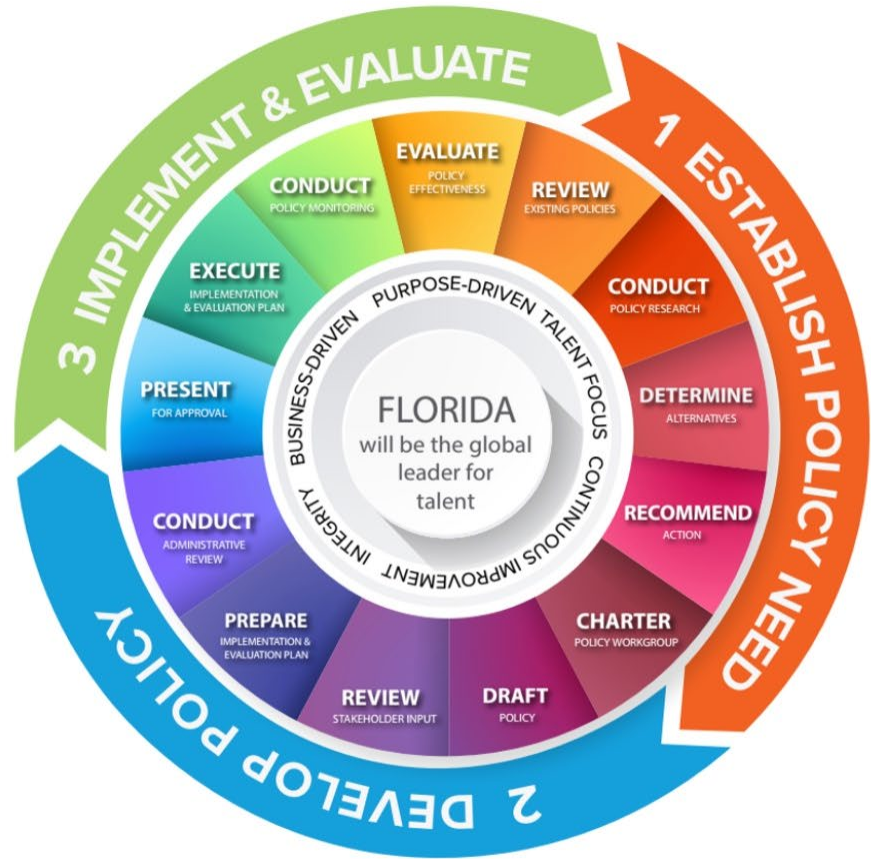
“...established to review existing policies and develop new strategies and policies designed to foster a performance-driven talent delivery system with the ability to serve individuals at all levels, businesses of all sizes and entrepreneurs to meet the demands of Florida’s growing and diversifying economy.”

– Strategic Policy and Performance Council Charter

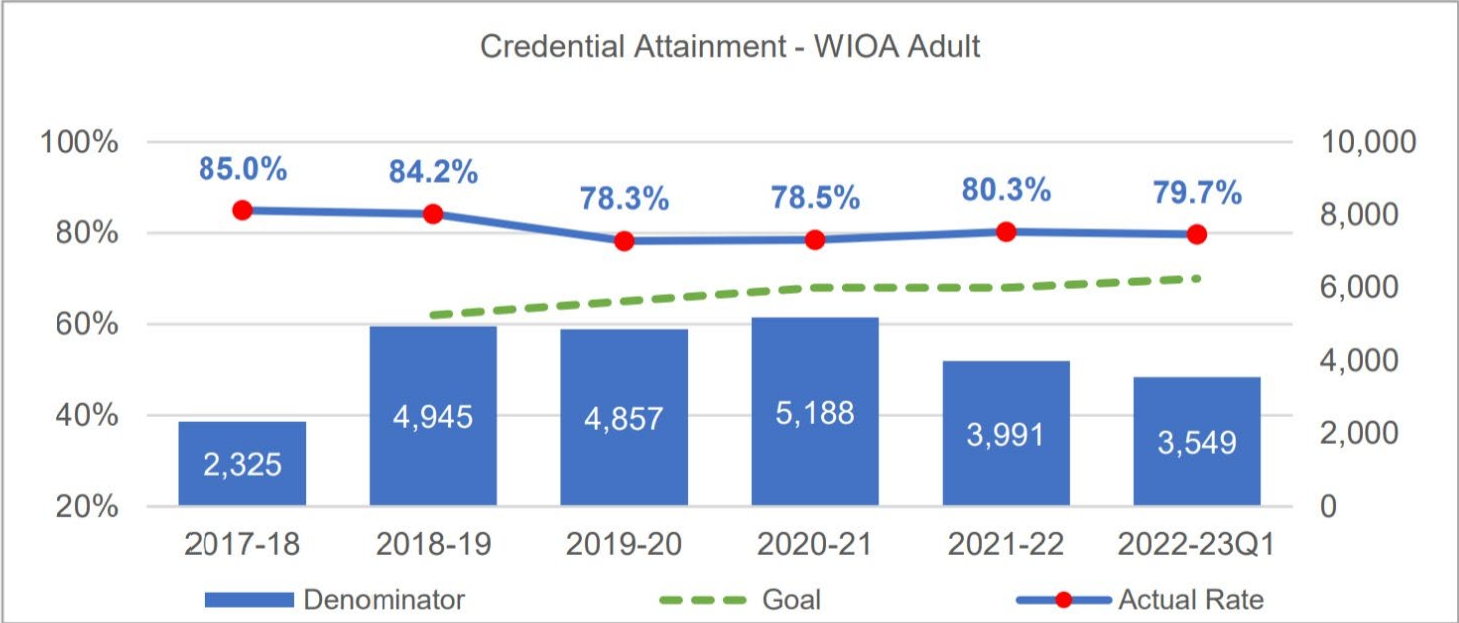
Workforce Innovation and Opportunity Act (WIOA) Unified Plan



Policy Development



Performance Reporting



Department of Economic Opportunity Update



Jimmy Heckman

Chief

Bureau of Workforce Statistics and
Economic Research

Key Comparisons

Florida

Unemployment Rate:
2.5%

Labor Force OTY
+3.5%

Private Sector Jobs OTY
+5.9%

United States

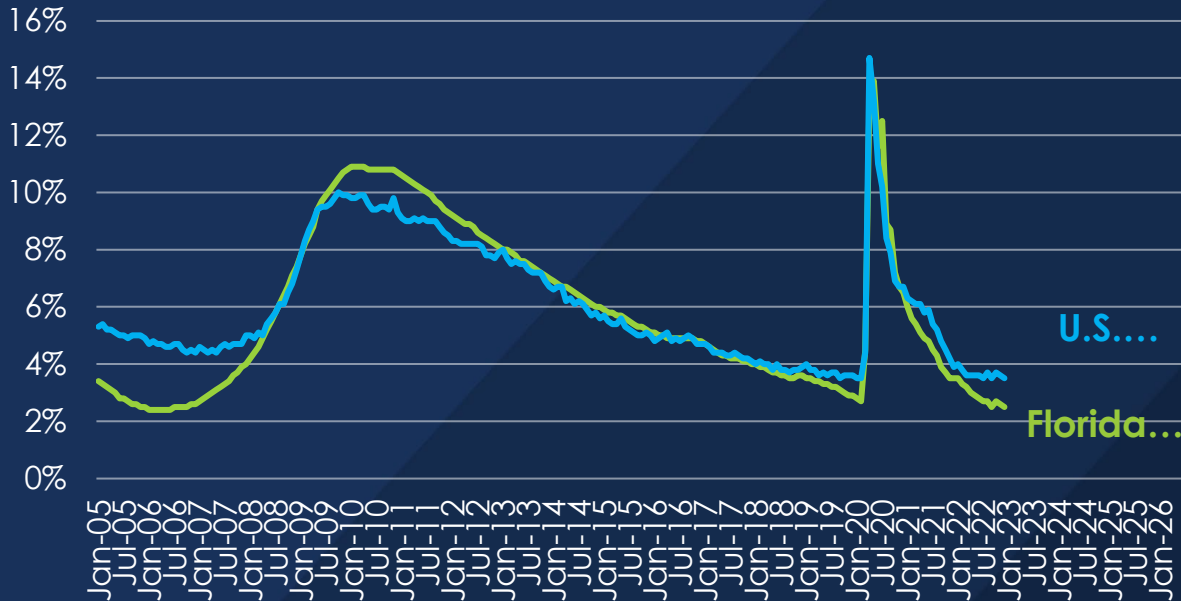
U.S. Unemployment
Rate: **3.5%**

U.S. Labor Force OTY
+1.6%

Private Sector Jobs OTY
+3.6%

Unemployment

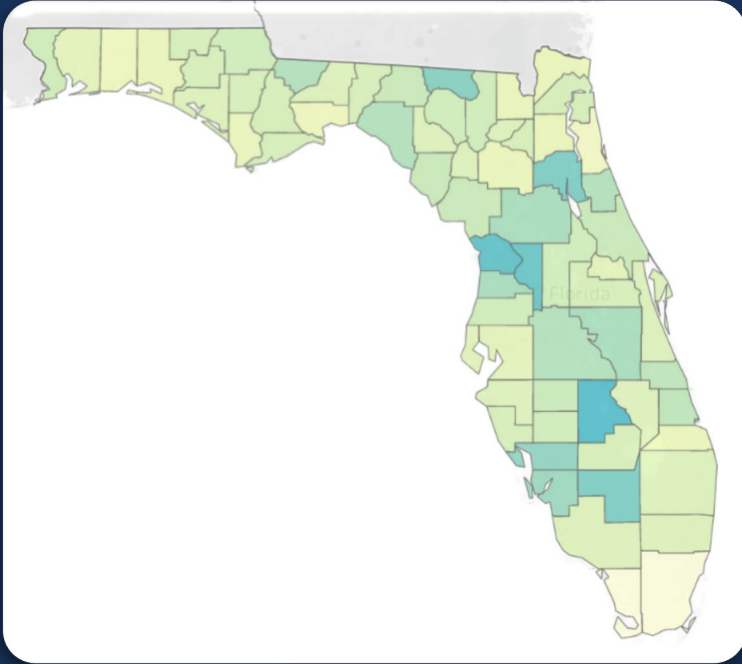
Unemployment Rate Florida and U.S., Seasonally Adjusted



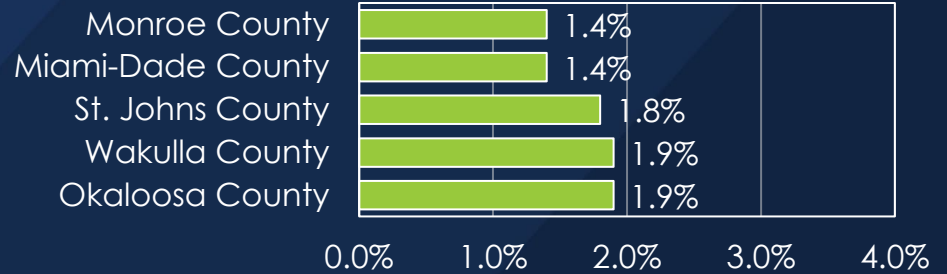
- In December 2022 Florida's Unemployment Rate was **2.5%**. This represents:
 - **271,000** Unemployed
 - **10,490,000** Employed
 - Total Labor Force of **10,761,000**

Local Area Unemployment Rates

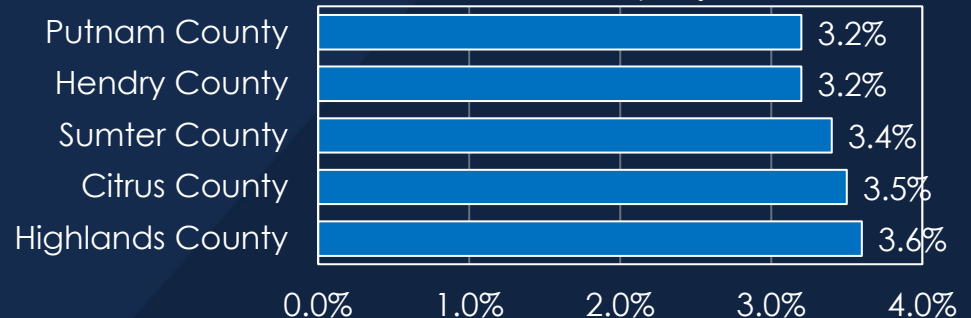
December 2022 Unemployment Rates by County, Not Seasonally Adjusted



Lowest Unemployment Rate Counties December 2022; Not Seasonally Adjusted

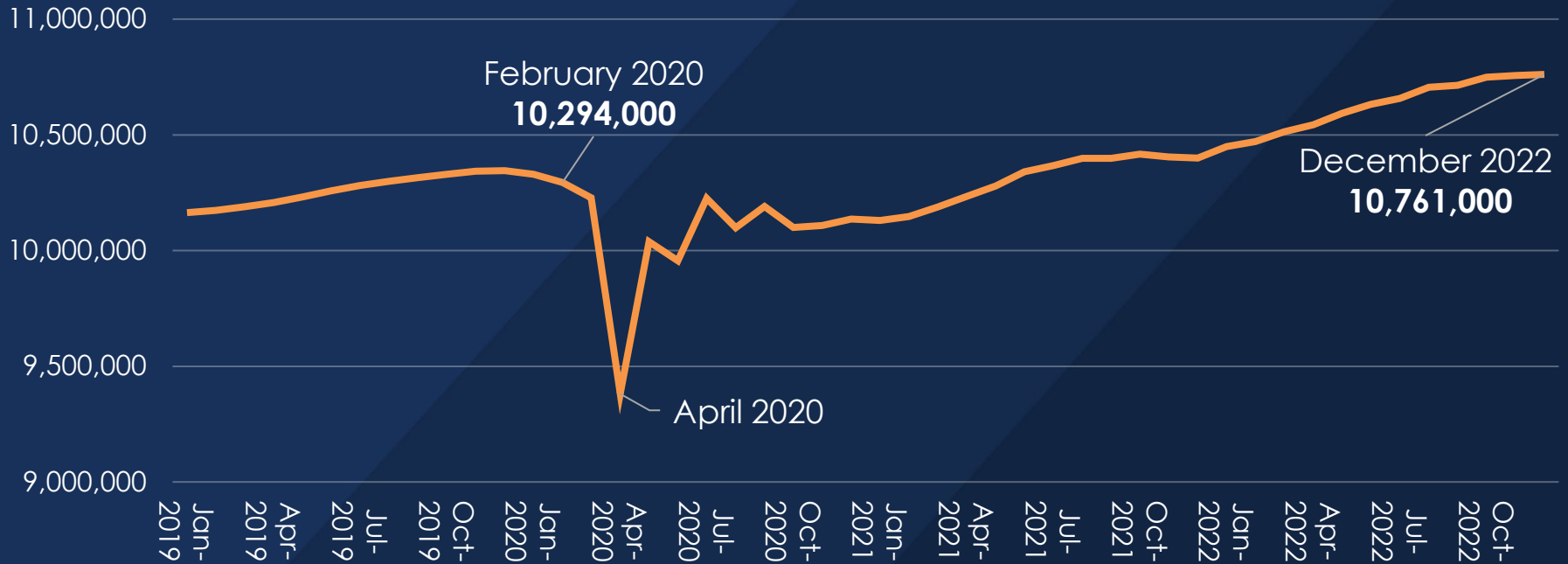


Highest Unemployment Rate Counties December 2022; Not Seasonally Adjusted



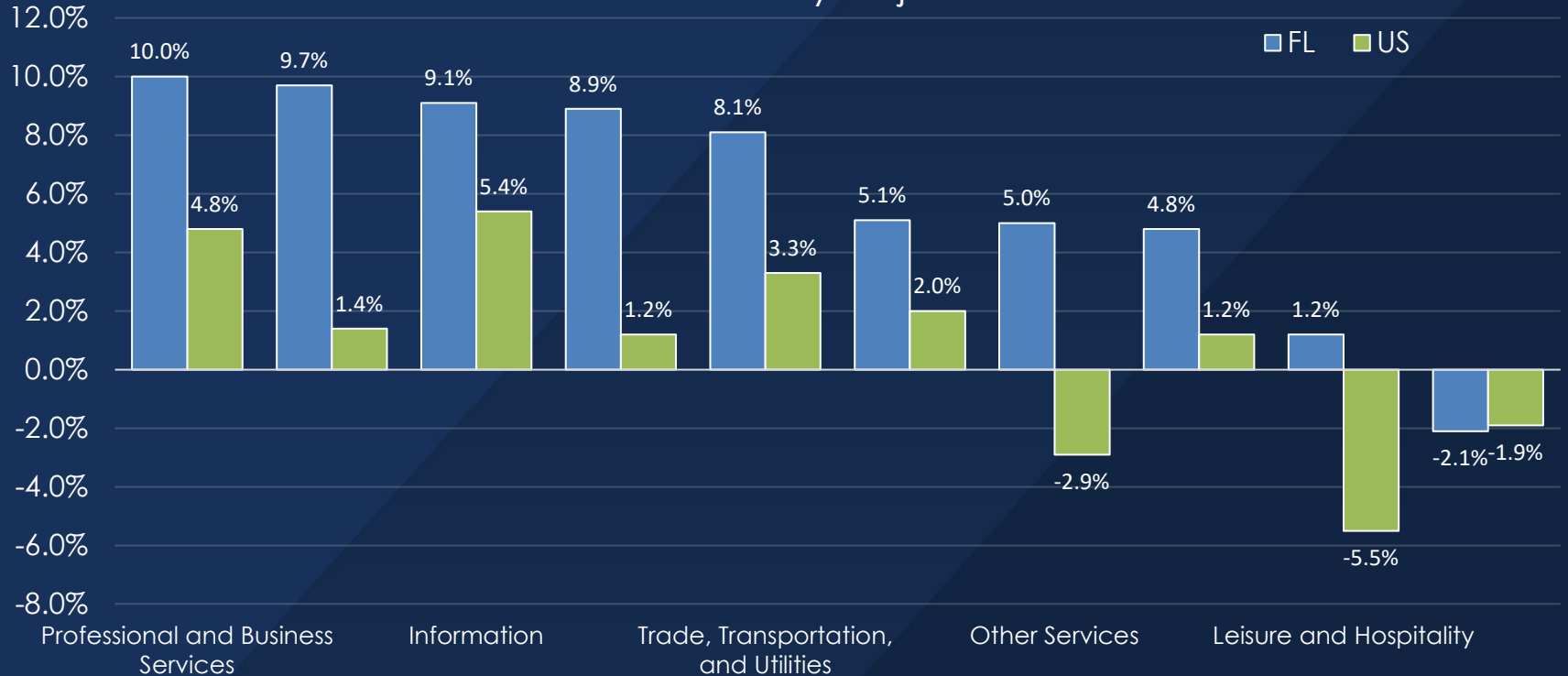
A Growing Labor Force

Florida Statewide Labor Force 2019-2022, Seasonally Adjusted



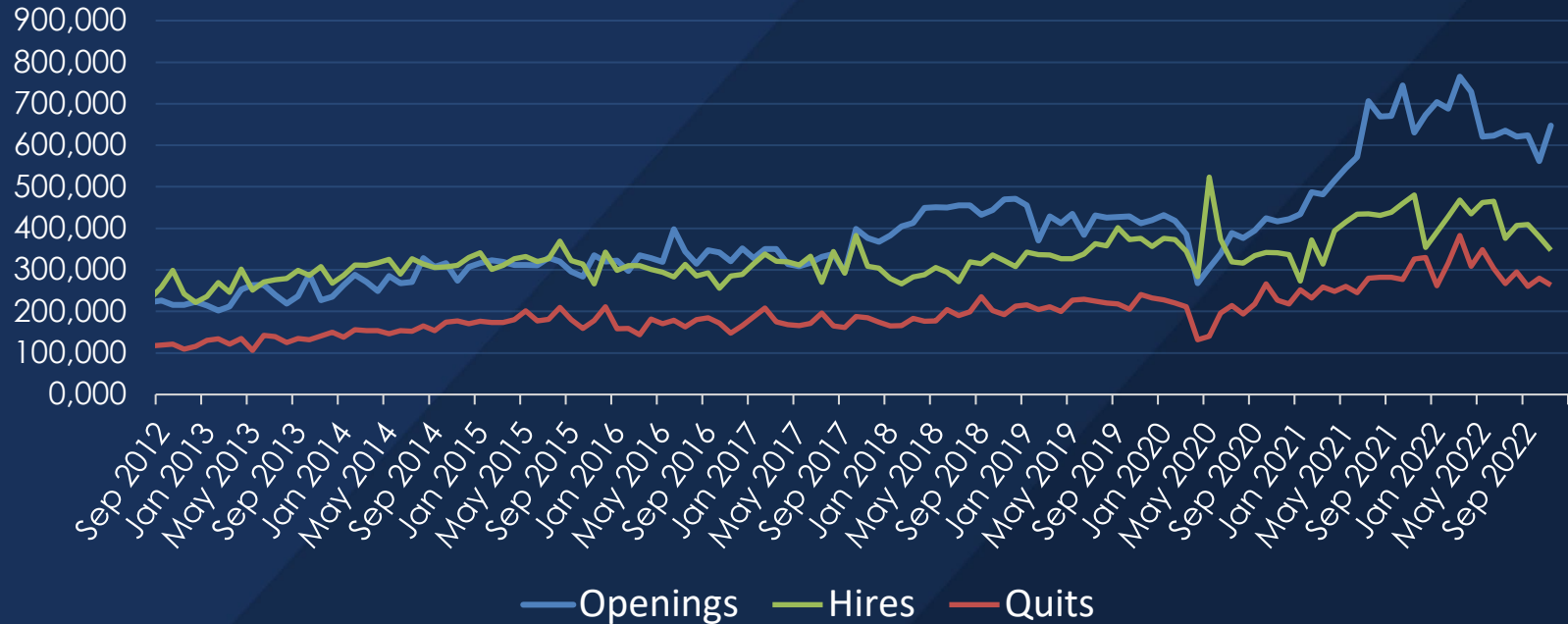
Changing Industry Landscape

Industry Net Growth Since February 2020 U.S. and FL,
Seasonally Adjusted



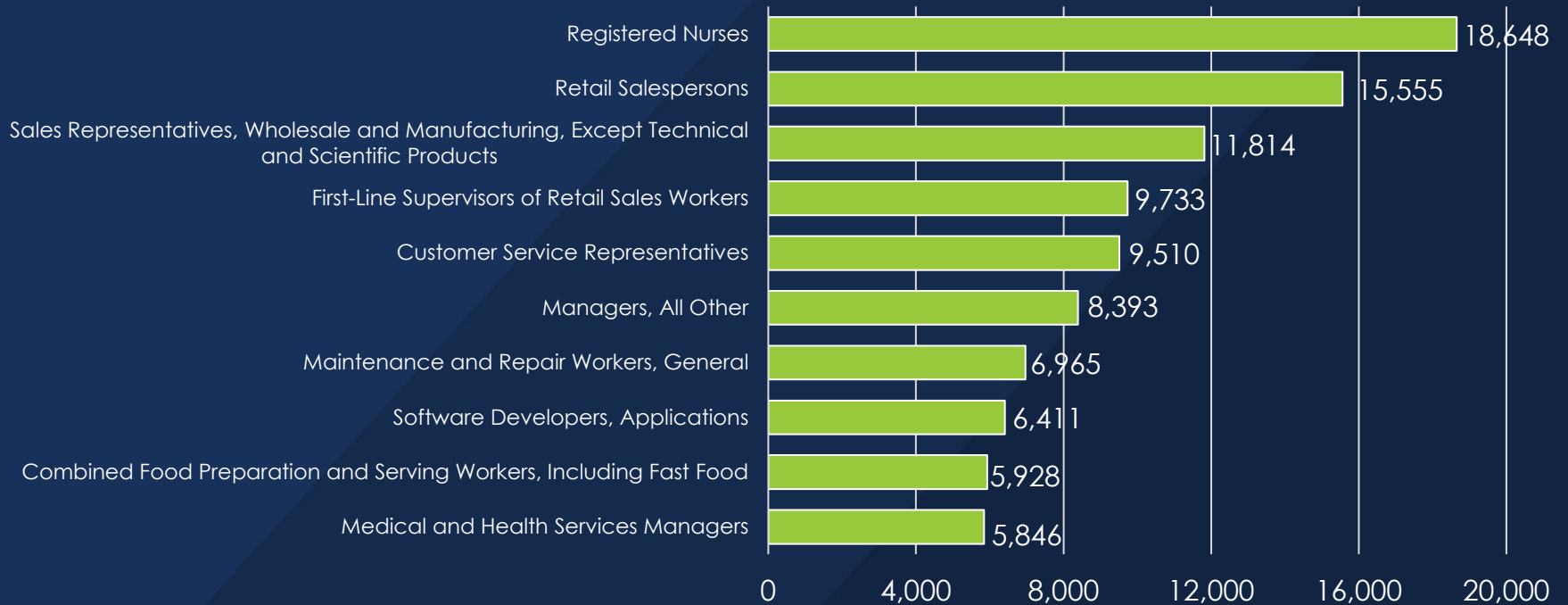
Job Openings and Labor Turnover Survey (JOLTS)

Florida Nonfarm Job Openings, Hires, and Quits November 2022, Seasonally Adjusted



Online Job Ads

Top Occupations by Online Job Ads Florida; Dec 2022

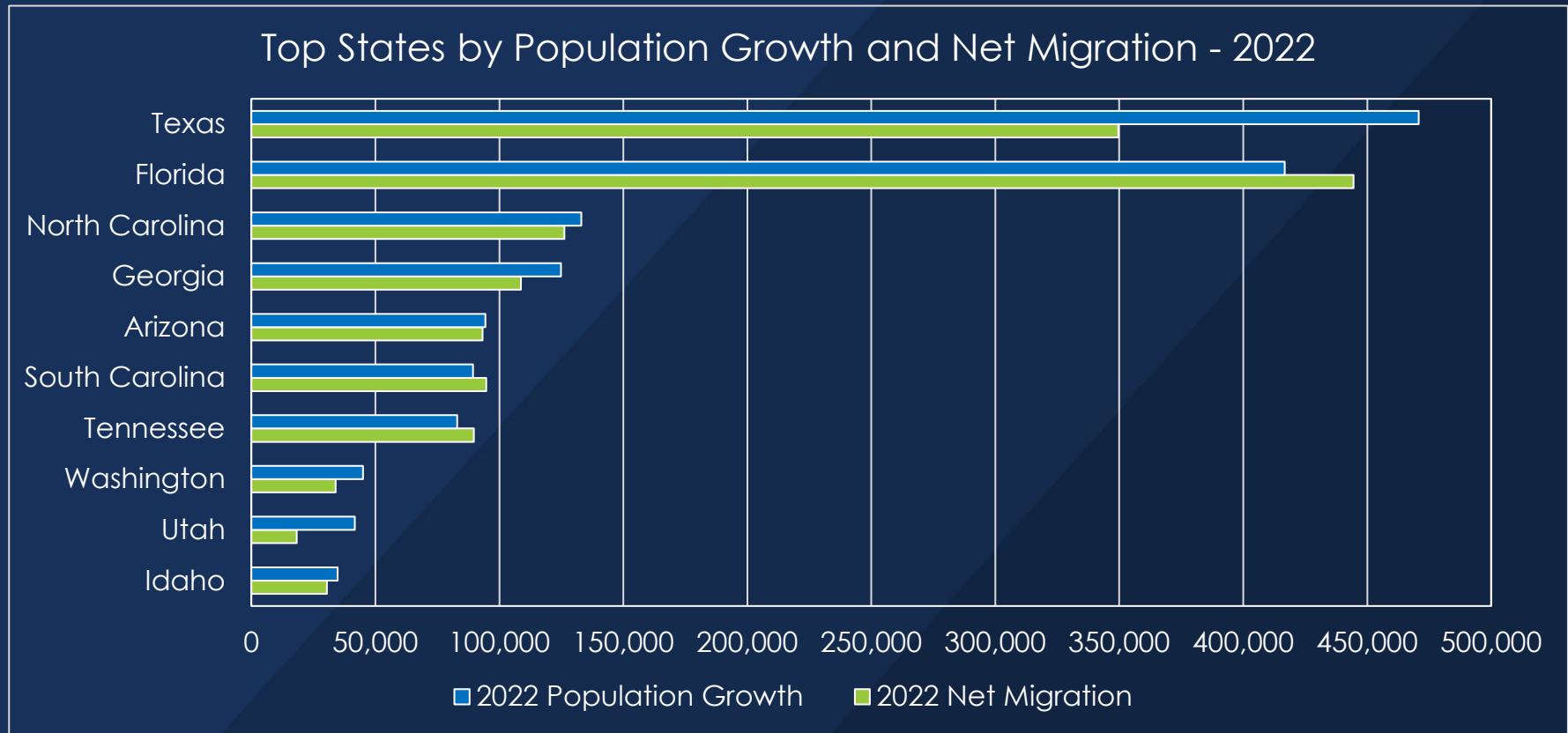


New Businesses

New Business Applications Florida; Seasonally Adjusted

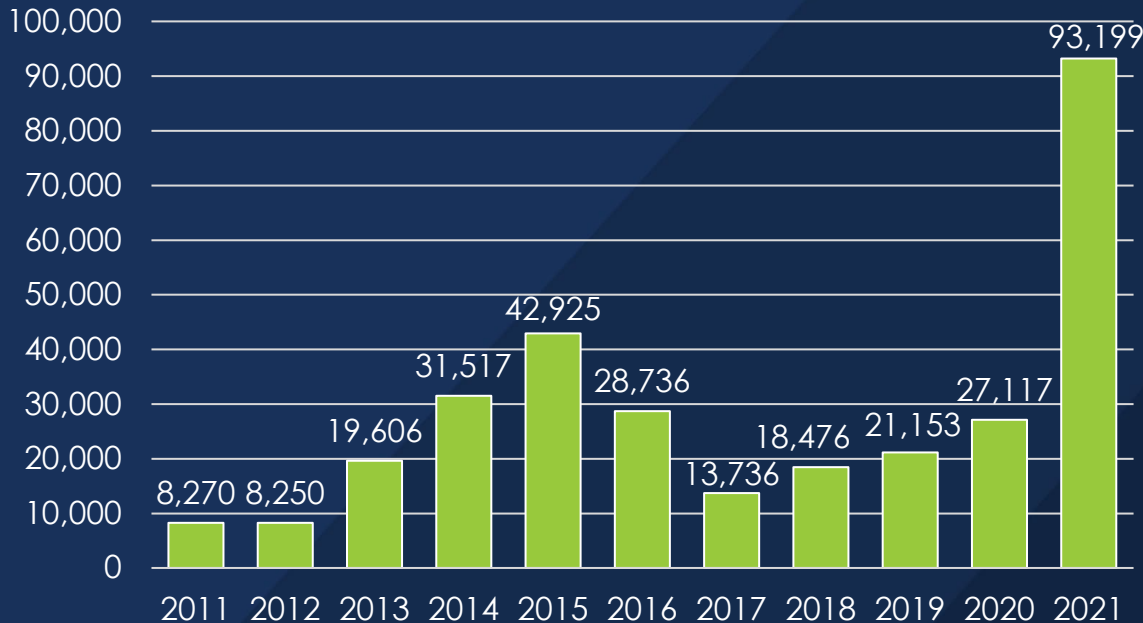


Population Growth



Worker Movements

Net Job-to-Job Flows from Out of State



- In 2021 Florida saw a **three-fold increase** in net job flows from out of state:
 - **326,000 total job flows** into Florida in 2021;
 - **2nd largest** influx of workers behind Texas

Q&A



Performance Monitoring



Adam Briggs, Ph.D.

Senior Director
Business and Workforce Strategies

PY 2022 Q2 Statewide Performance on WIOA's Primary Indicators of Performance

Measures	PY 2022-2023 Q2 Performance	PY 2022-2023 Q2 % of Performance Goal Met	PY 2022-2023 Performance Goals
WIOA Adult			
Employed 2nd Qtr After Exit	62.60	73.22	85.50
Median Wage 2nd Quarter After Exit	\$7,685	91.37	\$8,411
Employed 4th Qtr After Exit	61.60	76.33	80.70
Credential Attainment Rate	67.30	96.14	70.00
Measurable Skill Gains	69.90	120.52	58.00
WIOA Dislocated Worker			
Employed 2nd Qtr After Exit	70.60	83.06	85.00
Median Wage 2nd Quarter After Exit	\$9,639	95.50	\$10,093
Employed 4th Qtr After Exit	71.00	94.67	75.00
Credential Attainment Rate	78.80	95.28	82.70
Measurable Skill Gains	69.00	115.00	60.00
WIOA Youth			
Employed 2nd Qtr After Exit	70.50	86.61	81.40
Median Wage 2nd Quarter After Exit	\$5,031	130.20	\$3,864
Employed 4th Qtr After Exit	68.00	87.63	77.60
Credential Attainment Rate	62.20	88.86	70.00
Measurable Skill Gains	65.60	119.27	55.00
Wagner-Peyser			
Employed 2nd Qtr After Exit	61.40	94.46	65.00
Median Wage 2nd Quarter After Exit	\$6,742	119.14	\$5,659
Employed 4th Qtr After Exit	60.50	100.00	60.50

Color Key
Exceeded (greater than 100% of negotiated)
Met (90-100% of negotiated)
Not Met (less than 90% of negotiated)

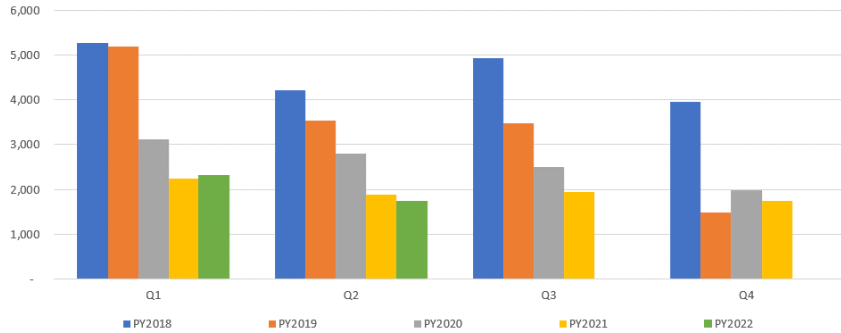
Reimagining Education and Career Help (REACH) Act

Letter Grades – analytics.careersourceflorida.com/LetterGrades

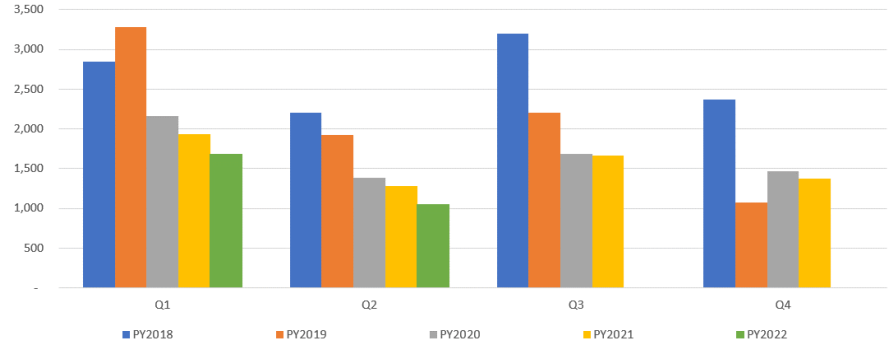
Core Metric
1. Participants with Increased Earnings (.25)
2. Reduction in Public Assistance (.25)
3. Employment and Training Outcomes (.20)
4. Participants in Work-Related Training (.10)
5. Continued Repeat Business (.05)
6. Year-Over-Year Business Penetration (.05)
7. Completion-to-Funding Ratio (.10)
Extra Credit Metric
Serving Individuals on Public Assistance (up to .05)

Leading Indicators of Performance

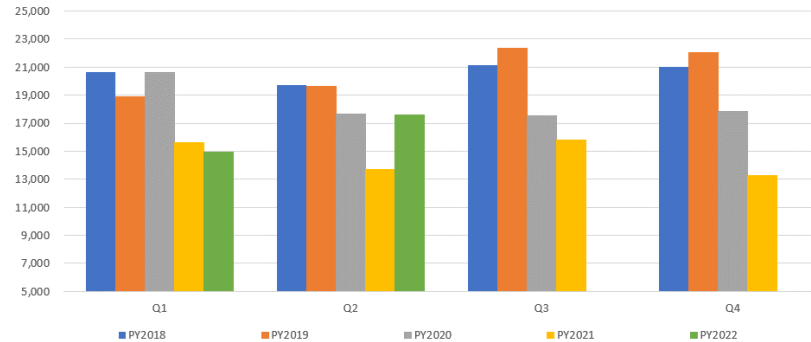
New WIOA Participants



New Trainings



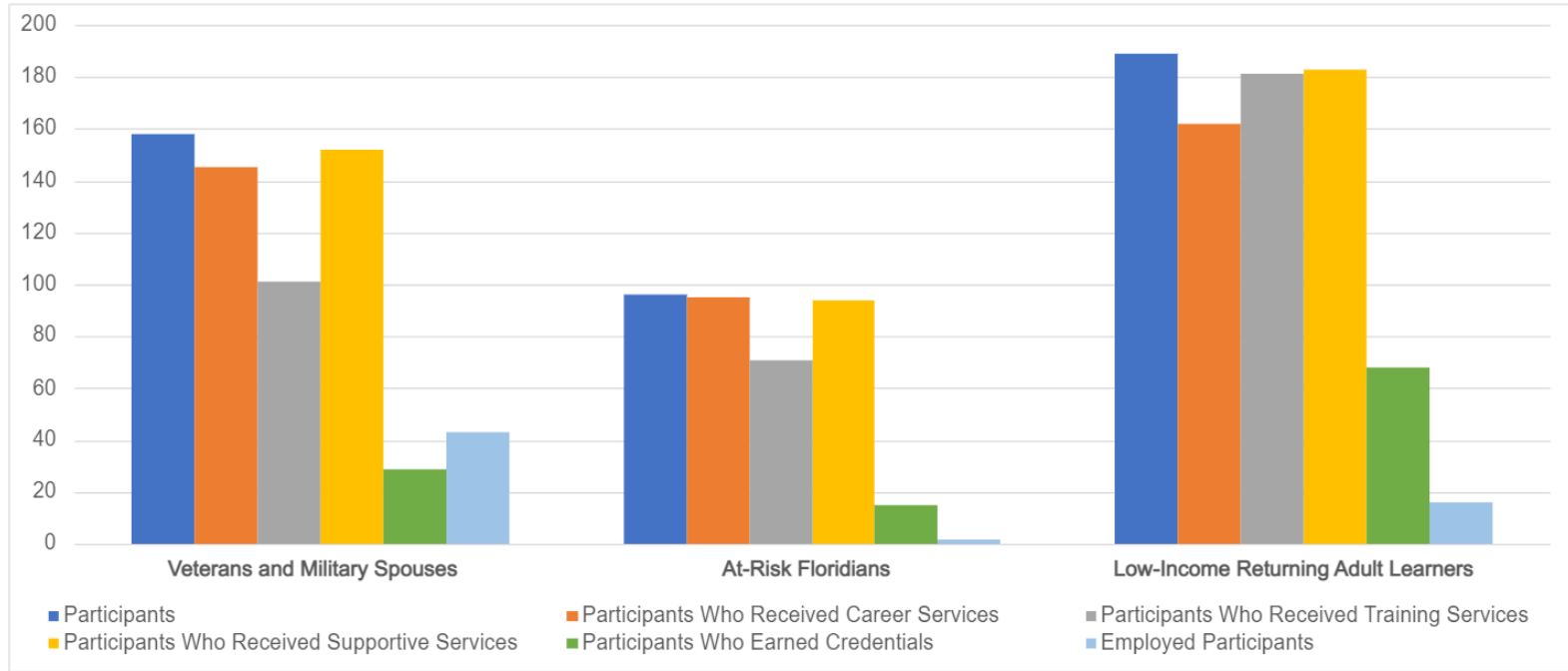
Businesses Served



Average Quarterly Unemployment Rate

PY2018				PY2019				PY2020				PY2021				PY2022			
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2		
3.6%	3.6%	3.5%	3.3%	3.2%	2.9%	3.3%	12.9%	10.0%	6.8%	5.6%	4.9%	4.2%	3.6%	3.3%	2.9%	2.6%	2.6%		

State Initiative: Get There Faster



Data as of Feb. 9, 2023

Business and Workforce Strategic Initiatives



Credentials Review Committee

- Eighteen members appointed by the CareerSource Florida Board of Directors
- Required to meet quarterly
- Approved state definition for credentials of value in December 2022
- Approved first credentials to meet definition for inclusion on Florida's Master Credentials List



Business and Workforce Strategies

Industry Sector Engagement



Dehryl McCall

Senior Director

Industry Focus:
Corporate HQs,
Professional/Financial
Services, Advanced
Manufacturing and
Trade & Logistics



Susan Bosse

Director

Industry Focus:
Healthcare/Life
Sciences and
Apprenticeships



Carmen Hilbert

Director

Industry Focus:
Aviation/Aerospace
and Information
Technology

Developing a Skilled Workforce

Quick Response Training

- Created in 1993
- Served more than 950 businesses
- Trained over 200,000 employees
- Awarded nearly \$227 million in grants

Incumbent Worker Training

- Created in 1999
- Served more than 3,000 businesses
- Trained at least 197,000 workers
- Awarded nearly \$86 million in grants



Apprenticeship Expansion

State Planning

- Apprenticeship Policy
- Local Impact

State-Level Funding

- Apprentice Florida
- Apprenticeship Navigators



Florida CLIFF Dashboard

The image shows a laptop displaying the Florida CLIFF Dashboard. The dashboard interface is titled "CHOOSE YOUR OPTIONS" and contains several sections for user input:

- NAME:** A text input field.
- DOB:** A date selection field.
- Major Declaration:** A dropdown menu.
- Are you currently employed?** A radio button selection.
- Are you currently a student?** A radio button selection.
- Are you currently a military member?** A radio button selection.

Below the input fields, there is a "Next Step" button and a "Go Back" button. The dashboard also features a "CLIFF" logo at the bottom right of the screen.

On the left side of the video frame, the text "CAREER LADDER IDENTIFIER FINANCIAL FORECASTER" is displayed vertically in large, bold, white letters against a blue background.

At the bottom of the video player, there is a "Play (k)" button, a progress bar showing "0:30 / 1:41", and standard video control icons (play, pause, volume, full screen, etc.).

CLIFF Dashboard Explainer

FY 2022-2023 Focus

- Identify training needs and expand training offerings
- Expand usage of Florida CLIFF Dashboard among local workforce development boards
- Promote Dashboard usage and share findings with external partners
- Use tool as part of community toolkits to enhance effectiveness and impact of key local partnerships
- Share best practices across variety of programs and areas of the state – mapped along a “crisis-stability continuum”

Open Discussion | Public Comment



Closing Remarks



Sophia Eccleston

Chair

Upcoming Meetings

- **Board and Partners Reception, Florida Professional Firefighters**
Feb. 22 | 5:30 p.m. ET
- **Board of Directors Meeting, Florida State University Dunlap Champions Club**
Feb. 23 | 9 a.m. – 12:30 p.m. ET