

INTRODUCTION TO PHASE 3

FLORIDA WORKFORCE SYSTEM TRANSFORMATION PLAN IMPLEMENTATION
LOCAL WORKFORCE DEVELOPMENT BOARDS

WELCOME AND INTRODUCTIONS

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OPENING REMARKS

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PHASES 1 AND 2

Local Workforce Development Board Alignment Evaluation

Findings from Phase 1 analyses, including leading practices, data, and stakeholder input.

Statewide Data Collection and Analysis

In-depth data on all Workforce Innovation and Opportunity Act (WIOA), Reimagining Education and Career Help (REACH) Act, and other data points for each local workforce development area and counties.

Organizational and Operational Research

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

Stakeholder Engagement Summary

Input gathered from 700+ key stakeholders including CEOs, Chief Local Elected Officials, local workforce development board staff, etc., between September and December 2022, including themes regarding options and potential system-wide consistencies.

Future State Options

Three 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/workforce-system-transformation-plan-reports/>



PILLAR I: ALIGNMENT AND CONSOLIDATION

The Reimagining Education and Career Help (REACH) Act establishes a comprehensive blueprint for the state's talent development ecosystem. It demands customer-focused improvements to reimagine and modernize complementary, but often siloed systems for education, workforce development and public assistance directly affecting the state's talent pipeline through both policy and performance.

In the case of the state workforce system — the CareerSource Florida network — the REACH Act directs a reduction in the current number of local workforce development boards to:

- Eliminate multiple layers of administrative entities to improve coordination of the workforce development system.
- Establish consistent eligibility standards across the state to improve the accountability of workforce-related programs.
- Provide greater flexibility in allocating resources to maximize the funds directed to training and business services.

PILLAR I: ALIGNMENT AND CONSOLIDATION

CareerSource Capital Region

County Composition: Leon, Wakulla, Gadsden and Jefferson

CareerSource North Florida

County Composition: Madison, Taylor, Lafayette, Hamilton and Suwannee

CareerSource North Central Florida and CareerSource Florida Crown (will be consolidated)

County Composition: Alachua, Bradford, Dixie, Gilchrist, Columbia and Union

CareerSource Pinellas and CareerSource Tampa Bay (will be consolidated)

County Composition: Pinellas and Hillsborough

CareerSource Flagler Volusia and CareerSource Brevard (will be consolidated)

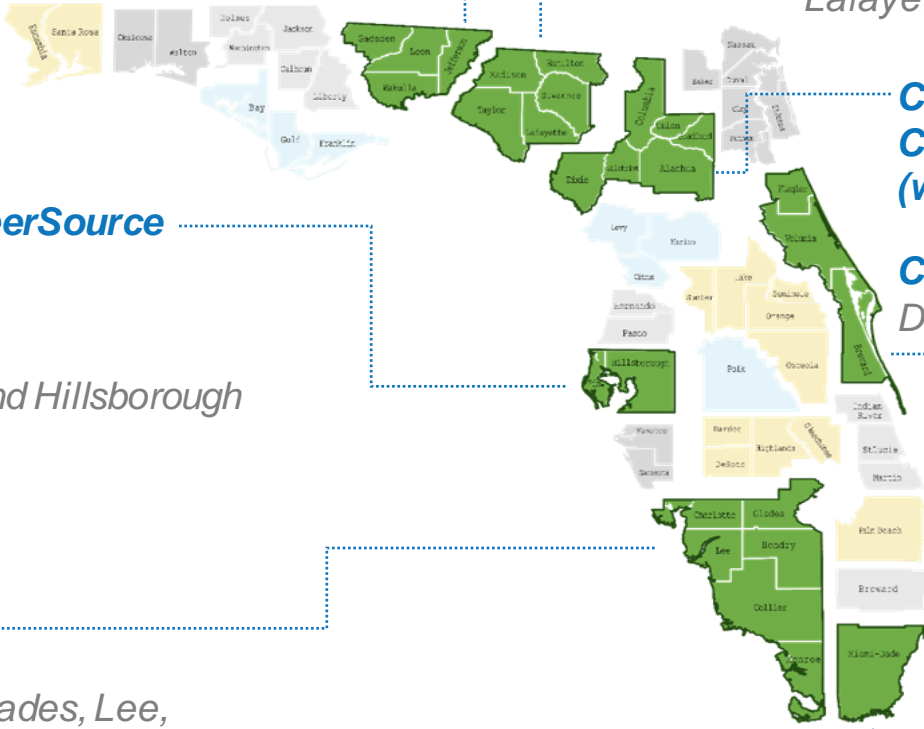
County Composition: Flagler, Volusia and Brevard

CareerSource Southwest Florida

County Composition: Charlotte, Glades, Lee, Hendry, Collier and Monroe

CareerSource South Florida

County Composition: Miami-Dade



PILLAR I: ALIGNMENT AND CONSOLIDATION

Phase 1 and Phase 2
April 2022 to March 2023

*Local Workforce Development Board Alignment
Evaluation*



Conducted reviews of local workforce development boards (LWDBs), employers, educational institutions, economic development agencies, elected officials, and state leaders.

Produced the below:

- Statewide Data Collection and Analysis
- Organizational and Operational Research
- Stakeholder Engagement Summary
- Future State Options



Phase 3 Alignment and Consolidation Activities

JULY – GOVERNANCE AND WIOA REQUIREMENTS



- Review current state governance and operations across all impacted LWDBs. Research foundational board/area governance and WIOA policies.

AUGUST – GOVERNANCE AND OPERATIONS INTERVIEWS



- Meet with impacted boards to gain operational insights and perspectives.
- Engage Florida Department of Commerce and U.S. Department of Labor to align on practices and requirements.
- Identify imminent timelines for state / federal governance and compliance.
- Prepare Draft Alignment and Consolidation Checklist.

SEPTEMBER – ALIGNMENT PLAN DEVELOPMENT



- Develop tailored governance plans based on change type: alignment or consolidation.
- Develop recommended engagement strategy to empower local workforce development area (LWDA) decision making.

OCTOBER – ALIGNMENT PLAN LAUNCH



- Confirm CareerSource Florida and LWDA requirements and timeframes for completion.
- LWDAs begin execution of alignment plan and engagement strategy.

PILLAR II: SYSTEM-WIDE IMPROVEMENTS

13 system-wide improvements were suggested during Phase 2.



Organization & Structure

- ▶ Develop statewide policy guidance and resources for local workforce development areas.
- ▶ Ensure Rural Areas of Opportunity are equally represented when part of a local workforce development area that includes counties with greater population density.
- ▶ Strengthen existing partnerships and identify new training provider additions for in-demand, industry-recognized skills.
- ▶ Support pursuit of additional and alternative funding sources.



People

- ▶ Expand communications with job seekers and employers to strengthen awareness of services.
- ▶ Define clear Future State training needs for local workforce development professionals.
- ▶ Complete key change management activities.
- ▶ Offer state-level human resource (HR) support to local workforce development boards.



Process, Data, & Technology

- ▶ Establish state-level ownership of labor market data and other subscription services.
- ▶ Standardize templates for contracts, financial reporting, and agreements.
- ▶ Simplify and standardize Eligible Training Provider List (ETPL) and processes.
- ▶ Improve technology tools and systems to simplify user experience.
- ▶ Improve digital access to help job seekers and employers access workforce development services.

Within the next year, these and other improvements will be iteratively evaluated for research, development, and codification into policies, processes, technology, and tools.

PILLAR III: REGIONAL PLANNING

Planning regions make up two or more local workforce development areas and are formed for the purpose of aligning workforce development activities and resources with larger regional economic development areas to provide **coordinated and efficient services to both job seekers and employers.**

Step 1:

To establish regional planning areas, the Governor must assign local areas to a region in consultation with local workforce development boards and chief elected officials, as well as shared labor market, economic development area, and resources to administer workforce services.

EY will assist with the formulation of that policy for CareerSource Florida as a first step.

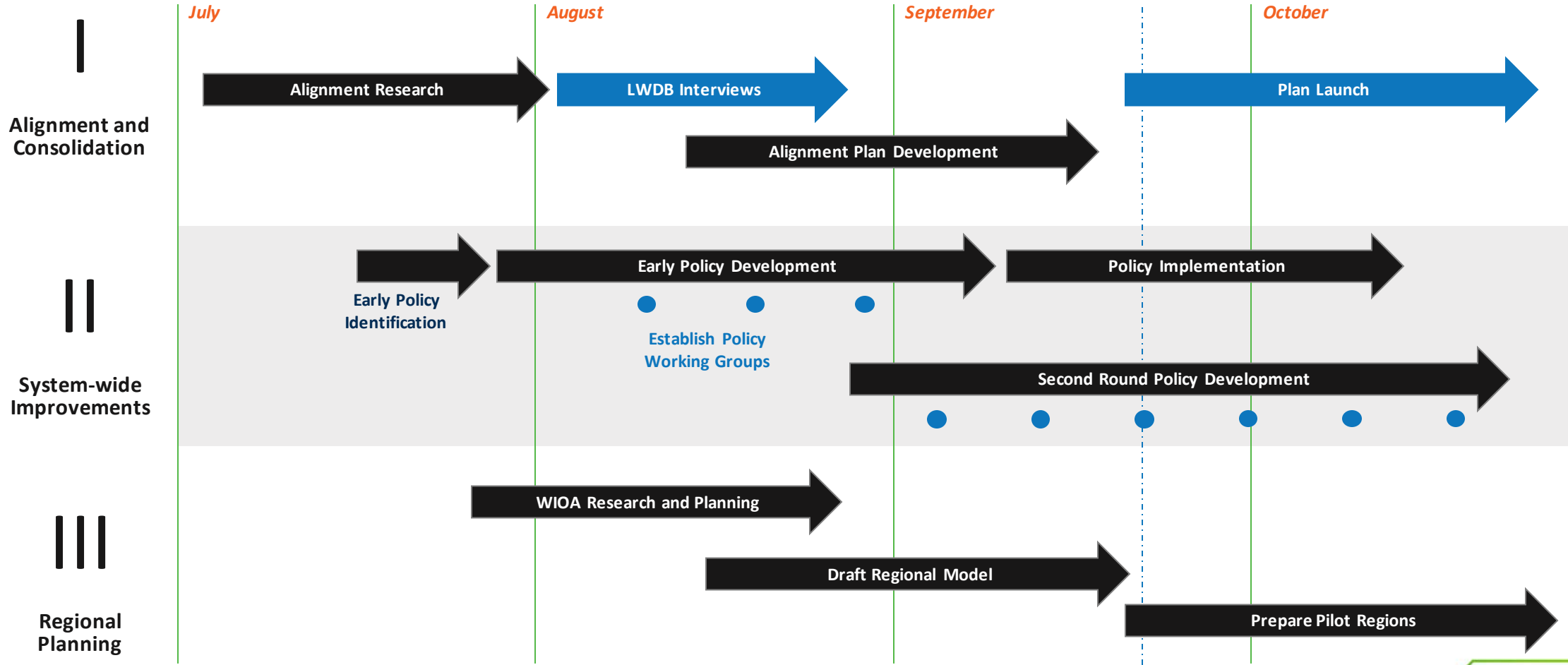
Step 2:

EY will develop regional planning guidance to disseminate to regional planning areas for the purpose of formulating compliant regional plans as laid out in WIOA policy. Features will include:

- Guidance on the establishment of regional service strategies, including use of cooperative service delivery agreements.
- Development of sector strategies for the region for in-demand sectors.
- Collection and analysis of regional labor market data.
- Proposed coordination of administrative cost arrangements, including the pooling of administrative funds as appropriate.
- Coordination of transportation and other supportive services as appropriate.
- Coordination of services with regional economic development providers.
- Streamlining annual WIOA reporting processes.

PHASE 3 INITIAL TIMELINE: 120 DAYS

Key: CSF & EY Activity
LWDB Participation



REVIEWING PHASE 3 EXPECTATIONS – 21 LOCAL WORKFORCE DEVELOPMENT BOARDS



Pillar I: Alignment and Consolidation

- Reduce local workforce development areas and boards from 24 to 21.
- Develop local governance and operational models for new local workforce development areas and the impacted LWDBs.
- Ensure employment services to job seekers and employers are uninterrupted by changes.

Completed by June 30, 2024:

- New governance determined and in place across impacted boards including appointment of new board of directors.
- Finalized interlocal agreements, consortiums, and 501(c)(3) completed for realigned or consolidated boards.
- Designate Fiscal Agent and Administrative Entity.
- Operational transition completed for all impacted boards, or mostly underway.



Pillar II: System-Wide Improvements

- Implement system-wide improvements and consistent compliance models across LWDBs.
- Develop standardized tools and technology for streamlined experiences for job seekers and employers.

Completed by June 30, 2024:

- Significant improvements applied operationally and in practice across the system.
- Backlog and plan of action for additional improvements.



Pillar III: Regional Planning

- Create new regional planning areas, consisting of at least two contiguous LWDBs, that comply with WIOA.
- Align and integrate strategies and resources to support regional economic growth.

Completed by June 30, 2024:

- At least two regional planning areas identified, structured, and compliant with regional planning requirements.
- Plan in place for remaining regional planning areas to be created.

QUESTIONS?

CLOSING REMARKS

GARRICK WRIGHT