



Strategic Policy and Performance Council Meeting

Sept. 18, 2023

Welcome and Remarks



Sophia Eccleston

Chair

For Public Comment:

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

Welcome and Remarks



Sophia Eccleston
Chair

Workforce Program Development Initiatives Update



Dan McGrew
Senior Vice President



Adam Briggs
Senior Director



Dehryl McCall
Senior Director



Susan Bosse
Director



Jacqueline Barreiros
Senior Program Analyst



Warren Davis
Policy Analyst

Credentials Review Committee

- **The Credentials Review Committee met on Sept. 6, 2023, and approved:**
 - One addition to the 2023-2024 Master Credentials List.
 - Updates to the Framework of Quality.
 - Revisions to the Credentials Review Committee Charter to conform to SB 240.
- **The Credentials Review Committee also received a preview of the 2024-2025 Master Credentials List.**

Local Workforce Development Board Letter Grades

- Website now includes program year 2022-2023 Q3 data updates.
- Program year 2022-2023 letter grades will be assigned and released by **Oct. 15, 2023**.
- **Program year 2023-2024 anticipated updates:**
 - Addition of WIOA Title II and Title IV data (Divisions of Career & Adult Education, Vocational Rehabilitation and Blind Services) to the extra credit metric numerator – local workforce development boards will receive credit for serving individuals on public assistance and co-enrolled in WIOA Title II or Title IV programs.
 - Adjustments to metric targets based on analyses of letter grade data to be conducted following the assignment of program year 2022-2023 grades.

Hope Florida – A Pathway to Prosperity

- **Strengthens CareerSource Florida’s partnership with the Department of Children and Families to help Floridians attain self-sufficiency.**
- **Notice of Funding Availability issued in September to each local workforce development board to fund:**
 - Job readiness and job placement programming for Hope Florida clients.
 - Full-time Hope Navigator to manage client placement and job development.
- **CareerSource Florida’s Career Ladder Identifier and Financial Forecaster (CLIFF) Suite of Tools serve as an integral resource to assist clients in achieving self-sufficiency.**

Apprenticeship Expansion

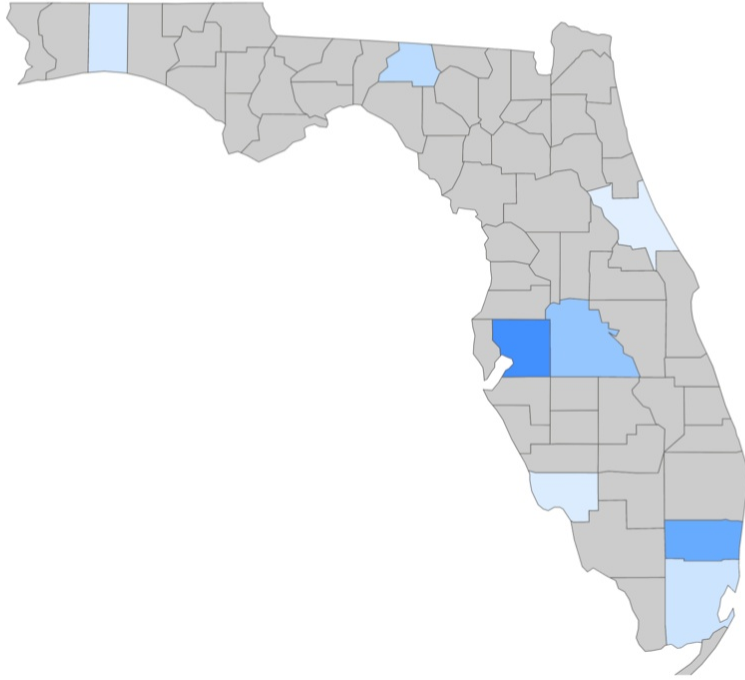
- **CareerSource Florida Apprenticeship Navigator.**
 - Notice of Funding Availability issued.
 - Apprenticeship Navigator Training continuing.
- **Growing apprenticeship numbers.**
- **Registered apprenticeship programs responsive to industry demand.**
 - Public School Teacher – Florida Department of Education.
 - Aircraft Maintenance Technician – HAECO Airframe Services.
 - Cyber Security Support Preapprenticeship – Computer Coach.

Florida Healthcare Training Initiative

- CareerSource Broward
- CareerSource Northeast Florida



Quick Response Training Grant Program



24

Total contracts awarded.

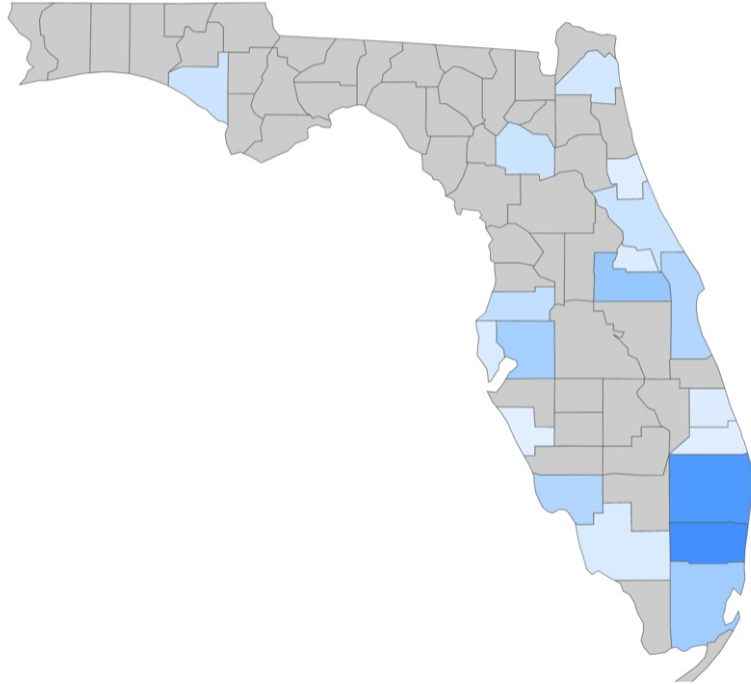
\$7,351,775

Total amount awarded.

2,202

Total trainees.

Incumbent Worker Training Grant Program



87

Total contracts awarded.

\$2,126,473

Total amount awarded.

1,634

Total trainees.

2022-2023 Awards by Industry Sector

Industry Sector	Quick Response Training	Incumbent Worker Training
Administrative and Support		6
Construction		5
Educational Services		1
Finance & Insurance	1	3
Headquarters	1	
Information		2
Life Sciences, Healthcare & Social Assistance	1	8
Manufacturing	7	32
Other Services & Utilities		3
Professional, Scientific, and Technical Services	7	8
Real Estate & Rental & Leasing		4
Transportation & Warehousing	4	2
Wholesale Trade	3	13
TOTAL	24	87

New Applications Received (July – September 2023)

Industry Sector	Quick Response Training	Incumbent Worker Training
Accommodation & Food Services		1
Administrative and Support		4
Business Support	3	
Construction	2	5
Finance & Insurance	1	
Healthcare & Social Assistance	3	4
Management	1	
Manufacturing	1	10
Other Services		2
Professional, Scientific, and Technical Services	4	2
Transportation & Warehouse	1	
Wholesale Trade	1	3
TOTAL	17	31

Workforce Innovation and Opportunity Act (WIOA) 2024-2028 Combined Plan

- CareerSource Florida Board of Directors assists the Governor in submitting a four-year WIOA State Plan.
- Unified Plan includes core WIOA programs.
- Combined Plan aligns partner initiatives, uniting core and combined partners around strategic goals.
- The Reimagining Education and Career Help (REACH) Act offers compelling opportunity to transform workforce system through combined WIOA State Workforce Development Plan.
- CareerSource Florida and core partners working with combined partners to develop combined plan for delivery to the Board of Directors in February 2024.

Consent Item For Consideration:

- Approval of June 6, 2023, Meeting Minutes, to include any modifications or changes noted by the Council.

Action Items



Dan McGrew

Senior Vice President

Workforce Program Development

Florida Workforce System Transformation Plan

Three Pillars



I

Alignment and Consolidation

for local workforce development boards.

II

System-wide Improvements

for improved customer consistency and better leveraging of public funds.

III

Regional Planning

to further promote workforce system alignment with education and economic development and optimize opportunities for regional economic growth.

Regional Planning Areas Strategic Policy



Warren Davis

Policy Analyst

Workforce Program Development

Action Item 1

For Consideration:

Approve CareerSource Florida Strategic Policy – Regional Planning Areas, implementing the requirements for Regional Planning Areas.

Education and Industry Consortiums Strategic Policy



Dehryl McCall

Senior Director

Workforce Program Development

Action Item 2

For Consideration:

Approve CareerSource Florida Strategic Policy – Education and Industry Consortiums, implementing the requirements established in Senate Bill 240, signed into law May 15, 2023.

Eligible Training Providers List Administrative Policy



Keantha Moore

Deputy Chief

Bureau of One-Stop and Program Support

FloridaCommerce

Action Item 3

For Consideration:

Approve revisions to CareerSource Florida Administrative Policy 090 – Eligible Training Providers List.

System-wide Improvements

Statewide Procurement Strategy



Dan McGrew

Senior Vice President

Workforce Program Development

System-wide Improvements

Statewide Procurement Strategy

- **Developing policy to ensure utilization of state procured tools.**
- **Analysis on areas where state procurement may be most beneficial conducted by EY (Ernst & Young).**
- **Presentation to Board of Directors expected in October and December 2023 with procurements to begin in spring/winter 2024.**
- **Implementation expected by July 1, 2024.**

Floridians with Disabilities: Part of the Talent Pipeline Solution



Allison Chase
President & CEO
The Able Trust

THE ABLE TRUST™

- Established in 1990 by the Florida legislature to support the Florida Division of Vocational Rehabilitation.
- Promotes employment of Floridians and supports disability employment stakeholders around the state.
- Makes meaningful investments and collaboration at the community level.

Employment of “People with a Disability” Spiked to Record in Hot Labor Market. Applications for Disability Benefits Fell to 20-Year Low

by Wolf Richter • Feb 3, 2023 • 42 Comments

They added 1.6 million more workers to the labor force, even as the overall labor market remains in a pandemic trend.

By [Wolf Richter](#) for [Wolf Street](#)

The tight labor market has added 1.6 million people who have a disability to the labor force in January compared to the same month in 2022, an additional 1.62 million people, or 26%, according to the Bureau of Labor Statistics today.

And according to the Bureau of Labor Statistics, who *applied* for disability benefits, but not those who were denied.

In January, there were 1.6 million people with a disability, according to the Bureau of Labor Statistics. The correct term is “people with disabilities” they returned from a long-term absence due to a lot of disabilities are t

Opinion
[Claudia Sahn](#)

Disabled People Can Help Ease the Shortage of Workers

In a tight labor market, overlooking those who can work but face obstacles comes at a steep cost to the economy.



By [Claudia Sahn](#)
March 14, 2023 at 8:30 AM EDT

At a time when some 10 million US jobs are unfilled, Covid-19 still lingers and the workforce is aging at an alarming rate, it's never been more urgent for employers to strengthen their resolve to hire and retain workers with disabilities. Progress is happening, with the latest monthly


April 11, 2022

Disability Inclusion Could Help Advanced Manufacturing Overcome Great Resignation

[LinkedIn](#) [Facebook](#) [Twitter](#) [Send](#) [Embed](#)



WRITTEN BY:

 Fisher Phillips
[Contact](#)

 Setareh Ebrahimian

PUBLISHED IN:

Diversity

Employee Retention

Hiring & Firing

Human Resources Professionals

Job Applicants

Labor Shortage

Manufacturing

...ross the economy are facing a historic labor shortage – and manufacturers may have a solution in the form of proactive disability inclusion. Defined as those displaying or characterized by atypical patterns of thought or behavior – considered ill-equipped to succeed in an advanced manufacturing environment. Nevertheless, there is significant evidence that people with disabilities can do, thrive in a variety of positions that nearly everyone else struggles to fill. What can you do to capitalize on this opportunity?

Disability Inclusion – But Solutions Exist

Fisher Phillips Flash Survey reveal that a staggering 70% of manufacturers are experiencing more difficulty than normal in hiring workers in 2021, with more than half reporting

BENEFITS OF HIRING PERSONS WITH DISABILITIES

38%

**less likely to face
challenges finding
workers with the
necessary experience**

44%

**less likely to face
challenges finding
workers with the
necessary skills**

36%

**more likely to
find candidates
who have the right
attitude/motivation**

EXPANDING DISABILITY EMPLOYMENT IN FLORIDA

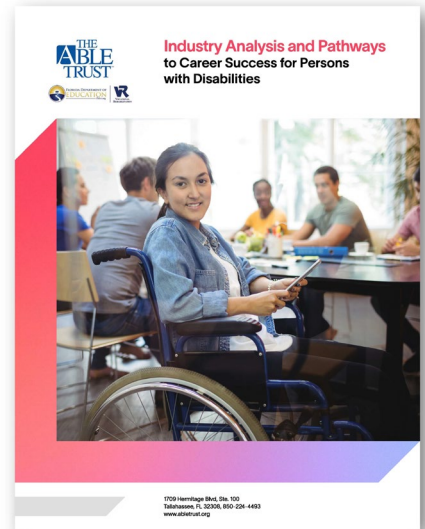


\$ 111.78B

Economic impact of adding 300,000 persons with disabilities to Florida's labor force over 10 years (by 2032).

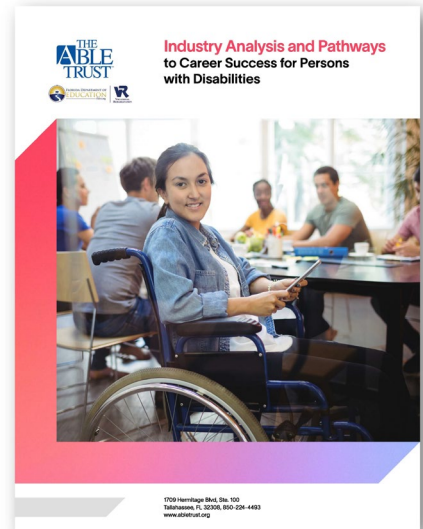
EMPLOYING PERSONS WITH DISABILITIES IN FLORIDA

- *Industry Analysis and Pathways to Career Success for Persons with Disabilities*
 - Research conducted in partnership with Lightcast included:
 - Stakeholder interviews.
 - Surveys.
 - Literature review.
 - Macro-economic research.



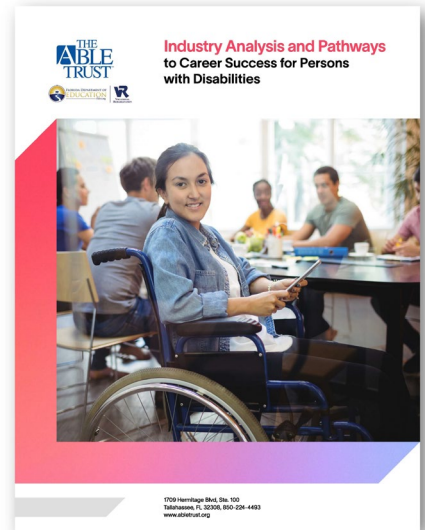
EMPLOYING PERSONS WITH DISABILITIES IN FLORIDA

- *Industry Analysis and Pathways to Career Success for Persons with Disabilities*
 - **Floridians with Disabilities:**
 - Labor force participation, unemployment and joblessness.
 - Rural-urban disparities.
 - Role of Florida Division of Vocational Rehabilitation and regional data.



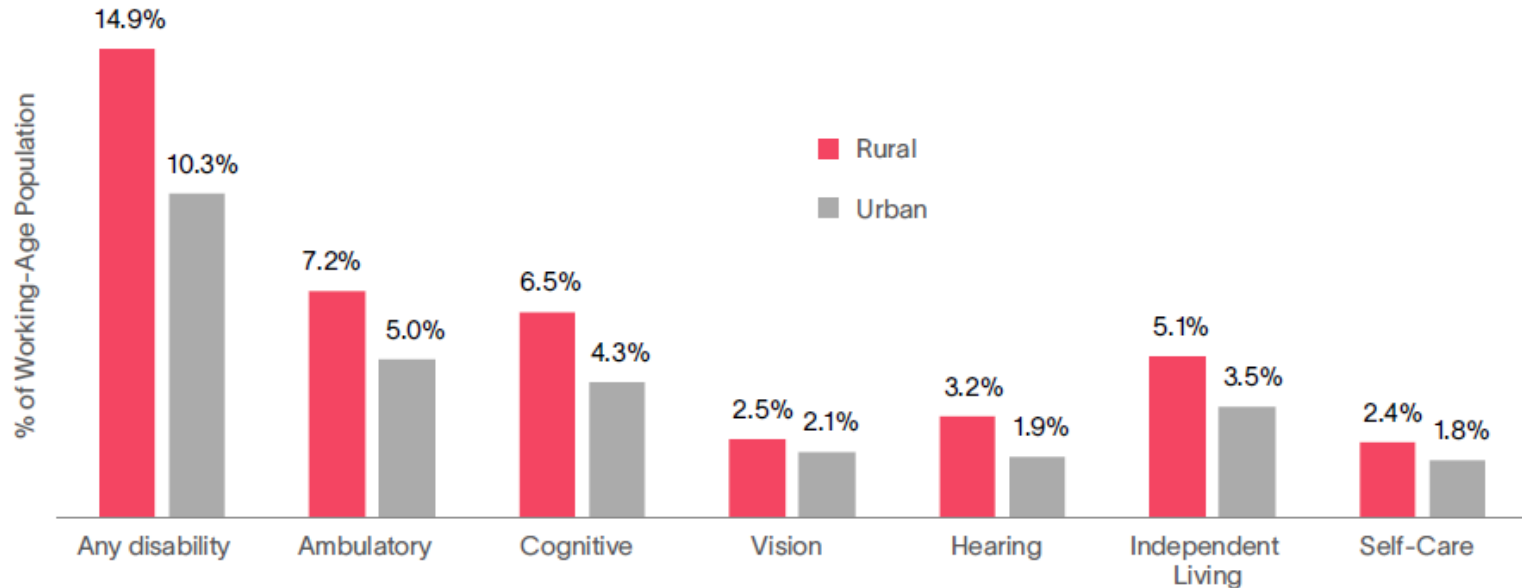
EMPLOYING PERSONS WITH DISABILITIES IN FLORIDA

- *Industry Analysis and Pathways to Career Success for Persons with Disabilities*
 - Industry and Occupation Dynamics:
 - Industry and occupation participation by Floridians with disabilities.
 - Growth opportunities and project employment gains.



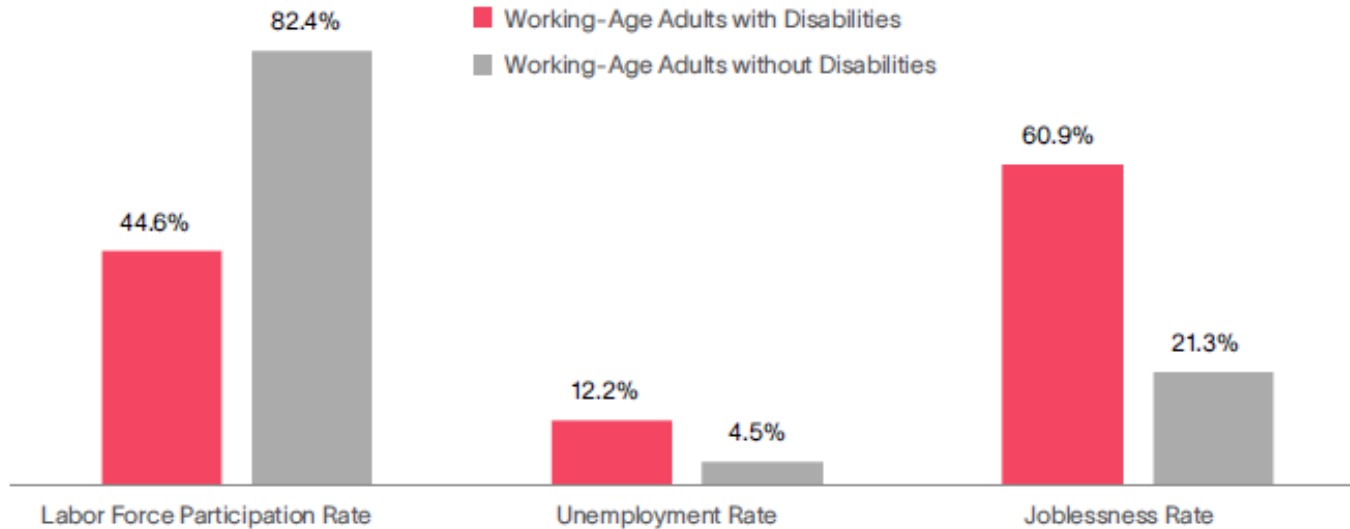
DISABILITY PREVALENCE

Disability Prevalence Among Working-Age Floridians by Disability Type and Rural/Urban Status (2021)



EMPLOYMENT LANDSCAPE

Labor Force Participation, Unemployment and Joblessness Rates for Working-age Adults with and without Disabilities in Florida (2021)



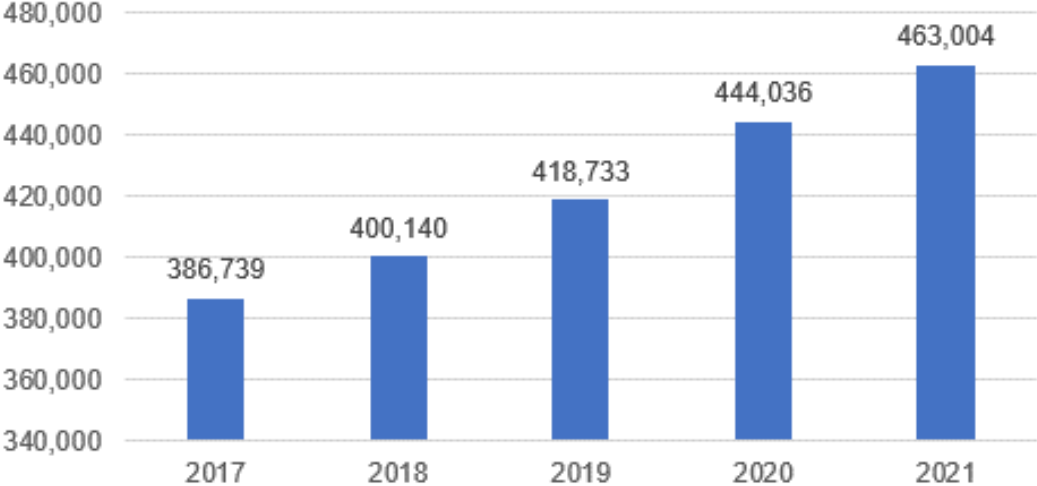
EARNINGS DISPARITIES

Median and Average Annual Wages and Average Weekly Hours for Employed Working-Age Adults with and without Disabilities in Florida



EMPLOYMENT OF PERSONS WITH DISABILITIES INCREASING

Floridians with a Disability Who are Working
Age 18-64



INDUSTRY MIX

- High concentration of persons with disabilities in Florida:
 - Health Care and Social Assistance. ↑
 - Retail Trade. ↓
 - Accommodations and Food Service. ↑
 - Professional, Scientific and Technical Services. ↑

OCCUPATION FAMILIES EMPLOYING PWDS

Occupation Family (2-digit SOC)	Florida		United States	
	Workers with Disabilities	% of Workforce with Disabilities	Workers with Disabilities	% of Workforce with Disabilities
Office and Administrative Support	68,024	14.7%	950,376	12.3%
Sales and Related	49,578	10.7%	729,961	9.4%
Management	47,973	10.4%	659,548	8.5%
Transportation and Material Moving	38,934	8.4%	710,517	9.2%
Building and Grounds Cleaning and Maintenance	28,453	6.2%	373,046	4.8%
Food Preparation and Serving Related	25,689	5.6%	388,016	5.0%
Construction and Extraction	23,485	5.1%	377,796	4.9%
Healthcare Practitioners and Technical	22,788	4.9%	392,579	5.1%
Educational Instruction and Library	22,704	4.9%	374,028	4.8%
Business and Financial Operations	20,340	4.4%	410,483	5.3%

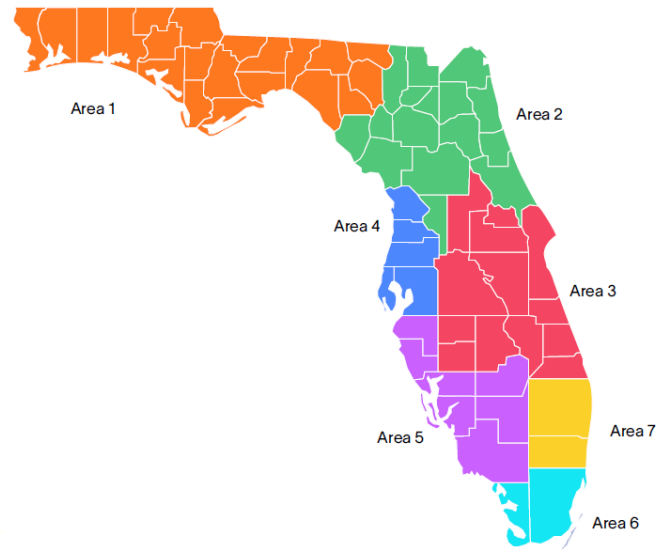
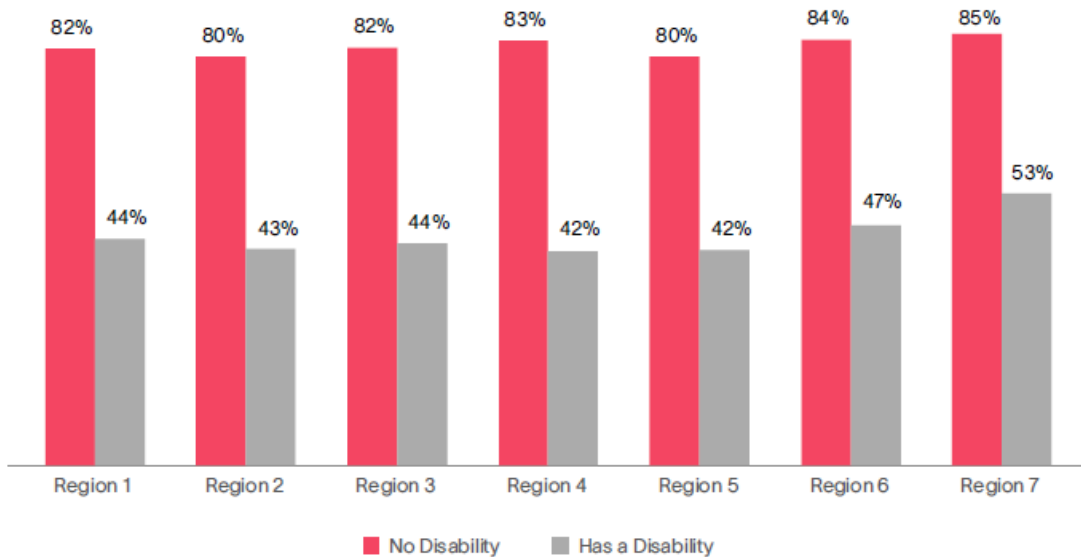
- **Greater representation of workers with disabilities in Florida than observed at national level:**
 - Office and Administrative Support,
 - Sales.
 - Management.
 - Building and Grounds Maintenance.
 - Food Preparation.
- **Less representation of workers with disabilities in Florida than observed at national level:**
 - Transportation and Materials Moving.
 - Production.
 - Healthcare Support.

GROWING INDUSTRIES

Industry (2-Digit NAICS)	Projected Growth*	2022 Jobs	2032 Jobs, Projected	% of Workforce with Disabilities in Florida
Arts, Entertainment, and Recreation	39.7%	216,369	302,310	2.0%
Accommodation and Food Services	29.4%	947,214	1,225,671	7.6%
Mining, Quarrying, and Oil and Gas Extraction	18.3%	3,883	4,593	0.0%
Educational Services	17.1%	205,445	240,564	4.8%
Transportation and Warehousing	15.7%	391,294	452,693	6.0%
Professional, Scientific, and Technical Services	15.4%	682,255	787,208	7.9%
Health Care and Social Assistance	13.9%	1,200,256	1,367,306	12.5%
Other Services (except Public Administration)	12.7%	453,326	510,757	4.9%
Agriculture, Forestry, Fishing and Hunting	12.0%	97,127	108,785	0.6%

DIVISION OF VOCATIONAL REHABILITATION

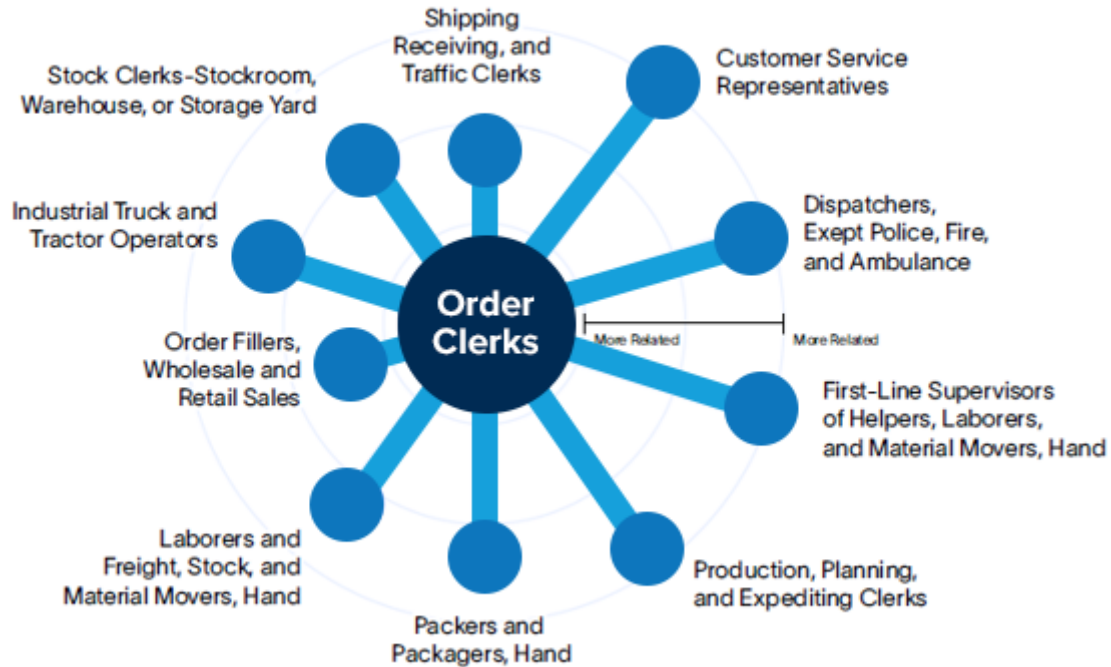
**Labor Force Participation Rate for Working-Age
Floridians with and without Disabilities by
Florida Department of Education/Vocational Rehabilitation Region (2021)**



CREATING OPPORTUNITIES FOR UPWARD MOBILITY

Transition Occupations	Destination Occupations	Career Pathing
<ul style="list-style-type: none">• Occupations that tend to pay lower wages than other occupations that require similar levels of education or experience.• Use as opportunity for persons with disabilities in these jobs to build on the skills developed in these occupations.	<ul style="list-style-type: none">• Occupations that tend to pay more than other occupations that require similar levels of education or experience.• Through job training and job placement programs, persons with disabilities can get connected to these occupations.	<ul style="list-style-type: none">• Focused upskilling on occupations persons with disabilities are in currently.• Ensure accessibility considerations are in place to complete skills training and connect to open jobs.

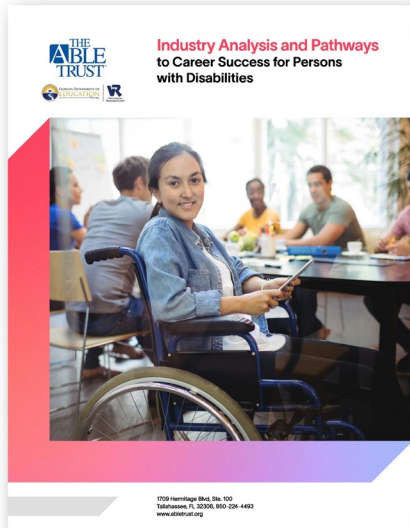
CREATING OPPORTUNITIES FOR UPWARD MOBILITY



HOW PATHWAYS INFORMS OUR WORK

- Direct Support Organization to Florida Department of Education/Vocational Rehabilitation.
- High School High Tech.
- Collective Impact.
- Legislators.
- Partners.

DOWNLOAD THE REPORT TODAY



Industry Analysis and Pathways to Career Success for Persons with Disabilities

Download your copy by visiting
www.abletrust.org/research

QUESTIONS



DISABILITY EMPLOYMENT AWARENESS



Disability Employment Awareness Month is held every October and now is the time to prepare!

Show your support:

- Visit our Online Toolkit at www.abletrust.org/DEAM.
- Become a Disability Employment Awareness Month sponsor.
- Include information in your company newsletter or other internal messaging.
- Work with your local city or county officials to present a proclamation.



ESPRESSO ENTHUSIAST



KICKOFF SPONSOR



TEA TRAILBLAZER



COLD BREW BELIEVER



LATTE LEADER



**THANK
YOU**
to our
Disability
Employment
Awareness
Month
Sponsors!

CONTACT US!

Allison Chase

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www.abletrust.org

Statewide Labor Market and Program Performance Update



Jimmy Heckman

**Bureau Chief, Workforce Statistics and
Economic Research
FloridaCommerce**



Kristy Farina

**Economic Research and Analysis Administrator
FloridaCommerce**

Labor Market Update



Key Comparisons

Florida

Unemployment Rate:
2.7%

Labor Force OTY
+2.6%

Private Sector Jobs OTY
+3.3%

United States

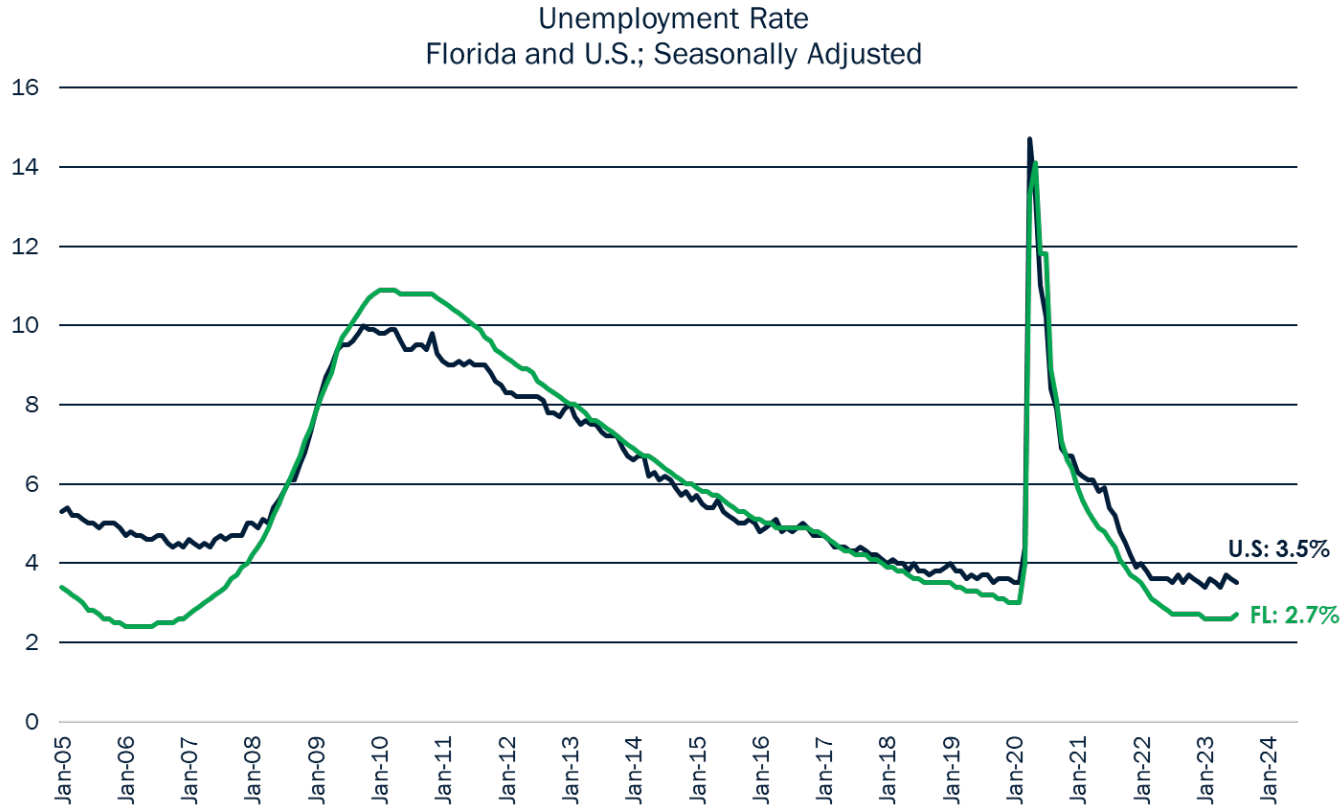
U.S. Unemployment Rate:
3.5%

U.S. Labor Force OTY
+1.9%

Private Sector Jobs OTY
+2.0%



Unemployment Trends



July 2023:

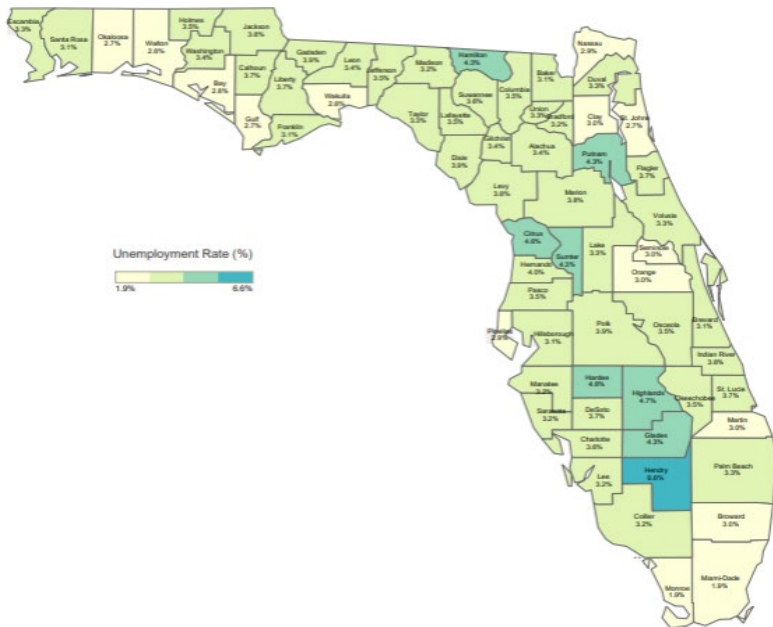
- Florida's Unemployment Rate was **2.7%**.
- Since April 2023, the labor force has increased by **121,000**:
 - +106,000** Employed.
 - +14,000** Unemployed.*
- July 2023 marks **3 consecutive months** of unemployment increases.

*may not add to total due to rounding

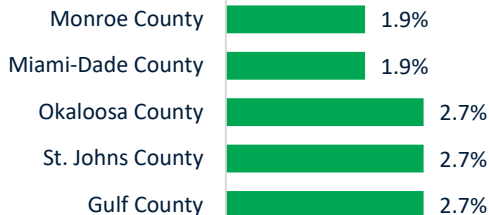


Local Area Unemployment Rates

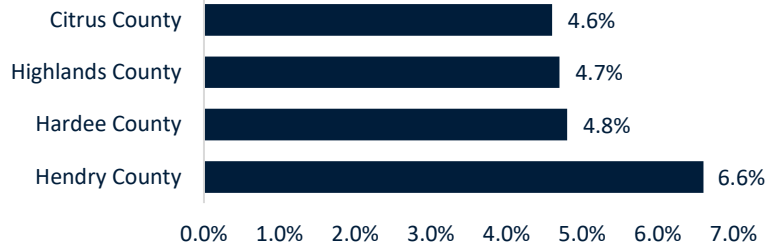
July 2023 Unemployment Rates by County
Not Seasonally Adjusted



Lowest Unemployment Rate Counties
July 2023; Not Seasonally Adjusted

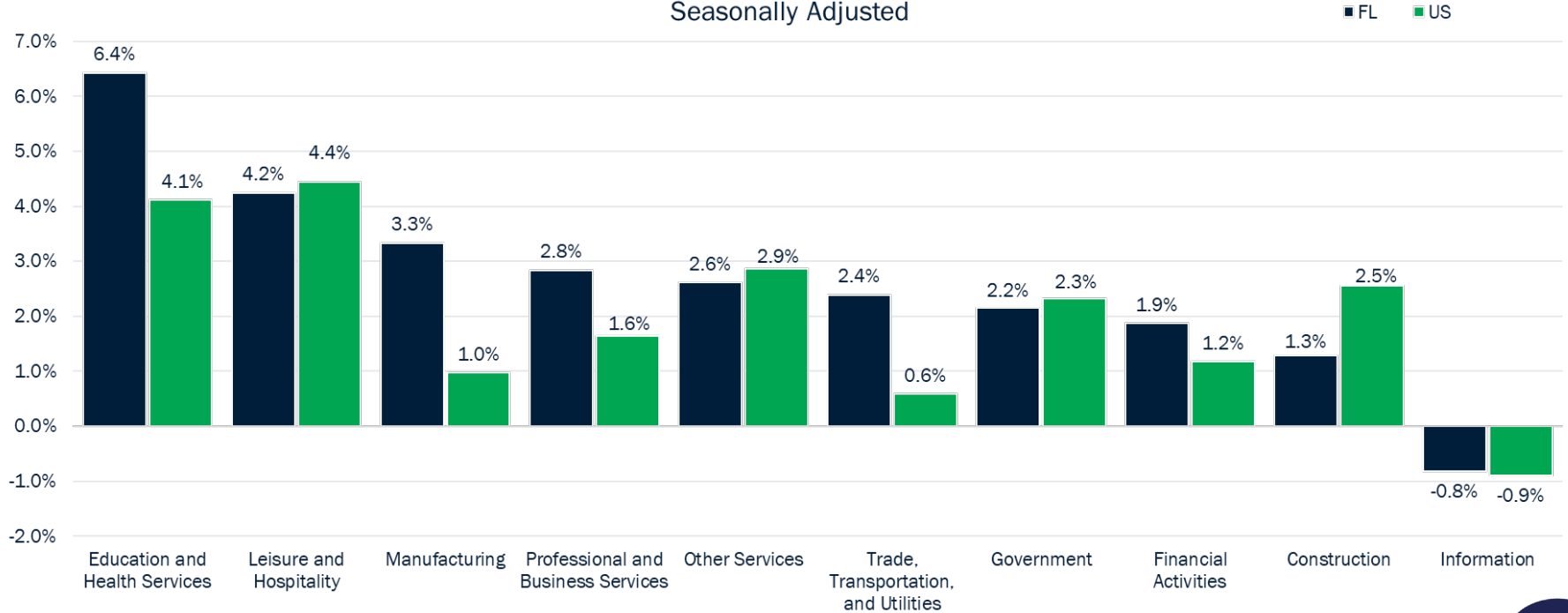


Highest Unemployment Rate Counties
July 2023; Not Seasonally Adjusted



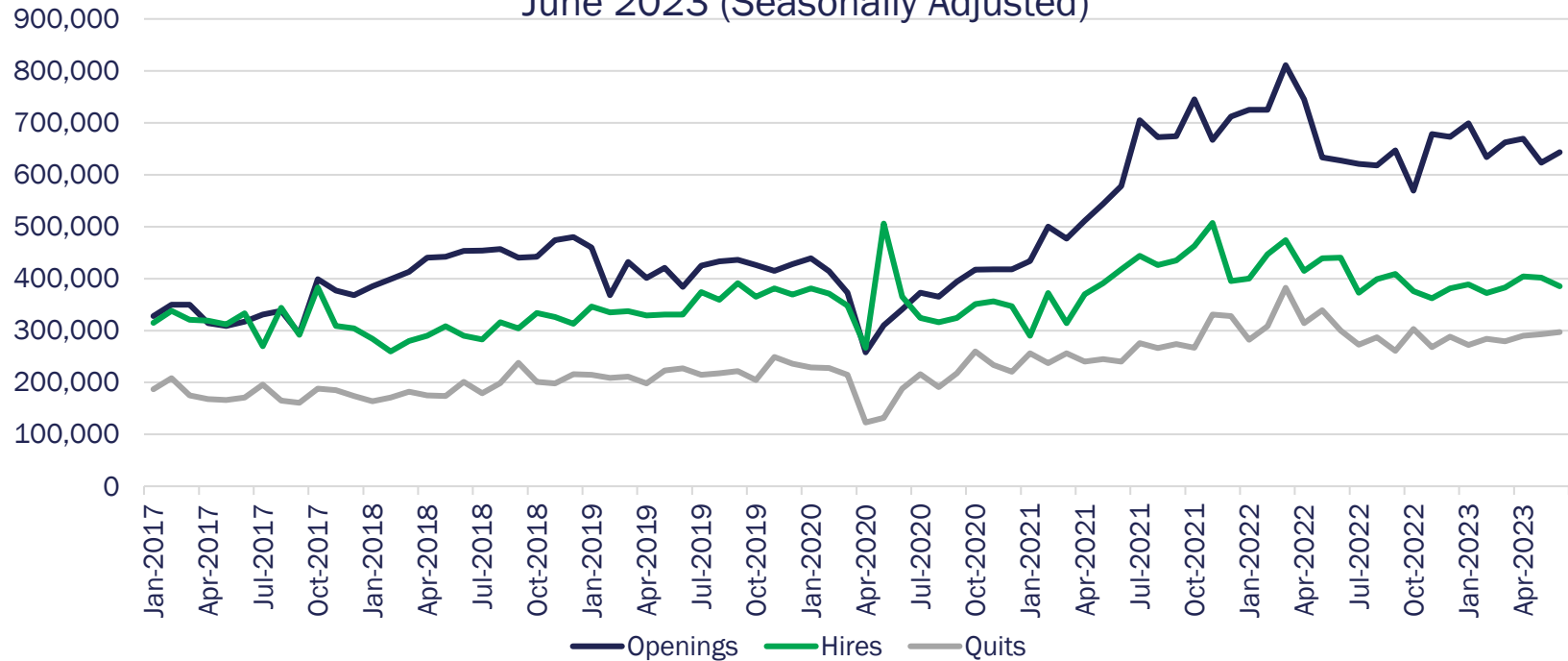
Industry Dynamics

Over the Year Percent Change in Employment by Supersector (July 2022 to July 2023)
Seasonally Adjusted



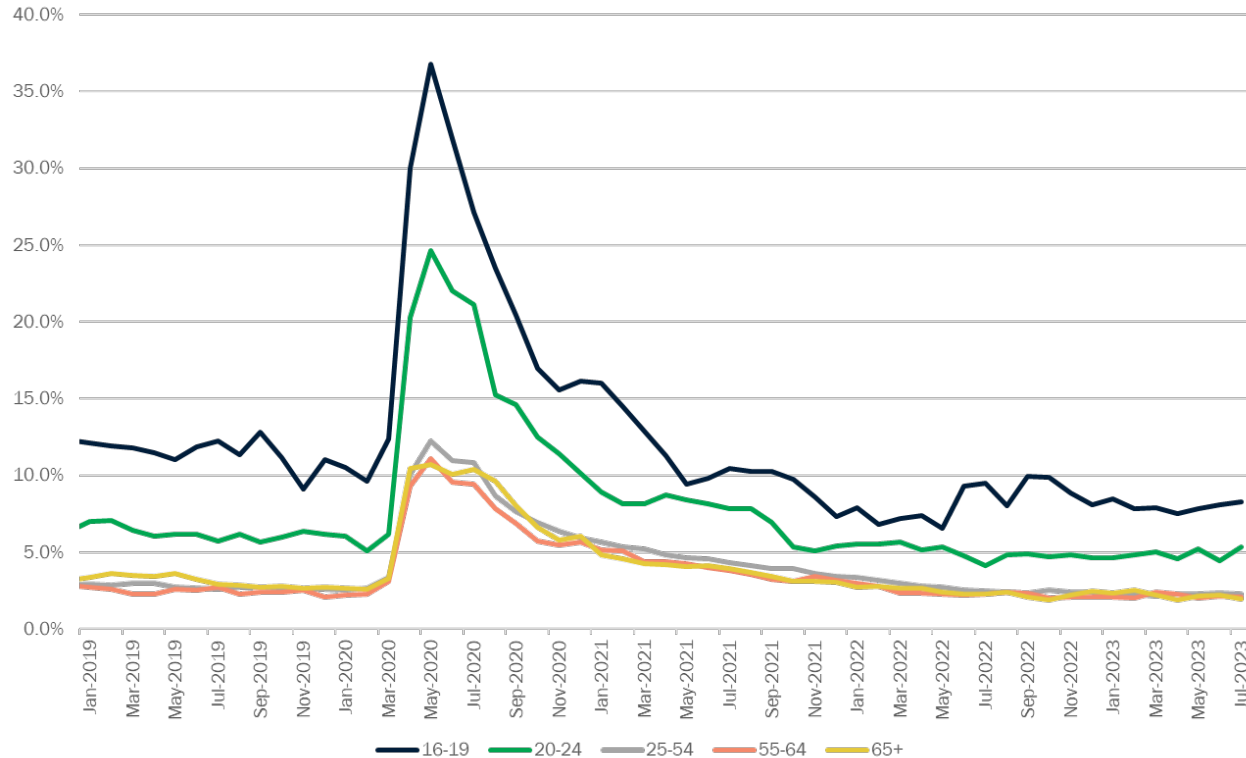
Job Openings and Labor Turnover Survey (JOLTS)

Florida Nonfarm Job Openings, Hires, and Quits
June 2023 (Seasonally Adjusted)



Age Dynamics in the Labor Force

Unemployment Rates by Age Group; Florida



Workers Age 55 And Over:

- **More than 2.8 million** workers in Florida's labor force (**26 percent** of the state labor force).
- **59,000** unemployed Jobseekers age 55+ (**20 percent** of state unemployment).

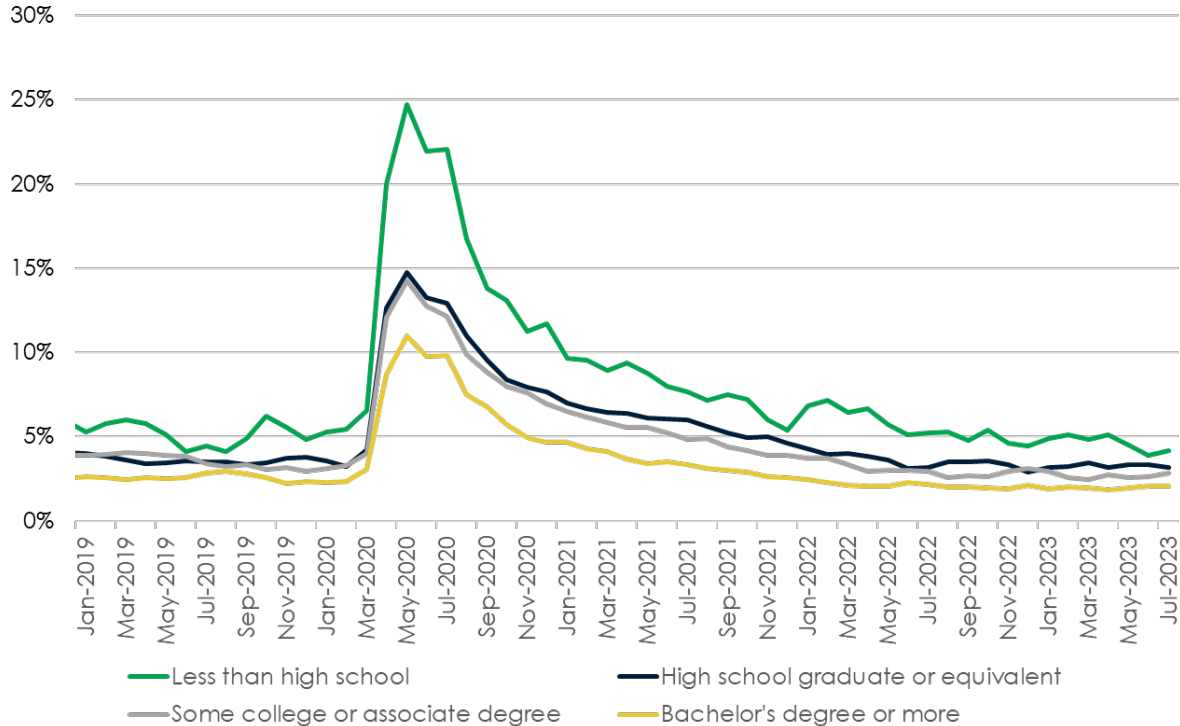
Workers Age 16-24:

- **1.9 million workers** in Florida's labor force (**11 percent** of the state labor force).
- **73,605** unemployed jobseekers (**25 percent** of state unemployment).



Educational Attainment

Unemployment Rates by Educational Attainment; Florida



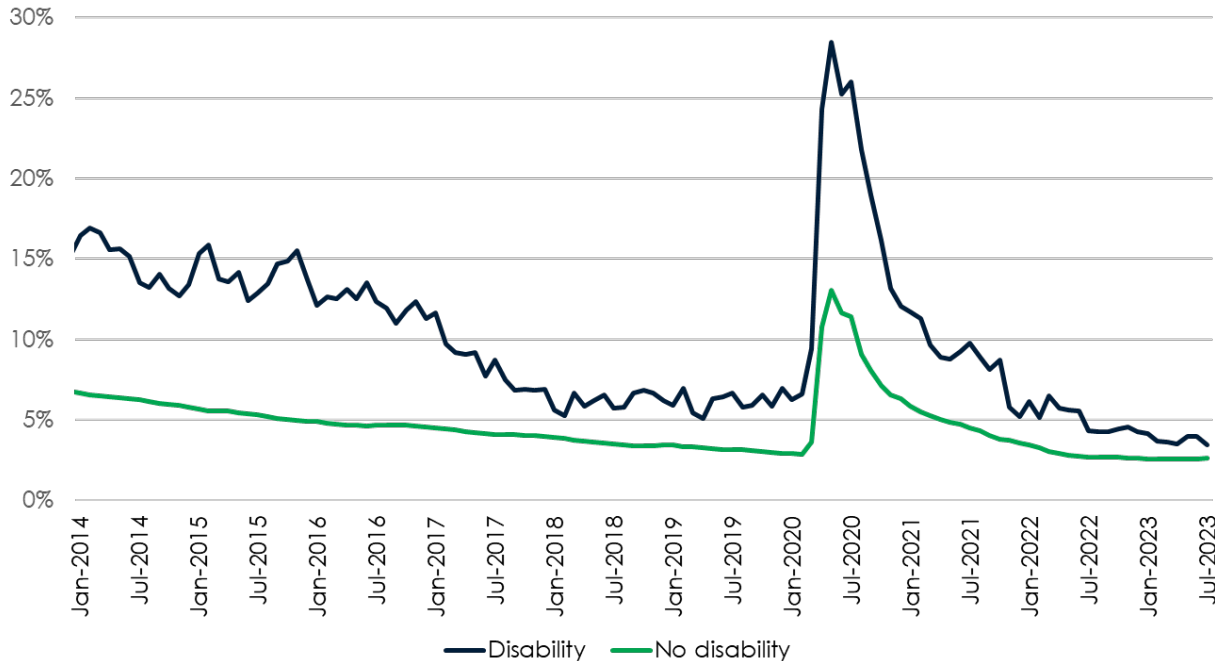
July 2023:

- The unemployment rate was **4.1 percent** for workers with less than a high school education in July 2023; **3.2 percent** for high school graduates.
- Workers with a high school education or less make up **40.8 percent** of unemployment statewide.



Disability Status

Unemployment Rate by Disability Status; Florida



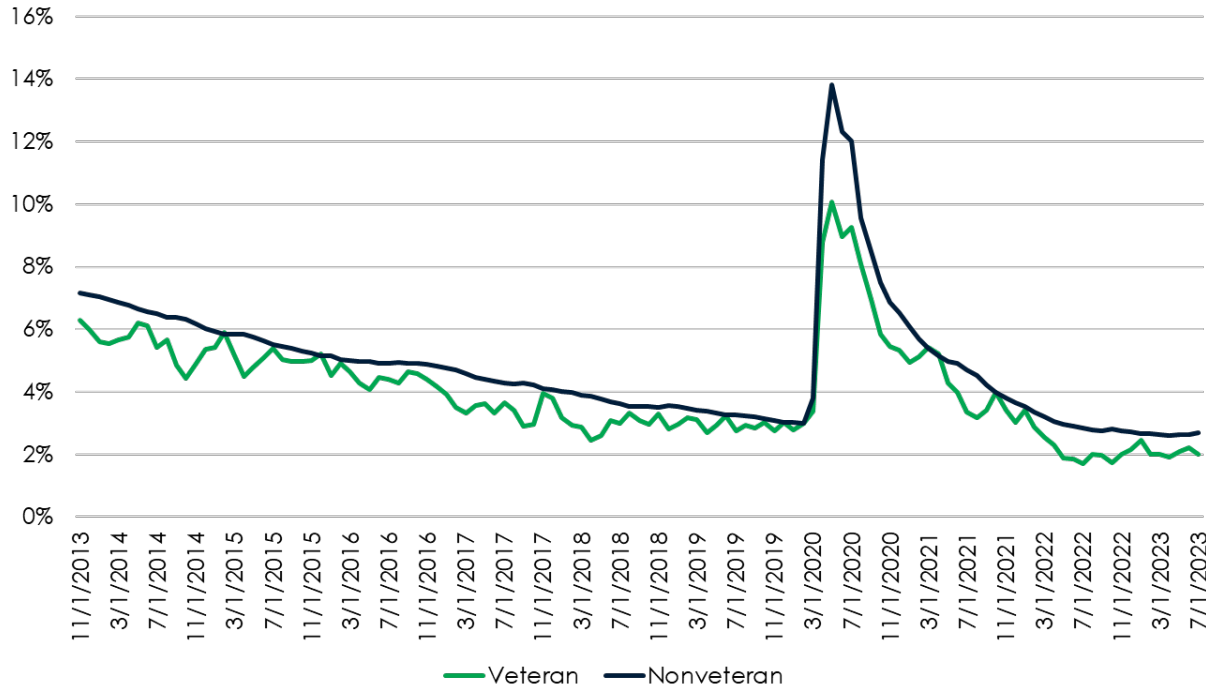
July 2023:

- **387,000** individuals with a disability in the state labor force (**3.5 percent** of the total labor force).
- **13,000** unemployed with a disability (**4.6 percent** of statewide unemployment).
- Unemployment rate of **3.5 percent** – the lowest rate in recent history for individuals with a disability.



Veterans in the Labor Force

Unemployment Rate by Veteran Status; Florida



July 2023:

- **638,000** veterans in the statewide labor force (**5.8 percent** of the total labor force).
- **13,000** unemployed veterans statewide (**4.4 percent** of statewide unemployment).
- Veteran unemployment rate of **2.0 percent** (compared to **2.7 percent** for non-veterans).



Program Performance



Primary Indicators of Performance

Employment Indicators

Employment 2nd Quarter after Exit

Employment 4th Quarter after Exit

Median Earnings 2nd Quarter after Exit

Education/Training Indicators

Credential Attainment

Measurable Skills Gain



Workforce Innovation and Opportunity Act (WIOA) Primary Indicators of Performance

Program Year 2022-23 Q4 Report

Program	# of Performance Measures Passed	Areas for Improvement
WIOA Adult	Passed 4/5	Q4 Employment Rate After Exit
WIOA Youth	Passed 4/5	Credential Attainment Rate
WIOA Dislocated Worker	Passed 5/5	
Wagner-Peyser	Passed 3/3	



Program Year 2022 Population

Veterans:

452 Participants

5.3% of WIOA Adult Participants

Secondary School Graduates:

4,803 Participants

56.7% of WIOA Adult Participants

Individuals with a Disability:

482 Participants

5.7% of WIOA Adult Participants

Older Individuals:

512 Participants

6.0% of WIOA Adult Participants



Q&A



Contact Us

Thank you.

If you have questions or comments about this presentation, please contact us.



James Heckman

Email: wser.info@commerce.fl.gov

Office: Bureau of Workforce Statistics and Economic Research



Open Discussion | Public Comment



Closing Remarks



Sophia Eccleston
Chair

Upcoming Meetings

- Finance Council Meeting | Sept. 18, Orlando, 1:30-2:30 p.m.
- Board of Directors Meeting | Sept. 19, Orlando, 8:30-11 a.m.
- Executive Committee Meeting | Oct. 12, Virtual
- Board of Directors and Council Meetings | Dec. 11-12, Virtual