

Joint Strategic Policy and Performance Council and Finance Council Meeting Agenda

NOV. 14, 2023 • 3 – 5 P.M. ET
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Chair's Welcome and Remarks

Sophia Eccleston
Strategic Policy and Performance Council

2024-2028 WIOA Combined State Plan

Adrienne Johnston

- Plan Development Update

Local Workforce Development Board Letter Grades

Jackie Barreiros

- PY 2022-2023 Grades
- Comparative Performance and Continuous Improvement

Policy Development Updates

**Adam Briggs/
Susan Bosse**

- Statewide Standardization of Tools and Services (Administrative)
- Registered Apprenticeship (2024)

System-Wide Improvements

Dan McGrew

- Contract Templates
- Regional Planning Areas Update

Financial Performance Updates

**Andrew Collins/
Malissa Counts**

- Annual Independent Audit
- State-level Training Grants Administration

Policy & Practice Implementation Updates

**Adam Briggs/
Dehryl McCall**

- Hope Florida Network Activities
- CLIFF Advisory Council
- Education and Industry Consortium (2024)

Open Discussion/Public Comment

Chair's Closing Remarks

Sophia Eccleston

UPCOMING MEETINGS

Finance Council Meeting | December 11, 10:00-11:00 a.m., Virtual
Strategic Policy and Performance Council Meeting | December 11, 2:00-4:00 p.m., Virtual
Board of Directors Meeting | December 12, 9:00-11:30 a.m., Virtual



Local Workforce Development Board Letter Grades PY 2022-2023 Methodology

Developed by the Governor's Office of Reimagining Education and Career Help (REACH), the criteria for the letter grades are, in part, based on local board performance on accountability measures and return on investment, per s. 14.36, Florida Statutes. As required by the REACH Act, the majority of the grade is based on the improvement by each local workforce development board in the long-term self-sufficiency of participants through outcome measures such as reduction in long-term public assistance and the percentage of participants whose wages were higher after program completion compared to wages before participation in a program.

Targets

In consultation with CareerSource Florida and FloridaCommerce, the REACH Office set the targets for each metric using historical performance data to test the letter grades methodology and the results were analyzed by an interagency workgroup. Adjustments will be made as needed to ensure fair, attainable goals with room for continuous improvement.

Metrics

Florida's letter grades for local workforce development boards include seven core metrics and one extra credit metric focused on employment services, training services, business services, and economic self-sufficiency. The metrics were developed with these [Guiding Principles](#) in collaboration with an interagency workgroup and feedback from local workforce development boards.

In the spirit of continuous improvement, these metrics will be tracked and analyzed on a continuous basis and may be adjusted to reflect evolving economic conditions and state priorities.

Metric	Weight
<p>1. Participants With Increased Earnings</p> <p>The percentage of participants who earned more in the second quarter after exit than before their participation with the local workforce development board.</p> <ul style="list-style-type: none"> • Numerator: The number of exiters from the denominator with higher earnings two quarters after exiting the program than in the earliest of the two quarters prior to participation. • Denominator: The number of distinct exiters from WIOA* (Adult and Dislocated Worker) and Wagner-Peyser programs included in the local workforce development board's federal Employment Rate – 2nd Quarter After Exit metric during the previous program year. <p>Category: Employment and Training Services, Self-Sufficiency Target: 45% Data Source: ETA 9173 Program Performance Reports</p> <p><small>* Includes WIOA-funded grants.</small></p>	<p>.25</p>

Metric	Weight
<p>2. Reduction in Public Assistance</p> <p>The percentage of exiters who received Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) benefits during their active participation with the local workforce development board but were no longer receiving SNAP or TANF benefits in the fourth quarter after exit.</p> <ul style="list-style-type: none"> • Numerator: The number of individuals from the denominator who were no longer receiving SNAP or TANF benefits in the fourth quarter after exiting the workforce development program. • Denominator: The number of exiters from WIOA* (Adult, Dislocated Worker and Youth), Wagner-Peyser, SNAP Employment and Training (SNAP E&T), and Welfare Transition programs who received SNAP or TANF cash assistance at any time during their participation with the local workforce development board. <p>Category: Employment and Training Services, Self-Sufficiency Target: 35% Data Source: Employ Florida, One-Stop Service Tracking (OSST) and DCF Recipient Data</p> <p>* Includes WIOA-funded grants.</p>	.25
<p>3. Employment and Training Outcomes</p> <p>Comprises the existing 18 federal accountability measures for local workforce development boards within the WIOA Primary Indicators of Performance (Employment Rate – 2nd Quarter After Exit, Employment Rate – 4th Quarter After Exit, Median Earnings – 2nd Quarter After Exit, Credential Attainment, and Measurable Skill Gains) for Adult, Dislocated Workers, Youth and Wagner-Peyser programs.</p> <ul style="list-style-type: none"> • Numerator: The number of federal metrics from the denominator for which the local workforce development board reached at least 90% of its negotiated target. • Denominator: The number of federal WIOA Primary Indicators of Performance metrics in the current program year for WIOA (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs. <p>Category: Employment and Training Services Target: 100% Data Source: ETA 9173 Program Performance Reports</p>	.20
<p>4. Participants in Work-Related Training</p> <p>The percentage of all job seekers who received work-related training including occupational skills training, on-the-job training and other work-based learning models, registered apprenticeships, and customized training for employers.</p> <ul style="list-style-type: none"> • Numerator: The number of participants from the denominator who received work-related training services. • Denominator: The number of participants served in the current program year by a local workforce development board within the following programs: SNAP E&T, Welfare Transition, WIOA* (Adult, Dislocated Worker and Youth), National Dislocated Worker Grant, Wagner-Peyser and Trade Adjustment Assistance (TAA). <p>Category: Training Services Target: 25% Data Source: ETA 9173 Program Performance Reports, One-Stop Service Tracking (OSST) Cohort Used: July 2021-June 2022</p> <p>* Includes WIOA-funded grants.</p>	.10

Metric	Weight
<p>5. Continued Repeat Business</p> <p>Percentage of business establishments served in prior three years that continued to be served in the current program year.</p> <ul style="list-style-type: none"> • Numerator: The number of employer worksites from the denominator that received a core business service in the current program year. • Denominator: The number of employer worksites that received a core business service from the local workforce development board in the previous three program years. <p>Category: Business Services Target: 35% Data Source: Employ Florida</p>	.05
<p>6. Year-Over-Year Business Penetration</p> <p>The percentage point difference in the number of business establishments served in the current program year compared to the prior year. Each local workforce development board is assigned a percentage as the percent target met based on the year-over-year business penetration rate difference, as follows:</p> <ul style="list-style-type: none"> • $\geq 4 = 100\%$ • $2 \text{ to } < 4 = 90\%$ • $0 \text{ to } < 2 = 80\%$ • $-2 \text{ to } < 0 = 70\%$ • $-4 \text{ to } < -2 = 60\%$ • $-6 \text{ to } < -4 = 40\%$ • $-8 \text{ to } < -6 = 20\%$ • $< -8 = 0\%$ <p>Local workforce development boards achieving greater than 90% overall business penetration will not be penalized for maintaining year-over-year comparable business penetration.</p> <p>Annual Business Penetration Calculation:</p> <ul style="list-style-type: none"> • Numerator: The number of employer worksites from the denominator that received a core business service from the local workforce development board during the program year. • Denominator: The number of active employer worksites in Employ Florida for each local workforce development board during the program year. <p>Category: Business Services Target: 100% Data Source: Employ Florida</p>	.05
<p>7. Completion-to-Funding Ratio</p> <p>Compares a local workforce development board's share of statewide WIOA and Wagner-Peyser exiters with the local workforce development board's share of statewide funding allocations.</p> <ul style="list-style-type: none"> • Numerator: The percentage of distinct exiters from WIOA* (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs. • Denominator: The percentage of the local workforce development board's share of statewide WIOA*, Supplemental WIOA Dislocated Worker, Wagner-Peyser, Reemployment Services and Eligibility Assessment (RESEA), and Veteran annual funding allocation for the current program year. <p>Category: Employment and Training Services Target: 100% Data Source: FloridaCommerce Finance and Accounting, ETA 9173 Program Performance Reports</p> <p>* Includes WIOA-funded grants.</p>	.10
Total Weight:	

1.00

Metric	Weight
<p>Extra Credit Metric: Serving Individuals on Public Assistance</p> <p>Local workforce development boards can earn up to an additional five percentage points for serving individuals on public assistance. Extra credit is calculated as follows:</p> <ul style="list-style-type: none"> • Numerator: The number of individuals from the denominator who received SNAP or TANF benefits during their participation period. • Denominator: The number of participants served in the current program year by a local workforce development board within the following programs: SNAP E&T, Welfare Transition, WIOA (Adult, WIOA Dislocated Worker and Youth) and Wagner-Peyser. <p>Extra credit points will be awarded as follows:</p> <ul style="list-style-type: none"> • $\geq 50\%$ = 5 points • $\geq 46\% < 50\%$ = 4 points • $\geq 44\% < 46\%$ = 3 points • $\geq 42\% < 44\%$ = 2 points • $40\% < 42\%$ = 1 point <p>Category: Employment and Training Services, Self-Sufficiency Data Source: ETA 9173 Program Performance Reports, OSST, DCF Recipient Data</p>	Up to .05

Metric Calculations

As data becomes available, each metric is calculated as follows:

1. A rate is calculated using the metric's numerator and denominator.
2. The percentage of the target met is then calculated by dividing the rate by the metric's target and then capping it at 100 percent.
3. The percentage of the target met is then multiplied by the metric's weight to get the weighted performance.

The result of each step is rounded to the hundredth decimal place.

CALCULATION EXAMPLE
<p>❶ $600 \text{ (numerator)} / 2,200 \text{ (denominator)} = 27.27\% \text{ (rate)}$</p> <p>❷ $27.27\% \text{ (rate)} / .25 \text{ (25\% target)} = 109.08\%$ 109.08% is then capped at 100% (percentage of target met)</p> <p>❸ $100\% \text{ (percentage of target met)} \times .10 \text{ (weight)} =$ 10.00% (weighted performance)</p>

Grade Determination

Once each metric is calculated, the weighted performance (see #3 in the example above) are summed for a final score that translates into a letter grade based on the following scale:

A+: ≥ 97	C+: 77 to < 80
A: 93 to < 97	C: 73 to < 77
A-: 90 to < 93	C-: 70 to < 73
B+: 87 to < 90	D: 60 to < 70
B: 83 to < 87	F: < 60
B-: 80 to < 83	

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

Performance Period Ending June 30, 2023



The federal Workforce Innovation and Opportunity Act (WIOA) establishes performance accountability measures, known as Primary Indicators of Performance, to assess the effectiveness of states and local workforce development boards in achieving positive outcomes for individuals served by the workforce development system. The U.S. Department of Labor (USDOL) oversees the performance accountability requirements of WIOA on a program year basis (from July to June), which coincides with the state's fiscal year. Performance on the WIOA Primary Indicators of Performance is reported to USDOL on a quarterly basis.

Performance targets are negotiated with USDOL prior to the start of each program year. Driven by a commitment to excellence, Florida strives for local and state performance levels at 90% of negotiated targets. In quarter four of Program Year 2022-2023, Florida's workforce development system achieved 90% or more of the negotiated targets on 16 of the 18 WIOA Primary Indicators of Performance. Innovative and responsive workforce services and programs contributed to sustained statewide performance during the program year. Performance during quarter four of PY 2022-2023 was impacted by common exit guidance released by FloridaCommerce in the fourth quarter of program year 2020 that resulted in local boards exiting large numbers of disengaged participants from their active rosters in April through June 2021. The impact of these exits is seen in the 4th Quarter After Exit Employment and Credential Attainments for the Adults, Dislocated Workers, and Youth participants.

Negotiated performance targets are adjusted after the end of each program year (usually around February of the following year) through a statistical adjustment model to account for economic conditions and participant characteristics. After this adjustment has occurred, the state's final performance is recalculated against the adjusted goals. Individual indicator scores (actual performance divided by the adjusted target) are considered met by USDOL when they are greater than or equal to 50%.

The data in this performance report represents a rolling four-quarter calculation of most recent performance data available through June 30, 2023. The tables in this report show actual performance in relation to performance targets negotiated with USDOL for PY 2022-2023. For additional information, please visit the Indicators of Performance Reports section on the Florida Department of Commerce website at: [Indicators of Performance Reports](#). If you have questions about this report, please contact Kristy Farina, Bureau of Workforce Statistics and Economic Research at the Florida Department of Commerce, at (850) 245-7206.

Populations Served

The following populations are served through the workforce development programs measured within the Primary Indicators of Performance:

- **WIOA Adult:** Individuals who are 18 or older in need of job search assistance and training opportunities, with priority given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
- **WIOA Dislocated Workers:** Individuals who are 18 or older and have lost their jobs through no fault of their own as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors.
- **WIOA Youth:** Individuals who are 14 to 24 years old and face barriers to education, training and employment.
- **Wagner-Peyser:** Individuals who are 18 or older, are authorized to work in the U.S. and are in need of job search assistance.

Employment Indicators

Employment 2nd Quarter After Exit

- **WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser:** For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 2nd quarter after exiting the program.
- **WIOA Youth:** For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 2nd quarter after exiting the program.

Employment 4th Quarter After Exit

- **WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser:** For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 4th quarter after exit from the program.
- **WIOA Youth:** For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 4th quarter after exiting the program.

Median Earnings 2nd Quarter After Exit

- **WIOA Adult, WIOA Dislocated Worker, WIOA Youth and Wagner-Peyser:** This indicator captures participants' median (middle value) quarterly earnings in the 2nd quarter after exiting the program.

Education/Training Indicators

Credential Attainment

- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training or customized training) who attain a recognized postsecondary credential or a secondary education diploma, or its recognized equivalent, during participation in or within one year after exiting the program.

Measurable Skill Gains

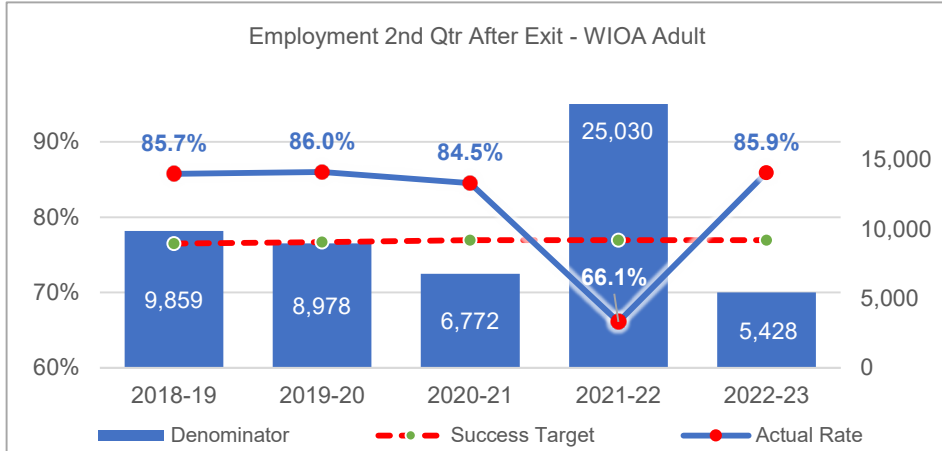
- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress, toward such a credential or employment.

The Measurable Skill Gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specified reporting period. Therefore, it is not an exit-based measure. Instead, it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals.

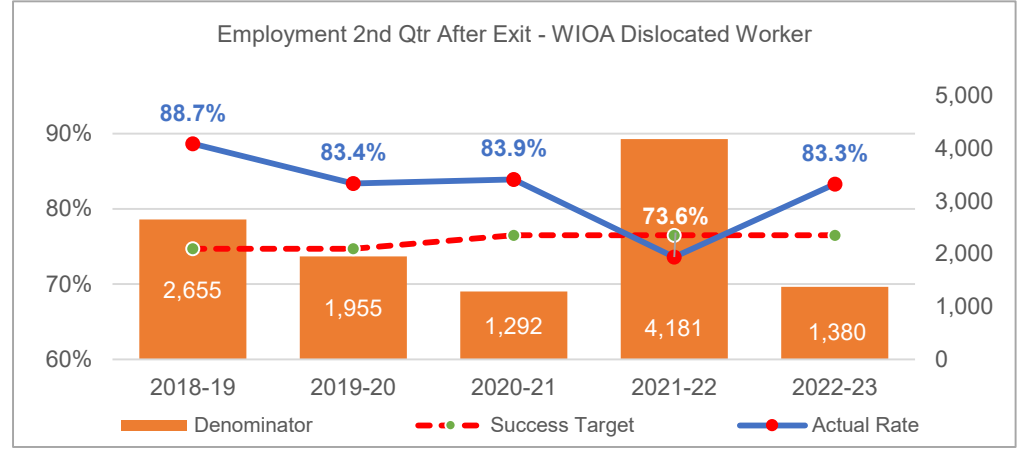
Entered Employment Rate - 2nd Quarter After Exit

Program Year (PY) 2022-2023 Q4 Report

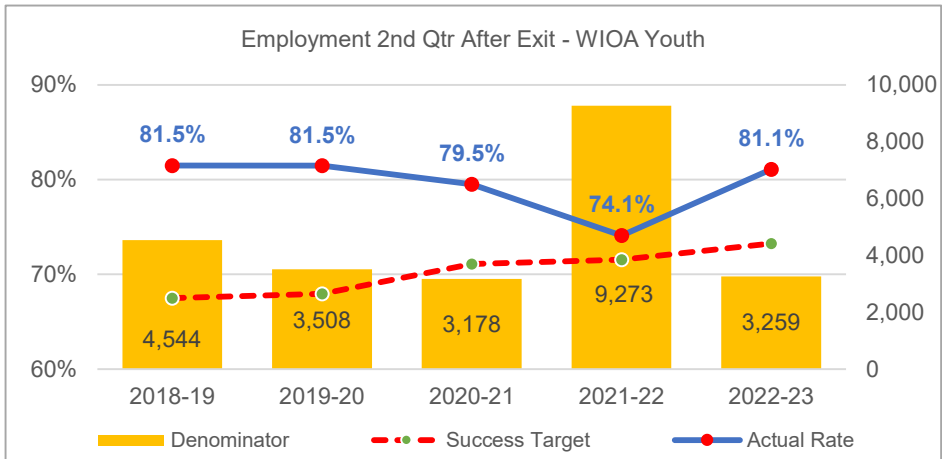
PY (July 1 - June 30)



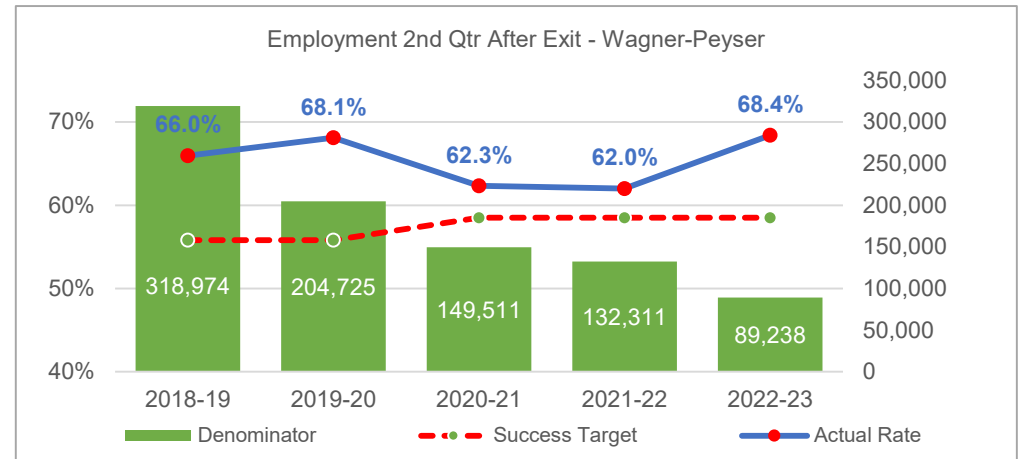
PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	8,453	7,721	5,724	16,555	4,660
Denominator	9,859	8,978	6,772	25,030	5,428
Actual Rate	85.7%	86.0%	84.5%	66.1%	85.9%
Success (≥90% of Goal)	76.5%	76.7%	77.0%	77.0%	77.0%



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	2,354	1,630	1,084	3,079	1,150
Denominator	2,655	1,955	1,292	4,181	1,380
Actual Rate	88.7%	83.4%	83.9%	73.6%	83.3%
Success (≥90% of Goal)	74.7%	74.7%	76.5%	76.5%	76.5%



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	3,703	2,858	2,527	6,870	2,642
Denominator	4,544	3,508	3,178	9,273	3,259
Actual Rate	81.5%	81.5%	79.5%	74.1%	81.1%
Success (≥90% of Goal)	67.5%	68.0%	71.1%	71.6%	73.3%



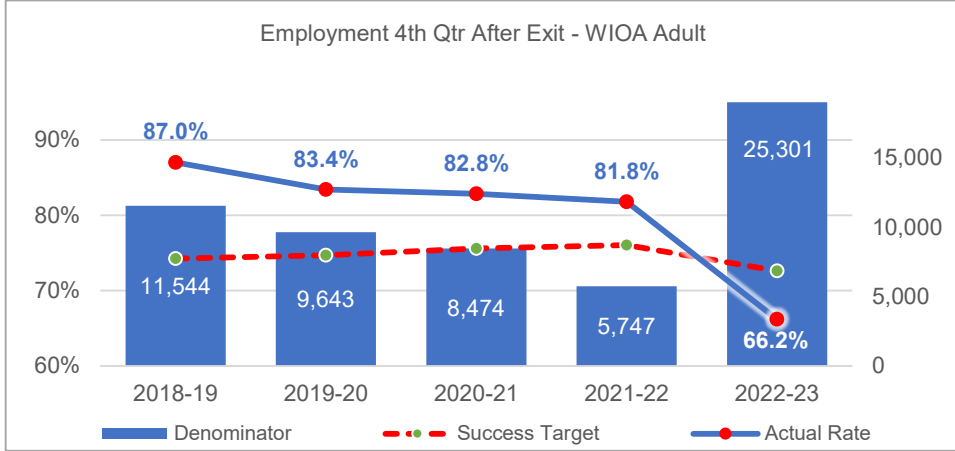
PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	210,397	139,458	93,177	82,070	60,996
Denominator	318,974	204,725	149,511	132,311	89,238
Actual Rate	66.0%	68.1%	62.3%	62.0%	68.4%
Success (≥90% of Goal)	55.8%	55.8%	58.5%	58.5%	58.5%

Note: Cohorts for PY 2022-23 are participants who received their last service between July 2021 and June 2022.

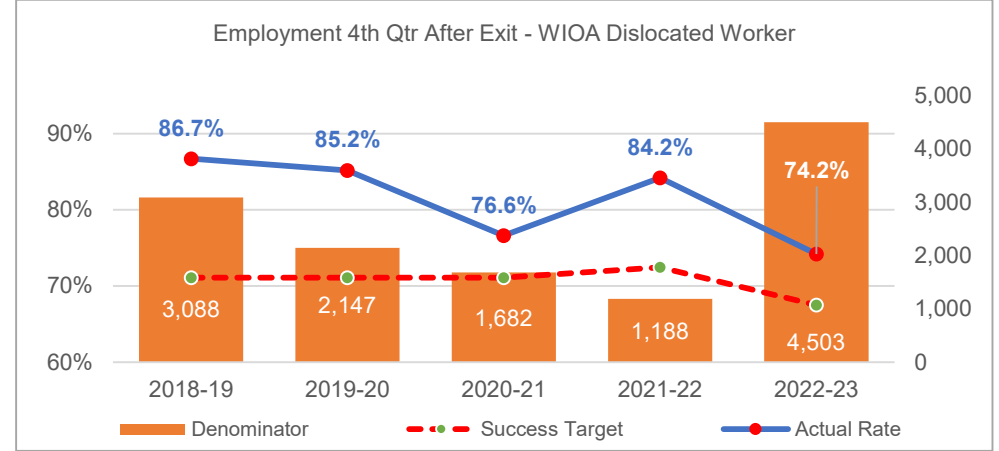
Entered Employment Rate - 4th Quarter After Exit

Program Year (PY) 2022-2023 Q4 Report

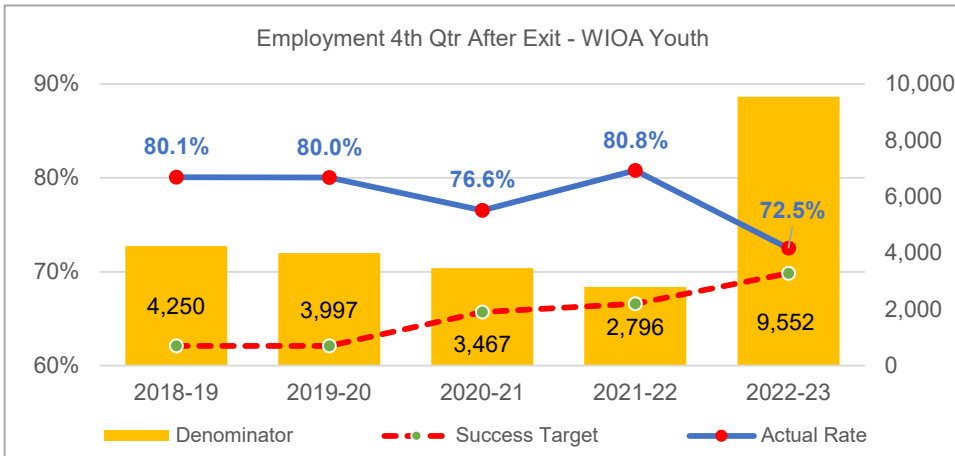
PY (July 1 - June 30)



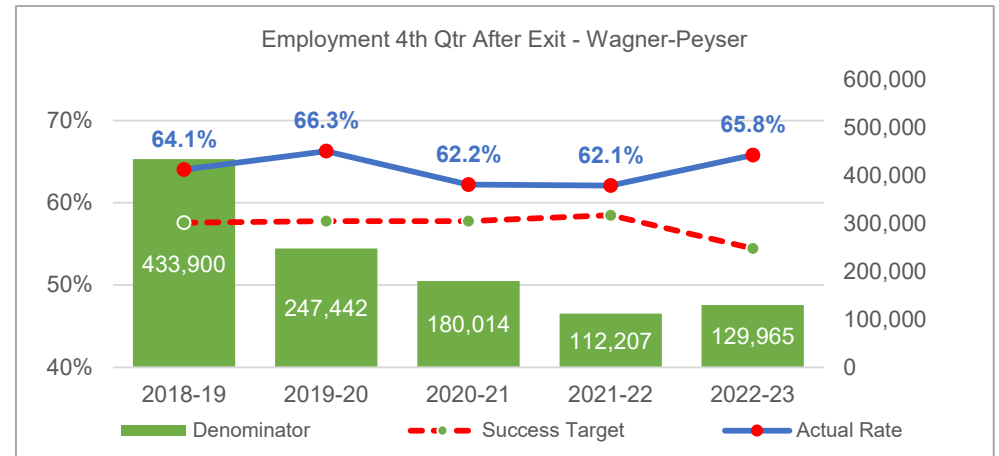
PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	10,046	8,045	7,020	4,701	16,752
Denominator	11,544	9,643	8,474	5,747	25,301
Actual Rate	87.0%	83.4%	82.8%	81.8%	66.2%
Success (≥90% of Goal)	74.3%	74.7%	75.6%	76.1%	72.6%



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	2,678	1,829	1,289	1,000	3,341
Denominator	3,088	2,147	1,682	1,188	4,503
Actual Rate	86.7%	85.2%	76.6%	84.2%	74.2%
Success (≥90% of Goal)	71.1%	71.1%	71.1%	72.5%	67.5%



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	3,403	3,199	2,654	2,260	6,925
Denominator	4,250	3,997	3,467	2,796	9,552
Actual Rate	80.1%	80.0%	76.6%	80.8%	72.5%
Success (≥90% of Goal)	62.1%	62.1%	65.7%	66.6%	69.8%



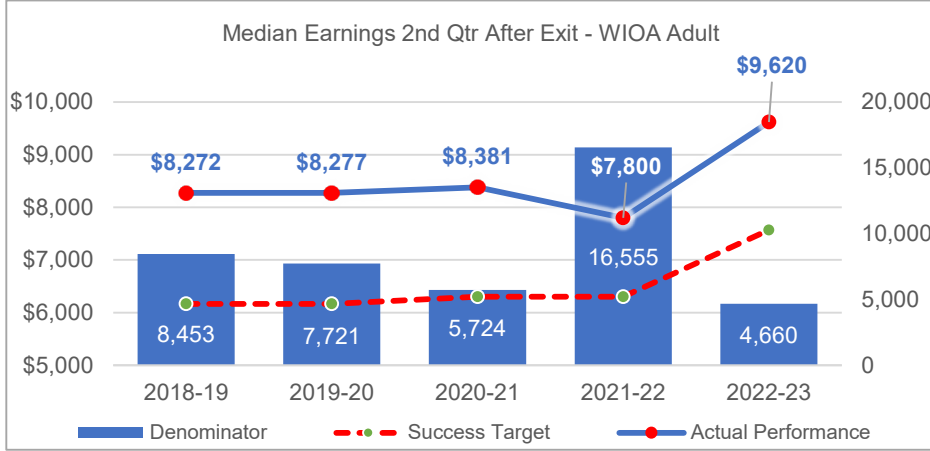
PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	277,966	163,990	112,022	69,639	85,561
Denominator	433,900	247,442	180,014	112,207	129,965
Actual Rate	64.1%	66.3%	62.2%	62.1%	65.8%
Success (≥90% of Goal)	57.6%	57.8%	57.8%	58.5%	54.5%

Note: Cohorts for PY 2022-23 are participants who received their last service between January 2021 and December 2021.

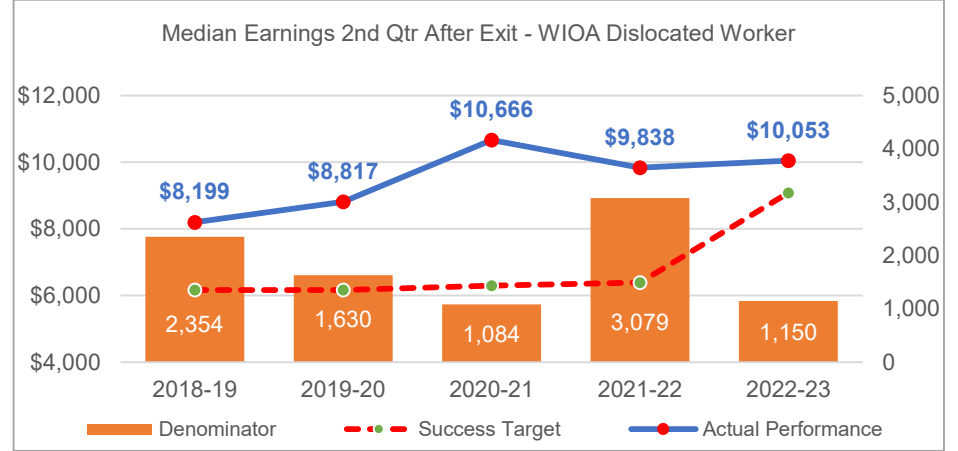
Median Earnings - 2nd Quarter After Exit

Program Year (PY) 2022-2023 Q4 Report

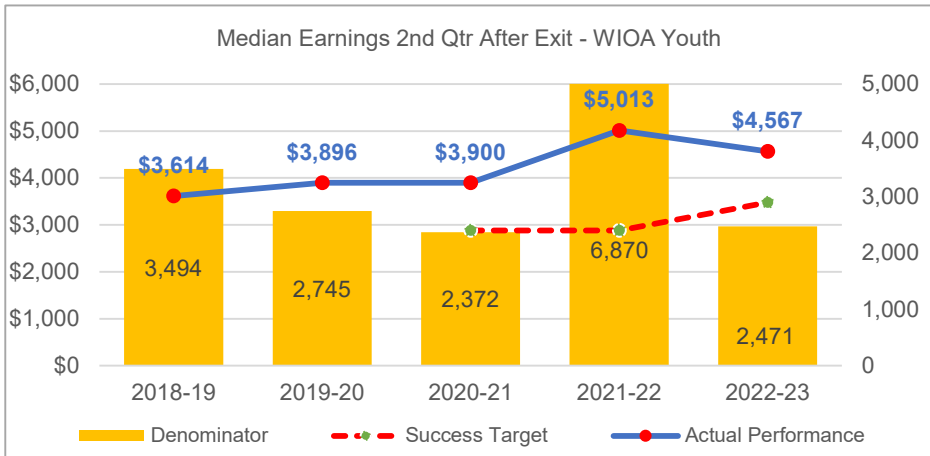
PY (July 1 - June 30)



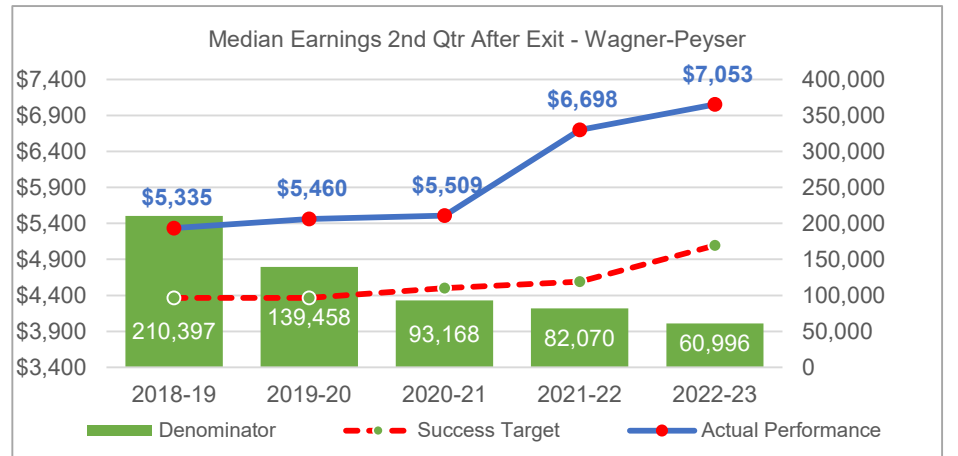
PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	8,453	7,721	5,724	16,555	4,660
Actual Performance	\$8,272	\$8,277	\$8,381	\$7,800	\$9,620
Success (≥90% of Goal)	\$6,165	\$6,165	\$6,300	\$6,300	\$7,570



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	2,354	1,630	1,084	3,079	1,150
Actual Performance	\$8,199	\$8,817	\$10,666	\$9,838	\$10,053
Success (≥90% of Goal)	\$6,165	\$6,165	\$6,300	\$6,390	\$9,084



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	3,494	2,745	2,372	6,870	2,471
Actual Performance	\$3,614	\$3,896	\$3,900	\$5,013	\$4,567
Success (≥90% of Goal) *	N/A	N/A	\$2,880	\$2,880	\$3,478



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	210,397	139,458	93,168	82,070	60,996
Actual Performance	\$5,335	\$5,460	\$5,509	\$6,698	\$7,053
Success (≥90% of Goal)	\$4,365	\$4,365	\$4,500	\$4,590	\$5,093

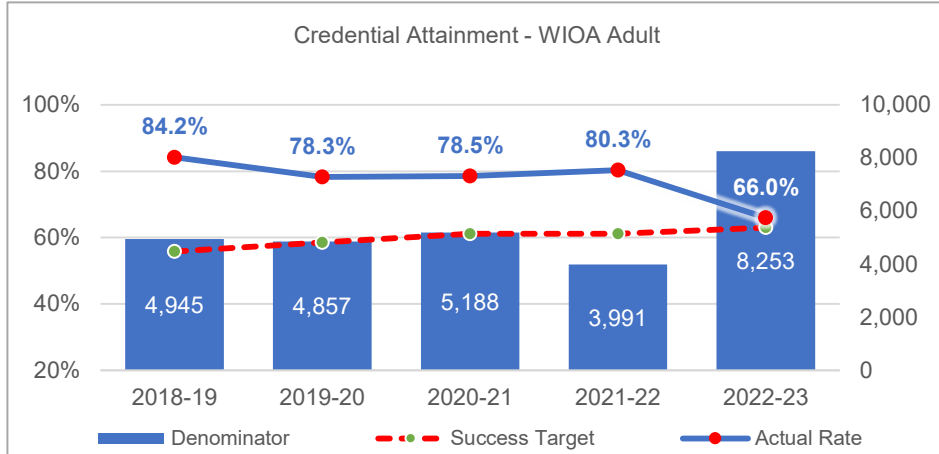
* Goal setting for the Median Earnings 2nd Quarter After Exit metric for WIOA Youth began in PY 2020-2021.

Note: Cohorts for PY 2022-23 are participants who received their last service between July 2021 and June 2022.

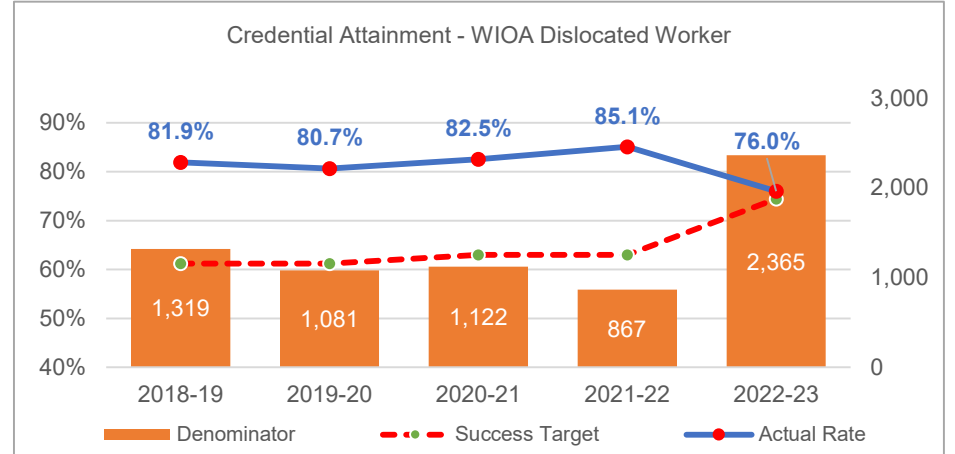
Credential Attainment Rate

Program Year (PY) 2022-2023 Q4 Report

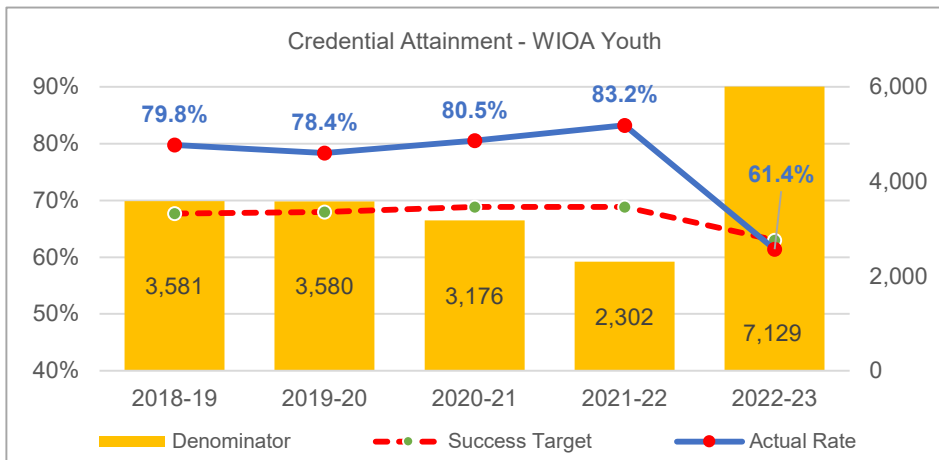
PY (July 1 - June 30)



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	4,164	3,802	4,074	3,205	5,449
Denominator	4,945	4,857	5,188	3,991	8,253
Actual Rate	84.2%	78.3%	78.5%	80.3%	66.0%
Success (≥90% of Goal)	55.8%	58.5%	61.2%	61.2%	63.0%



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	1,080	872	926	738	1,797
Denominator	1,319	1,081	1,122	867	2,365
Actual Rate	81.9%	80.7%	82.5%	85.1%	76.0%
Success (≥90% of Goal)	61.2%	61.2%	63.0%	63.0%	74.4%



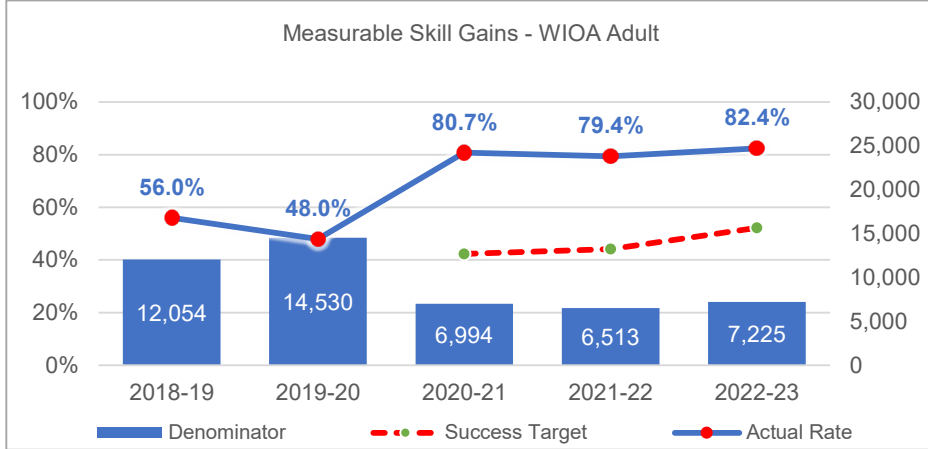
PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	2,857	2,805	2,557	1,916	4,473
Denominator	3,581	3,580	3,176	2,302	7,129
Actual Rate	79.8%	78.4%	80.5%	83.2%	61.4%
Success (≥90% of Goal)	67.7%	68.0%	68.9%	68.9%	63.0%

Note: Cohorts for PY 2022-23 are participants who received their last service between January 2021 and December 2021.

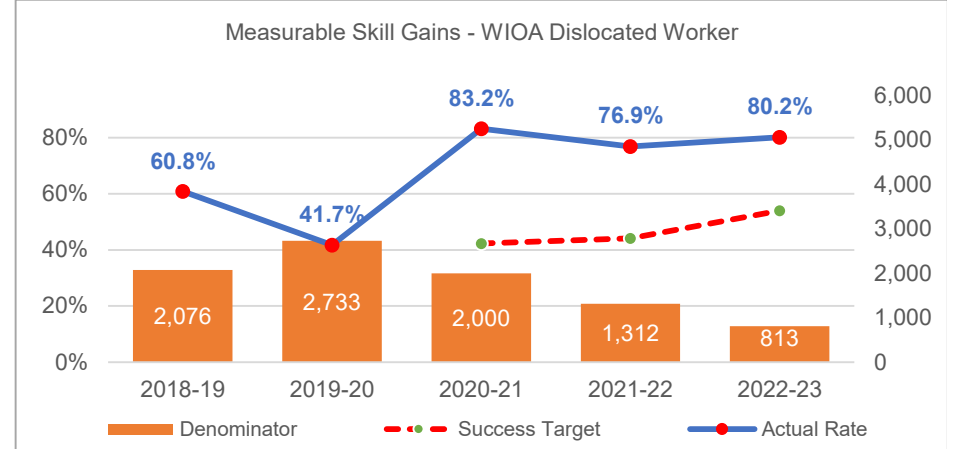
Measurable Skill Gains

Program Year (PY) 2022-2023 Q4 Report

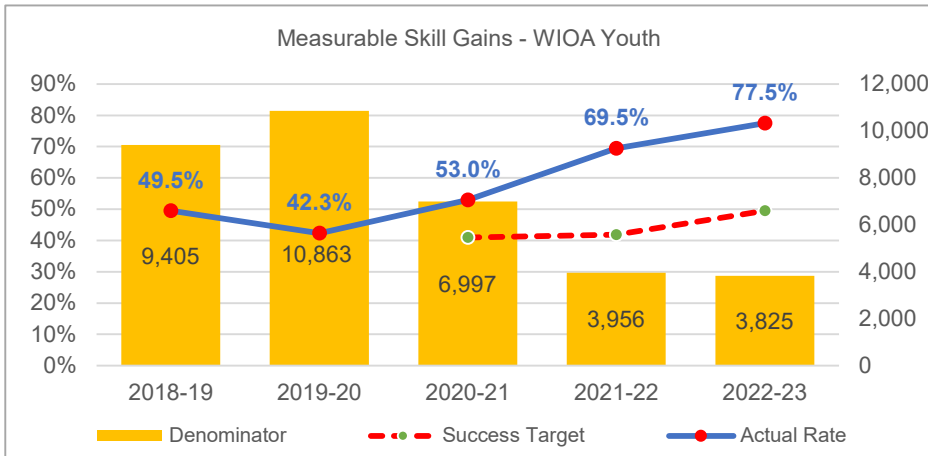
PY (July 1 - June 30)



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	6,756	6,968	5,646	5,172	5,955
Denominator	12,054	14,530	6,994	6,513	7,225
Actual Rate	56.0%	48.0%	80.7%	79.4%	82.4%
Success (≥90% of Goal)	N/A	N/A	42.3%	44.1%	52.2%



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	1,263	1,141	1,664	1,009	652
Denominator	2,076	2,733	2,000	1,312	813
Actual Rate	60.8%	41.7%	83.2%	76.9%	80.2%
Success (≥90% of Goal)	N/A	N/A	42.3%	44.1%	54.0%



PY	2018-19	2019-20	2020-21	2021-22	2022-23
Numerator	4,654	4,597	3,708	2,749	2,965
Denominator	9,405	10,863	6,997	3,956	3,825
Actual Rate	49.5%	42.3%	53.0%	69.5%	77.5%
Success (≥90% of Goal)	N/A	N/A	41.0%	41.9%	49.5%

* Goal setting for the Measurable Skill Gains metric began in PY 2020-2021. Note: Cohorts for PY 2022-23 are participants who received services between July 2022 and June 2023.