



Strategic Policy and Performance Council Meeting

December 11, 2023

Welcome and Remarks



Sophia Eccleston
Chair

For Public Comment:

Please email Iesha Pompey
at ipompey@careersourceflorida.com

Consent Agenda

For Consideration:

- Approval of August 22, 2023, Meeting Minutes, to include any modifications or changes noted by the council.
- Approval of September 18, 2023, Meeting Minutes, to include any modifications or changes noted by the council.

Employing Veterans in Florida



Joe Marino

CEO

Veterans Florida



VETERANS FLORIDA

Your Pursuit • Our Power

CareerSource Florida

Purpose

Veterans Florida is a non-profit created by the State of Florida in 2014 to help veterans fully transition to civilian life in the Sunshine State and to promote Florida as the most military and veteran-ready state in the country.

We serve:

- Separating or retiring servicemembers
- Recently transitioned veterans
- Florida National Guard and Reserves
- Spouses
- Veteran-owned businesses
- Employers seeking military talent

Administration

- Board of Directors, comprised of nine members appointed, three each, by the **Governor, Senate President, and House Speaker.**
- Administer the Florida Veterans Employment and Training Services Program under the Florida Department of Veterans Affairs.
- **Operations** (recurring) and **VETS Program** (nonrecurring) funding provided under state's Health and Human Services Budget.
- [s. 295.21](#), [s. 295.22](#), [s. 295.23](#)
- OPPAGA Review every three years.
- Based in Tallahassee, travel and serve all of Florida, and attend out-of-state on-base military job fairs.

Board of Directors



COL (Ret) USA, Robert Kirila, Chair
House - 2d Term - July 2026



CPT (Ret) USN, Jeff Cathey,
Vice Chair
Governor - 1st Term - Oct 2026



BG (Ret) USA, Jerry Neff,
Treasurer
House - 2d Term - July 2026



Angela Drzewiecki,
Secretary
Senate - 2d Term - Mar 2027



Alan Suskey, USA
House - 1st Term - July 2026



President Pro Tem Garrett Richter
Senate - 1st Term - June 2027



MCPO (Ret) USN, Mark Harden
Governor - 1st Term - July 2024

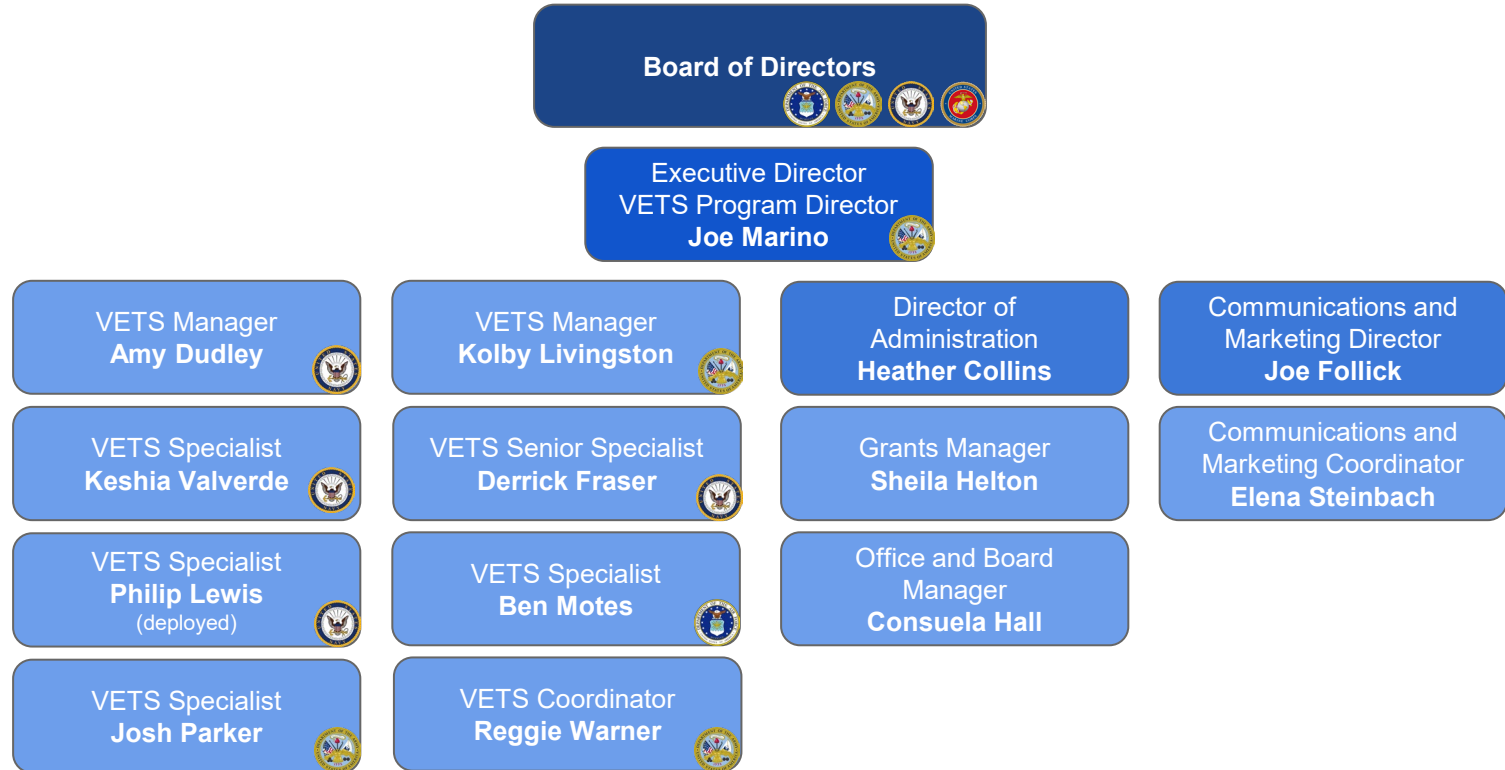


Lynda Weatherman
Senate - 2d Term - Mar 2027



Col (Ret) USMC, Rocky McPherson
(Chair Emeritus)
Governor - 2d Term - July 2024

Staff Organizational Chart Aug 2023



VETS Program

Section 295.22, Florida Statutes

Statute	Services
Promote the state to veterans	Marketing with VISIT Florida
Veterans seeking employment	Career Services
Employers seeking veterans, including healthcare*	Workforce Recruiting
Workforce grant for employers	Workforce Training Grant
Veteran entrepreneur initiative	Entrepreneurship Program
Florida's principal DOD SkillBridge assistance organization	Florida SkillBridge Initiative**

* HB 139/SB 858 Torres; ** Florida SkillBridge Initiative passed and signed in 2021



Marketing

Target Audience

US Servicemembers 24 months prior to, and veterans within 36 months after, separating or retiring from the military

1,000,000

(200,000 separate each year across the country)

Geographically located at major and minor military installations in Florida and around the country, predominantly in the Southeast US, Texas, California, and East Coast US

Marketing



Veterans Florida

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A high-growth economy, no taxes on income or military retirement, and beautiful weather all year. Create a profile to let us power your pursuit.

**HIGH SPEED,
LOW DRAG.**

Careers. Resumes. Placement.

**VF VETERANS
FLORIDA**

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The appearance of U.S. Department of Defense (DoD) official information does not imply or constitute DoD endorsement.



Veterans Florida

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The country's top schools?

Veteran resource centers on every campus?

Booming economy?

Florida's the top state for veterans and it's not even close.

<https://www.veteransflorida.org/veteran-r.../higher-education/>

**#1 FOR
HIGHER
EDUCATION**

**VF VETERANS
FLORIDA**

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Trends

- Veteran unemployment low but underemployment is at 33% (DOLVETS)
- Skills-based recruiting and training, certifications
- Employer provided training, upskilling - QRT, IWT, VFWG
- SkillBridge military talent pipeline - popular and growing
- Self-employment interest is double that of the the civilian population - VFEP, VR&E, SUS, FCS

VFWG - Veterans Florida Workforce Grant; VFEP - Veterans Florida Entrepreneurship Program; VR&E - Veteran Readiness and Employment (federal VA program)

SkillBridge

Notable Employers & Industries

veteransflorida.org

<p>Florida Departments of:</p> <ul style="list-style-type: none"> ● Veterans Affairs ● Highway Safety and Motor Vehicles (Florida Highway Patrol) ● Commerce and CareerSource ● Children and Families ● Management Services ● Revenue ● Fish and Wildlife Commission <p>DOD Air Force Unit</p>	<p>County Sheriffs:</p> <ul style="list-style-type: none"> ● Alachua ● Broward ● Marion ● Okaloosa ● Palm Beach ● Santa Rosa ● Seminole ● Lake 	<p>Police Departments:</p> <ul style="list-style-type: none"> ● Gainesville ● Longwood ● Pensacola ● Port Orange <p>Municipal:</p> <ul style="list-style-type: none"> ● Alachua County ● Bay County ● Walton County ● Hillsborough Aviation Authority
<p>Aviation, pilots, maintenance</p>	<p>Commercial Construction</p>	<p>Information and Technology</p>
<p>Manufacturing</p>	<p>Aerospace, Launch Services</p>	<p>Marine Electronics, Shipbuilding and Repair</p>

Entrepreneur

FY 2023-24 Partners

Partner	Location
ActionZone	Hillsborough
Beachworx	Walton
FAVOB	Orange, Brevard, Hillsborough, Duval, Escambia
Florida Atlantic University	Palm Beach
Florida Gulf Coast University	Lee
Julo Strategy	Miami & Panhandle
Nova Southeastern University	Broward
St Petersburg College	Pinellas
SWFL, Inc	Lee
University of North Florida	Duval
Veterans Entrepreneurship Initiative (VEI)	Orange

Questions?



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Copies of these slides and additional materials may be requested and obtained by emailing
marino@veteransflorida.org

Registered Apprenticeship Panel



Susan Bosse

Director

Workforce Program Development

Registered Apprenticeship Panel



Bayne Beecher

Senior Manager, Supply Chain

**PGT Innovations/NewSouth
Window Solution**



Christina Brown

Manager, Apprenticeship
Programs

**Florida Behavioral Health
Association**



Natasha Sherwood

Executive Director

**Independent Electrical
Contractors Florida**



Mark Yarik

Employment Coordinator

HAECO Airframe Services, LLC

Action Items



Dan McGrew

Senior Vice President

Workforce Program Development

Florida Workforce System Transformation

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.

Apprenticeship Strategic Policy

Action Item 1



Susan Bosse

Director

Workforce Program Development

Action Item 1

For Consideration:

Approve CareerSource Florida Strategic Policy 2019.02.13.A.1 – Registered Apprenticeship Policy

Standardization of Tools and Services Administrative Policy

Action Item 2



Keantha Moore

Bureau Chief, One-Stop and Program Support

FloridaCommerce

Action Item 2

For Consideration:

Approve CareerSource Florida Administrative Policy – Statewide Standardization of Tools and Services implementing the requirements

Regional Planning Areas Identification and Requirements Administrative Policy

Action Item 3



Keantha Moore

Bureau Chief, One-Stop and Program Support

FloridaCommerce

Action Item 3

For Consideration:

Approve CareerSource Florida Administrative Policy – Regional Planning Area Identification and Requirements

Network Performance Update



Jimmy Heckman

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



Daniel Harper

**Workforce Program Performance
FloridaCommerce**



FLORIDA
COMMERCE

Statewide Labor Market & Program Performance Update

Jimmy Heckman *Bureau Chief, Workforce Statistics and Economic Research*

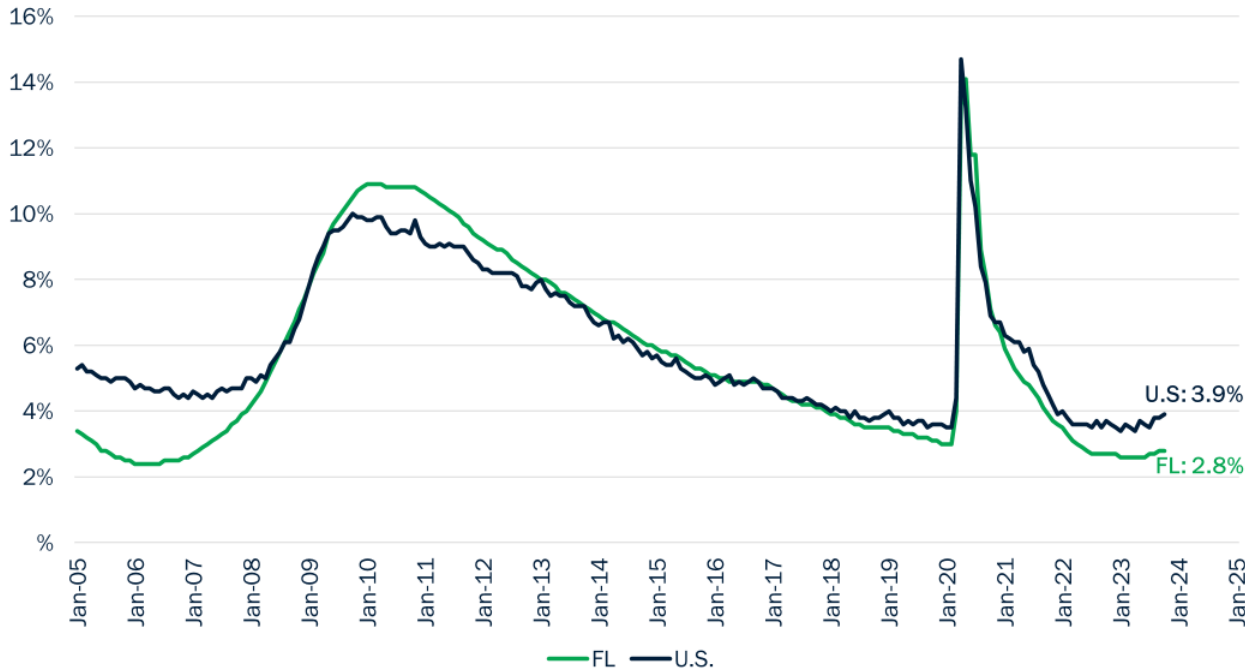
Daniel Harper *Workforce Program Performance*

Labor Market Update



Unemployment Trends

Unemployment Rate
Florida and U.S.; Seasonally Adjusted



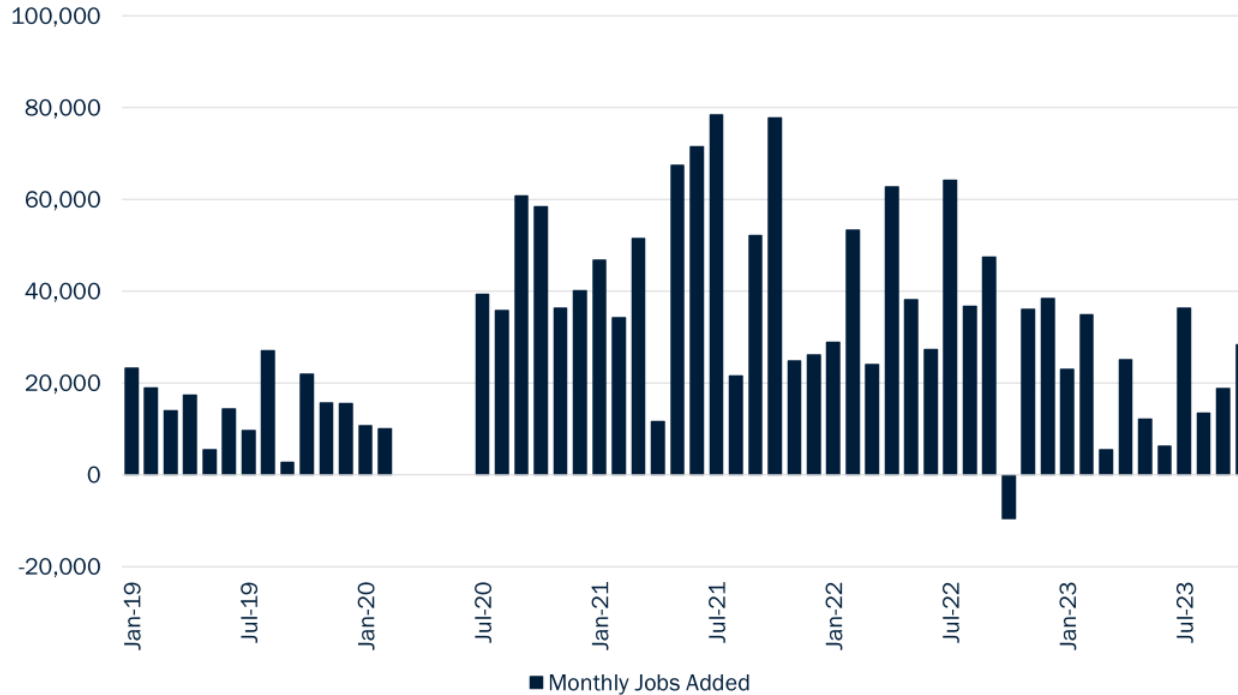
October 2023:

- Florida's Unemployment Rate was **2.8%**.
- Since April 2023, the labor force has increased by **214,000**:
 - +177,000** Employed
 - +37,000** Unemployed



Local Area Unemployment Rates

Total Nonagricultural Jobs, Over-the-Month Change
Florida; Seasonally Adjusted



October 2023

- Florida employers added **28,400 jobs**, more than in any month in 2019.
- Year-to-date, Florida employers have added **203,900 jobs**.
- On average employers are adding more than **20,000 jobs** per month in 2023.



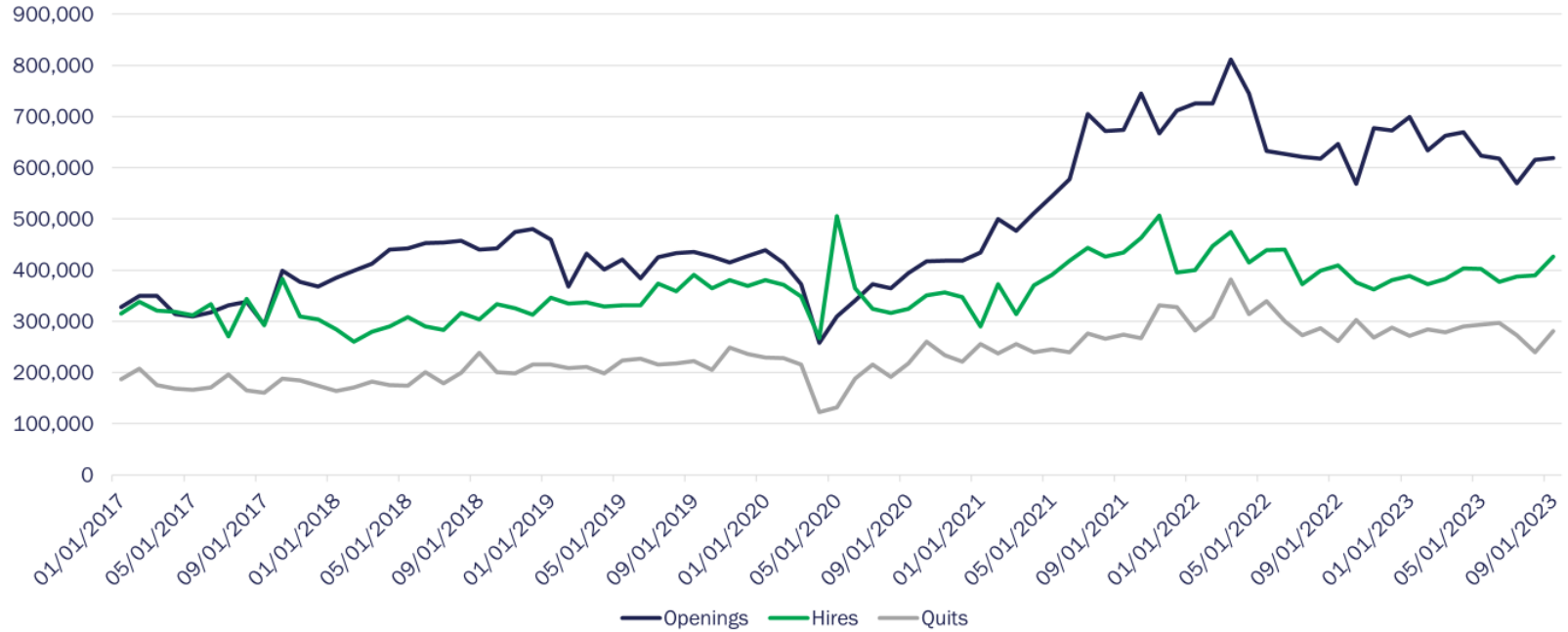
Industry Dynamics

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



Turnover

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



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 Rate
- Measurable Skills Gain



WIOA Primary Indicators of Performance

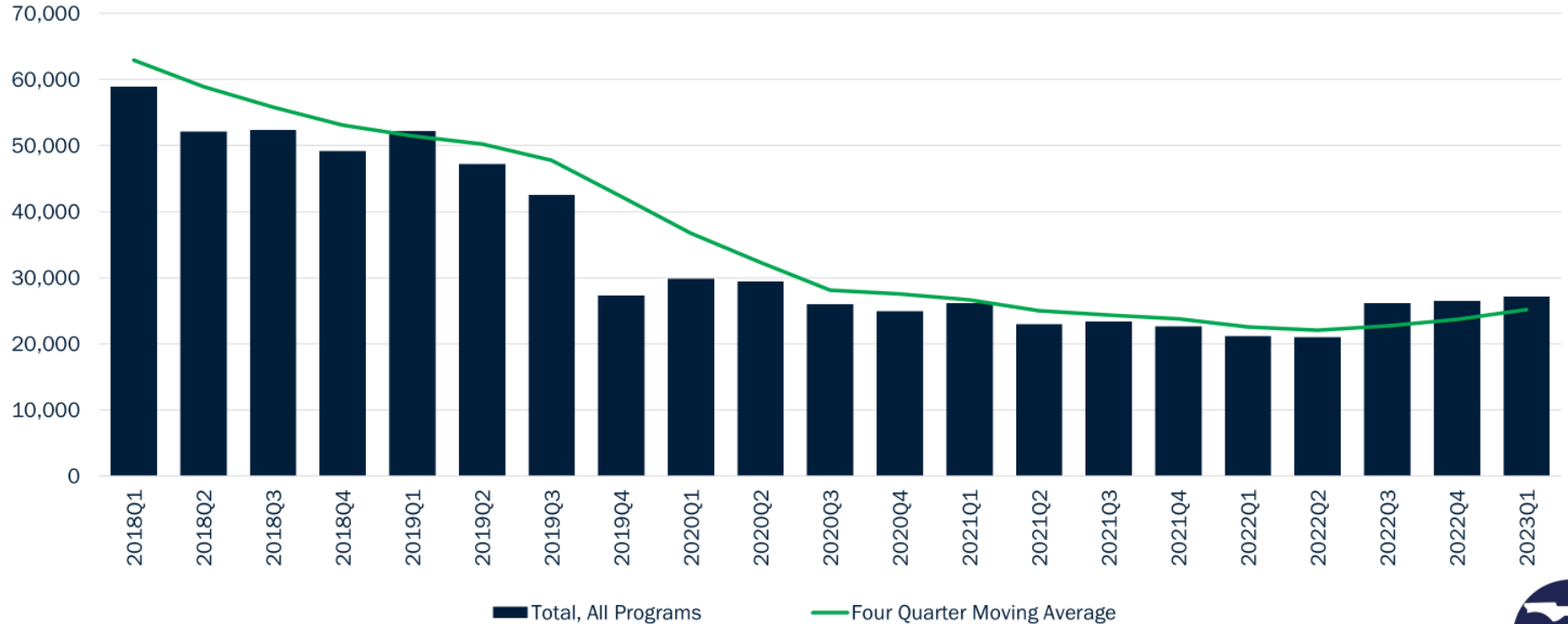
Program Year 2023-24 Q1 Report

Program	# of Performance Measures Passed	Areas for Improvement
WIOA Adult	Passed 3/5	<ul style="list-style-type: none">• Q4 Employment Rate After Exit• Credential Attainment Rate
WIOA Youth	Passed 4/5	<ul style="list-style-type: none">• Credential Attainment Rate
WIOA Dislocated Worker	Passed 4/5	<ul style="list-style-type: none">• Credential Attainment Rate
Wagner-Peyser	Passed 3/3	



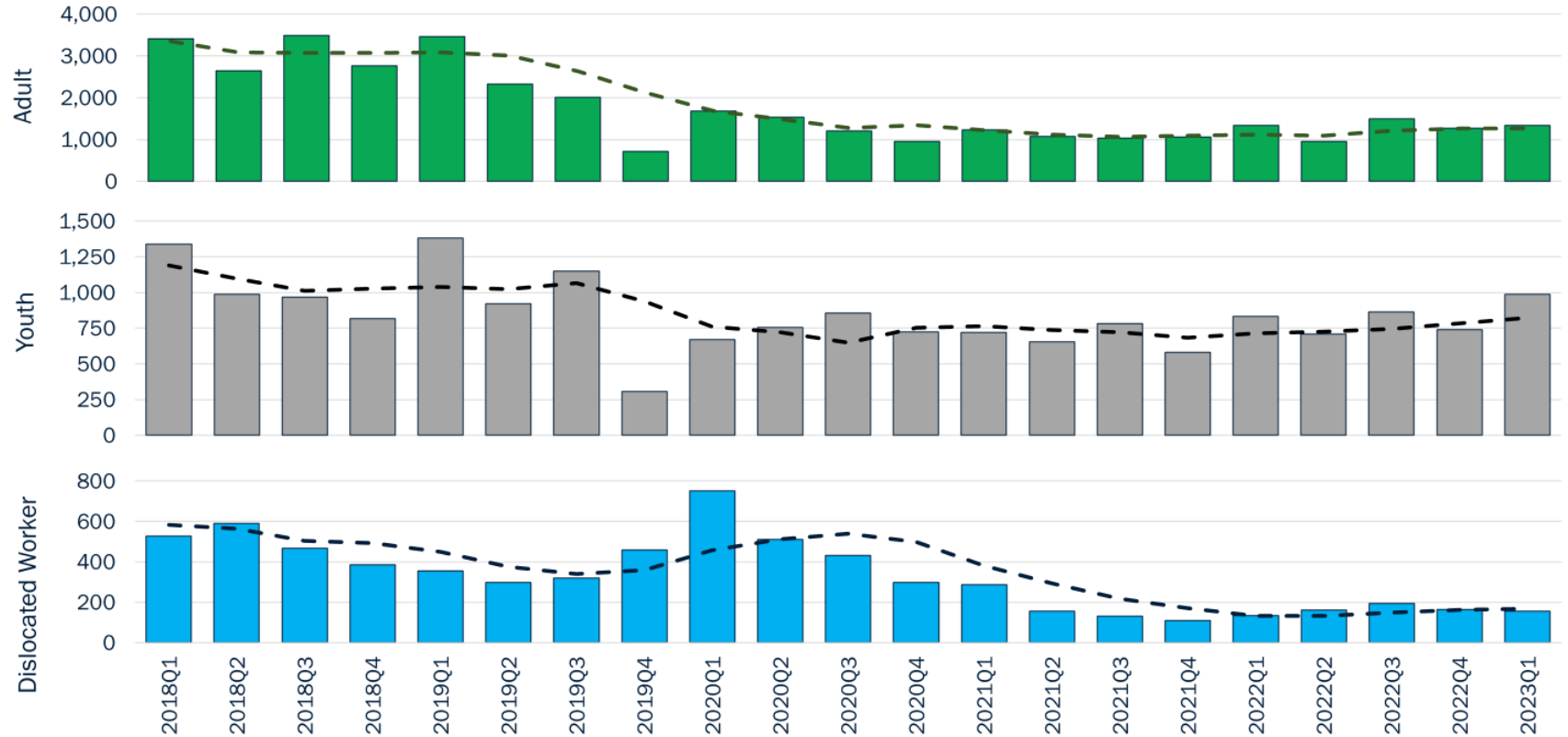
Workforce Program Enrollment

New Participants - All WIOA and Wagner-Peyser Programs
Quarterly Totals and 4-Quarter Rolling Average



WIOA Program Enrollment

New WIOA Participants; Quarterly Totals and 4-Quarter Rolling Average



Questions & Answers



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



2024-2028 Workforce Innovation and Opportunity Act Combined State Plan



Dan McGrew

Senior Vice President

Workforce Program Development

2024-2028 WIOA Combined State Plan

Background

- **WIOA requires states to submit a Unified or Combined Plan to USDOL and DOE that outlines its workforce development system's four-year strategy.**
- **CareerSource Florida submitted a Unified Plan in 2016 and 2020 with required 2-year modifications in 2018 and 2022.**
- **A Unified Plan includes the 6 WIOA Core Partners:**
 - Adult
 - Dislocated Worker
 - Youth
 - Adult Education
 - Vocational Rehabilitation
 - Wagner-Peyser

2024-2028 WIOA Combined State Plan

Background

- In 2021, the REACH Act redefined the workforce development system in Florida requiring stronger collaboration among workforce partners – Department of Education, Department of Commerce, Department of Children and Families, CareerSource Florida and others.

Rationale for Combined WIOA State Plan

- A combined WIOA plan unites core and combined partners around strategic goals.
- The goal of combined planning is to promote greater communication, enhanced transparency, and stronger communication across all workforce partners to serve job seekers and businesses.

Eligible Combined Planning Partners

- Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006
- **Temporary Assistance for Needy Families Program**
- **Employment and Training programs under the Supplemental Nutrition Assistance Program**
- **Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008**
- **Trade Adjustment Assistance for Workers programs**
- **Jobs for Veterans State Grants Program**
- **Unemployment Insurance programs**
- **Senior Community Service Employment Program**
- Employment and training activities carried out by the Department of Housing and Urban Development
- **Community Services Block Grant**
- Reintegration of Ex-Offenders program (programs authorized under section 212 of the Second Chance act of 2007)

Vision (Subsection (b))

Florida seeks to be number one in workforce education and talent development by 2030 fulfilling a commitment to building economic prosperity for all Floridians and creating an environment that fuels business growth.

- Florida defines the larger workforce development ecosystem to include businesses, education and economic development entities, along with providers of human services.
- Florida's workforce development system is market-driven and results-oriented focused on providing customer-centered, high-quality, and labor market relevant services to Florida businesses and job seekers.
- Florida aligns goals and strategies across all partners to ensure that resources are maximized toward positively impacting services to Florida businesses and job seekers.

Goals (Subsection (b))

Florida's goals for preparing an educated and skilled workforce that meets the needs of Florida businesses include:

- Developing a comprehensive education, employment and training ecosystem that includes contributions from industry stakeholders and core and combined partners that streamlines access to high quality workforce services that increases prosperity for employers and workers.
- Working collaboratively with core and combined partners to expand Florida's labor force to meet employer demand while identifying and addressing barriers for opportunity populations.
- Reducing duplication of services and maximizing efficient use of human and financial resources to serve Florida businesses and job seekers through aligning and expanding partnerships to identify opportunities to leverage and braid funding and coordinate programming to improve outcomes and accountability.
- Reducing welfare dependency and increasing economic self-sufficiency for Floridians by focusing on community collaboration between workforce, education, industry, and other partners to break down community silos and maximize the effectiveness of workforce development efforts.
- Diversifying Florida's industry sectors of focus through enhanced and focused engagement with business and education stakeholders to build skilled talent pipelines and enhance Florida's productivity and competitiveness.

Additional Performance Goals

- Increase state labor force participation to 63%.
- 60% of Floridians age 25-64 will have a high value credential by 2030 (SAIL to 60).
- Median wages greater than or equal to 75% of the median hourly wage in Florida.
- 10% increase in the number employed 2nd quarter after exit and employment rates of:
 - Youth: 83%
 - 55+: 35%
 - Receiving SNAP or TANF: 65%
 - Individuals without HS Diploma or ESL: 40%
 - Individuals with Disabilities: 49.3%
- Total of 10,000 new registered apprentices per year and 900 registered apprenticeships and 200 preapprenticeships by 2030.
- Increase percentage of 12th grade secondary CTE concentrators to 25% of total enrollment.
- Build the talent pipeline for targeted new and emerging industries of focus by assisting 1,000 individuals earn credentials that directly supports each sector.

Open Discussion | Public Comment



Closing Remarks



Sophia Eccleston
Chair

Upcoming Meetings

- Board of Directors Meetings | December 12, Virtual
- Joint Informational Council Meetings | January 31, 2024, Virtual
- Board of Directors and Council Meetings | February 27-28, 2024, Tallahassee