

Board of Directors Informational Meeting

January 31, 2024



Welcome and Remarks



Adrienne Johnston

President & CEO, CareerSource Florida

2024 Legislative Session Update



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2024-2028 WIOA Combined State Plan Update



Warren Davis

Policy Analyst, CareerSource Florida

- CareerSource Florida Board of Directors assists the Governor in submitting a four-year WIOA State Plan.
- The REACH Act offers compelling opportunity to transform workforce system through combined WIOA State Workforce Development Plan.
- CareerSource Florida, its core partners, and combined planning partners agreed to complete a Combined Plan aligning partner initiatives, uniting core and combined partners around strategic goals.

- Temporary Assistance for Needy Families (TANF) Program
- Employment and training programs under the Supplemental Nutrition Assistance Program (SNAP)
- 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
- Community Services Block Grant

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.

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

For Consideration

- Increase state labor force participation to 63%.
- 60% of Floridians aged 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.

WIOA Combined Plan Timeline

Feb. 13–
Mar. 14

Publish plan online for public comment.

Feb. 28

Present plan to CareerSource Florida Board of Directors.

Mar. 22

Execute all assurances (required signatures from agency leadership).

Mar. 25–
Mar. 29

Final plan submitted to USDOL.

Florida Workforce System Transformation Plan Alignment and Consolidation



Garrick Wright

Program Director,
CareerSource Florida



Steven Meier

CEO,
CareerSource Pinellas



Michelle Zieziula

CEO,
CareerSource Tampa Bay

Consolidation Update

CareerSource Pinellas and CareerSource Tampa Bay

January 2024



Agenda

- Consolidation Activities
- Outstanding Items
- Summary

Consolidation Activities

- Stakeholders initially apprehensive
- County representatives accepted decision
- Decided to work together to ensure that best decisions were made and interests of both counties were protected.
 - Initial meeting July 2023
 - Monthly meetings started September 2023

Consolidation Activities

- First order of business was to approve an interlocal/consortium agreement
 - Approved by Pinellas County commissioners on Nov. 14 and Hillsborough County commissioners on Nov. 15
- Consortium agreement includes:
 - Authority and Responsibilities of the Consortium
 - Approve By-laws
 - Appoint Board of Directors
 - Approve CEO and Legal Counsel
 - Delegated Authorities to the Local Workforce Development Board

Consolidation Activities

- First consortium meeting on Dec. 5
 - Elected Chair and Vice Chair
 - Appointed Advisory Committee members consisting of Board Chairs and Treasurers from both CareerSource Pinellas and CareerSource Tampa Bay
 - Approved issuance of an RFQ for CEO search
 - Approved GrayRobinson to perform legal services required for new entity
- Operational Workgroups identified
 - Began to meet week of January 15

Outstanding Items

- Finalize and approve bylaws
- Appoint Board members for new LWDB
- Determine new name of LWDB
- Determine most operational decisions that are most beneficial to the merged entity
 - Organizational chart, HR and benefits, insurance, software, IT platforms, etc.
- Select CEO

Why Successful?

- Finalize and approve bylaws
- Ownership by counties at the beginning of the process
- Collaboration between the counties
- Urgency shown by all parties to get it right
 - Assistant County Administrators
 - County Economic Development Partners
 - Legal Counsels
 - CEOs of both organizations

Summary

By June 30, 2024, significant local actions will have been taken to ensure Florida has transitioned to 21 local workforce development areas and boards. This will include operational transitions underway for all impacted boards.

Business Study Findings



Emily Read

Executive Managing Director,
Moore



Joni Newkirk

Leading Expert, Integrated
Insights

BRIDGING THE GAP

Between Florida's Business
Partners and Workforce

OVERVIEW OF FINDINGS

OF THE **177** BUSINESSES SURVEYED:



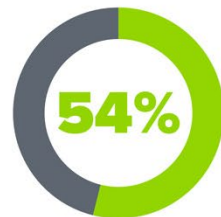
Are hiring more personnel than in the previous year.



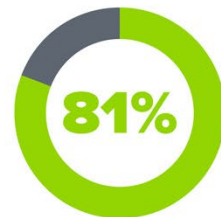
Are increasing wages.



Are increasing training.



Are very likely to hire individuals with minimal skills and train them to meet their workforce needs.



Of businesses who received services in the past three years are likely to come back to CareerSource Florida for assistance/resources.

BUSINESSES WANT HELP WITH TRAINING

Businesses are looking for job candidates with applicable training, but there is a gap between educational institutions and hiring businesses. To bridge the divide, the CareerSource Florida network is uniquely positioned to facilitate communication with education partners and share the need for developing talent to meet businesses' hiring needs.

“I do not know how to work with these institutions to help with my business needs.”



APPRENTICESHIPS, INTERNSHIPS, AND CO-OP PROGRAMS

Consistently, businesses expressed a need for job-ready talent with applicable education and experience. When asked what educational institutions can do to improve talent pipelines in an open-ended question, **11% suggested internship programs and realistic training.**

“Strengthen and expand internship and co-op programs to provide students with practical work experience.”



HOPE FLORIDA PROGRAM

Overall, companies were willing to hire candidates from the Hope Florida program, provided they have the required skill set and can pass the background check.



LIKELIHOOD TO HIRE FROM THE HOPE FLORIDA PROGRAM:

- Very likely – 33%
- Somewhat likely – 34%
- Somewhat unlikely – 11%
- Very unlikely – 4%
- Undecided – 18%



“I think this is a good program and a good way to get the people we need as long as they have the skills necessary to do the job.”

KEY TAKEAWAYS

As a result of these research findings, the CareerSource Florida network has an opportunity to educate employers on how they engage with educational institutions, encourage them to learn more and apply for the Master Credentials List, and connect them to work-based learning support, such as on-the-job training, internships, and apprenticeships.

Closing Remarks



Adrienne Johnston

President & CEO, CareerSource Florida

Upcoming Meetings

- Joint Finance Council and Strategic Policy and Performance Council Meeting | February 27, 2024, Tallahassee
- Board of Directors Meeting | February 28, 2024, Tallahassee