

# Joint Strategic Policy and Performance and Finance Council Meeting

February 27, 2024

# Welcome and Remarks



**Bill Johnson**

Finance Council Chair

# FOR PUBLIC COMMENT:

Please see Iesha Pompey for a public comment card and wait to be recognized by the council chair.

# Finance Council Consent Agenda

## For Consideration:

- Consent Item 1 - Approval of November 14, 2023, Finance Council and SPPC Joint Information Meeting Minutes, to include any modifications or changes noted by the council.
- Consent Item 2 - Approval of December 11, 2023, Finance Meeting Minutes, to include any modifications or changes noted by the council.

# SPPC Consent Agenda

## For Consideration:

- Consent Item 1 - Approval of November 14, 2023, Finance Council and SPPC Joint Information Meeting Minutes, to include any modifications or changes noted by the council.
- Consent Item 3 - Approval of December 11, 2023, Strategic Policy and Performance Council Meeting Minutes, to include any modifications or changes noted by the council.

# Action Items



**Dan McGrew**

Sr. Vice President, Workforce Program Development

# Three Pillars

## Florida Workforce System Transformation Plan



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.

# Action Items on Administrative Policies



**Keantha Moore**

Bureau Chief of One-Stop and Program Support,  
FloridaCommerce



# Action Item 1

For Consideration:

- Approve CareerSource Florida Administrative Policy 110 – Local Workforce Development Area and Board Governance

# Action Item 2

For Consideration:

- Approve CareerSource Florida Administrative Policy 091 – Local Workforce Development Board Composition and Certification

# Grants Management Update



**Malissa Counts**

Grants Manager, CareerSource Florida

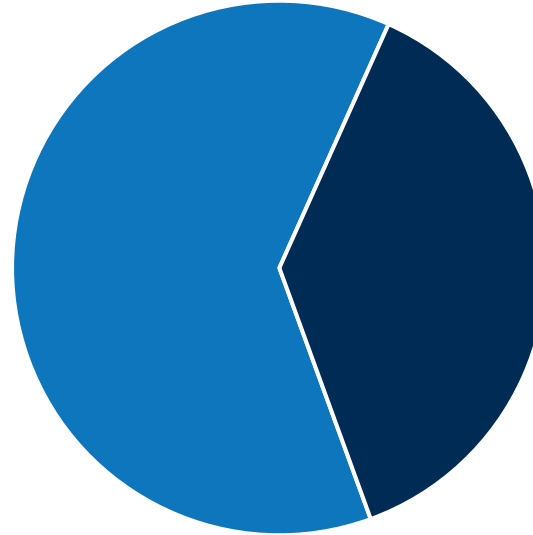
# Training Grants Administration

## Quick Response Training

**15  
Contracts**

**755  
Trainees**

**\$4,669,475  
62%**



**\$2,830,525  
38%**

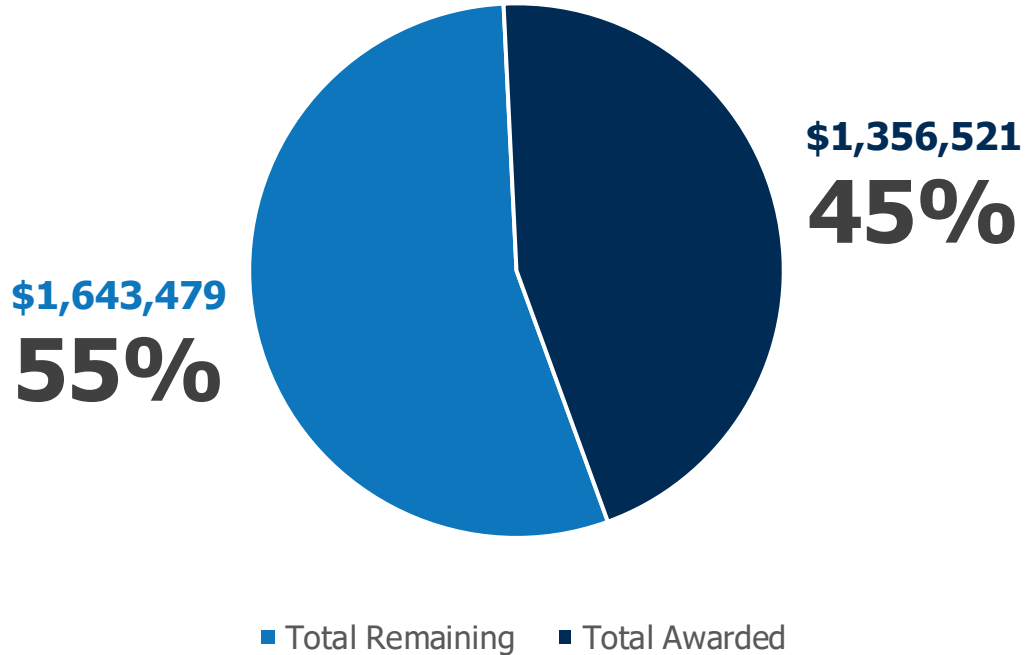
■ Total Remaining ■ Total Awarded

# Training Grants Administration

## Incumbent Worker Training

**39**  
**Contracts**

**1,470**  
**Trainees**



# Workforce Program Development Initiatives Update



**Adam Briggs**

Senior Director, Workforce  
Program Development



**Susan Bosse**

Director, Workforce Program  
Development

- **Improved Referral Processes:** Local workforce development boards (LWDBs) and the Florida Department of Children and Families achieve uniformity
- **Survey Insights:** LWDB engagement and outcomes for referrals
- **Documentation:** Job aid for Hope Florida activities in Employ Florida
- **Knowledge Sharing:** Best practices with key stakeholders

- **January 2024:** 326 clients referred by the Florida Department of Children and Families (DCF) Hope Navigators
- **Closed-loop system:** DCF is developing a system for Hope Florida referrals
- **Long-term goal:** track referrals and outcomes on one platform
- **Future development:** leverage information, through Application Programming Interfaces, from existing systems of record





# Apprenticeship Expansion

- Apprenticeship Expansion
  - Monthly partner meetings
  - Data and outcomes
  - Ongoing CareerSource Florida training and support
- Apprenticeship Navigators
  - Successful outcomes
  - Board participation
  - Customized support

## Participating Local Workforce Development Boards

- Region 1 – CareerSource Escarosa
- Region 2 – CareerSource Okaloosa Walton
- Region 8 – CareerSource Northeast Florida
- Region 22 – CareerSource Broward

## Goals

- Promote high quality training
- Expand access and minimize eligibility requirements
- Supportive services to address participant needs
- Employer engagement and work-based learning
- Data-driven approach

# Healthcare Initiative Outcomes\*

LWDB	Eligible Applicants	Participants	Participants Received Career Services	Participants Received Training Services	Participants Received Supportive Services	Participants Received Credentials	Participants Employed	Exits
1	0	0	0	0	0	0	0	0
2	14	14	9	14	14	0	9	0
8	79	78	17	78	58	1	0	0
22	73	66	65	60	66	5	3	2
Statewide	166	158	91	152	138	6	12	2

\*As of 2/22/24

# Florida Healthcare Training Initiative



**Bruce Ferguson**

President & CEO, CareerSource Northeast Florida

# CareerSource Northeast Florida

**Serving Baker, Clay, Duval,  
Nassau, Putnam and St. Johns  
Counties since 1996**



# State of Healthcare Industry in NEFL



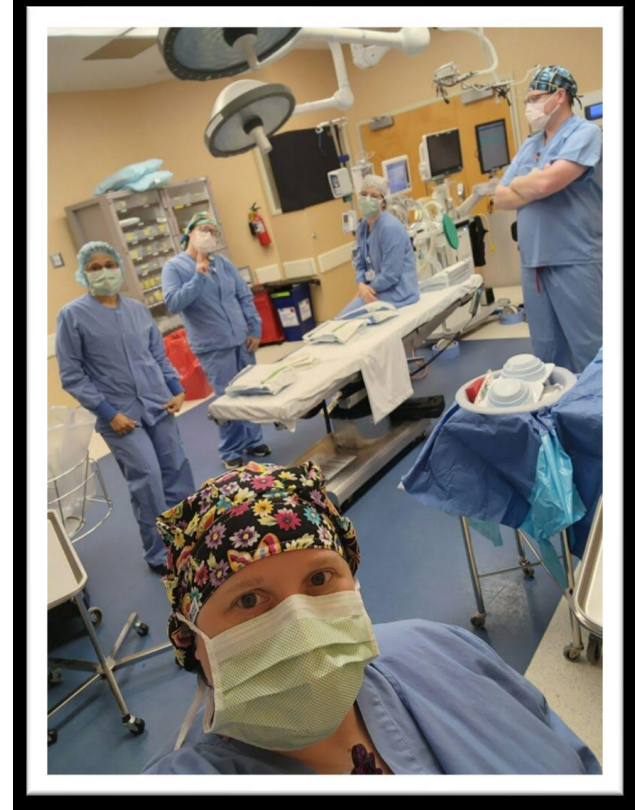
Employer	Employee Count
<b>Baptist Health</b>	12,000
<b>Mayo Clinic</b>	8,450
<b>UF Health Jacksonville</b>	6,600
<b>Ascension St. Vincent's</b>	5,050
<b>HCA Florida Memorial Hospital</b>	2,370
<b>Brooks Rehabilitation</b>	2,170
<b>HCA Florida Orange Park Hospital</b>	1,520
<b>Putnam Community Medical Center</b>	520
<b>Care Spot</b>	280

Occupation	Employed	Median* Wages	Demand
<b>Registered Nurses (RN)</b>	19,100	\$78,500	1,600
<b>Nursing Assistants (CNA)</b>	7,400	\$34,600	730
<b>Medical Assistants (MA)</b>	5,200	\$32,000	1,300
<b>Licensed Practical &amp; Licensed Vocational Nurses (LPN)</b>	3,000	\$50,000	390
<b>Radiologic Technologists &amp; Technicians</b>	1,550	\$62,500	155

\* 2022 Median Wage

# Individual Training Accounts

<u>Training Occupations</u>	<u>Enrolled</u>
Bachelor of Nursing (BSN)	1
Registered Nurse (RN)	28
Practical Nurse (LPN)	7
LPN Bridge	4
Radiography Tech	9
Respiratory Care	3
Diagnostic Medical Sonographer	3
Medical Assistant (MA)	1
Surgical Technologist	1
<b>TOTAL</b>	<b>57</b>



- Ascension St. Vincent's: Surgical Technology Training  
14 Trainees, 10 Month Training Period
- Flagler Hospital – UF Health: Patient Care Technician Training  
6 Trainees, Six Week Training Period
- Clay County Board of County Commissioners: Paramedic Training  
22 Trainees, Seven Month Training Period

**TOTAL EMPLOYEES TRAINED = 42**



## EMT to Paramedic

*“CareerSource NEFL was instrumental in supporting the Clay County Department of Public Safety’s effort to provide training to our firefighters. With their assistance, we have been able to enhance the skills and capabilities of our firefighters, ensuring they are well-equipped to respond effectively to medical emergencies. This invaluable training not only benefits our team but also directly contributes to the well being of the residents we serve.”*

**- Chris Curington, Clay County  
Grants Management Department**

# Workforce Innovation and Opportunity Act Combined Plan Economic Analysis



**Jimmy Heckman**

Workforce Statistics and Economic Research Bureau Chief, FloridaCommerce



**FLORIDA**  
**COMMERCE**

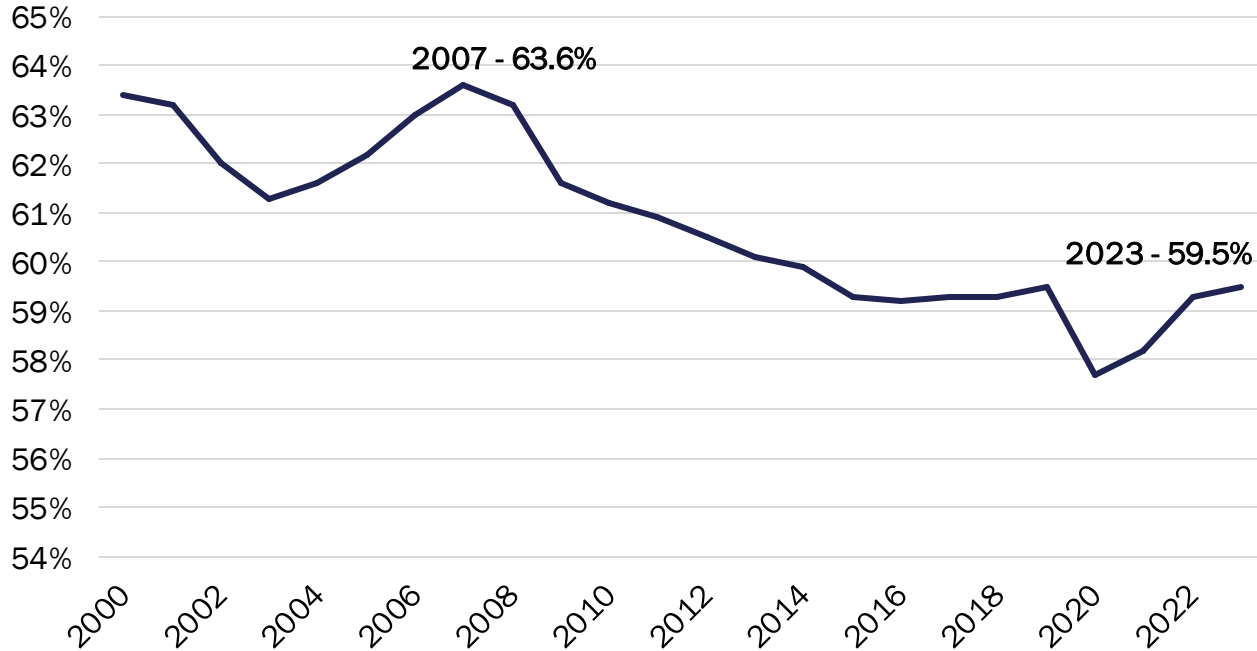
## Statewide Labor Market & Program Performance Update

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

Wednesday, February 27, 2024

# Labor Force Participation Rate

Annual Average Labor Force Participation Rate in Florida



Labor force participation peaked in 2007 in Florida at **63.6 percent**

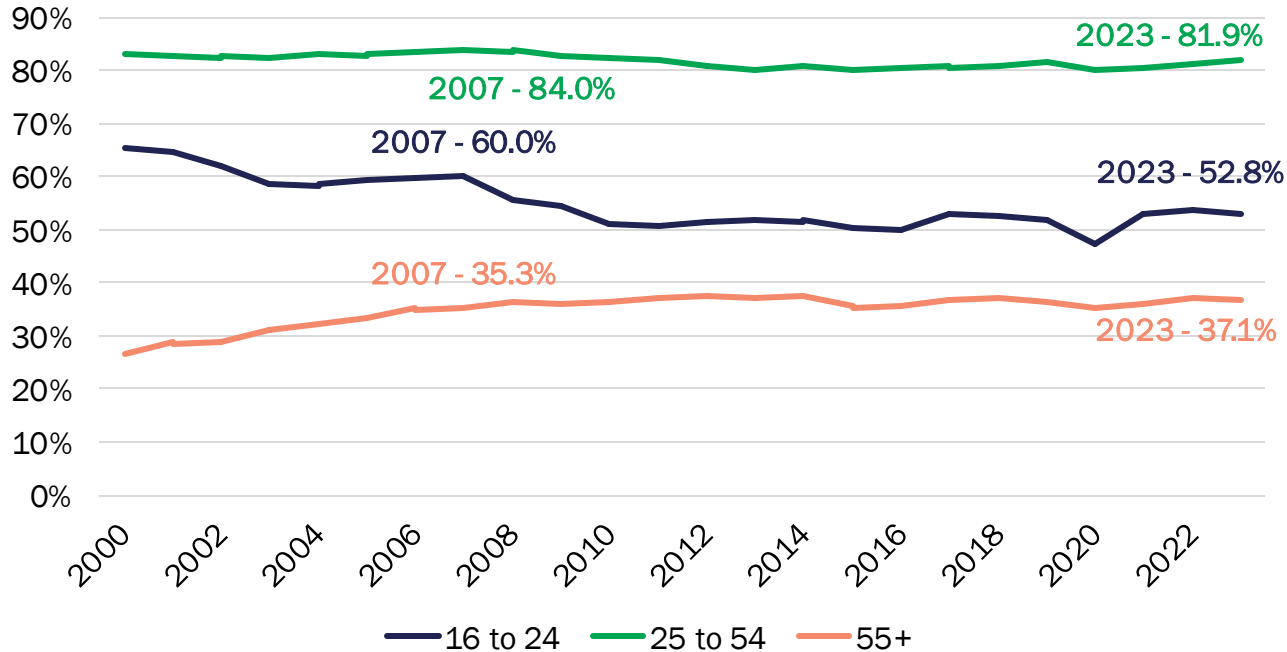
In 2023 Labor force participation was **59.5%**

Reaching the previous peak requires adding **750,000 workers to the labor force**, not factoring in population growth



# Labor Force Participation Rate by Age

Average Annual Labor Force Participation Rate by Age in Florida

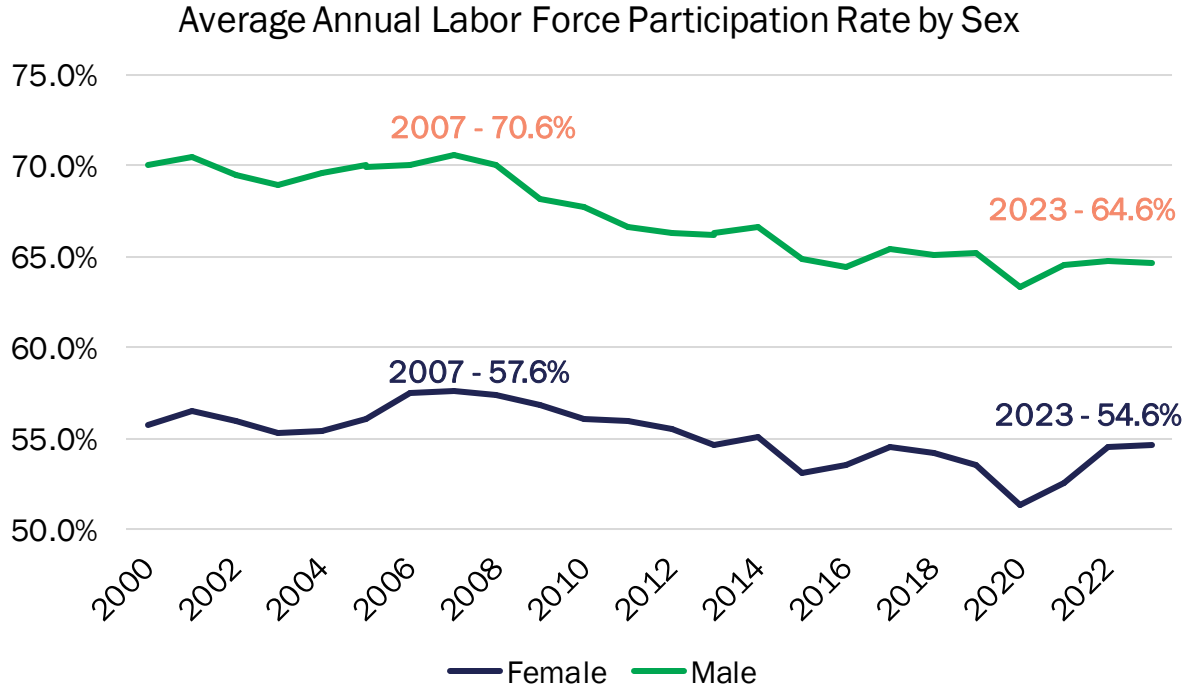


Participation among prime age (25-54) workers is **2.1 percentage points lower** than the peak in 2007

Youth (16-24) participation is **12.6 percentage points lower** than in 2000



# Labor Force Participation Rate by Sex



Labor force participation was **10 percentage points lower** for women than for men in 2023

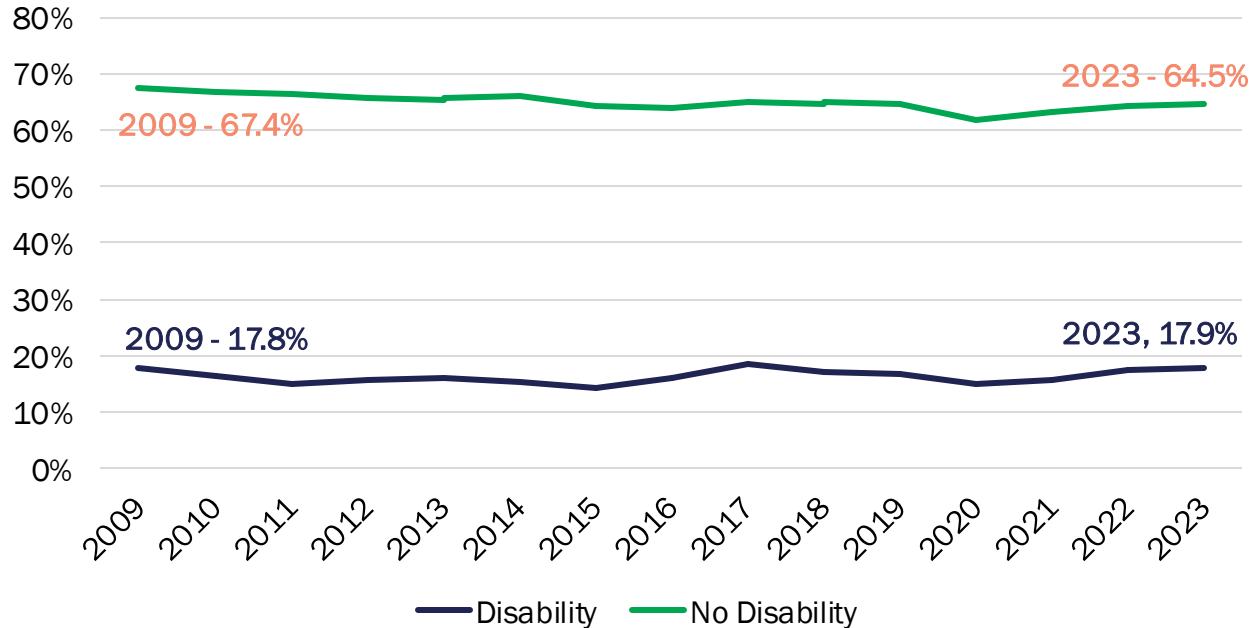
## Relative to Peak Participation:

- Male participation is **6 percentage points lower**
- Female participation is **3 percentage points lower**



# Disability Status

## Annual Average Labor Force Participation by Disability



Labor force participation was **46.6 percentage points lower** for workers with a disability than without a disability in 2023

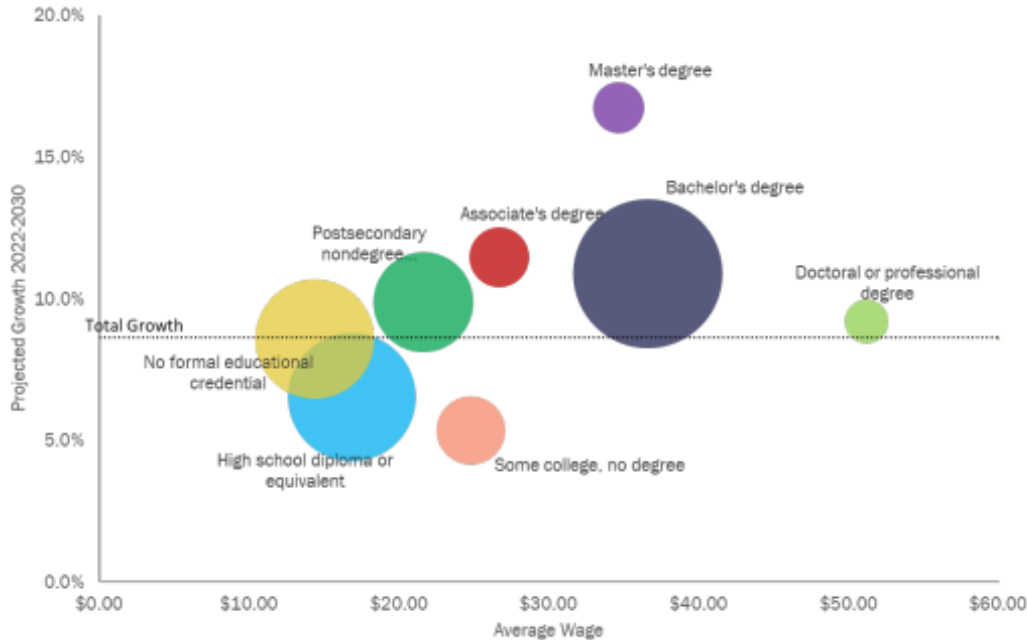
### Relative to 2009

- Participation for workers with a disability was **0.1 percentage point higher**
- Participation for workers with no disability was **2.9 percentage points lower**



# Workforce Education

Projected Growth in Labor Demand by Education requirement  
2022-2030



Occupations that require a Bachelor's degree account for **more projected openings than any other credential group**

Occupations linked to postsecondary nondegree credentials are the **2<sup>nd</sup> largest group**

Florida's goal is to ensure **60% of Floridians age 25-70** have a credential of value by 2030





# Apprenticeships

## Key Trends 2022-23 Program Year

**365** registered apprenticeship and preapprenticeship programs

**14 percent increase** in active apprentices and preapprentices

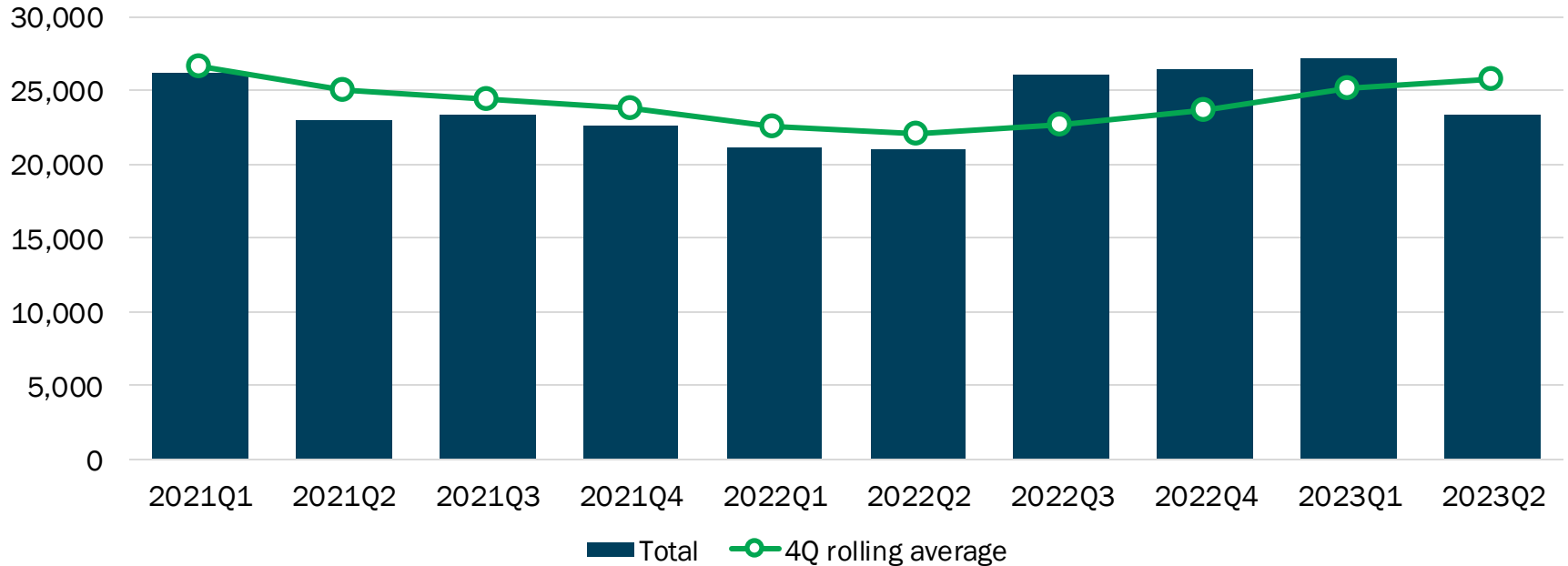
**36** new apprenticeships and **12** new preapprenticeships

**33 percent increase** in newly registered apprentices



# Program Enrollment

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



# Questions & Answers



# OPEN DISCUSSION AND PUBLIC COMMENT

# Chair's Closing Remarks



**Bill Johnson**

Finance Council Chair

# Upcoming Meetings

February 27, 2024

Board of Directors Field Experience 2:30 – 4:30 p.m.

Networking Reception 5:00 – 6:30 p.m.

February 28, 2024

Board of Directors meeting 9:00 a.m. – 12:00 p.m.