

# Board of Directors Meeting

February 28, 2024

# Welcome and Remarks



**Stephanie Smith**

Chair

# FOR PUBLIC COMMENT:

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

# Consent Agenda

For Consideration:

- Approval of December 12, 2023, Board of Directors Meeting Minutes
- Approval of Master Credentials List for Delivery to State Board of Education
- Approval of Request to Serve as One Stop Operator for CareerSource Escarosa and CareerSource Palm Beach County
- Approval of Request to Serve as One Stop Operator for CareerSource South Florida

# President's Report



**Adrienne Johnston**

President & CEO, CareerSource Florida

# New CareerSource Florida Team Members



**Gabe Peters**

Government Affairs Director



**Walter Copeland**

Chief Financial Officer

# Partner Engagement



- **Senate Bill 196 & House Bill 141:** Economic Development
- **Senate Bill 832 & House Bill 1137:** Employment of Individuals with Disabilities
- **Senate Bill 460 & House Bill 917:** Career and Technical Education
- **House Bill 1267 & Senate Bill 7052:** Economic Self-sufficiency
- **Senate Bills 7016 & 7018:** “Live Healthy Act”



# Master Credentials List Timeline

Open window for  
MCL applications for  
the 2024-2025  
period

**Application  
Window**

**Jan-Mar  
2024**

CareerSource  
Florida compiles  
applications and  
submits them to  
partner agencies for  
evaluation.

**Compilation &  
Submission**

**April 3,  
2024**

FloridaCommerce  
evaluates  
occupation linkage,  
wage, and demand.

Department of  
Education reviews  
industry certification  
and post-secondary  
eligibility.

**Evaluation  
Process**

**April 23,  
2024**

CareerSource  
Florida evaluates  
local demand and  
prepares list for  
publication.

Credential Review  
Committee meets,  
and denials are  
notified within one  
business day.

**Review &  
Approval**

**May 22,  
2024**

The CareerSource  
Florida Board of  
Directors approves  
the submission of  
the finalized list to  
the State Board of  
Education.

**Board Approval**

**June 18,  
2024**

- Plan is currently out for public comment through March 21, 2024.
- The final Plan to be delivered to the U.S. Department of Labor.
- WIOA core partner leadership includes FloridaCommerce, the Department of Education, the Department of Children and Families, and the Department of Elder Affairs.

- **Apprenticeship Navigators**
  - 314 Registered Apprenticeship programs in Florida and 60 Pre-apprenticeship programs to date.
- **Florida Healthcare Training Initiative**
  - CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Northeast Florida, and CareerSource Broward assist 158 participants in healthcare occupations with career, training, and supportive services.
- **Hope Florida**
  - 326 referrals were received in January 2024.

- CareerSource Florida and Ernst & Young (EY) engaged with more than 700 local and state stakeholders from 2022 to 2023.
- By June 30, the number of local workforce development boards will transition from 24 to 21 boards.
- CareerSource Florida is continuing to engage with each local workforce development board being aligned or consolidated, as well as the local elected officials, to provide support and guidance.

# Joint Council Report



**Bill Johnston**

Finance Council Chair

# 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 Item 1



**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



**Keantha Moore**

Bureau Chief of One-Stop and Program Support,  
FloridaCommerce

# Action Item 2

For Consideration:

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

# Action Item 3



**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**

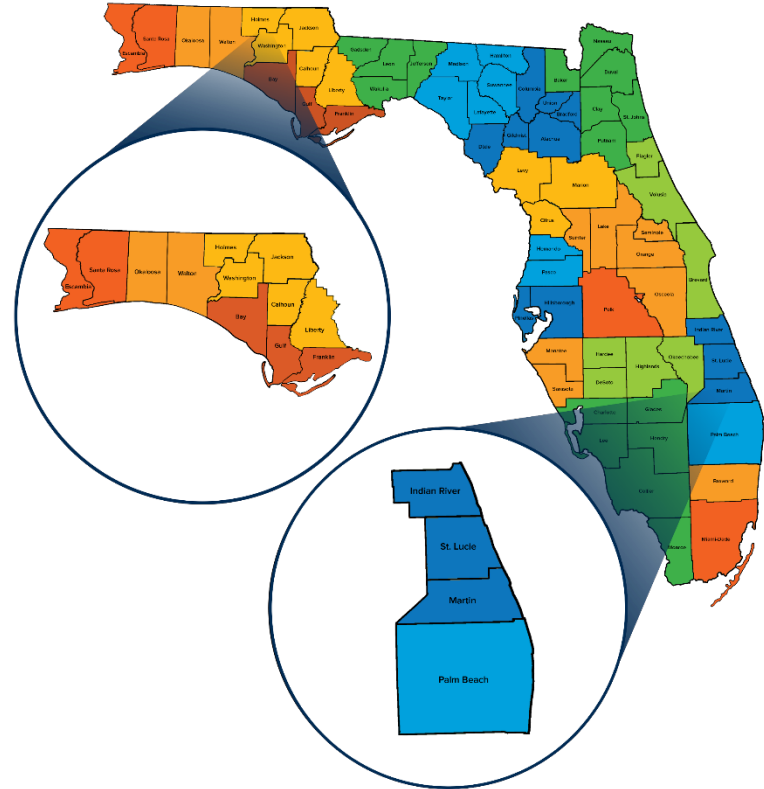
for improved customer consistency and better leveraging of public funds.

III

### **Regional Planning**

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

- CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Gulf Coast, and CareerSource Chipola
- CareerSource Research Coast and CareerSource Palm Beach County



# Action Item 3

## For Consideration:

- Approve a recommendation to the Governor for the designation of the following WIOA Planning Regions:
  - CareerSource Escarosa (LWDB 1), CareerSource Okaloosa Walton (LWDB 2), CareerSource Chipola (LWDB 3), and CareerSource Gulf Coast (LWDB 4)
  - CareerSource Research Coast (LWDB 20) and CareerSource Palm Beach County (LWDB 21)

# 2024-2028 WIOA Combined State Plan



**Adrienne Johnston**

President and CEO,  
CareerSource Florida



**J. Alex Kelly**

Secretary,  
FloridaCommerce



**Kimberly Richey**

Senior Chancellor,  
Department of  
Education



**Michelle Branham**

Secretary,  
Department of Elder Affairs



**Casey Penn**

Deputy Secretary,  
Department of Children  
and Families



# Florida Workforce System Transformation Plan



**Garrick Wright**  
Program Director,  
CareerSource Florida



**Brian Woods**  
Managing Director,  
Ernst & Young LLP



**AJ Temple**  
Senior Consultant,  
Ernst & Young LLP

# Introduction and Agenda

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## Today's Agenda:

- Introduction
- Phase 3 Pillar Overview
- Progress to Date: Pillar I, II, and III
- Next Steps

# Phase 3: Pillar Overview

## Pillar I: Alignment and Consolidation

### Completed by June 30, 2024:

- New governance determined and in place across impacted boards including appointment of new board of directors.
- Finalized interlocal agreements, consortiums, and 501(c)(3) completed for realigned or consolidated boards.
- Designate Fiscal Agent and Administrative Entity.
- Operational transition completed for all impacted boards, or well underway.

## Pillar II: System-Wide Improvements

### Completed by June 30, 2024:

- Significant improvements applied operationally and in practice across the system.
- Backlog and plan of action for additional improvements.

## Pillar III: Regional Planning

### Completed by June 30, 2024:

- At least two regional planning areas identified, structured, and compliant with regional planning requirements.
- Plan in place for remaining regional planning areas to be created.

## Key Objectives

- Reduce local workforce development boards from 24 to 21.**
- Implement system-wide improvements and consistent compliance models across LWDBs.**
- Create new regional planning areas, consisting of at least two contiguous LWDBs, that comply with Workforce Innovation Opportunity Act.**

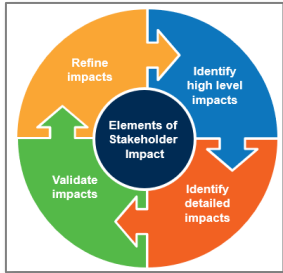
# Pillar I: Progress to Date

★ Completed    ◉ In Progress    ◉ Upcoming

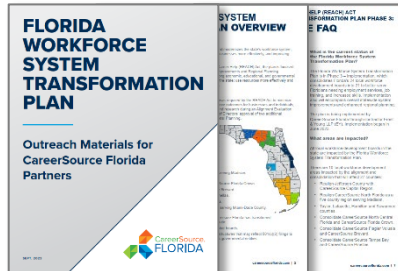


## Monthly Elective Training on Navigating and Preparing for Change

On December 15th, 2023, 20 members of the CareerSource network from transforming and aligning boards attended a virtual training focused on change management. Specifically, ensuring a successful transition via developing effective communications related to the change and navigating employee engagement.



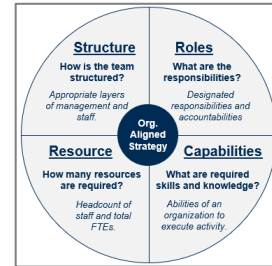
Stakeholder Impact Elements



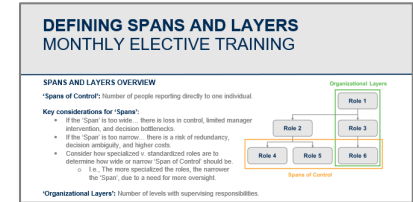
Florida Workforce System Transformation Plan: Outreach Materials for CareerSource Florida Partners

## Monthly Elective Training on Understanding Organizational Reshaping

On February 1st, 2024, 30 members of the CareerSource network attended a virtual training focused on establishing a foundational understanding of organizational design. The session took closer look into the spans and layers of an organization, as well as discussed developing future state organizational charts.



Organizational Design Framework



Spans and Layers One Pager



# Pillar I: Progress to Date

★ Completed    ○ In Progress    ○ Upcoming



## Consolidation Workgroups

To support consolidation efforts, CareerSource Pinellas and CareerSource Tampa Bay developed joint working groups to build relationship and assist communication and coordination efforts. Other aligning and transforming boards are following suit.

### Workgroups Categories

- Finance
- IT
- Human Resources
- MIS/Data/Monitoring
- Marketing/Communications
- Facilities
- Programs
- Administrative

**CSTB/CSPin Consolidation Workgroup Agenda**  
 (Name of Workgroup inserted here)  
 (Date inserted here)

1. Welcome and Introductions. List members, titles and contact information.

CareerSource Tampa Bay	CareerSource Pinellas

Workgroup	Pinellas	Tampa Bay
Finance	Steve Meier - CEO	Sheila Doyle - SVP/CFO
	David Zirilli - CFO	Anna Munro - VP of Fiscal & Admin Compliance
	Samantha Shang - Accounting Coordinator	Kelly Goodpasture - Accounting Manager
IT	Steve Meier - CEO	Sheila Doyle - SVP/CFO

CareerSource Tampa Bay and CareerSource Pinellas Workgroup Roster

	Workgroup name		Workgroup name	
<b>Members (lead is highlighted)</b>	Tampa: •	Pinellas: •	Tampa: •	Pinellas: •
<b>Meetings</b>	Kickoff: Next meeting: Meeting frequency:		Kickoff: Next meeting: Meeting frequency:	
<b>Topics Discussed/Take aways</b>	•		•	
<b>Items that require Upper Mgmt/Board Approval</b>	•		•	
<b>Challenges</b>	None		None	

Sample Workgroup Agenda

Sample Workgroup Template

# Pillar II: Progress to Date

★ Completed

○ In Progress

○ Upcoming

November 2023 – January 2024

Identification of Sprint 2 (December – March) Activities.

January 2024

Research, development, and review of on Batch 2 Contracts: Standard IFA and MOUs

January – March 2024

Execution of Sprint 2 Activities. Identification of Sprint 3 (March – June) Activities.

March – June 2024

Execution of Sprint 3 Activities. Identification of Long Term/Post June Activities

June 2024

Significant improvements and assets implemented for LWDB use.

## Customer Experience Assessment

EY assessed and advised on improving workforce board web presence to prioritize customer experience and local resource utilization.

Area	Criteria	Rating	Notes
Usability	Users find content that is easy to navigate?	partially	
	Does the website provide a logical self-help (FAQ, live chat, contact form, search function, etc.)?	Does not provide self-help	
	How responsive is website across devices?	Website does not work across multiple devices	
	Is it easy to understand (including navigation) or being personally helpful to the user?	Website is unclear	
Clarity	Target audience/audience?	Target audience is partially defined	
	How clearly are next steps defined to the user in seeking a solution?	Next steps are not clearly defined	
	How frequently does website appear as being traditional career center website? (Google, Bing, Yahoo)	Website does not appear	
	How frequently does website appear as being traditional career center website? (Google, Bing, Yahoo)	Website is difficult to find	
Feasibility	How frequently does website appear as being traditional career center website? (Google, Bing, Yahoo)	Website is difficult to find	
	How frequently does website appear as being traditional career center website? (Google, Bing, Yahoo)	Website is difficult to find	
	How frequently does website appear as being traditional career center website? (Google, Bing, Yahoo)	Website is difficult to find	
	How frequently does website appear as being traditional career center website? (Google, Bing, Yahoo)	Website is difficult to find	

Region	7	8	9	10	11	12	13	14	16	17	18	20
Gulf Coast	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Capital Region	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
North Florida	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Florida Crown	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Northwest Florida	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
North Central Florida	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Citrus Levy Marion	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Flagler Volusia	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Central Florida	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Brevard	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Pinellas	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Tampa Bay	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0

CX Assessment Data Sheet

## Contract Standardization

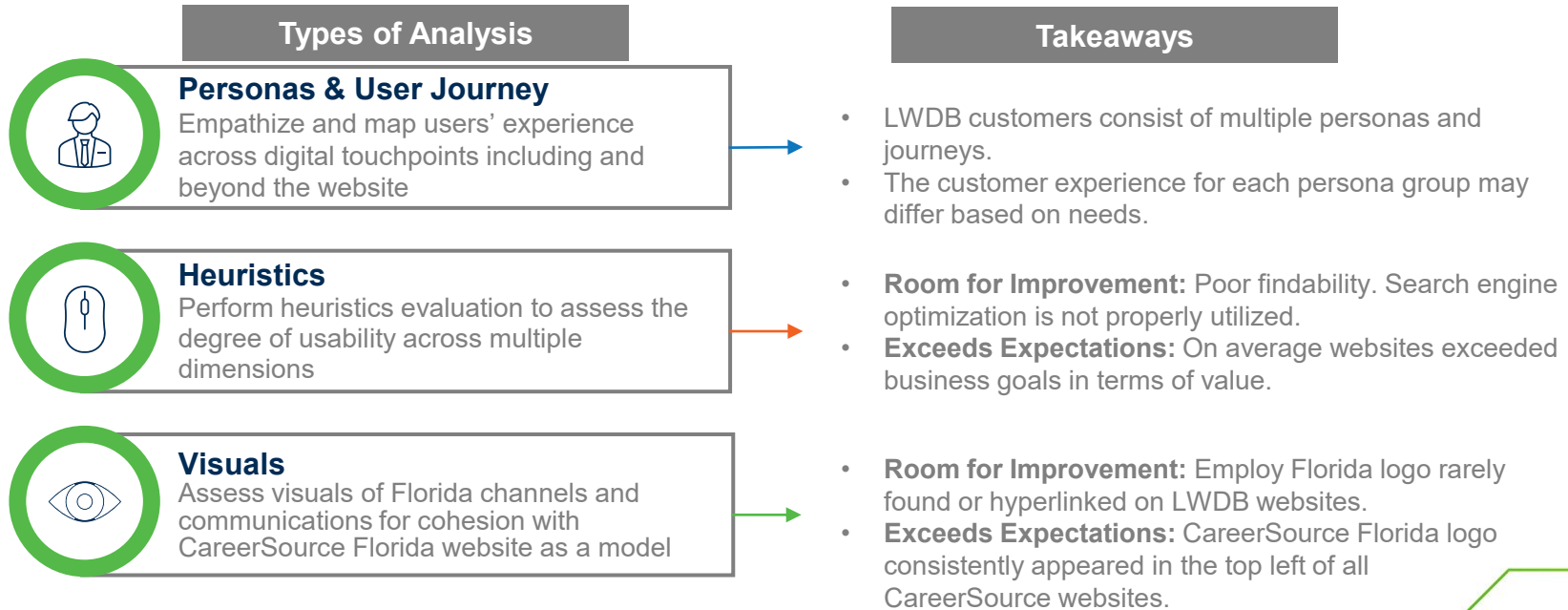
EY analyzed five contracts used throughout the state that hindered collaboration. The findings led to determination of leading practices that informed new standardized templates to be used similarly by all boards. CareerSource Florida along with Florida Commerce, EY, and the local workforce development boards, will deliver initial contract templates for implementation: On-The-Job Training (OJT) Agreement and Individual Training Account (ITA) Agreement.

Contract Type	Individual Training Account (ITA)	Infrastructure Funding Agreement (IFA)	Memorandum of Understanding (MOU) for Workforce Development Partners
On-The-Job Training (OJT) Agreement	Standardized template for OJT agreements, including sections for participant information, training details, and payment terms.	Standardized template for IFA agreements, covering infrastructure funding, project details, and reporting requirements.	Standardized template for MOU agreements, outlining the scope of partnership, goals, and responsibilities of all parties.

1. On-The-Job Training (OJT) Agreement
2. Individual Training Account (ITA) Agreement
3. Memorandum of Understanding (MOU) for Workforce Partners
4. Infrastructure Funding Agreement (IFA)
5. Request for Proposals (RFP) for One-Stop Operators

## Pillar II: Customer Experience Assessment Takeaways

As part of Pillar II, CareerSource Florida and the EY team conducted a customer experience assessment based on all 24 local workforce development board websites, and the CareerSource Florida website. This assessment helped us to better understand how the websites vary and to provide recommendations for improvement and standardization.



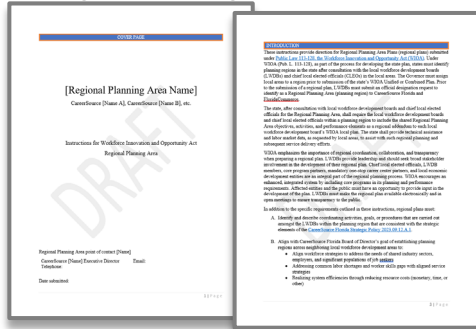
**Next steps:** Move forward with state-wide standardization across all the CareerSource Florida network websites.

# Pillar III: Progress to Date



## State level activity

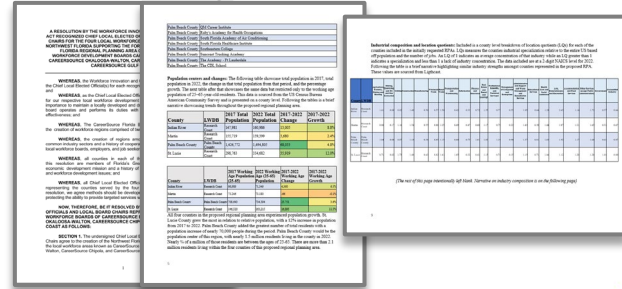
EY is working with CareerSource Florida and FloridaCommerce to develop the formal Regional Planning Instructions document. Similar to local area planning instructions, this document will guide the necessary components and content that will be included in regional planning area plans.



Draft regional planning area instructions document

## Local workforce development board activity

Two pilot RPAs have been identified. The first is in the Northwest part of the state inclusive of CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Chipola, and CareerSource Gulf Coast. The second is on the Atlantic coast and includes CareerSource Research Coast and CareerSource Palm Beach County. Two officially submitted RPA designation requests are included in the board packet.



Presenting two designation requests along with supportive documentation





# Pillar III: 2024 Regional Planning Activities

## Regional plans will include the following sections

- 1. Regional labor market relationships
- 2. Development of shared goals and service strategies
- 3. Sector strategies for in-demand industries/occupations
- 4. Administrative cost arrangements
- 5. Sector strategies for in-demand industries/occupations
- 6. Coordination of supportive services
- 7. Coordination of regional economic development
- 8. Collective performance accountability

## Anticipation of future designation requests

Every local workforce development board must be a part of a regional planning area. Each regional planning area must be made up of two or more contiguous local workforce development boards within Florida.

**RESOLUTION NO. 23-181**

**A RESOLUTION BY THE WORKFORCE INNOVATION AND OPPORTUNITY ACT RECOGNIZED CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD CHAIRS FOR THE FOUR LOCAL WORKFORCE DEVELOPMENT BOARDS IN NORTHWEST FLORIDA SUPPORTING FLORIDA REGIONAL PLANNING AREA WORKFORCE DEVELOPMENT AND CAREER SOURCE OKALOOSA-CAREER**

**WHEREAS**, the Workforce the Chief Local Elected Officials; and

**WHEREAS**, the Chief L for our respective local workforce importance to maintain a locally board operates and performs effectiveness; and

**WHEREAS**, the Career the creation of workforce regions

**WHEREAS**, the creation common industry sectors and a local workforce boards, employer

**WHEREAS**, all counties this resolution are members economic development mission and workforce development issue

**WHEREAS**, all Chief Loc representing the counties same resolution, we agree methods sh protecting the ability to provide tax

**NOW, THEREFORE, BE IT OFFICIALS AND LOCAL BOARD WORKFORCE BOARDS OF CALIFORNIA, OKALOOSA, WALTON, CAREER COAST AS FOLLOWS:**

**SECTION 1.** The undersigned Chairs agree to the creation of the local workforce areas known as Walton, CareerSource Chipola, and

**Population centers and changes:** population in 2022, the change in the growth. The next table after that the population of 25-65 year-old reside American Community Survey and it narrative showcasing trends through

County	LWDB	PO
Indian River	Research Chair	141
Martin	Research Chair	155
Palm Beach County	Research Chair	14
St. Lucie	Research Chair	298

**County**      **LWDR**      **PA**

Indian River	Research Chair	141
Mims	Research Chair	71
Palm Beach County	Research Chair	14
St. Lucie	Research Chair	298

All four counties in the proposed regional planning area. St. Lucie County grew the most in relative terms from 2017 to 2022. Palm Beach County added the greatest number of total residents with a population increase of nearly 70,000 people during the period. Palm Beach County would be the population center of this region, with nearly 1.5 million residents living in the county in 2022. Nearly 1/4 of a million of those residents are between the ages of 25-65. There are more than 2.1 million residents living within the four counties of this proposed regional planning area.

*(The rest of this page intentionally left blank. Narrative on industry composition is on the following page)*

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## Next steps

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### Pillar I

- Facilitate March monthly elective training for aligning and transforming boards on branding and communications.
- Continue to support LEOs and county attorneys on the development of the interlocal agreements.
- Continue to support operational transitions for aligning and consolidating boards.

### Pillar II

- Present findings related to employment and wage verification resources currently in use by LWDBs.
- Continue ongoing System-wide Improvement Portfolio Management support.
- Socialize MOU and IFA contract templates and finalize OSO RFP template.

### Pillar III

- Finalize regional planning instructions and begin regional planning process with designated regional planning areas.
- Prepare future regional planning designation requests with additional LWDBs.

**THANK YOU!**  
**QUESTIONS AND ANSWERS**

# Florida Department of Juvenile Justice Report



**Adrienne Campbell**

Deputy Secretary, Florida Department of Juvenile Justice

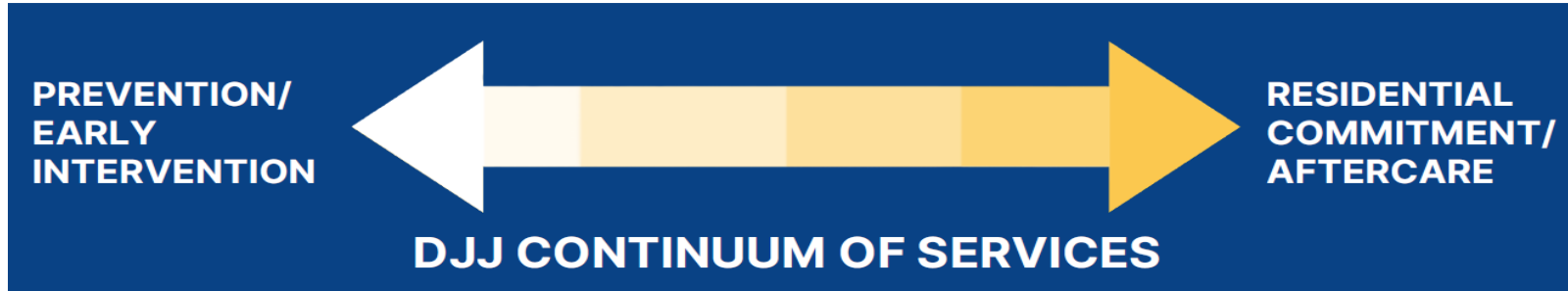


## CareerSource Florida Presentation

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Adrienne Campbell, Deputy Secretary  
Florida Department of Juvenile Justice

# Education Across the Department



# THE 4 CORNERSTONES TO SERVICE EXCELLENCE



# Florida Scholars Academy

A single unified education system in DJJ residential programs, with a sole focus on providing this student population with a world-class education that meets their individual needs by embracing multiple educational pathways for students to succeed.





# Embracing Individual Student Needs

- Focusing on educational pathways that meet the individual educational needs of students:
  - High school diploma
  - High school equivalency diploma
  - Enrollment in an educational program of study at a Florida technical or state college or university
  - Attainment of industry-recognized credentials of value
- DJJ contracted with Florida Virtual School as the educational provider to operate the Academy.





# Project Anchor

- Partnership with Tallahassee Community College to focus on high-quality educational services to include career and technical education for youth in the deeper end of the system.
- Career Navigators work with youth to map out plans and match them with credentialing programs that allow them to work toward their long-term career goals.
- Provide instruction and opportunities to pursue work-based learning activities through pre-apprenticeship programs within residential facilities.



# Career Navigator

- After graduation, the Career Navigator provides:
  - Assistance in completing FFAA/FASFA
  - Career exploration to determine postsecondary pathway
  - Enrollment in industry-recognized training and certifications or Florida college or technical college
  - Placement in pre-apprenticeship programs
- Connect youth with educational opportunities to continue their education and attainment of diplomas or credentials-of-value after release from residential commitment program.
  - Local CareerSource offices
    - Apprenticeship programs or career placement
  - Connect with Probation Officers (JPO) for continuity of services



## Florida Scholars Academy

- K-12 academic education program to complete diploma or equivalency
- Powered by Florida Virtual School
- Taught by Florida Certified educators
- Youth work with Guidance Counselors to determine academic pathway
- Career and Technical Education through career exploration, rapid credentialing, credit course enrollment and pre-apprenticeship opportunities
- Services will begin July 1, 2024

## Project Anchor

- Postsecondary enrollment after graduation or equivalency achieved
- Partnership with Tallahassee Community College
- Taught by Industry Certified and credentialed instructors
- Youth work with Career Navigators to determine career pathway
- Career preparation through exploration, enrollment in state or technical college courses, pre-apprenticeships that lead to apprenticeship opportunities
- Year 2 of implementation



# New and Emerging Partnerships

- CareerSource
- Florida Masonry Association
- Independent Electrical Contractors (IEC)
- Florida Trade Academy
- Florida Chamber of Commerce



# Career Planning 101 - CareerSource Tampa Bay

Pilot – Columbus Youth Academy

Three-day workshops focusing on:

- Career Exploration
- Understanding Career Clusters
- Develop a career journey action plan
- Steps within that career journey
- Understanding hard and soft skills
- Develop a resume'
- Barrier check in career making decisions
- Develop a career action plan



# CareerSource Tampa Bay Workshop Certificates





# Pre-apprenticeship Programs

Florida Masonry Association – Everglades/Kissimmee

Cohort model:

- In person at the facility
- Instructor provided
- Cohort size 15-20
- Skill attainment on site
- 6–8 week period of instruction
- 5 days per week
- 6+ hours per day



# Florida Masonry Association - Outcomes

- Hands-on skill attainment on site
- Real world knowledge
- Basic communications
- Financial Literacy
- Employability skills
- Career coaching
- Industry certifications:
  - OSHA 10 – takes 10 instructional hours if not completed prior
  - NCCER Core
  - NCCER Jobsite Safety Certificate
  - Mason Production Assistant/Job Site Assistant Certificate



# Florida Masonry Association



# Pre-apprenticeship Programs

## Independent Electrical Contractors (IEC)

Two models:

- In-person at the facility
- Instructor provided
- Cohort size 25 or less
- Skill attainment on site
- 6-month period of instruction
- 5 days per week
- 6 hours per day



# Pre-apprenticeship Programs

## Independent Electrical Contractors (IEC)

Two models:

- Virtual instruction
- Instructor provided
- Cohort size 25 or less
- Skill attainment on site upon completion of instruction
- 6-month period of instruction
- 2-3 days per week
- 2 hours per day



# Independent Electrical Contractors (IEC) - Outcomes

- Hands-on skill attainment on site
- Real world knowledge
- Employability skills
- Industry certifications:
  - Field Service Engineer - Low Voltage Systems
  - Field Service Engineer - Voice-Data-Video
  - 13 + micro credentials
- Next Steps:
  - Journeyman Electrician
  - Residential Wireman



## Pilot Program –Technical College

- Procurement for non-secure residential program to focus on graduates and youth close to completion.
- Partnership with technical college to offer on-campus instruction in industry credential-earning postsecondary coursework.
- Course option examples include:
  - Automotive
  - Barbering/Cosmetology
  - CDL (Class B)
  - Construction
  - HVAC
  - Welding



## Next Steps

- Assignment of specific career clusters to residential programs
- Assessment of youth interest and aptitudes before commitment and placement
- Full launch of the Florida Scholars Academy
- Continued partnership development, expansion of pre-apprenticeship options, collaborations with postsecondary institutions for our youth





# FloridaCommerce Report



**J. Alex Kelly**

Secretary, FloridaCommerce



**FLORIDA**  
**COMMERCE**

*CareerSource Florida*  
**Board Meeting**

February 28, 2024

J. Alex Kelly, Secretary  
FloridaCommerce

# FLORIDA'S APPROACH YIELDS RESULTS

- ❑ #1 in new business formations
- ❑ #1 in entrepreneurship education and training; #2 in the world
- ❑ #1 talent development
- ❑ #1 in Higher Education for the seventh year in a row
- ❑ #1 in school choice scholarships
- ❑ #1 in education freedom (~1.5 million full time choice)
- ❑ #1 in closing K-12 achievement gaps
- ❑ #3 in K-12 achievement



# FLORIDA'S APPROACH YIELDS RESULTS (cont.)

- ❑ AAA credit rating again (Fitch, Moody's, S&P)
- ❑ #4 best tax climate (Tax Foundation)
- ❑ Elevated to #10 in manufacturing jobs
- ❑ Since 2019, 45% increase in registered apprentices, 100% increase in preapprentices
- ❑ Command focus on elevating must-have professions like teaching (starting pay, professional development, workforce ed capacity), nursing (workforce ed capacity), and law enforcement (pay, recruitment, retention)
- ❑ Florida's Unemployment Rate: 3.0% in December 2023; 38th consecutive month below national unemployment rate of 3.7%
- ❑ Labor force grew by 354,000 jobs over the year, a 3.3% increase



# ALIGNING INVESTMENTS TO CREATE AND ELEVATE GREAT VERTICALS

Historically

## Strong Economic Growth

- Strong Tax Climate
- Strong Credit Rating

2019-2023

## Historic Economic Growth

- Kept Businesses & Schools Open
- Historic Investments in Workforce Ed.
- Historic Investments in Infrastructure & Environmental Resiliency
- Historic Conservative Mgt. of State Revenues, Bonding & Credit Rating

Next Steps:  
2023-2025

## Align Investments to Attract

### Long-Term Private Investment into Ecosystems/Clusters

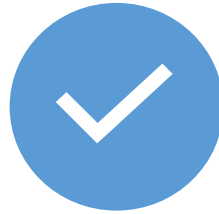
- Invest in Targeted Ecosystems/Clusters
- Invest in Aligned R&D, Infrastructure & Workforce Ed
- Create and Elevate Great Verticals (“Best Bets”)**



# ALIGNING INVESTMENTS TO CREATE AND ELEVATE GREAT VERTICALS (cont.)



WORKFORCE  
READINESS



SITE READINESS



HOUSING READINESS



FINANCIAL  
READINESS

# GOVERNOR'S FOCUS ON FLORIDA'S FUTURE BUDGET: FloridaCommerce's INVESTMENTS

- Job Growth Grant Fund (JGGF)
- Rural Infrastructure Fund (RIF)
- State Small Business Credit Initiative (SSBCI)
- Broadband: BEAD Program and Capital Projects Fund
- SelectFlorida
- Performance Based Economic Development Tools
- Florida Defense Support Task Force; Defense Infrastructure Grant Program; Military Base Protection Program
- IT: Cybersecurity, Cloud Migration and Continuous Modernization of Reemployment Assistance (RA)
- Hurricane Recovery: CDBG and Mobile Command Vehicle



# GOVERNOR'S FOCUS ON FLORIDA'S FUTURE BUDGET: Partners' INVESTMENTS

- FDOE's Workforce Development Capitalization Grants
- CareerSource Quick Response Training and Incumbent Worker Training
- FHFC's Affordable & Workforce Housing
- VISIT FLORIDA
- Space Florida
- UF's Florida Semiconductor Institute
- FSU's National High Magnet Field Laboratory
- Technical Assistance for Small Manufacturers (FloridaMakes)





# FloridaCommerce's LEGISLATION: HB 1419 BY REP. TUCK AND SB 1420 BY SEN. BURGESS

*SB 1420 on Senate Special Order 2/28 and HB 1419 in House Special Order 3/1*

- Long-Term Sustainability for the Florida Defense Support Task Force
- Clarity for Local Government Comprehensive Plan Submissions
- Reducing Unnecessary Litigation Regarding Homeowners' Associations
- Supply Chain Innovation Grant Program (1420 only)
- Expanding Opportunities for Incumbent Worker Training Program Participants
- Extending Loan Repayment Period for Emergency Bridge Loans to Local Govts.
- Clarity for the State Workforce Board
- Statutory Cleanup Regarding the Florida Sports Foundation



# FL WINS: PROGRAM UPDATE

- ❑ FL WINS is an innovative, consumer-first workforce development system that seeks to provide Floridians improved access to workforce programs and services through interoperable systems and shared integrated data. *Florida Statute 445.001- Consumer-First Workforce System*



Consumer  
First



No Wrong  
Door



Integrated  
Data



# FL WINS: OPPORTUNITIES WITHIN REACH

- ❑ Elevating Florida's #1 in the nation workforce to access opportunity, upskilling and self-sufficiency through the FL WINS workforce education and jobs training portal.
- ❑ The FL Wins program has a 5-year schedule, with an anticipated completion date of December 2026.



# FL WINS: IN-SCOPE SYSTEMS

## FloridaCommerce

- Employ Florida System
- Reconnect/Reemployment Assistance System
- Workforce Information Database (WIDb)
- OSST System

## Department of Education

- Division of Vocational Rehabilitation Case Management System (AWARE)
- Division of Blind Services Case Management System (AWARE)
- Employment Meets Opportunity Portal (EMOP)
- Division of Early Learning – Enhanced Field System (EFS)
- Florida College Systems and School Districts (partial integration)
- Career and Adult Education

## Department of Children and Families

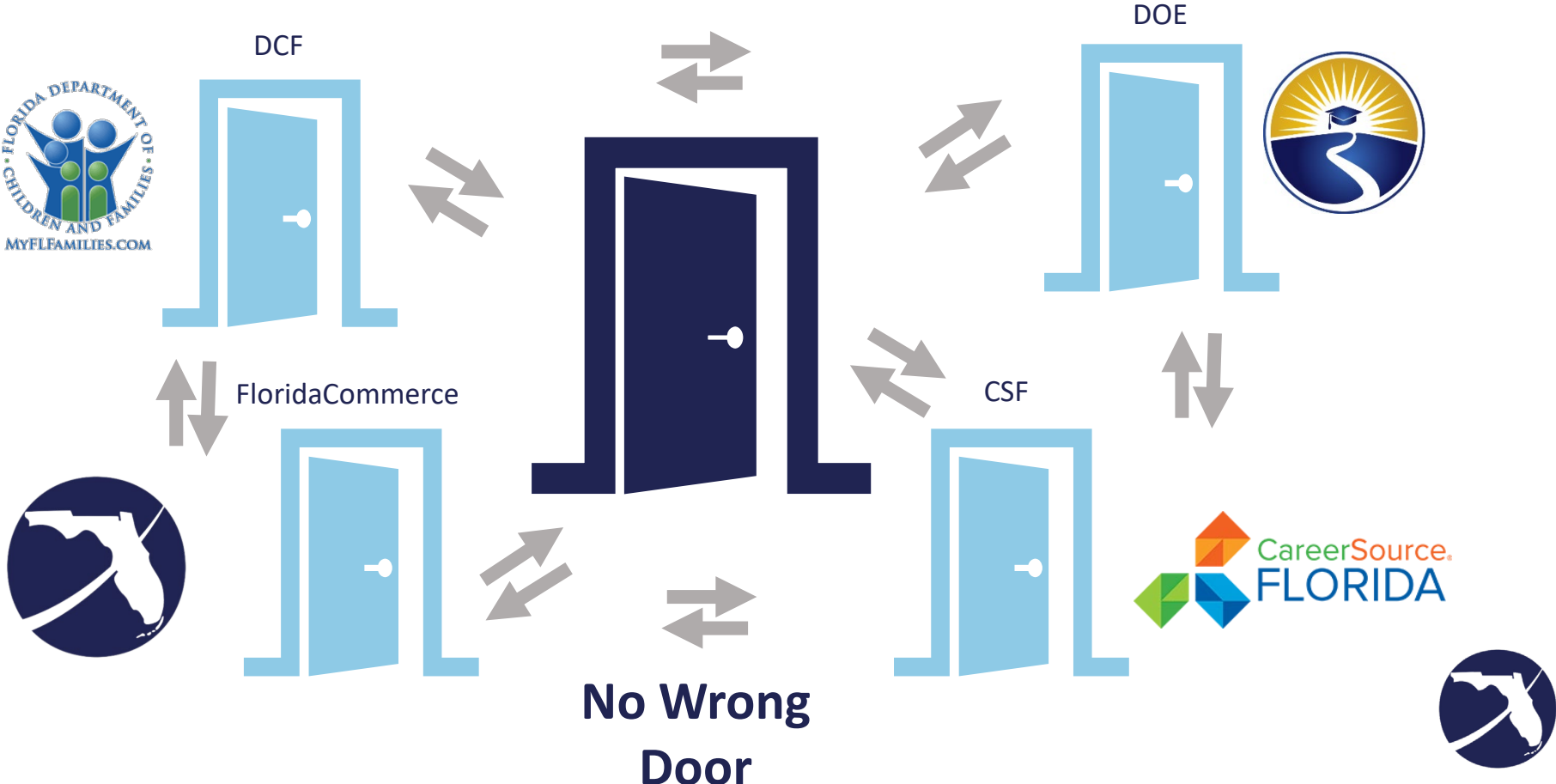
- Self Service Portal (SSP)
- Hope Florida

## CareerSource Florida

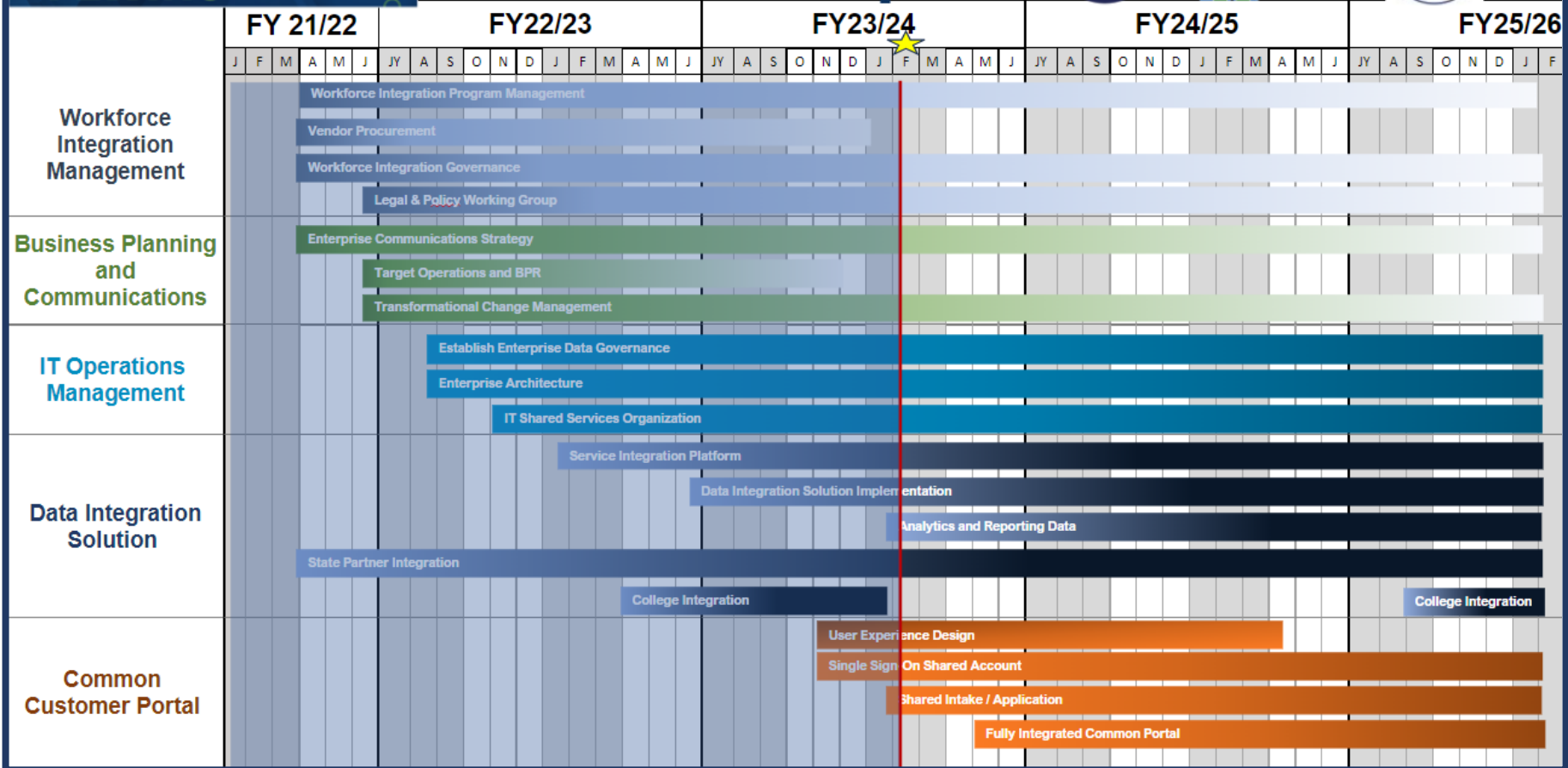
- Representing multiple Local Workforce Development Boards and systems.



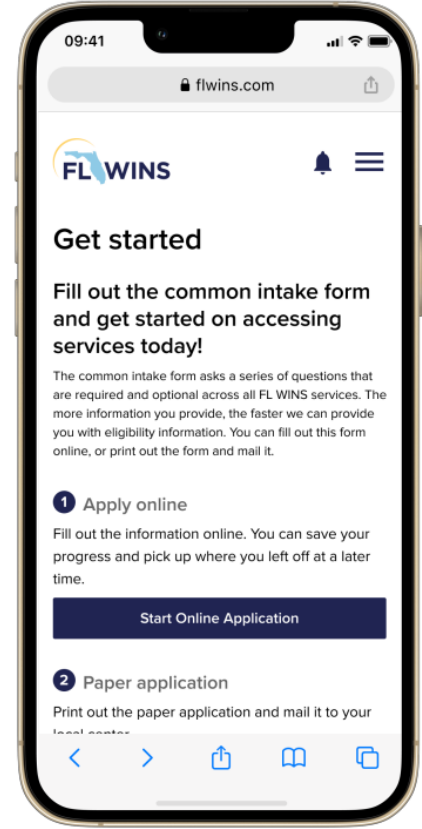
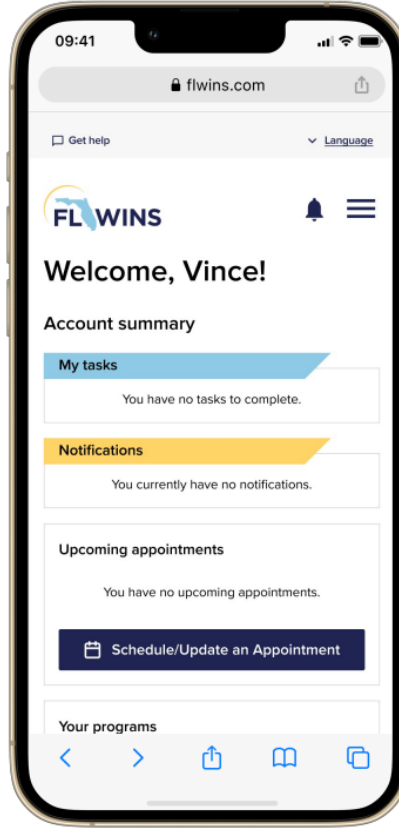
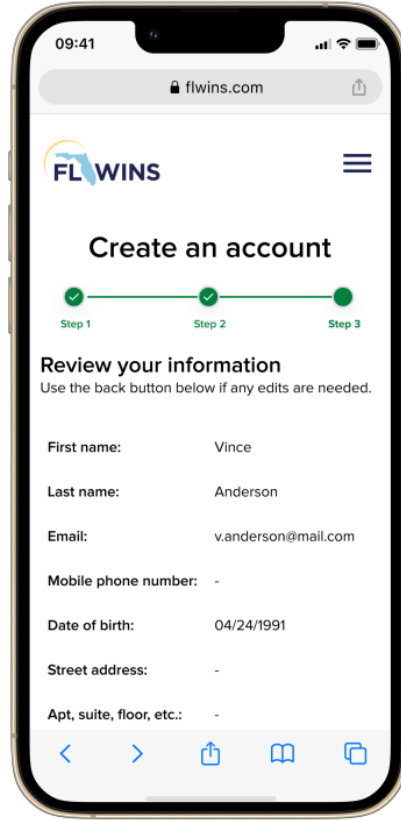
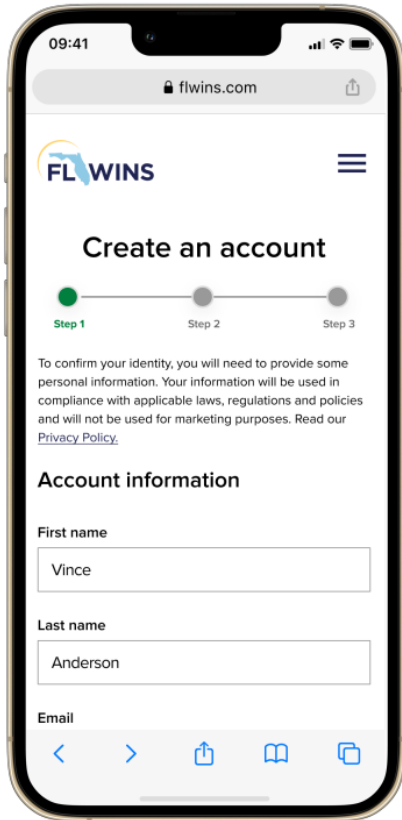
# FL WINS: The Future State Vision



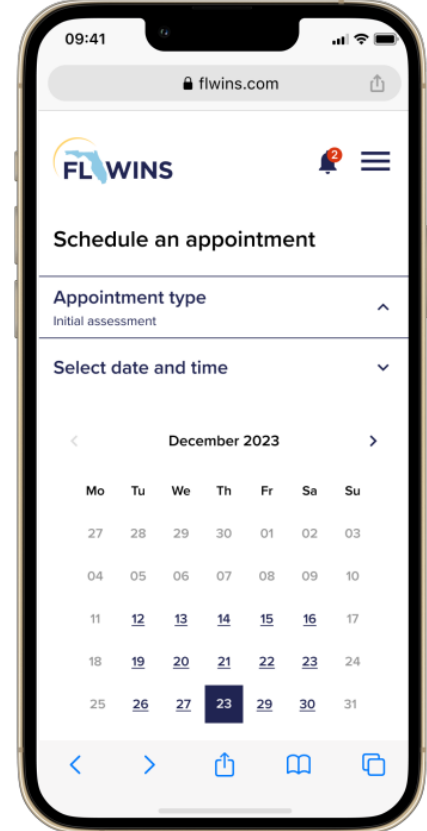
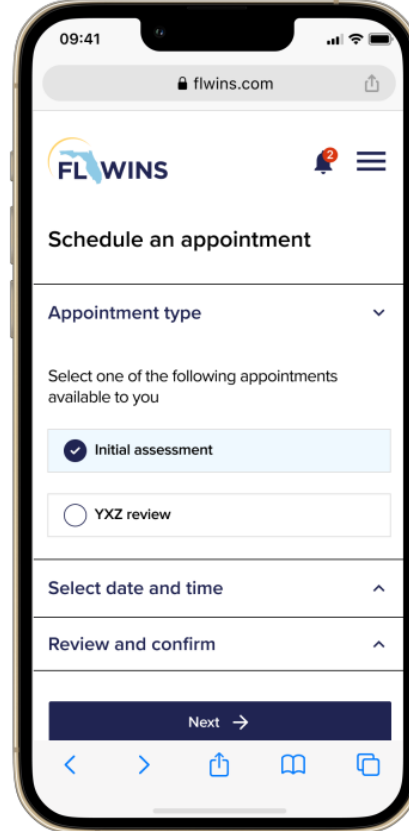
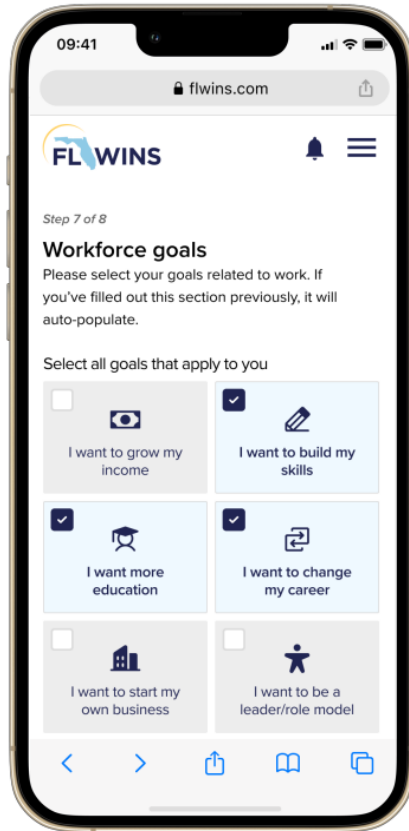
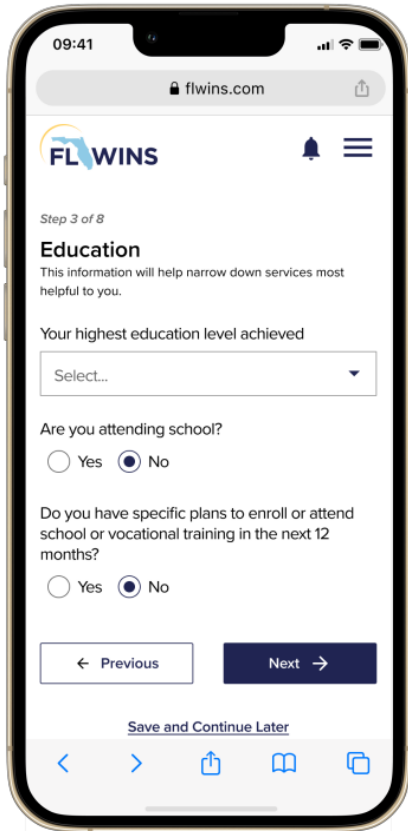
# 2.1.24 Roadmap



# FL WINS: WIREFRAME CONCEPTS



# FL WINS: WIREFRAME CONCEPTS (cont.)





# REEMPLOYMENT ASSISTANCE UPDATE

## Reemployment Assistance Modernization

- ❑ The RA Mod program successfully launched the customer portal in early January 2024.
- ❑ The program is continuing to make significant strides with closing projects and moving into continuing phases of the modernization project.
- ❑ Significant milestones include the implantation of plain language on all claimant and employer screens, external guidance materials, and the Reemployment Assistance Help Center.
- ❑ The team is testing Frequently Asked Questions through a chatbot functions to provide claimants with another option to calling into the Customer Service Support Center.



**THANK YOU**



# Local Partners Report



**Marcus McBride**

President, Florida Workforce Development Association  
CEO, CareerSource Escarosa

# OPEN DISCUSSION AND PUBLIC COMMENT

# Chair's Closing Remarks



**Stephanie Smith**

Chair