

CareerSource Florida, Inc.

**Request for Information
for
Labor Market Information Systems**

**PLEASE DIRECT INQUIRIES TO:
Garrick Wright,
Program Director
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TIMETABLE

Date	Time	Event
Friday, March 1, 2024	4:00 pm	Release of RFI
Thursday, March 7, 2024	3:00 pm	Questions due to CSF (via email – gwright@careersourceflorida.com)
Tuesday, March 12, 2024	5:00 pm	CSF responds to questions (anticipated)
Tuesday, March 19, 2024	3:00 pm	RFI responses due to CSF
Monday, April 1 – Friday, April 5, 2024	TBD	Oral Presentations (if applicable)

- A. **Request for Information Release Date: Friday, March 1, 2024**
- B. **Deadline for Submitting RFI Responses: Tuesday, March 19, 2024**
- C. **Method for Submitting RFI Responses:** Complete the [submission form](#) and upload accompanying documents.

SUBMISSION OF RESPONSES: Submissions from vendors in response to this RFI must be received by CareerSource Florida by 3 p.m. EDT, March 19, 2024.

PURPOSE

CareerSource Florida seeks information related to methods and solutions for Labor Market Information tools and support. The RFI process is used to gather information on whether to competitively procure the services sought and if so, to determine which solicitation process to use. CareerSource Florida may use responses to this RFI to prepare one or more competitive solicitations and as the basis for any subsequent demonstrations or vendor meetings.

This is directly supporting the state and local implementation of the [Florida Workforce System Transformation Plan](#) that was [approved by the CareerSource Florida Board of Directors on Feb. 23, 2023](#), to address a key directive of the state Reimagining Education and Career Help (REACH) Act.

Advancing system transformation statewide, the REACH Act was unanimously approved by the Florida Legislature and signed into law by Governor Ron DeSantis in 2021. The law addresses the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and access to a more integrated workforce and education system. The REACH Act establishes a comprehensive blueprint for the state's talent development ecosystem. It demands customer-focused improvements to reimagine and modernize complementary, but often siloed systems for education, workforce development and public assistance directly affecting the state's talent pipeline through both policy and performance.

Among its provisions affecting the state workforce system — the CareerSource Florida network — the REACH Act directs: A reduction in the current number of local workforce development boards to:

1. Eliminate multiple layers of administrative entities to improve coordination of the workforce development system.
2. Establish consistent eligibility standards across the state to improve the accountability of workforce-related programs.
3. Provide greater flexibility in allocating resources to maximize the funds directed to training and business services.

The work to address this statutory directive resulted in a multi-phase Alignment Evaluation initiative to consider and implement realignment and consolidation opportunities for Florida's 24 local workforce development boards. In [Phase I \(April – July 2022\)](#) and [Phase II \(September 2022 – February 2023\)](#), the approach to this undertaking involved qualitative and quantitative research and discovery to develop a data-driven alignment strategy to achieve the three objectives of the board reduction requirement.

Additionally, this work further advances efforts to accomplish the overarching intent of the REACH Act as well as the goals of the federal Workforce Innovation and Opportunity Act (WIOA) for a more effective and accountable workforce development system that maximizes resources directed to services for job seekers, workers and employers, while helping more Floridians facing barriers become self-sufficient and achieve economic mobility and prosperity.

The Alignment Evaluation initiative was launched by CareerSource Florida, in collaboration with the Governor's REACH Office and other partners, in April 2022.

This initiative has resulted in the Florida Workforce System Transformation Plan to modernize the local workforce development board governance structure in the nation’s third-largest state and better position the system to be even more customer-centered, cost effective and responsive to meet workforce talent demands today and in the future.

The transformation plan focuses on three pillars:

1. **Alignment and consolidation** for local workforce development boards.
2. **System-wide improvements** for improved customer consistency and better leveraging of public funds.
3. **Regional planning** to further promote workforce system alignment with education and economic development and optimize opportunities for regional economic growth.

SPECIFICATIONS

CareerSource Florida is requesting information related to methods and solutions for Labor Market Information tools and support based on the following requirements, features, and objectives. Priority needs include: Employment data by occupation and industry, (including online job postings), talent pipeline measures, skill profiles, employer data and demographic information. The requirements traceability matrix below is intended to be a comprehensive collection of the desired functionality, which may include but not limited to:

Requirements Traceability Matrix	
Requirement / Feature / Objective	
1. Data	
1.1	Comprehensive labor market and economic data aggregation from various sources
1.2	Wage and compensation data by local workforce area
1.3	Comprehensive unemployment data
1.4	Business Data-Largest employers, employers by Industry, employers by occupation
1.5	Commuter data, including commuting patterns
1.6	Population and Demographic data
1.7	Demographic data for training providers
1.8	Ability to pull local data by county
1.9	Demographic data for employed/unemployed by local workforce area
1.10	Veteran population data
1.11	Cross walk between industry and occupations data
1.12	Military transition data
1.13	Ability to provide data by occupation or industry

1.14 Ability to compare LMI data (by area, industry, etc.)
1.15 Employed and Unemployed rates
1.16 Unemployment rates by county and local workforce area
1.17 Employment by industry by local workforce area
1.18 Real-time and historic job opening by occupation, hourly rate, work hours (daily, weekly)
1.19 Geographic considerations – all Florida and adjoining states
1.20 Skill transferability information
1.21 Information on required most requested skills or qualifications
1.22 Employer database (with size, NAICS codes and locations)
1.23 Labor force demographics
1.24 Labor force numbers by local workforce area and county
1.25 Labor shed data by region and county
1.26 Occupational Demand (drillable to the 6-digit level) including number employed, average wage, Location Quotient (LQ), Unemployed, Unemployment Rate, growth history, Skills in Demand, and expected demand over time (including exits, transfers, turnover, growth)
1.27 Industry Demand (drillable to the 6-digit level) including number employed, average wage, LQ, growth history and expected demand over time (exits, transfers, turnover, growth)
1.28 Labor Supply by industry, occupation and local workforce area, to include credential-to-occupation pipelines, occupational pathways, rates of transfer between occupations, occupational skill profiles; labor supply movements into and out of the state; region to region.
1.29 Economic Impact (Regional, Statewide, Imports & Exports)
1.30 Detailed industry/sector information
1.31 Information from border states/counties must be included to allow for true drive time labor markets
1.32 Availability and wage level (range) of job(s)
1.33 JOLTS data by county/region
1.34 Supply chain data
1.35 Integration with educational data
1.36 Social mobility metrics
1.37 Employer by name; home office location; local worksite; phone; website; type industry; local occupations by O*NET
1.38 Number of local jobs by employer; openings and number of hires locally; length of expected employment
1.39 Number of applicants for training and training availability in local area
1.40 Geographic considerations – entire US
1.41 Employment data by industry by county
1.42 Unemployment rates by city
1.43 Population by county
1.44 Average annual wages by city
1.45 Labor force by county and by city
1.46 Labor force demographics by city
1.47 Average wage rates by occupation by county and city

1.48 Supply chain purchases (in/out of region) would allow you to determine areas where additional skill training could bring more in-region purchases.
1.49 Economic overviews
1.50 Top employment companies
1.51 Data from across the country to allow comparisons with similar regions.
1.52 Remote work opportunities
1.53 Original sources listed when reports are pulled
1.54 Industry profiles by local area and counties
1.55 Employer by name and ability and willingness to provide on-the-job-training
2. Education/ Talent
2.1 Data on educational pipeline
2.2 Data on educational completers specified by programs and institutions
2.3 Training providers by name, home office location, local training site; training occupations, length of training, pre-requisites, cost
2.4 State colleges, universities providing workforce training by occupation, pre-requisites, cost
2.5 Private colleges, universities providing workforce training by occupation, pre-requisites, cost
2.6 High schools providing workforce occupation training that leads to career
2.7 Data on currently enrolled students, by program, by certification, with dates of expected completion
2.8 Degree completions by educational institution
2.9 Number of qualified potential employees in local area based on local employment rate and training graduates
2.10 Location of the talent pool by occupation and or related skillsets
3. Apprenticeships
3.1 Active Florida registered apprenticeship programs and pre-apprenticeship programs across the state and state map
3.2 Number of apprentices enrolled in Florida registered apprenticeship programs
3.3 Employers using Florida registered apprenticeship programs
3.4 Schools using Florida registered pre-apprenticeship and apprenticeship programs
4. Codes
4.1 NAICS codes and industry name
4.2 O*NET codes, description, occupation name
4.3 SIC & SOC Codes including codes, description
5. Data Analysis
5.1 Impact Data – What-If Scenario – ability to model how an increase/decrease in workers in a certain field would impact an area (Workforce Region and County)
5.2 In-depth wage analysis – the ability to generate entry Level, mean, and experienced wages for an occupation/industry
5.3 In-depth workforce/talent analysis – demographic data on local population (including veteran status, poverty, etc. in alignment with Census data)
5.4 Occupation Gaps – occupations with potential deficit/surplus over a future period of time for an area

5.5 Job market analysis
5.6 Industry trends by local workforce area
5.7 Compensation information (current and long-term projections)
5.8 Ability to determine economic impact of new employer or losing employer
5.9 Skills gap analysis
5.10 Award gap analysis - what training programs have gaps in completers compared to demand
5.11 Supply analysis – access to real time talent data – resumes, KSAs, etc.
5.12 Job matching algorithms
5.13 Career Pathway suggestions/recommendations
5.14 Work culture trends
5.15 Industry trends by county
5.16 Advanced analytics including predictive modeling and forecasting
5.17 Projected job openings by occupation and county over the next 3, 6, 9, 24 months
5.18 Cross reference of occupations to career pathways
5.19 Transferable occupational skillsets across industry
5.20 Ability to determine possible companies under stress due to market conditions.
5.21 Regional comparison
5.22 Job market sentiment analysis
5.23 Information on factors influencing the labor market and economic conditions
6. Reporting Capabilities
6.1 Industry and Occupation grouping
6.2 Report generating tools
6.3 Map feature should allow someone to draw/type as needed
6.4 Ability to produce basic reports without having to be an expert in operation of the program.
6.5 Integration w other systems, data export, API access
6.6 Career Ladder and CTE Cluster reports
6.7 Cluster visualizations to highlight an area's strengths/weaknesses
6.8 Comparison feature - ability to easily compare an area to one or more other areas on the same subject
6.9 Customizable dashboards
6.10 Real-time updates
6.11 Mapping - the ability to map by demographics, commuting patterns, occupation/industry demand, unemployment rate, occupational clusters (STEM), and educational awards)
6.12 Geospatial analysis - e.g. heat maps
6.13 Reports for marketing purposes should be high quality with ability to customize and brand
6.14 Ability to join data from/to outside source - report customization
6.15 Ability to pull local data by county
6.16 Ability to compare LMI data (by area, industry, etc.)
7. User Experience

7.1 Ability to upload local data to the tool for better insight in times where the region may know of a change that is not yet showing in the data
7.2 Ability to draw on map feature, upload local data
7.3 Chat support feature to navigate and ask questions
7.4 Export data in different formats
7.5 Ability to combine data sets
7.6 Ability to link into other tools/apps
7.7 Data should be available by zip code, a certain mileage from a zip code/county, MSA, County, and workforce region
7.8 Regions should be able to create their own "Area" for regional planning purposes and to better facilitate partnership between regions (For example, the ability to create an area that encompasses more than one region/county for a specific project)
7.9 Data should be easily exportable in a format that does not need to be "massaged" to be readable to external stakeholders (Economic/Occupation/Industry Overview reports)
7.10 User-friendly interface
7.11 Data visualization tools
7.12 Mobile app compatibility
7.13 Networking and collaboration tools
7.14 Integration w other systems, data export, API access

BACKGROUND

CareerSource Florida, Inc., is the public/private corporation established by the Florida Legislature to provide policy direction and general oversight for the state's workforce development system through its board of directors, appointed primarily by the Governor. As established in Chapter 445, Florida Statutes, this workforce system comprises the State Workforce Development Board (CareerSource Florida, Inc.), the Florida Department of Commerce, which serves as the state's administrative and fiscal entity, the 24 local workforce development boards, and other state and regional partners. CareerSource Florida is managed by a president and professional staff located in Tallahassee and serves as the administrative support to the State Workforce Development Board.

The president and professional staff are working at the direction of the state board, and in collaboration with the REACH Office and other state and local partners, to implement the new Florida Workforce System Transformation Plan, which creates a new three-pillar framework for innovation. A key component of the plan is the realignment of two counties, affecting four local workforce development areas and boards, and the consolidation of six local workforce development areas and boards. This will result in a reduction in the number of local workforce development areas and boards from 24 to 21. These changes would further efforts to join highly interconnected counties to reduce administrative redundancies and maintain or improve economic development alignment to drive regional growth. In several instances, these changes reinforce strong commuting patterns, align labor market areas and reduce the number of local workforce

development boards serving in some Metropolitan Statistical Areas. The proposed changes largely maintain or improve access to education and training providers.

To fully realize the Alignment and Consolidation pillar, local leaders in communities directly affected by realignment will need to come together in their new local workforce development areas to evaluate and make appropriate administrative and operational changes.

Additionally, to advance the System-wide Improvements pillar, the CareerSource Florida Board has directed its professional team and the Florida Department of Commerce, working in collaboration with the Governor's REACH Office and local workforce development boards, to develop a plan for specific system-wide improvements for consistency, improved customer experience and efficiencies to include, but may not be limited to, technology, administration, fiscal, procurement/contracts and programmatic policies.

Finally, those state and local partners are directed to develop recommendations to the Governor and state workforce development board for the designation of WIOA-compliant planning regions made up of two or more local workforce development areas and boards to further improve workforce system alignment with larger economic development areas to support economic mobility, growth and prosperity.

PROCESS

Responses to this RFI will be reviewed by CareerSource Florida subject matter experts for informational purposes only and will not result in the award of a contract. This is an RFI as defined by section 287.012(22), F.S. Responses to this RFI are not offers and may not be accepted by CareerSource Florida to form a binding contract pursuant to section 287.012(22), F.S. Information received in response to this RFI, however, may be used to develop future procurements. Respondents to this RFI will not be prohibited from submitting bids to such future procurements based solely on having responded to this RFI, in accordance with section 287.057(19)(c), F.S. CareerSource Florida will review responses received from this RFI to determine the feasibility of issuing a competitive solicitation for services or commodities. Any request for cost information is for budget purposes only.

DETAILS

Interested Respondents should include the following information in their responses, and limit the page count for their responses to no more than fifty (50) pages total:

- A description of Respondent's ability to provide a Solution(s) matching the needs and requirements identified in the Requirements Traceability Matrix listed within the Specifications section. The description should also:
 - Describe the statistical modeling methodology;
 - Identify all required or supporting software, freeware, etc., and its

- purpose;
- Identify licensing requirements or options;
 - Detail information about any additional products, services, software solutions, or partnerships with other contractors who provide products and/or services, including demonstration of a successful implementation with the partner(s);
 - Respondent's history with all similar systems, including organizational structure, references, and contact information for each reference including the name, title, phone number, and email address (a minimum of three references is required);
 - Maintenance and Operations Plans currently in use to support the solution and/or product; and
 - Any other information that Respondent wishes to supply in response to this RFI.

ORAL PRESENTATION AGENDA

Based upon the completeness of the response, CareerSource Florida, at its sole discretion, may invite Respondents for an oral presentation and product demonstration. Each presentation will be scheduled from one to two hours depending on the response and should include the following:

- A high-level overview of the product highlighting the core agency processes the product addresses, with outcomes achieved;
- A discussion about the Respondent's experience and competency in the design, development, and support of their solution, training and knowledge transfer activities, operations and maintenance of the proposed solution, and, if applicable, any additional vendors the Respondent partnered with to provide a complete solution;
- A discussion about the approach taken in previous implementations, challenges and risks encountered, and mitigating factors taken into consideration; and
- Opportunities for Questions and Answers.