



## Board of Directors Information Meeting Agenda

APRIL 9, 2024 • 2:30 – 3:30 P.M., ET  
JOIN THE MEETING VIA MICROSOFT TEAMS: [CLICK HERE](#)  
AUDIO ONLY: [850-629-7293](tel:850-629-7293), ID: [850 089 309#](tel:850-089-309#)

---

CEO Welcome and Remarks	Adrienne Johnston
2024 Legislative Session Recap	Gabe Peters
WIOA Year-to-Date Performance and Dashboard Overview	Jimmy Heckman <i>Chief, Bureau of Workforce Statistics and Economic Research Florida Commerce</i>
June Meeting Policy Preview	Adam Briggs
IWT/QRT Update	Malissa Counts
Closing Remarks	Adrienne Johnston

### UPCOMING MEETINGS

*More information about the CareerSource Florida Board of Directors meetings for 2024 is forthcoming. Please continue to monitor your email for save the dates.*

- Finance Council Meeting, June 17 | Tampa
- Strategic Policy and Performance Council Meeting, June 17 | Tampa
- Board of Directors Meeting, June 18 | Tampa

# Workforce Innovation and Opportunity Act (WIOA) Primary Indicators of Performance

Performance Period Ending December 31, 2023



The federal Workforce Innovation and Opportunity Act (WIOA) establishes performance accountability measures, known as Primary Indicators of Performance, to assess the effectiveness of states and local workforce development boards in achieving positive outcomes for individuals served by the workforce development system. The U.S. Department of Labor (USDOL) oversees the performance accountability requirements of WIOA on a program year basis (from July to June), which coincides with the state's fiscal year. Performance on the WIOA Primary Indicators of Performance is reported to USDOL on a quarterly basis.

Performance targets are negotiated with USDOL prior to the start of each program year. Driven by a commitment to excellence, Florida strives for local and state performance levels at 90% of negotiated targets. In quarter two of Program Year 2023-2024, Florida's workforce development system achieved 90% or more of the negotiated targets on 17 of the 18 WIOA Primary Indicators of Performance. Innovative and responsive workforce services and programs contributed to sustained statewide performance during the program year.

Negotiated performance targets are adjusted after the end of each program year (usually around February of the following year) through a statistical adjustment model to account for economic conditions and participant characteristics. After this adjustment has occurred, the state's final performance is recalculated against the adjusted goals. Individual indicator scores (actual performance divided by the adjusted target) are considered met by USDOL when they are greater than or equal to 50%.

The data in this performance report represents a rolling four-quarter calculation of most recent performance data available through December 31, 2023. The tables in this report show actual performance in relation to performance targets negotiated with USDOL for PY 2023-2024. For additional information, please visit the Indicators of Performance Reports section on the Florida Department of Commerce website at: [Indicators of Performance Reports](#). If you have questions about this report, please contact Kristy Farina, Bureau of Workforce Statistics and Economic Research at the Florida Department of Commerce, at (850) 245-7206.

## Populations Served

The following populations are served through the workforce development programs measured within the Primary Indicators of Performance:

- **WIOA Adult:** Individuals who are 18 or older in need of job search assistance and training opportunities, with priority given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
- **WIOA Dislocated Workers:** Individuals who are 18 or older and have lost their jobs through no fault of their own as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors.
- **WIOA Youth:** Individuals who are 14 to 24 years old and face barriers to education, training and employment.
- **Wagner-Peyser:** Individuals who are 18 or older, are authorized to work in the U.S. and are in need of job search assistance.

## Employment Indicators

### Employment 2nd Quarter After Exit

- **WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser:** For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 2nd quarter after exiting the program.
- **WIOA Youth:** For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 2nd quarter after exiting the program.

### Employment 4th Quarter After Exit

- **WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser:** For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 4th quarter after exit from the program.
- **WIOA Youth:** For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 4th quarter after exiting the program.

### Median Earnings 2nd Quarter After Exit

- **WIOA Adult, WIOA Dislocated Worker, WIOA Youth and Wagner-Peyser:** This indicator captures participants' median (middle value) quarterly earnings in the 2nd quarter after exiting the program.

## Education/Training Indicators

### Credential Attainment

- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training or customized training) who attain a recognized postsecondary credential or a secondary education diploma, or its recognized equivalent, during participation in or within one year after exiting the program.

### Measurable Skill Gains

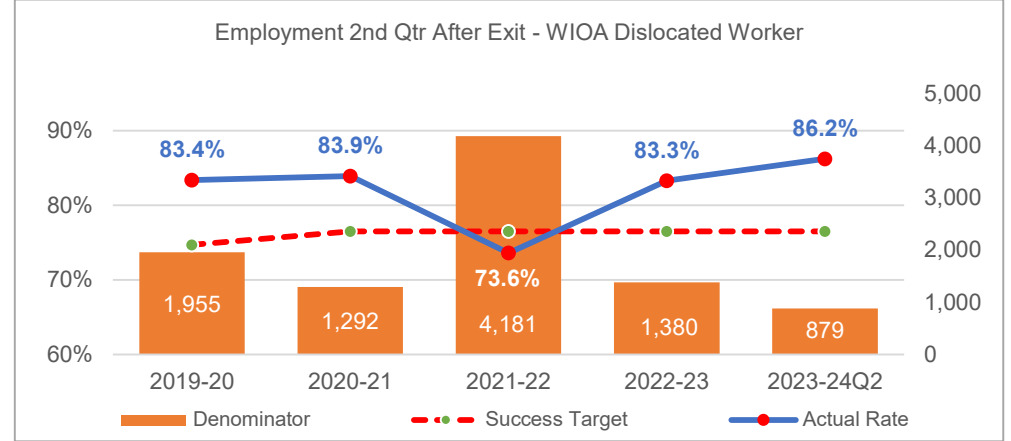
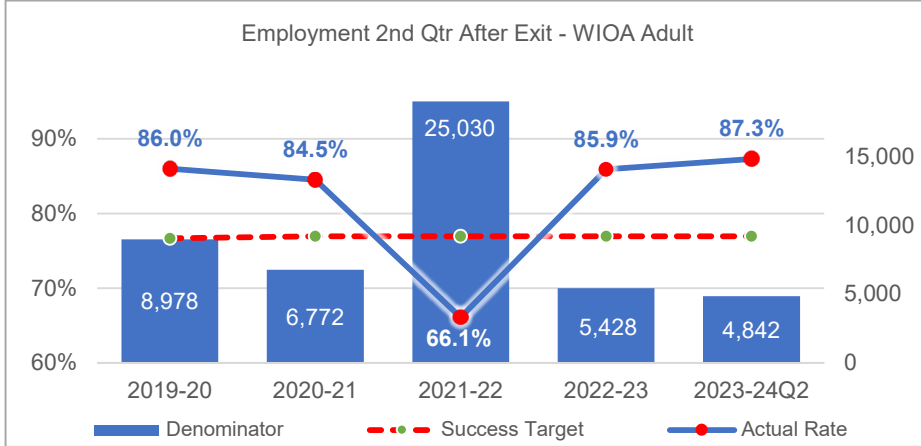
- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress, toward such a credential or employment.

The Measurable Skill Gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specified reporting period. Therefore, it is not an exit-based measure. Instead, it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals.

# Entered Employment Rate - 2nd Quarter After Exit

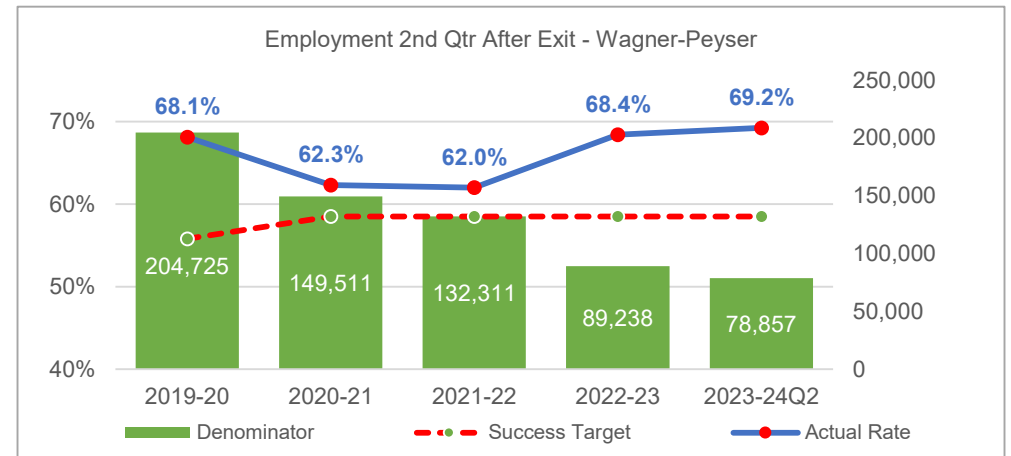
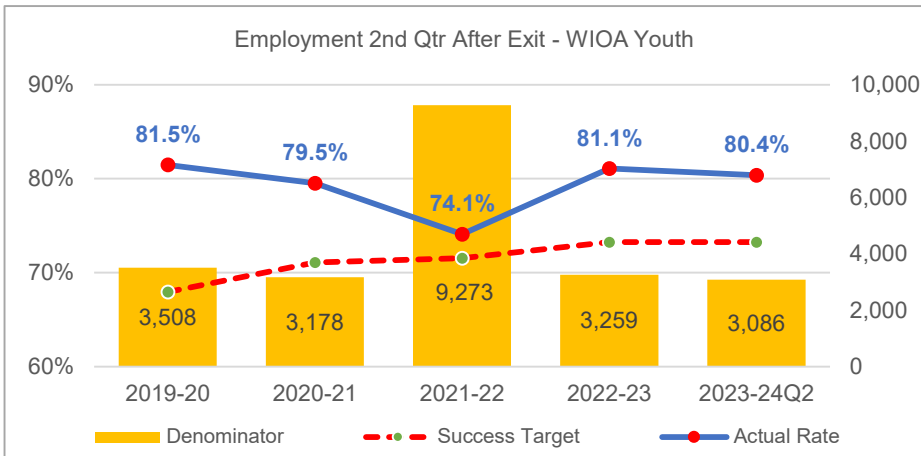
Program Year (PY) 2023-2024 Q2 Report

PY (July 1 - June 30)



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	7,721	5,724	16,555	4,660	4,227
Denominator	8,978	6,772	25,030	5,428	4,842
Actual Rate	86.0%	84.5%	66.1%	85.9%	87.3%
Success (≥90% of Goal)	76.7%	77.0%	77.0%	77.0%	77.0%

PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	1,630	1,084	3,079	1,150	758
Denominator	1,955	1,292	4,181	1,380	879
Actual Rate	83.4%	83.9%	73.6%	83.3%	86.2%
Success (≥90% of Goal)	74.7%	76.5%	76.5%	76.5%	76.5%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	2,858	2,527	6,870	2,642	2,480
Denominator	3,508	3,178	9,273	3,259	3,086
Actual Rate	81.5%	79.5%	74.1%	81.1%	80.4%
Success (≥90% of Goal)	68.0%	71.1%	71.6%	73.3%	73.3%

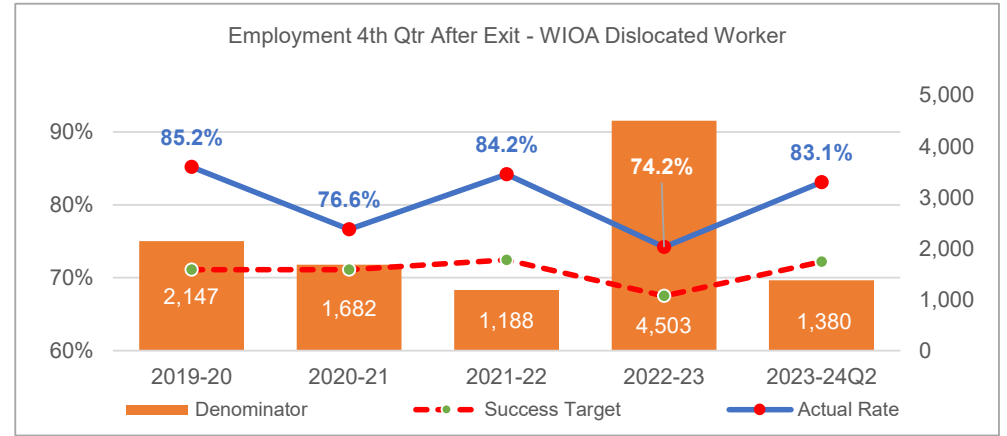
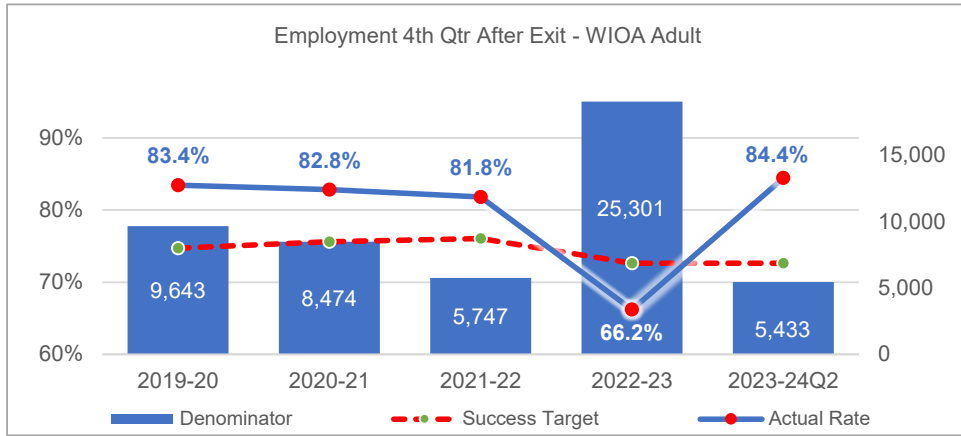
PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	139,458	93,177	82,070	60,996	54,605
Denominator	204,725	149,511	132,311	89,238	78,857
Actual Rate	68.1%	62.3%	62.0%	68.4%	69.2%
Success (≥90% of Goal)	55.8%	58.5%	58.5%	58.5%	58.5%

Note: Cohorts for PY 2023-24 are participants who received their last service between July 2022 and June 2023.

# Entered Employment Rate - 4th Quarter After Exit

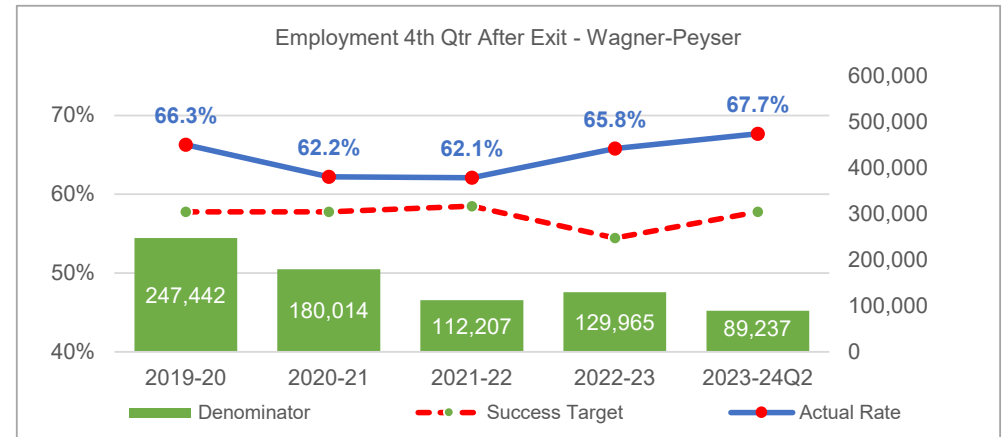
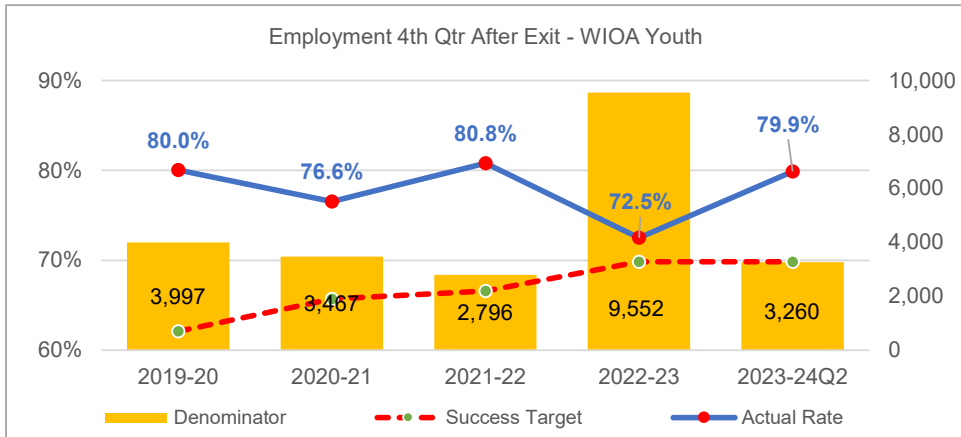
Program Year (PY) 2023-2022 Q2 Report

PY (July 1 - June 30)



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	8,045	7,020	4,701	16,752	4,587
Denominator	9,643	8,474	5,747	25,301	5,433
Actual Rate	83.4%	82.8%	81.8%	66.2%	84.4%
Success (≥90% of Goal)	74.7%	75.6%	76.1%	72.6%	72.6%

PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	1,829	1,289	1,000	3,341	1,147
Denominator	2,147	1,682	1,188	4,503	1,380
Actual Rate	85.2%	76.6%	84.2%	74.2%	83.1%
Success (≥90% of Goal)	71.1%	71.1%	72.5%	67.5%	72.2%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	3,199	2,654	2,260	6,925	2,604
Denominator	3,997	3,467	2,796	9,552	3,260
Actual Rate	80.0%	76.6%	80.8%	72.5%	79.9%
Success (≥90% of Goal)	62.1%	65.7%	66.6%	69.8%	69.8%

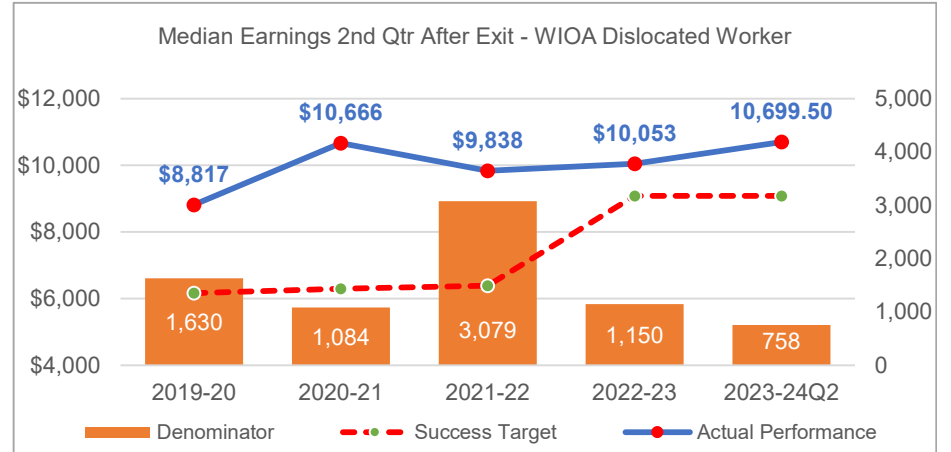
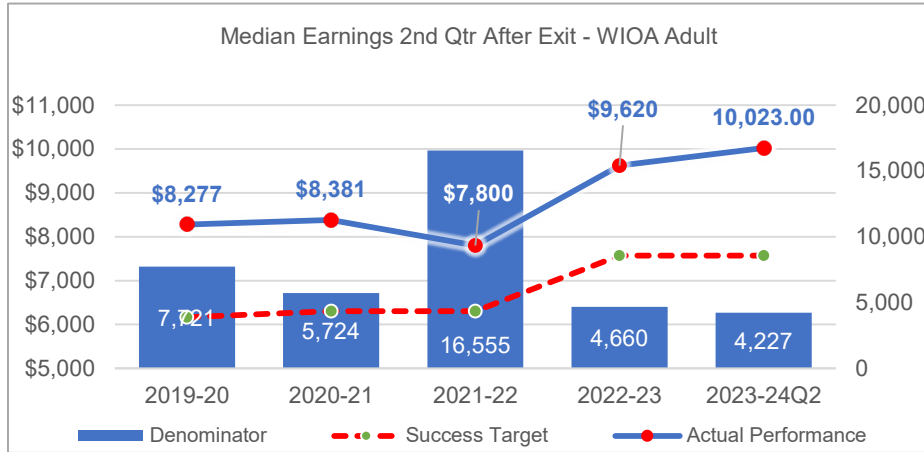
PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	163,990	112,022	69,639	85,561	60,401
Denominator	247,442	180,014	112,207	129,965	89,237
Actual Rate	66.3%	62.2%	62.1%	65.8%	67.7%
Success (≥90% of Goal)	57.8%	57.8%	58.5%	54.5%	57.8%

Note: Cohorts for PY 2023-24 are participants who received their last service between January 2022 and December 2022.

# Median Earnings - 2nd Quarter After Exit

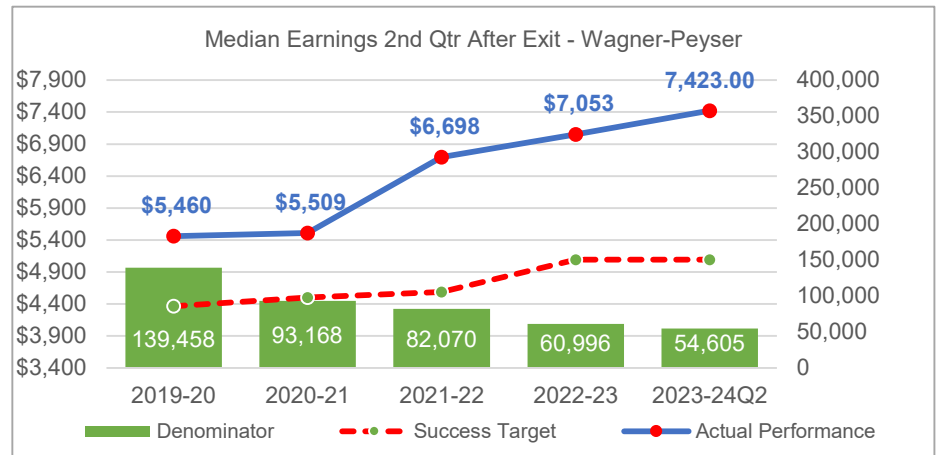
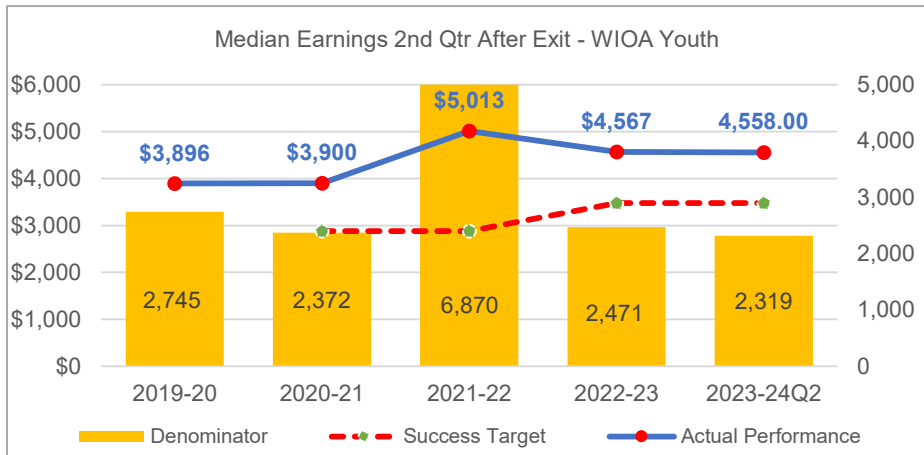
Program Year (PY) 2023-2024 Q2 Report

PY (July 1 - June 30)



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	7,721	5,724	16,555	4,660	4,227
Actual Performance	\$8,277	\$8,381	\$7,800	\$9,620	\$10,023
Success (≥90% of Goal)	\$6,165	\$6,300	\$6,300	\$7,570	\$7,570

PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	1,630	1,084	3,079	1,150	758
Actual Performance	\$8,817	\$10,666	\$9,838	\$10,053	\$10,700
Success (≥90% of Goal)	\$6,165	\$6,300	\$6,390	\$9,084	\$9,084



PY	2019-20	2019-20	2020-21	2021-22	2022-23
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	2,745	2,745	2,372	6,870	2,471
Actual Performance	\$3,896	\$3,896	\$3,900	\$5,013	\$4,567
Success (≥90% of Goal) *	N/A	\$2,880	\$2,880	\$3,478	\$3,478

PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	139,458	93,168	82,070	60,996	54,605
Actual Performance	\$5,460	\$5,509	\$6,698	\$7,053	\$7,423
Success (≥90% of Goal)	\$4,365	\$4,500	\$4,590	\$5,093	\$5,093

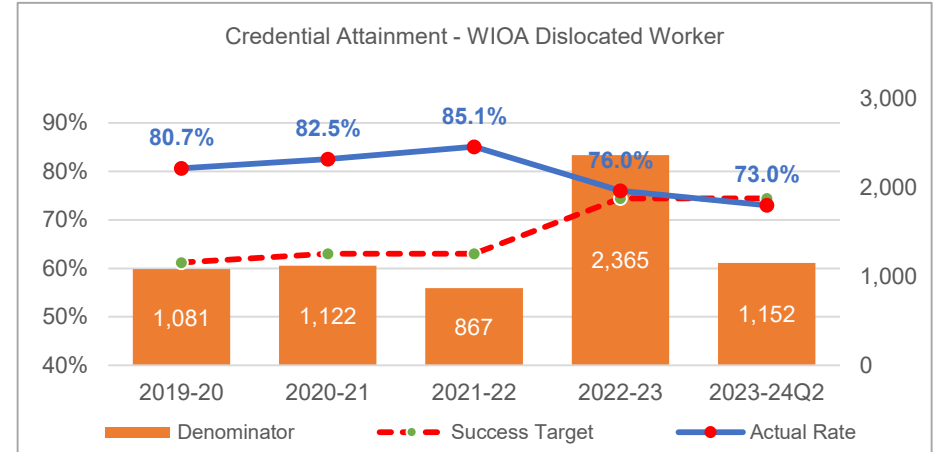
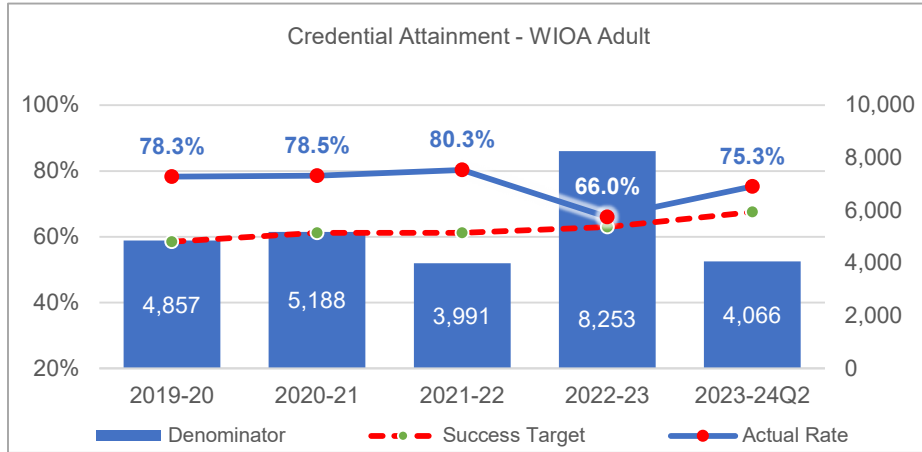
\* Goal setting for the Median Earnings 2nd Quarter After Exit metric for WIOA Youth began in PY 2020-2021.

Note: Cohorts for PY 2023-24 are participants who received their last service between July 2022 and June 2023.

# Credential Attainment Rate

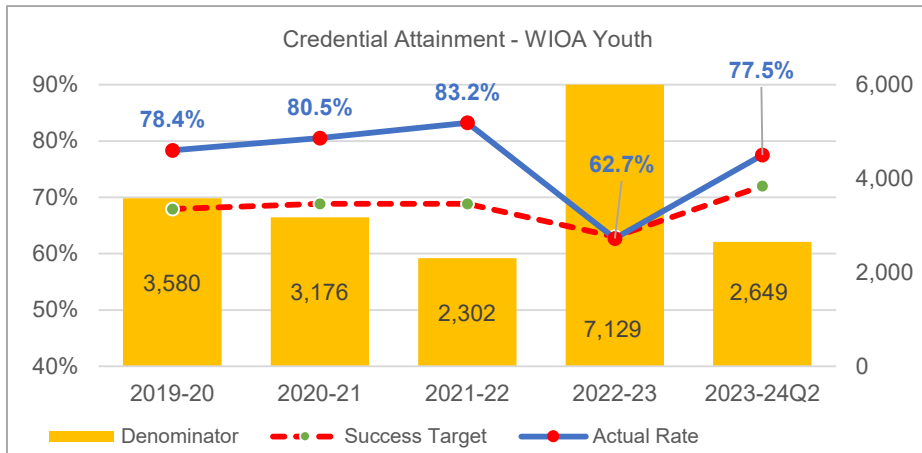
## Program Year (PY) 2023-2024 Q2 Report

PY (July 1 - June 30)



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	3,802	4,074	3,205	5,449	3,061
Denominator	4,857	5,188	3,991	8,253	4,066
Actual Rate	78.3%	78.5%	80.3%	66.0%	75.3%
Success (≥90% of Goal)	58.5%	61.2%	61.2%	63.0%	67.5%

PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	872	926	738	1,797	841
Denominator	1,081	1,122	867	2,365	1,152
Actual Rate	80.7%	82.5%	85.1%	76.0%	73.0%
Success (≥90% of Goal)	61.2%	63.0%	63.0%	74.4%	74.4%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	2,805	2,557	1,916	4,473	2,053
Denominator	3,580	3,176	2,302	7,129	2,649
Actual Rate	78.4%	80.5%	83.2%	62.7%	77.5%
Success (≥90% of Goal)	68.0%	68.9%	68.9%	63.0%	72.0%

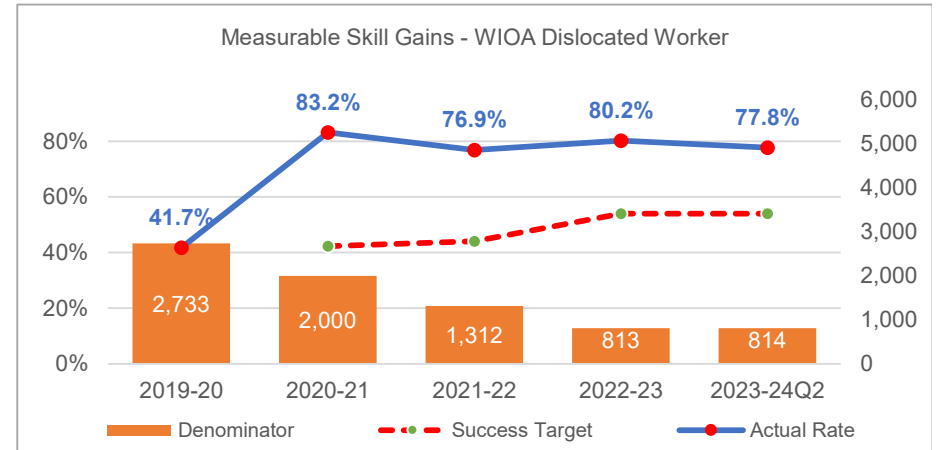
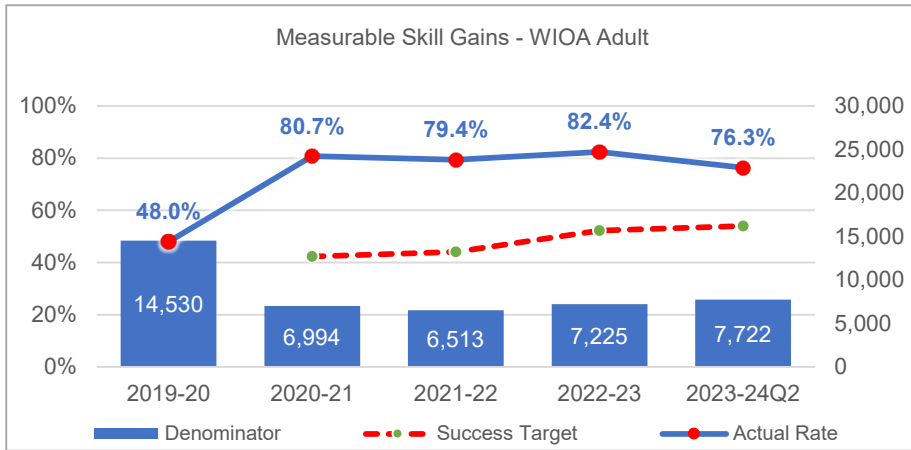
Note: Cohorts for PY 2023-24 are participants who received their last service between January 2022 and December 2022.



# Measurable Skill Gains

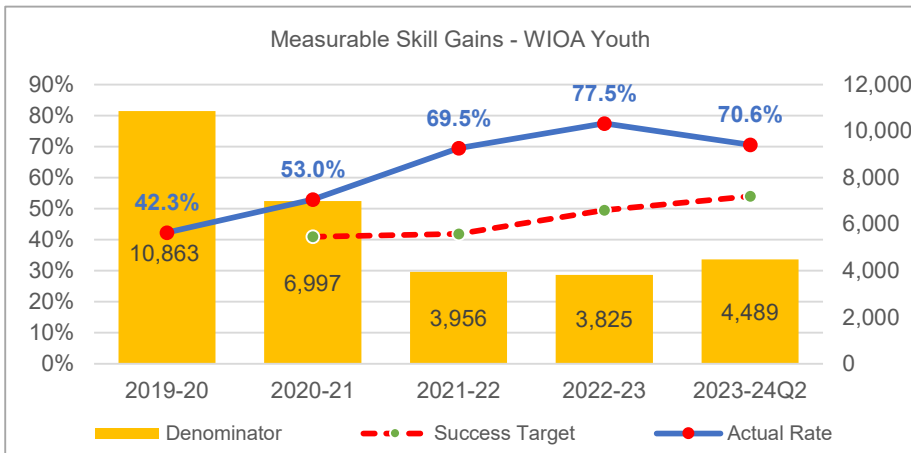
## Program Year (PY) 2023-2024 Q1 Report

PY (July 1 - June 30)



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	6,968	5,646	5,172	5,955	5,894
Denominator	14,530	6,994	6,513	7,225	7,722
Actual Rate	48.0%	80.7%	79.4%	82.4%	76.3%
Success (≥90% of Goal)	N/A	42.3%	44.1%	52.2%	54.0%

PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	1,141	1,664	1,009	652	633
Denominator	2,733	2,000	1,312	813	814
Actual Rate	41.7%	83.2%	76.9%	80.2%	77.8%
Success (≥90% of Goal)	N/A	42.3%	44.1%	54.0%	54.0%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q2
Numerator	4,597	3,708	2,749	2,965	3,167
Denominator	10,863	6,997	3,956	3,825	4,489
Actual Rate	42.3%	53.0%	69.5%	77.5%	70.6%
Success (≥90% of Goal)	N/A	41.0%	41.9%	49.5%	54.0%

\* Goal setting for the Measurable Skill Gains metric began in PY 2020-2021. Note: Cohorts for PY 2023-24 are participants who received services between July 2023 and June 2024.

## Speaker Bio

### Jimmy Heckman

---



Jimmy Heckman is an economist and bureau chief for Workforce Statistics and Economic Research (WSER) at FloridaCommerce. Heckman researches a variety of topics including reducing unemployment, long-term growth industries, and in-demand job skills.

Heckman is a Florida native and attended Florida State University where he earned a master's degree in applied economics.