

Board of Directors Meeting

June 18, 2024

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Stephanie Smith

Chair



Welcome and Remarks



Stephanie Smith

Chair

FOR PUBLIC COMMENT:

Please see Madison Frazee for a Public Comment card and wait to be recognized by the Chair.

Consent Agenda

For Consideration:

1. Approval of February 28, 2024, Board of Directors Meeting Minutes, to include any modifications or changes noted by the board.
2. Approve delivery to the Florida State Board of Education of the new 2024-2025 Master Credentials List.
 - A. Authorize the CareerSource Florida team in collaboration with the Florida Department of Education staff to make technical revisions to approved certifications. This does not include authority to amend or add certifications to the approved list.
3. Authorize CareerSource Chipola's request to be designated as a Direct Provider of Workforce Services starting July 1, 2024, through June 30, 2027.

President's Report



Christina M. ...

President and CEO, CareerSource Florida



2024 Legislative Updates

- Thank you to Representative Melo, Representative Trabulsy, and Senator Yarborough!
- Temporary Assistance for Needy Families (TANF) feasibility study
- House Bill 1267

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- Improving customer experience through closed-loop referral system
- Strengthening local partnerships
- Outcomes focused
- Long-term goal: help ALL Floridians find their path to economic self-sufficiency



Network Success Stories

- **Shelby** assisted 11 students this year by covering their tuition and providing financial assistance for uniforms, nursing kits, and laptops.
- **UF Health Flagler Hospital**, with **Kristen**'s support, trained **Elizabeth** as Patient Care Technicians, enabling their transition to these roles.
- **Oscar**, a registered nursing student at Broward College, overcame significant financial hardships with a scholarship from the Florida Healthcare Training Grant and **Shelby**, covering his classes and books.



FLORIDA WORKFORCE SYSTEM TRANSFORMATION PLAN *PROGRESS*

A reduction in the number of local workforce development boards was required by the REACH Act to minimize duplication, improve consistency and maximize resources to enhance outcomes for businesses and individuals, emphasizing a customer-focused approach.



PHASE ONE:
April 1, 2022 - June 30, 2022
COMPLETE

Research and initial input process with more than 700 stakeholders.

PHASE TWO:
September 1, 2022 - February 28, 2023
COMPLETE

Concluded stakeholder engagement, followed by data analysis.

PHASE THREE:
June 1, 2023 - June 30, 2024
IN PROGRESS

Significant local actions will have been taken to ensure Florida has transitioned to 21 local workforce development areas and boards.



Credentials Review Committee

- On May 22, The Credentials Review Committee met to discuss updates and vote on the 2024-2025 Master Credentials List.
- Emerging Demand Workgroup to develop a streamlined process for adding credentials linked to emerging occupations to the Master Credentials List.

Partner Engagements



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Sophia Eccleston

Chair

Finance Council Report



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Chair

Action Item 1

Administrative Policy 074 – Individual Training Account Expenditure Requirements and Waiver Request Process



Adam Briggs

Senior Director, CareerSource Florida

Action Item 1

For Consideration:

- Approve CareerSource Florida Administrative Policy 074 – Individual Training Account Expenditure Requirements and Waiver Request Process.

Action Item 2

Strategic Policy – Emergency Response



Adam Briggs

Senior Director, CareerSource Florida

Action Item 2

For Consideration:

- Approve CareerSource Florida Strategic Policy 2024.06.18.A.2 – State Workforce Development Board Emergency Response Strategy.

Action Item 3

Strategic Policy – Comprehensive Employment, Education, and Training



John A. ...

Senior Director, CareerSource Florida

Action Item 3

For Consideration:

- Approve CareerSource Florida Strategic Policy 2021.12.09.A.1 – Comprehensive Employment, Education, and Training.

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*Local Workforce Development Board
Composition and Certification*



Adam Briggs

Senior Director, CareerSource Florida

Action Item 4

For Consideration:

- Certify the local workforce development boards that have met the required standards as follows:

CareerSource Okaloosa Walton
CareerSource Chipola
CareerSource Gulf Coast
CareerSource Capital Region
CareerSource Northeast Florida
CareerSource Citrus Levy Marion

CareerSource Central Florida
CareerSource Pasco Hernando
CareerSource Heartland
CareerSource Palm Beach County
CareerSource Broward

- Approve the request to waive the requirement for private education representation on the following local workforce development board due to no private education provider in the local area and subsequently certify the local workforce development board.

CareerSource North Florida

- Approve the request to waive the requirement for private education representation on the following local workforce development boards due to no private education provider in the local area and subsequently certify the local workforce development boards.

CareerSource Escarosa
CareerSource Polk
CareerSource Suncoast
CareerSource Research Coast
CareerSource Brevard Flagler Volusia

CareerSource South Florida
CareerSource Southwest Florida
CareerSource North Central Florida
CareerSource Hillsborough Pinellas

Action Item 5

Request for New and Subsequent Designation of Local Areas



Adam Briggs

Senior Director, CareerSource Florida

Action Item 5

For Consideration:

- Approve new local area designation request for the following local workforce development board starting July 1, 2024, through June 30, 2026.

CareerSource North Florida

- Approve new local area designation request for the following local workforce development board starting July 1, 2024, through June 30, 2026.

CareerSource Capital Region
CareerSource South Florida
CareerSource Southwest Florida

CareerSource North Central Florida
CareerSource Brevard Flagler Volusia
CareerSource Hillsborough Pinellas

Action Item 5, Cont'd.

For Consideration:

- Approve subsequent local area designation requests for the following local workforce development boards starting July 1, 2024, through June 30, 2026.

CareerSource Escarosa
CareerSource Okaloosa Walton
CareerSource Chipola
CareerSource Gulf Coast
CareerSource Northeast Florida
CareerSource Citrus Levy Marion

CareerSource Pasco Hernando
CareerSource Polk
CareerSource Suncoast
CareerSource Heartland
CareerSource Palm Beach County
CareerSource Broward

- Conditionally approve subsequent local area designation requests for the following local workforce development boards starting July 1, 2024, through June 30, 2026, contingent upon any additional information or approval signatures required.

CareerSource Central Florida
CareerSource Research Coast

Action Item 6

Incumbent Worker Training Grant Contract – HCA Healthcare MD Now Urgent Care



Brent McNeal

Senior Attorney, CareerSource Florida

Action Item 6

For Consideration:

- Board members with a conflict of interest relating to a CareerSource Florida contract or agreement must disclose the conflict and abstain from voting on the contract.
- Approve the above-listed contract by a two-thirds vote when a quorum has been established.

Action Item 7

Fiscal Year 2024-25 CareerSource Florida Network Funding



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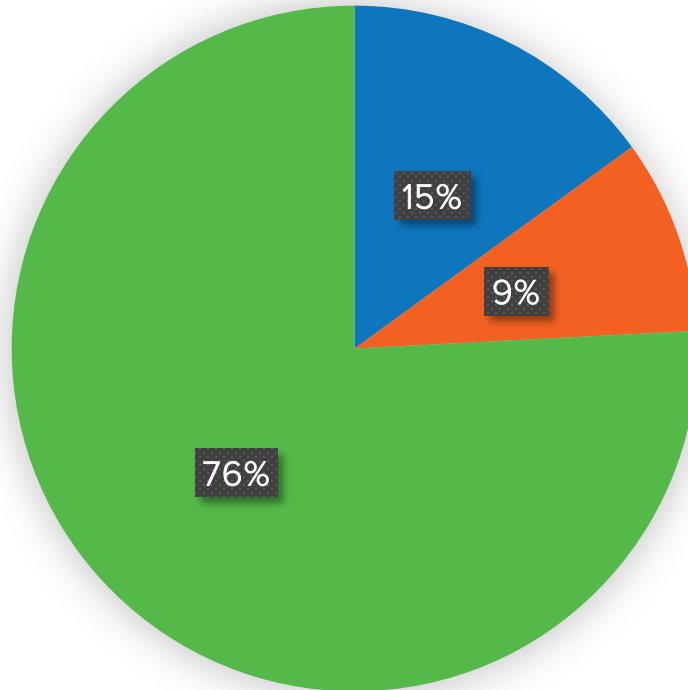
Chief Financial Officer, CareerSource Florida

Major Funding Sources

- Workforce Innovation and Opportunity Act (WIOA)
- Temporary Assistance for Needy Families (TANF)
- Wagner-Peyser Act (WP)
- Quick Response Training (QRT)

Source	Fiscal Year 2024-2025	Fiscal Year 2023-2024	Difference	Percentage Change
WIOA	\$112,890,687	\$122,195,108	(\$9,304,421)	(7.61%)
TANF	\$57,988,576	\$58,339,163	(\$350,587)	(0.60%)
Wagner-Peyser Act	\$38,458,248	\$38,791,016	(\$332,768)	(0.86%)
QRT	\$7,500,000	\$7,500,000	-	-

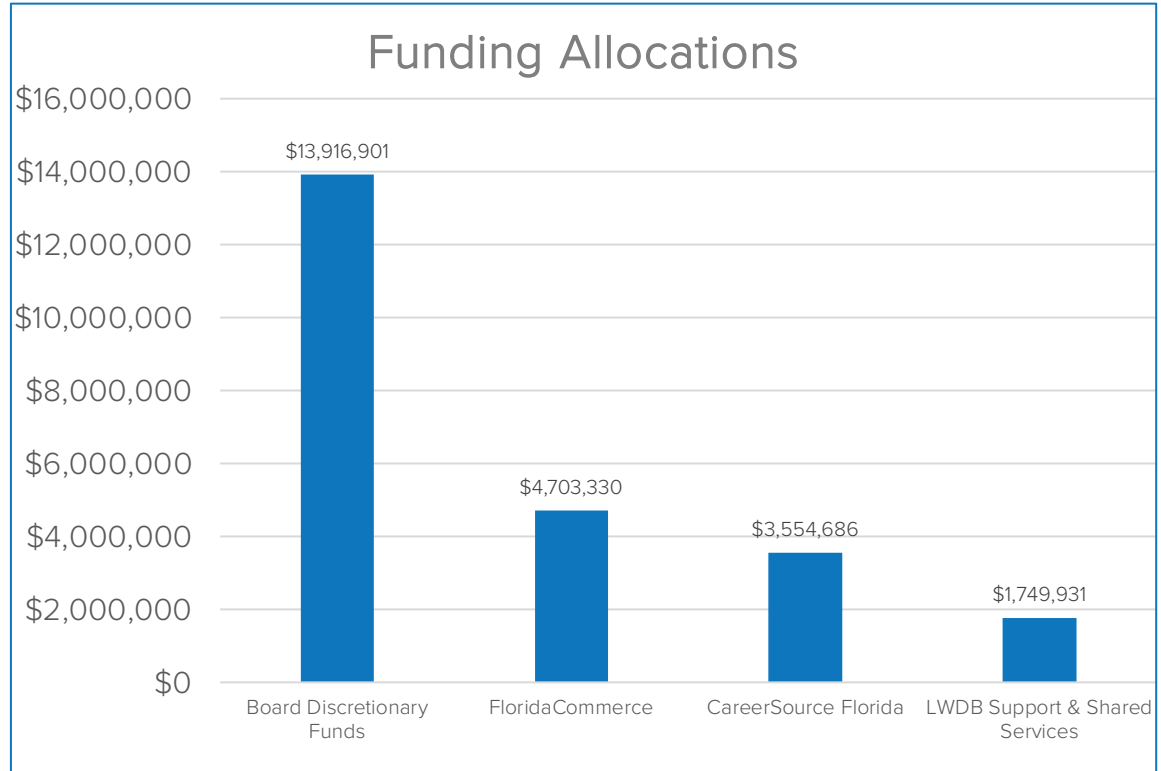
Total \$112,890,687



- State Set-Aside - \$16,933,601
- Rapid Response - \$10,360,106
- Local Board Allocations - \$85,596,980

Total State Set-Aside

Total WIOA Set-Aside Funds	\$16,933,601
Recaptured Funds	\$6,991,247
Total WIOA Set-Aside	\$23,924,848



Program Allocations

Total Available – Board Discretion

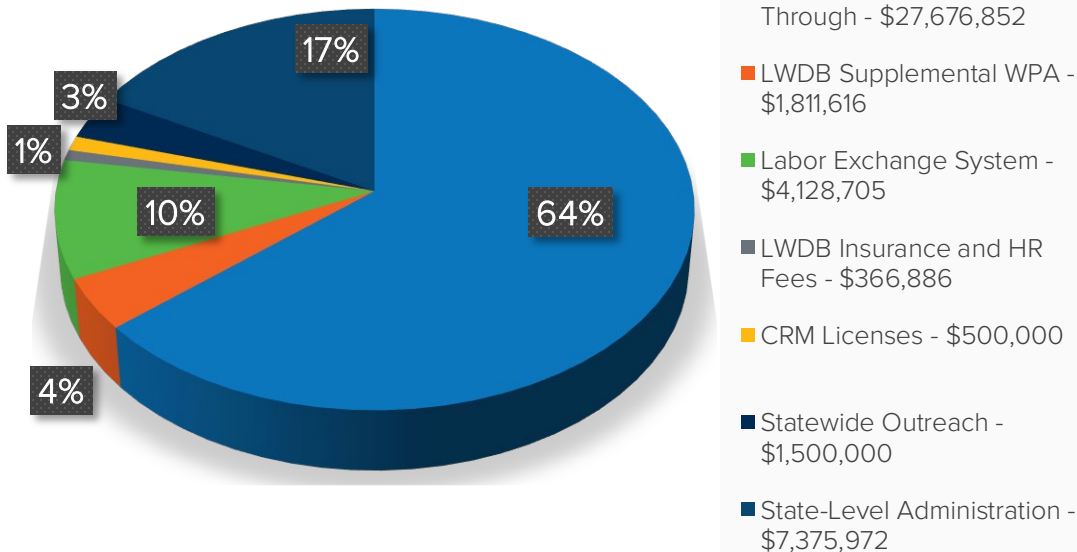
Total WIOA Set-Aside	\$23,924,848
FloridaCommerce Admin	(\$4,703,330)
CareerSource Florida Admin	(\$3,554,686)
LWDB Support & Shared Svc.	(\$1,749,931)
Net Funds Available	\$13,916,901

- Incumbent Worker Training: \$3,000,000
- Artificial Intelligence Incumbent Worker Training: \$500,000
- Florida Workforce System Transformation Plan: \$1,200,000
- Sectors of Strategic Focus Training: \$2,000,000
- Youth Career Exploration: \$500,000
- Florida Deputy Sheriff’s Assoc. Registered Apprenticeship Program: \$100,000
- Rural Workforce Initiatives: \$2,000,000
- Get There Faster Veterans: \$750,000
- Digital Literacy and the Missing Middle: \$250,000
- Credentials Review Committee Support: \$200,000
- Supplemental WIOA Funding: \$3,416,901

Total WP 7(a) Available Funds

Total PY 2024 Funding	\$34,612,423
Florida Commerce Carryover	\$8,747,608
Total Available Funding	\$43,360,031

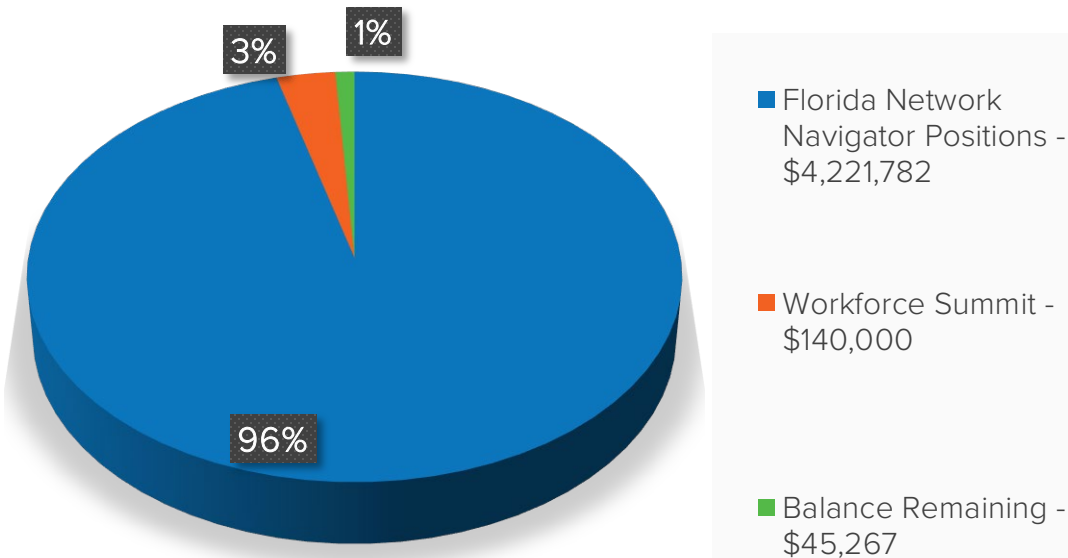
Funding Allocations



Total WP 7(b) Available Funds

Total PY 2024 Funding	\$3,845,825
Florida Commerce Carryover	\$561,224
Total Available Funds	\$4,407,049

Funding Allocations

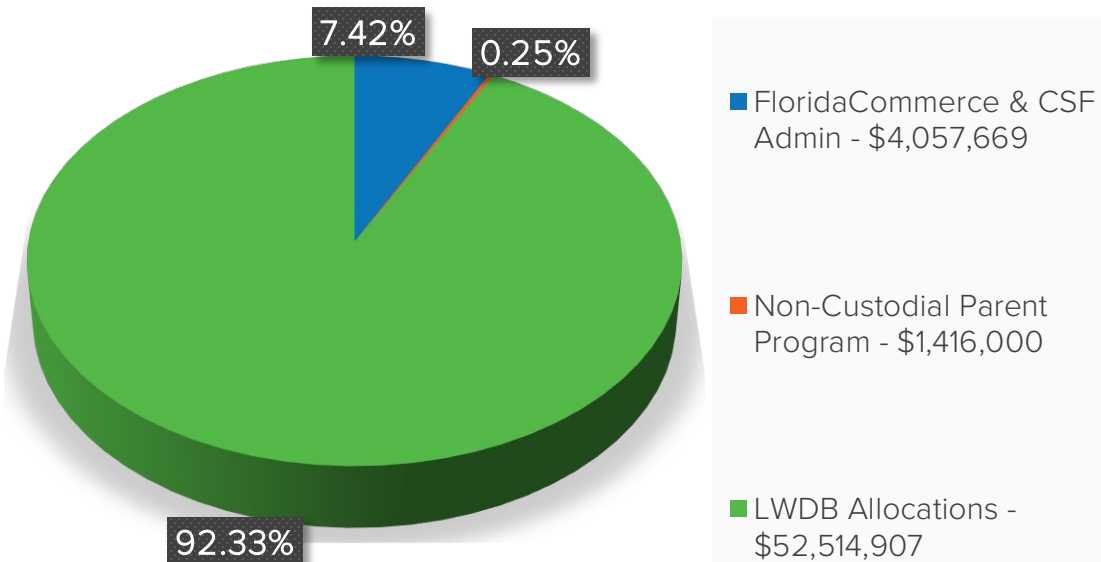


- Florida Network Navigator Positions - \$4,221,782
- Workforce Summit - \$140,000
- Balance Remaining - \$45,267

Total TANF Available Funds

Total Appropriation \$57,988,576

Funding Allocations



■ FloridaCommerce & CSF Admin - \$4,057,669

■ Non-Custodial Parent Program - \$1,416,000

■ LWDB Allocations - \$52,514,907

Action Item 7

For Consideration:

- Approval to establish the Program Year 2024 WIOA state-level projects.
- Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2024/25.
- Approval of the Program Year 2024 Wagner-Peyser 7(b) state-level activities.

Action Item 8

Local Workforce Development Board Purple Star Designation



Joe Marino

Executive Director, Veterans Florida

Action Item 8

For Consideration:

- Direct CareerSource Florida to establish criteria for recognizing high performing local workforce development boards as Purple Star Workforce Development Boards.
- Approve provisional designation of the following local workforce development boards as Purple Star Workforce Development Boards:
 - CareerSource Escarosa
 - CareerSource Okaloosa Walton
 - CareerSource Flagler Volusia
 - CareerSource Central Florida
 - CareerSource Palm Beach County

Florida Workforce System Transformation Update



Garrick Wright

Program Director, CareerSource
Florida



Brian Woods

Managing Director, EY

Introduction and Agenda

Today's Agenda:

- Introduction
- Phase 3 Overview
- Phase 3 Progress and Reflections
- Looking Towards FY25

Phase 3 Overview

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.
- ❑ Designated Fiscal Agent and Administrative Entity.
- ❑ Operational transition completed for all impacted boards, or well underway.

Key Objective: **Reduce local workforce development boards from 24 to 21.**

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.

Key Objective: **Implement system-wide improvements and consistent compliance models across LWDBs.**

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 Objective: **Create new regional planning areas, consisting of at least two contiguous LWDBs, that comply with Workforce Innovation Opportunity Act.**

Progress and Reflections: Alignment and Consolidation

Reduce local workforce development boards from 24 to 21.

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.
- Designated Fiscal Agent and Administrative Entity.
- Operational transition completed for all impacted boards, or well underway.

Key Accomplishments:

- Six approved Interlocal Agreements or equivalent documentation.
- Seven submitted New Area Designation requests.

Upcoming Activities:

- New areas will continue to inform external stakeholders and community members of changes.
- Boards with new counties will continue to welcome new board members.
- New consolidated boards will continue to combine administrative operations.

Progress and Reflections: System-Wide Improvements

Implement system-wide improvements and consistent compliance models across LWDBs.

Completed by June 30, 2024:

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

Key Accomplishments:

- Approved policies: Regional Planning, Standardization of Tools and Services, Registered Apprenticeship Expansion.
- Developed standardized OJT / ITA contract templates.
- Completed high-level technology assessment.
- Completed customer experience / website assessment.
- Completed employment and wage data use research and business case.
- Opened labor market information systems procurement.

Upcoming Activities

- Finalize MIS use and insights analysis.
- Identify workforce system training portfolio, curriculums, and training audiences.
- Refine and refresh backlog of standardizations and improvements to execute.

Progress and Reflections: Regional Planning

Create new regional planning areas, consisting of at least two contiguous LWBDs, that comply with Workforce Innovation Opportunity Act.

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 Accomplishments:

- Designated two regional planning areas in February.
- Conducted regional designation and planning training for all boards in April.
- Provided boards with regional planning technical guidance materials, consistent with FloridaCommerce training and instructions.
- Identified two prospective regional planning areas that will seek regional designation in FY25.

Upcoming Activities

- Provide guidance and support for areas seeking regional designation.
- Provide guidance and support for regional planning areas finalizing their regional plans.

Looking Towards FY25

Continued focus on finding opportunities to improve and standardize the workforce system

- Review and refine workforce system member training curriculums and training governance to improve training experience.
- Analyze local board use of back-office support tools and processes to identify best practices and strategic state-level support.
- Develop engagement strategies to strengthen relationships and dialogue between state and local area elected officials.

Progressing the establishment of regional planning areas and realize efficiencies

- Commence regional designation tasks with Florida Commerce, culminating in approval of two new regional planning areas by December 2024.
- Continue support of regional planning of pilot areas, to be completed by October 2024.
- Identify remaining regional planning areas and secure Letters of Intent by December 2024.

QUESTIONS?

FloridaCommerce Report



J. Alex Kelly

Secretary, FloridaCommerce

Local Partners Report



Marcus McBride, Ph.D.

President, Florida Workforce Development Association

CEO, CareerSource Escarosa

OPEN DISCUSSION AND PUBLIC COMMENT

Closing Remarks



Stephanie Smith

Chair