

# Joint Strategic Policy and Performance and Finance Council Meeting

September 10, 2024



# Welcome and Remarks



**Sophia Eccleston**

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:

- Approval of June 17, 2024, Finance Council Meeting Minutes, to include any modifications or changes noted by the council.
- Approval of June 17, 2024, Strategic Policy and Performance Council Meeting Minutes, to include any modifications or changes noted by the council.

# Action Items



**Adam Briggs**

Senior Director, CareerSource Florida

# Action Item 1

## Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards

### For Consideration:

- Approve revised Administrative Policy 104 – Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards and send policy to CareerSource Florida Board of Directors for approval.

# Action Item 2

CareerSource Florida Board of Directors  
Conflict of Interest Disclosure Policy

For Consideration:

- Approve revisions to CareerSource Florida Board of Directors Conflict of Interest Disclosure Policy and send policy to CareerSource Florida Board of Directors for approval.

# Action Item 3

## Local Workforce Development Board Conflict of Interest and Contracting Policy

### For Consideration:

- Sunset CareerSource Florida Strategic Policy 2012.05.24.A.2 – State and Local Workforce Development Board Contracting Conflict of Interest Policy
- Approve CareerSource Florida Administrative Policy – Local Workforce Development Board Conflict of Interest and Contracting Policy and delegate authority to administer all processes related to the review of related party contracts over \$10,000.00 to the Florida Department of Commerce.
- Send new administrative policy to CareerSource Florida Board of Directors for approval.



# Action Item 4

## Local Targeted Occupations List Requirements

### For Consideration:

- Approve sunsetting CareerSource Florida Strategic Policy 2013.11.07.A.1 – Local Area Targeted Occupations List Process and revisions to CareerSource Florida Administrative Policy 82 – Local Targeted Occupations List Requirements and send policy to CareerSource Florida Board of Directors for approval.

# Action Item 5

## Sector Strategies Strategic Policy

### For Consideration:

- Approve revisions to CareerSource Florida Strategic Policy 2018.02.14.A.2 – Sector Strategies and send policy to CareerSource Florida Board of Directors for approval.

# Workforce Program Development Initiatives Update



**Dehryl McCall**

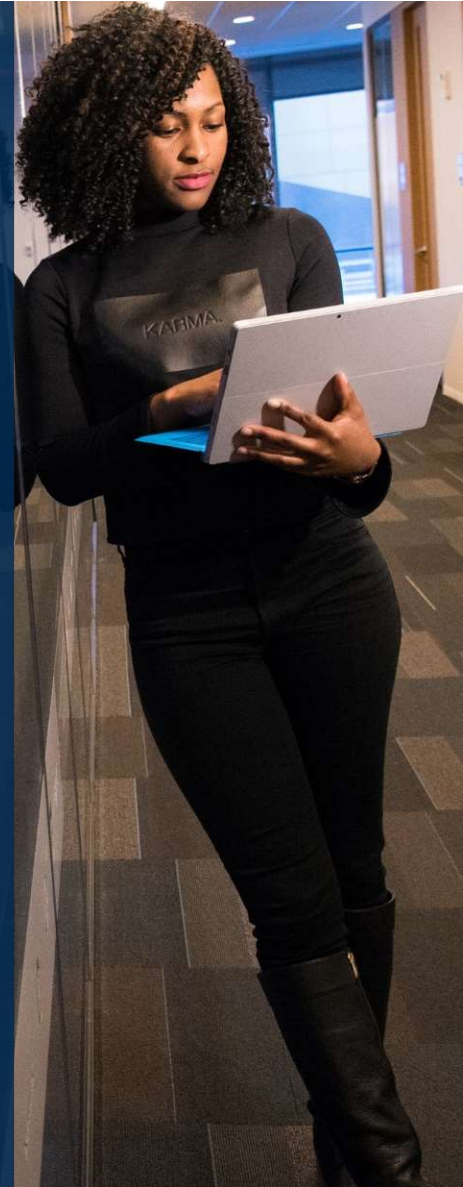
Director, CareerSource Florida



**Susan Bosse**

Director, CareerSource Florida

# Credentials Review Committee/ Master Credentials List and House Bill 1267





## Approved Actions - August 14 CRC Meeting

- Update the Credentials Review Committee Charter to require credentials flagged for removal to remain on the Master Credentials List for a minimum of two years after identification for removal.
- Approve the updated Framework of Quality for use in evaluating credentials considered for inclusion on Florida's Master Credentials List beginning in the 2024-2025 program year.



## Impact of Demand Revision to Framework of Quality

	Flagged for Demand Under Current Framework	Resolved for Demand With Updated Framework
Degree Programs of Study	20	9
Non-Degree Programs of Study	67	26
Apprenticeships	18	6
Industry Certifications	63	39
<b>Total</b>	<b>168</b>	<b>80</b>



## Current Credential Breakdown

- May 2024-25 List: 2,271 total credentials (447 Flagged for Removal)
- August 2024-25 List: 2,296 total credentials (239 Flagged for Removal)
  - 292 Degree
  - 849 Non-degree
  - 539 Industry Certification
  - 301 Registered Apprenticeship Programs/579 Registered Apprenticeship Program Occupations
  - 37 K-8 CAPE Digital Tools



## House Bill 1267

- Track and manage client progress from Temporary Assistance for Needy Families (TANF) program to self-sufficiency
- Increasing awareness of TANF/Welfare Transition benefits
- Client intake and exit surveys developed and deployed on July 1
- Monthly data reporting on survey activity
- Monthly joint support calls with local boards
- Summary of four Welfare Transition policies in today's agenda packet
- Promoting use of Florida Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboard in response to new statutory requirements



# 2024-25 State-level 15% Set-aside Funding Initiatives





## **FY 2024-25 State-level 15% Set-aside Funding Initiatives**

- AI Incumbent Worker Training
- Sectors of Strategic Focus Training
- Youth Career Exploration
- Florida Deputy Sheriff's Association Registered Apprenticeship
- Rural Initiatives
- Get There Faster Veterans
- Apprenticeship Navigator
- Hope Navigator
- Military Family Employment Advocacy



## **FY 2024-25 State-level Set-aside Initiatives Implementation Plan**

- Developed and delivered Notices of Funds Available (NFAs) to LWDBs
- Hosted kick off training sessions for LWDBs
- Team review of LWDB program outcomes monthly
- Host monthly technical support meetings with LWDBs
- Create library of LWDB support materials
- Provide individual assistance as needed or requested



## Successful Outcomes FY 2023-24

- Florida Healthcare Initiative
- Space Coast Alliance
- Hope Florida

# Financial Operations Update

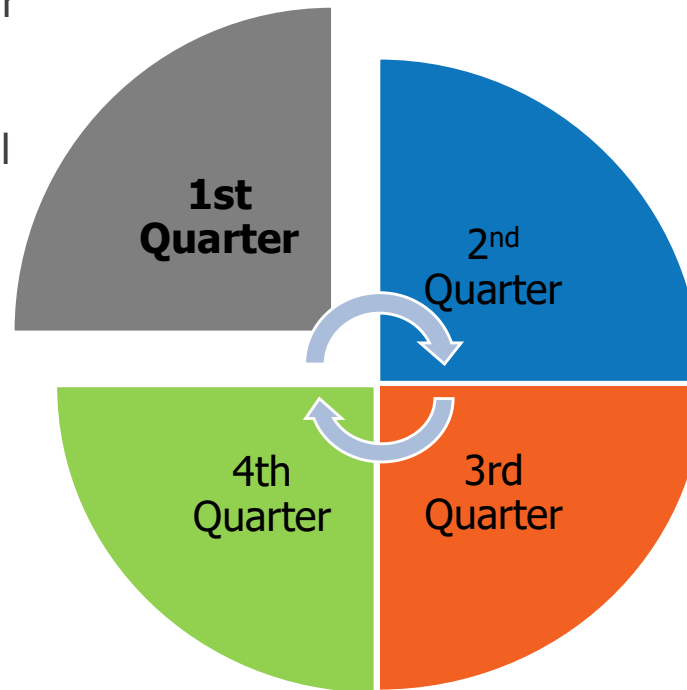


**Walter Copeland**

Chief Financial Officer, CareerSource Florida

## Annual Financial Cycle

- Implement budget for fiscal year
- Finalize audit for prior fiscal year
- Establish and enact Notices of Funds Available (NFAs)
- Enact contracts for current fiscal year



- Monitor financial performance to remain on track as well as identify problems

- Prepare current fiscal year financial statements – audit
- Establish budget – upcoming fiscal year
- Receive board approval

- Continue monitoring financial performance
- Identify variances to make informed decisions

# Operational Expenditures & Budgets

## Expenditures - Fiscal Year Ending 2024 (DRAFT) vs. 2024 Budget

	(DRAFT) 2024	2024 Budget	Variance	% of Budget
<b>Total Expenditures</b>	<b>\$3,951,015</b>	<b>\$4,782,785</b>	<b>\$831,770</b>	<b>82.0%</b>

## Expenditures - Fiscal Year Ending 2024 (DRAFT) vs. Final 2023 | 2022 | 2021

	(DRAFT) 2024	2023	2022	2021
Total Expenditures	\$3,902,161	\$4,151,708	\$4,016,594	\$4,079,069

## Budget Summary – Fiscal Year Ending 2025 vs. 2024 | 2023 | 2022

	Enacted 2025	2024	2023	2022
Total Expenditures	\$4,666,398	\$4,782,785	\$4,492,124	\$4,187,730

- Quick Response Training (QRT) and Incumbent Worker Training (IWT) Grants
- Monitoring and utilization of funding sources – state and federal
- Review of contracted services – Request for Proposal (RFP) for annual audit beginning with year ending June 2025
- Monthly/quarterly meetings with local workforce development board CFOs to address areas of concern as well as best practices



# Grants Management Update



**Malissa Counts**

Grants Manager, CareerSource Florida

# Incumbent Worker Training Grant

**\$2,996,768**

## Master Credentials List

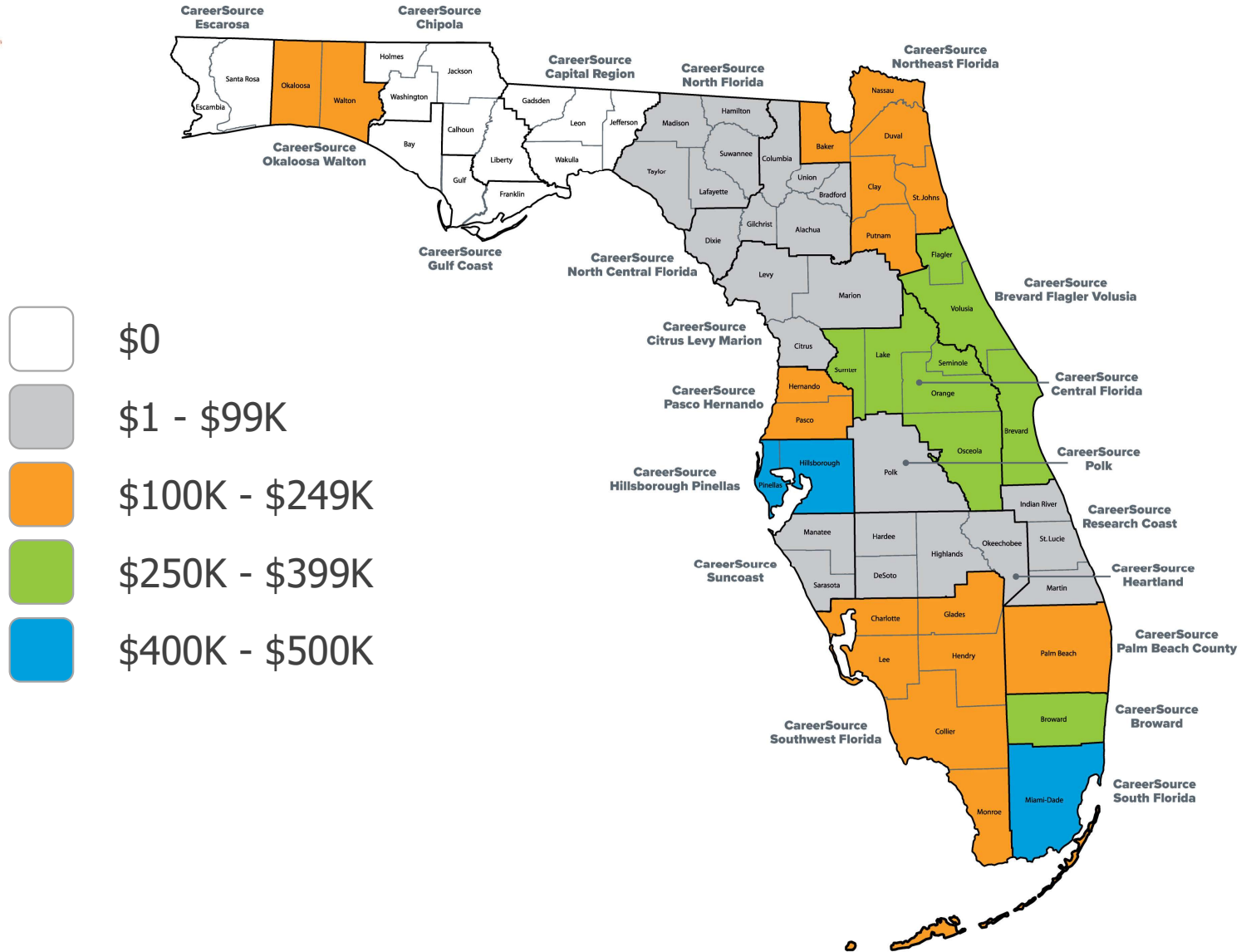
- 2 Awards
- \$65,600.00
- 35 trainees

## Hospitals

- 10 Awards
- \$732,248.00
- 595 trainees

## Small Businesses, 25 or fewer employees

- 21 Awards
- \$631,546.00
- 186 trainees



# Quick Response Training Grant

**\$6,564,125**

## Financial & Professional Services

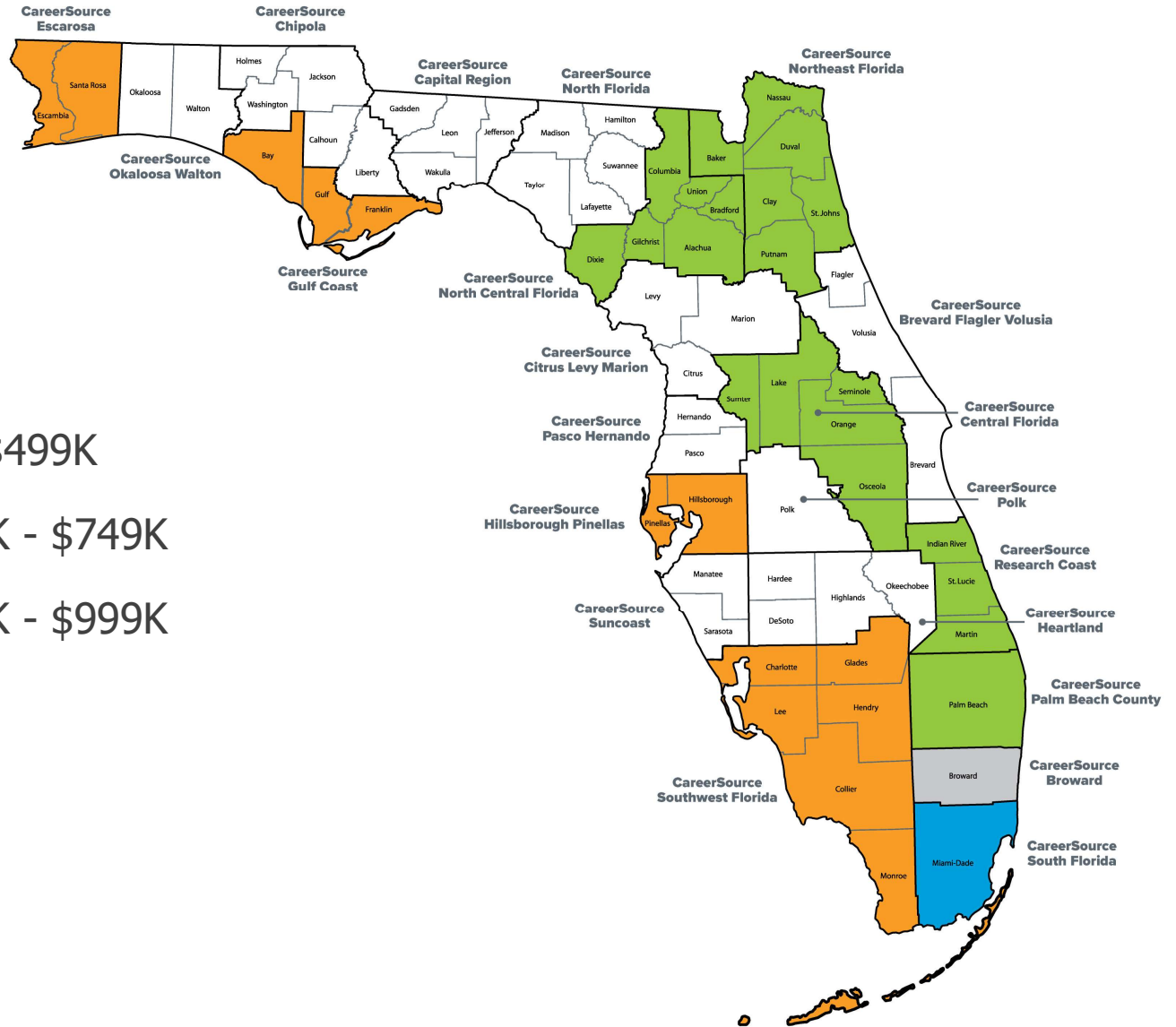
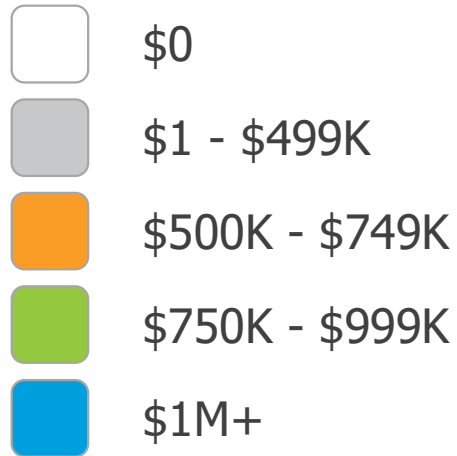
- 9 Awards
- \$2,064,000.00
- 613 trainees/ new hires

## Infotech

- 1 Award
- \$1,386,000.00
- 1,200 trainees/ new hires

## Logistics & Distribution

- 4 Awards
- \$1,130,000.00
- 370 trainees/ new hires



# Statewide Labor Market & Program Performance Analysis



**Jimmy Heckman**

Chief, Bureau of Workforce  
Statistics and Economic Research  
FloridaCommerce

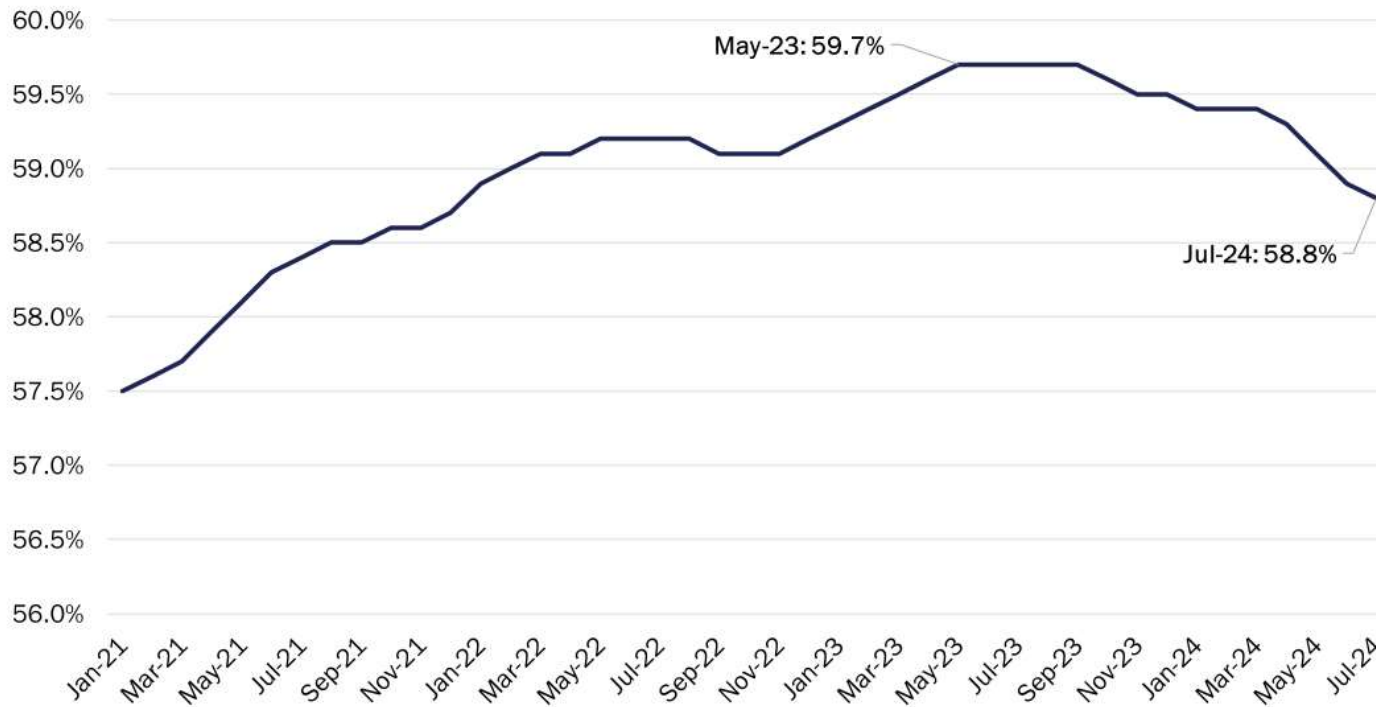


**Kristy Farina**

Economic Research and Analysis  
Administrator  
FloridaCommerce

# Labor Force Participation Rate

Labor Force Participation Rate in Florida; Seasonally Adjusted



Florida's all-time peak for labor force participations was 63.7 percent in March 2007.

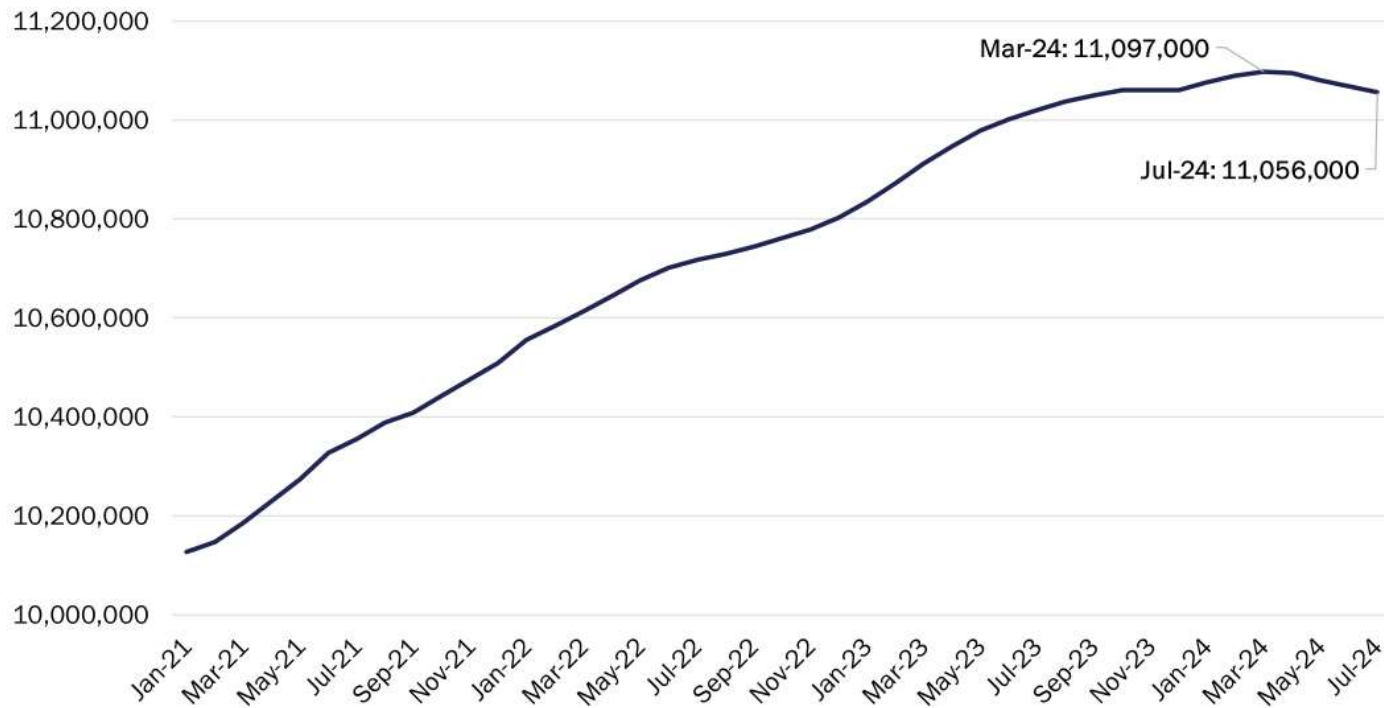
In July 2024, labor force participation was **58.8** percent, down from a recent high point of 59.7 percent in May 2023-September 2023.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Bureau of Workforce Statistics and Economic Research, Local Area Unemployment Statistics (LAUS) Program



# Labor Force

Labor Force in Florida; Seasonally Adjusted



Florida's labor force peaked at approximately **11,097,000** people in March 2024. Since then the labor force has declined for **4 consecutive months**.

In July 2024, there were an estimated **11,056,000** people in Florida's labor force, a **decrease of 41,000 people (-0.4 percent)** since March 2024.

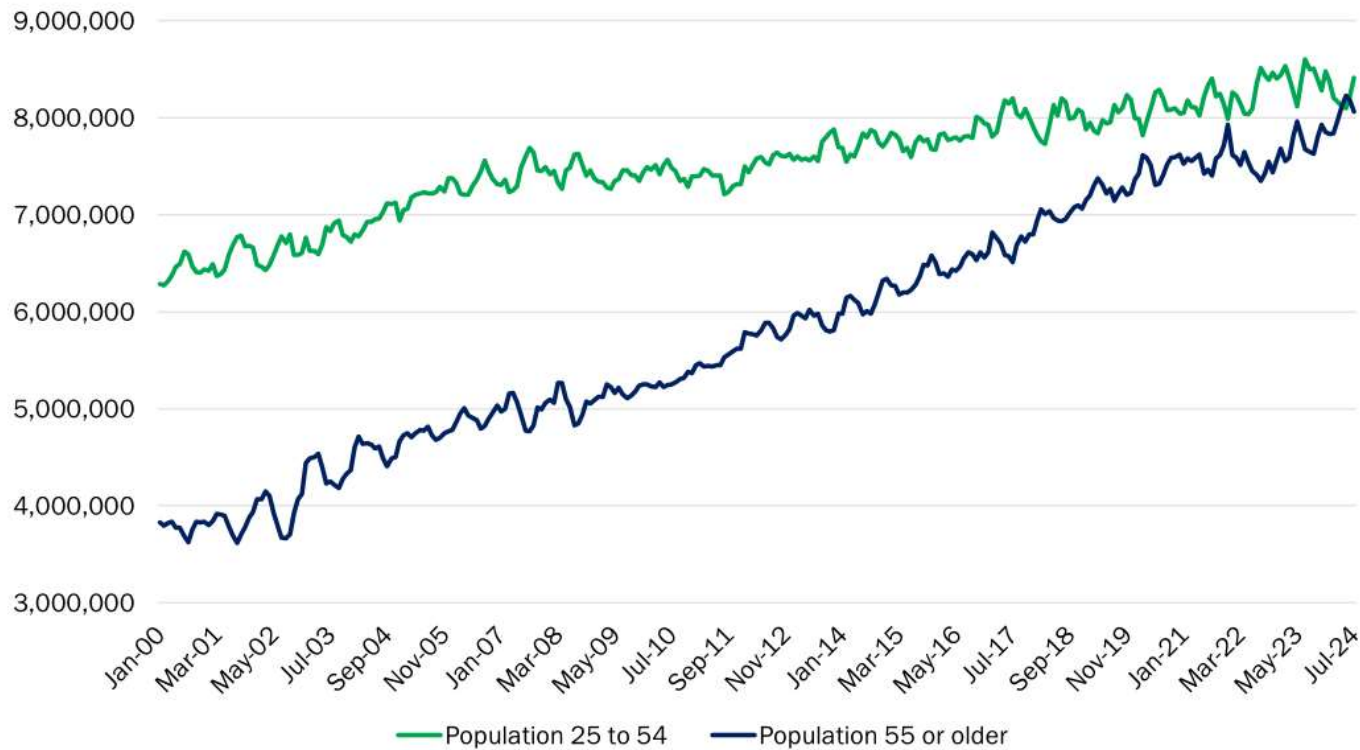
Source: U.S. Department of Labor, Bureau of Labor Statistics, Bureau of Workforce Statistics and Economic Research, Local Area Unemployment Statistics (LAUS) Program





# Demographic Forces

Florida Population by Age



Florida's 55+ population has been growing faster than other age groups, **more than doubling in size since 2000.**

If current trends continue, the 55+ population will overtake the prime working age population within the next 12 months.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey (CPS)



# Retirements

Retirees as a Share of Individuals Not in the labor Force  
Florida; 12-Month Moving Average



Retirement is the most commonly stated reason for not participating in the labor force.

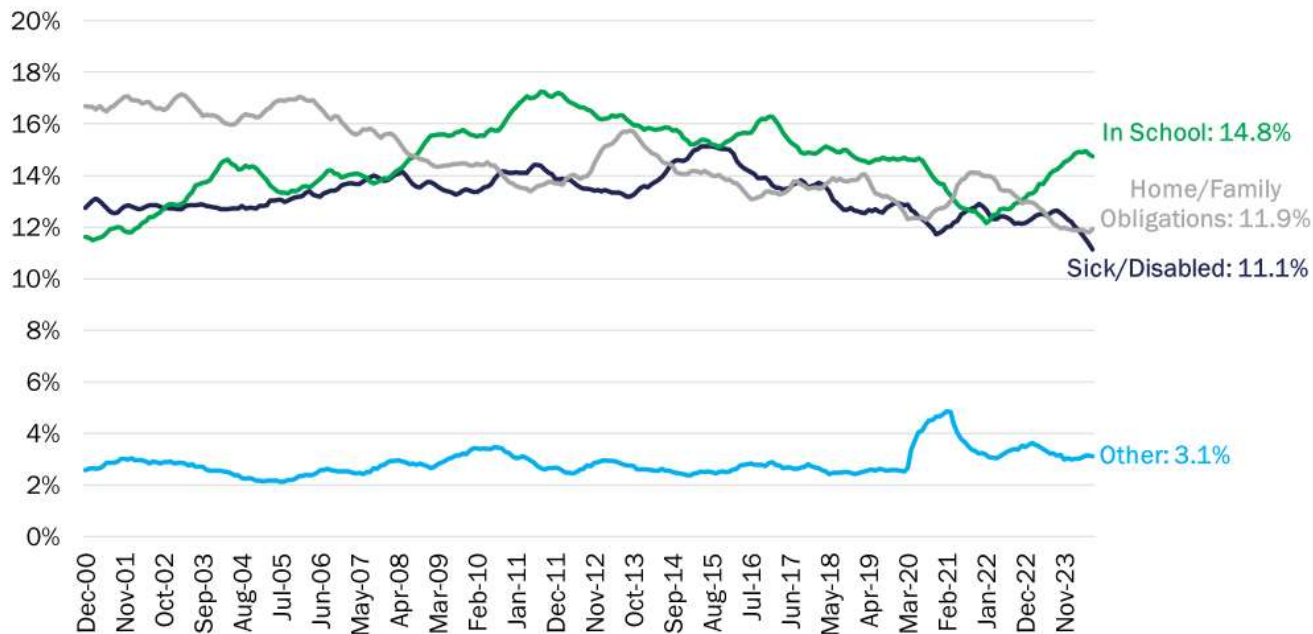
As of July 2024, the rate of retirement among those not in the labor force is at 59.1 percent, its highest point since 2000.

The number of retirees in Florida has grown by **292,000** over the last 12 months, more than in 2021, 2022, and 2023 combined.



# Other Reasons Not in Labor Force

Share of Individuals Not in the Labor Force – Selected Reasons  
Florida; 12-Month Moving Average



Excluding Retirement, the most common reason for not participating in the labor force is school, followed by family obligations, and disability/injury/illness.

After 2008, school consistently replaced family obligations as the 2<sup>nd</sup> most common reason behind retirement



Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey (CPS)

# Prime Age Labor Force Participation

Labor Force Participation Rate – Ages 25-54  
Florida; 12-Month Moving Average



Prime age labor force participation peaked in 2006-2007 at 84.1 percent.

Participation among prime age (25-54) workers has remained at or above 2019 rates since June 2023.



# Youth Labor Force Participation

Labor Force Participation Rate – Ages 16-24  
Florida; 12-Month Moving Average

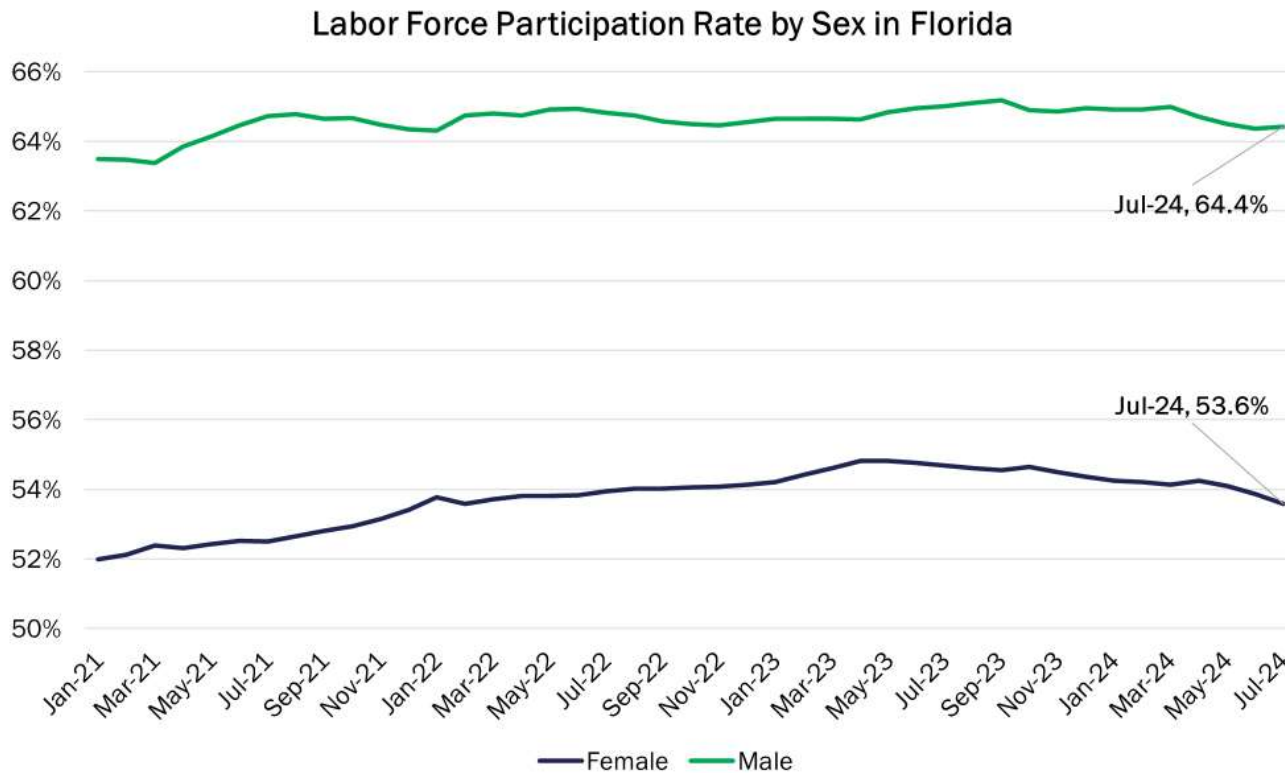


As of July 2024, youth labor force participation remains near 2019 levels.

Youth labor force participations rates remain well below levels seen before the Great Recession, primarily due to increased enrollment in postsecondary education.



# Labor Force Participation Rate by Sex



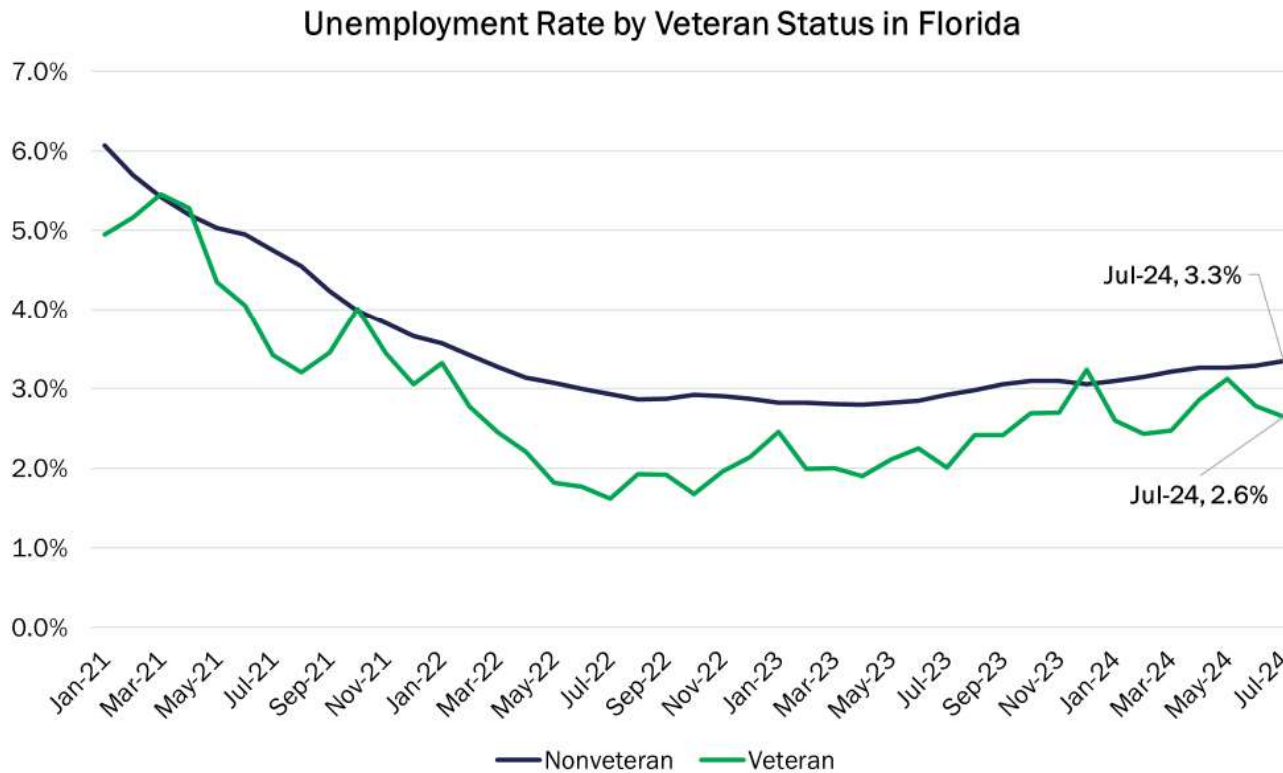
Labor Force participation was **10.8 percentage points** lower for women than for men in July 2024.

The gap has narrowed over the last 3 years, down from **12.2 percentage points** in July of 2021

Source: Florida Bureau of Workforce Statistics and Economic Research, Experimental Data Series utilizing CPS data



# Unemployment Rate by Veteran Status



Veteran unemployment rate averaged **2.7 percent** over the last 12 months

Nonveteran participation averaged **3.2 percent** over the last 12 months

The unemployment rate was **0.7 percentage points** lower for veterans than for nonveteran in July 2024





## Program Performance Update

Kristy Farina *Economic Research and Program Performance*

Tuesday, September 10, 2024



# Primary Indicators of Performance

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## Employment Indicators

- Employment 2<sup>nd</sup> Quarter after Exit
- Employment 4<sup>th</sup> Quarter after Exit
- Median Earnings 2<sup>nd</sup> Quarter after Exit

## Education/Training Indicators

- Credential Attainment Rate
- Measurable Skills Gain



# Primary Indicators of Performance

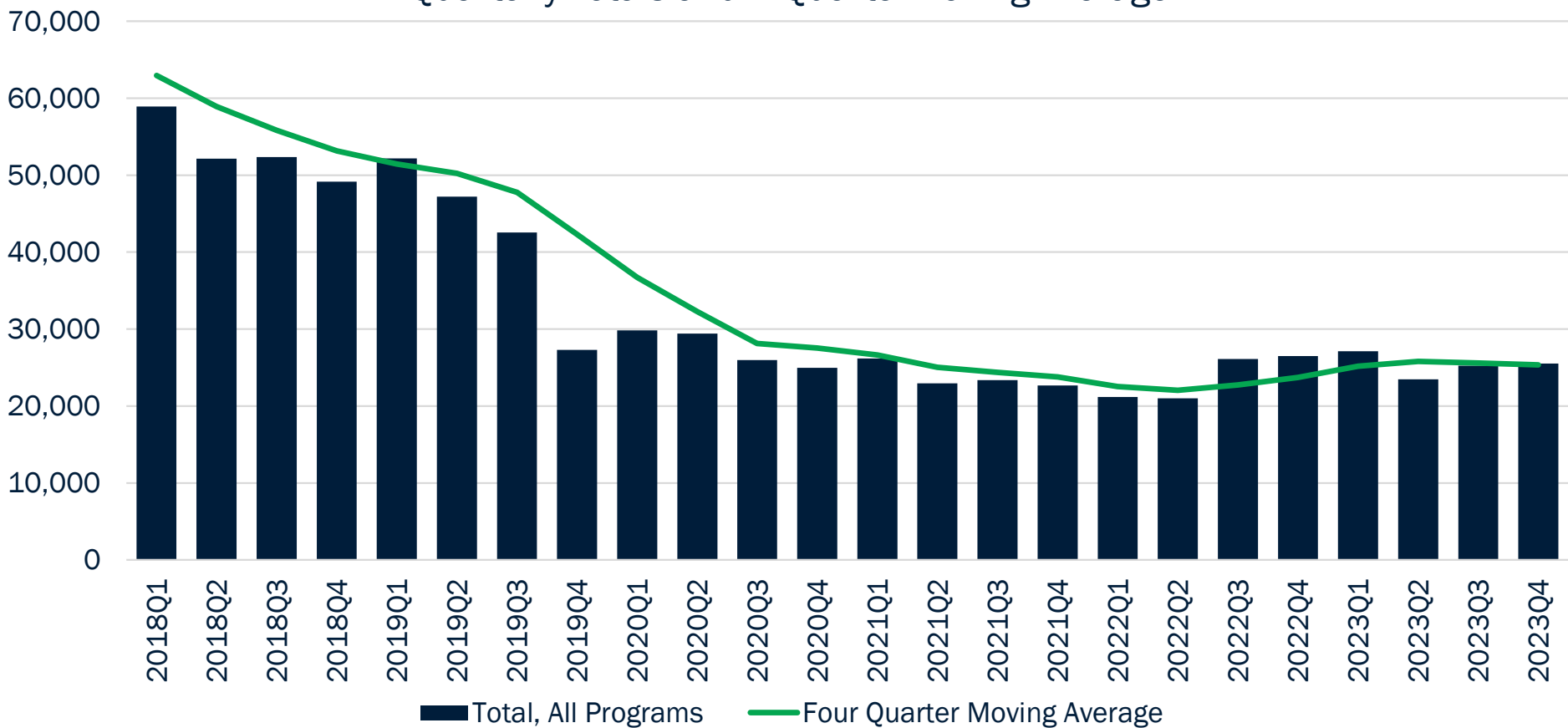
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	Adult	Youth	Dislocated Worker	Wagner-Peyser
Credential Attainment	■	■	■	
EERQ2	■	■	■	■
EERQ4	■	■	■	■
Measurable Skill Gains	■	■	■	
Median Earnings	■	■	■	■



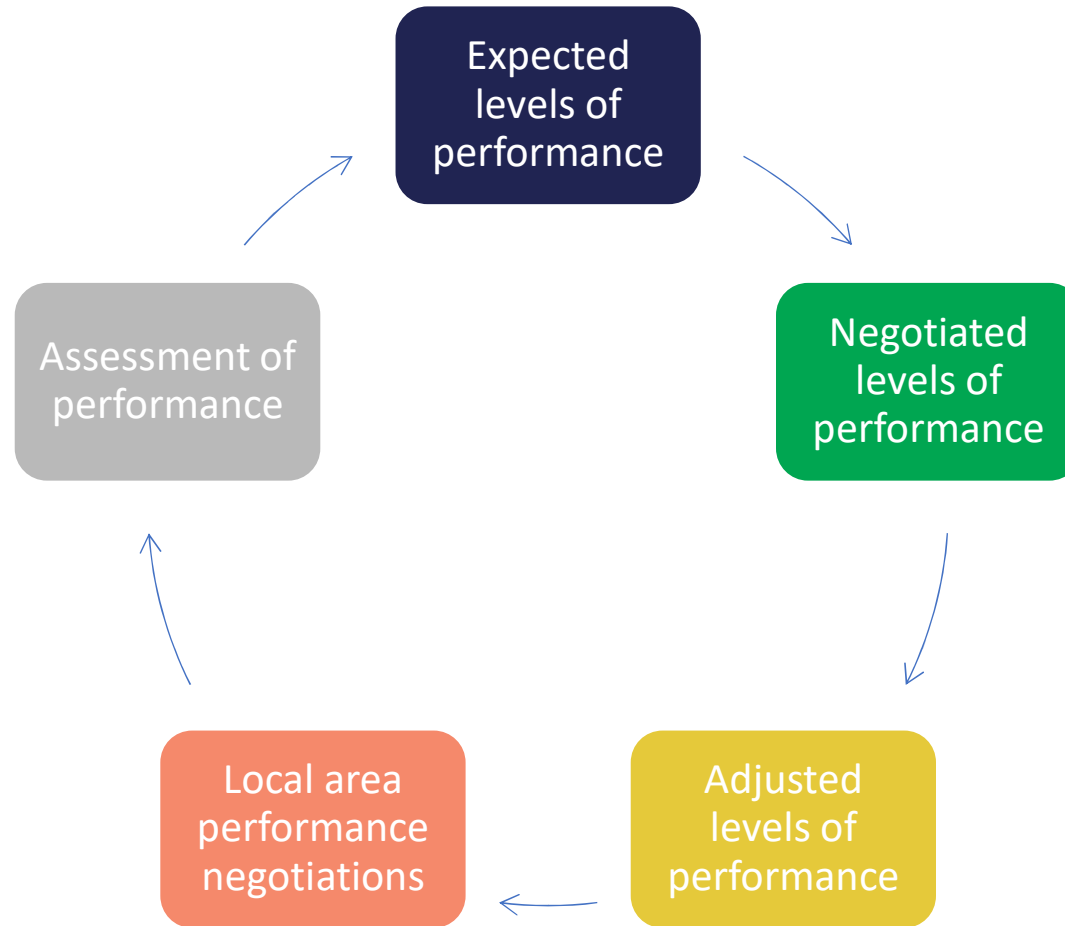
# Workforce Program Enrollment

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



# WIOA Assessment

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# OPEN DISCUSSION AND PUBLIC COMMENT

# Closing Remarks



**Sophia Eccleston**

Chair