

Strategic Policy and Performance Council Meeting

December 10, 2024

Welcome and Remarks



Sophia Eccleston

Chair

FOR PUBLIC COMMENT:

Please email Madison Frazee at mfrazee@careersourceflorida.com and wait to be recognized by the Chair.

Consent Agenda

For Consideration:

1. Approval of September 10, 2024, Joint Strategic Policy and Performance and Finance Council Meeting Minutes, to include any modifications or changes noted by the council.
2. Sunset CareerSource Florida Strategic Policy 2000.06.21.A.1 – Incumbent Worker Training Program.
3. Sunset CareerSource Florida CareerSource Florida Strategic Policy 2000.08.15.I.8D – Certification of Local Workforce Development Areas and Local Workforce Development Boards.
4. Sunset CareerSource Florida CareerSource Florida Strategic Policy 2020.02.20.A.1 – Board Governance and Leadership.

Action Items



Adam Briggs

Senior Director, Workforce Program Development

Action Item 1

Workforce Policy 091 – Local Workforce Development Board Composition and Certification

For Consideration:

- Approve revised Workforce Policy 091 – Local Workforce Development Board Composition and Certification.

Action Item 2

Workforce Policy 110 – Local Workforce Development Area and Board Governance

For Consideration:

- Approve revisions to CareerSource Florida Workforce Policy 110 – Local Workforce Development Board Area and Board Governance.

Action Item 3

Workforce Policy – Ethics and Transparency Policy

For Consideration:

- Approve revisions to CareerSource Florida Workforce Policy – Ethics and Transparency.

Workforce Program Development Initiatives Update



Dehryl McCall

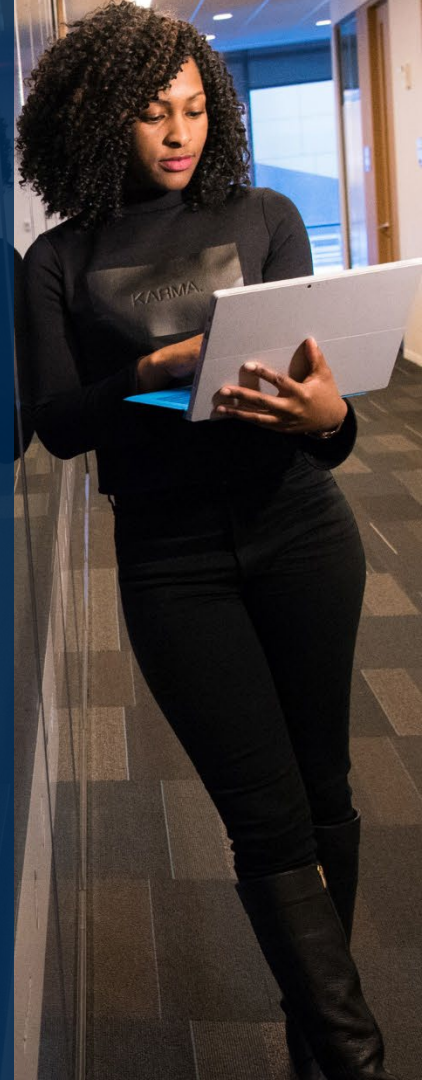
Director, CareerSource Florida



Susan Bosse

Director, CareerSource Florida

Credentials Review Committee & Master Credentials List



Approved Actions – December 4 CRC Meeting

- Revisions to the Credentials Review Committee Charter to:
 - Provide authority to the committee chair to name a vice chair who may preside in the chair's absence.
 - Propose minor changes to the public records request process.
 - Update statutory references.
- Updated the 2024-2025 Master Credentials List and send these recommendations to the CareerSource Florida Board of Directors for delivery to the State Board of Education.
- Technical revisions to the list made by the Department of Education as needed and without adding or removing any credentials.

(July – September)

Credential Submissions

	Reviewed	Recommended for MCL
New Credentials (NOT on current MCL)	55	21
Local demand	13	13
Wage/sequencing	7	5
Both demand and wage/sequencing	6	1 (3 cured for demand)
Total	81	40

MCL as of December 2024

- Final 2024-25 MCL: 2,317 total credentials (145 flagged for removal)
 - 293 Degree
 - 841 Non-degree
 - 559 Industry certifications
 - 582 Registered apprenticeship program occupations
 - 42 K-8 CAPE Digital Tools

Important Upcoming Dates

- Initial 2025-26 Master Credentials List will be presented at February CRC meeting.
- Annual review of entire list may result in changes to flags on the current MCL.
- Credentials beginning Year 2 of flagged status will be highlighted in orange on 2025-26 MCL.
- Credentials currently flagged for removal on the 2024-25 MCL will have until December 1, 2025, to submit sufficient information to cure demand/wage flags (for the 2026-27 MCL).

Credential Inventory Database Update

- Request For Proposal - Master Credentials List Interface, Database, and Reporting
- Reviewed Submissions
- Vendor Selection
- Anticipated Contract Start Date (December)
- Goal to launch by April 1, 2025

State-level 15% Set-aside Funding Initiatives



Hope Florida Set-aside Highlights

- Background
- Business highlights
 - 85 businesses currently designated as Hope employers
 - Another 688 recently approved for Hope employer designation
- Participant highlights (9/1 - 11/29)
 - 1,388 referrals received from DCF
 - 909 referrals sent by our network to DCF
 - 1,549 total participants served

Apprenticeship Navigator Set-aside

- Measuring impact (Q1 of 2024-25)
 - 86% of new programs facilitated by CSF navigators
- Local board highlights
 - 4 local workforce serve as program sponsors
 - 16 program occupations represented
- Participant support highlights
 - 118 apprentices received support in Q1

Space Coast Alliance Set-aside

- Background
 - Multi-year initiative (since July 2023)
 - CareerSource Brevard Flagler Volusia
- Regional training highlight
 - Leverages innovative approaches to training
 - 50 clients trained, with 25% employed in aerospace industry
 - FAME program has 100% job placement

AI/Incumbent Worker Initiative Set-aside

- Background
 - New program began in July 2024
 - CareerSource Central Florida, Hillsborough Pinellas, Polk, Heartland
- Recent Activities
 - Partnerships and engagements
 - Identified goals
 - Next steps

Statewide Labor Market & Program Performance Analysis



Jimmy Heckman

Chief, Bureau of Workforce
Statistics and Economic Research
FloridaCommerce

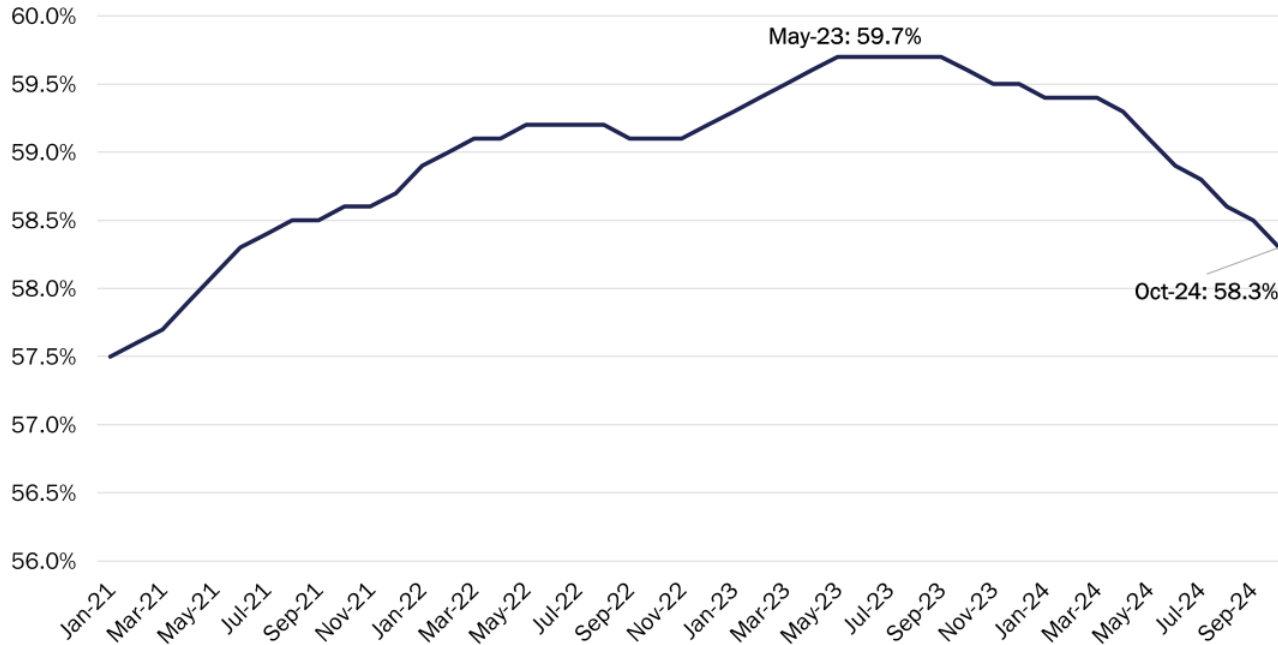


Kristy Farina

Economic Research and Analysis
Administrator
FloridaCommerce

Labor Force Participation Rate

Labor Force Participation Rate in Florida; Seasonally Adjusted



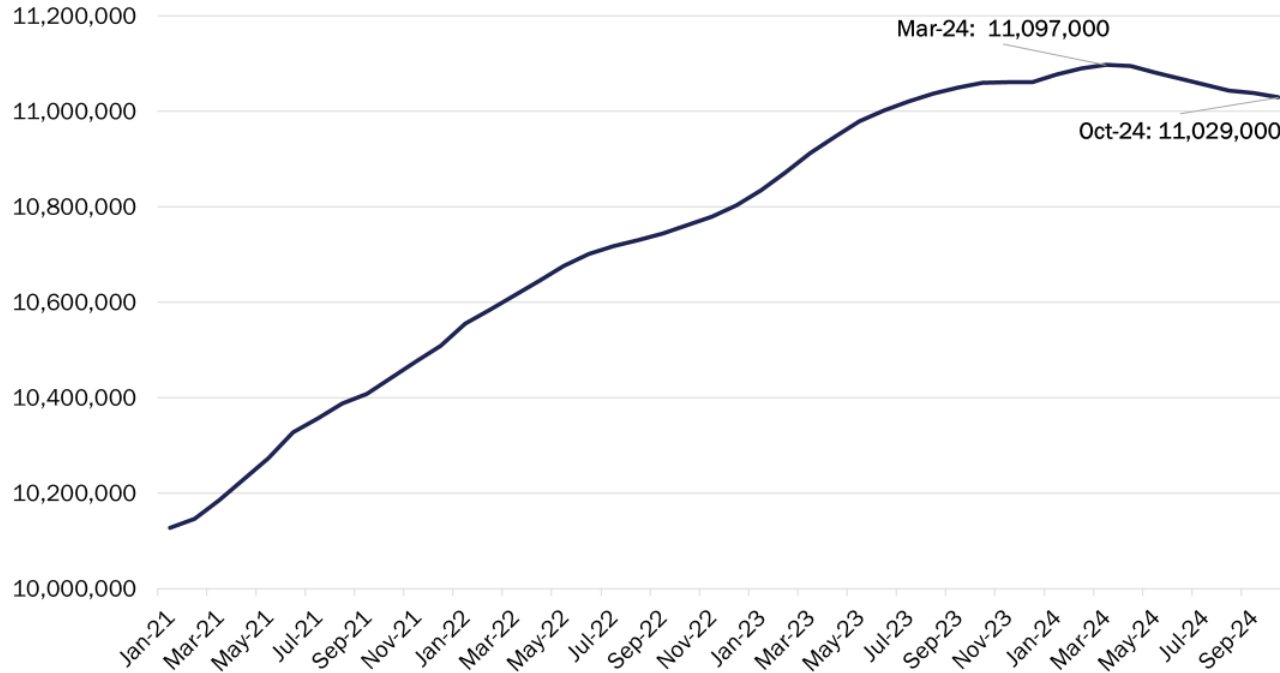
Florida's all-time peak for labor force participation was **63.7 percent** in March 2007.

In October 2024, labor force participation was **58.3 percent**, down from a recent high point of 59.7 percent in May 2023-September 2023.



Labor Force

Labor Force in Florida; Seasonally Adjusted



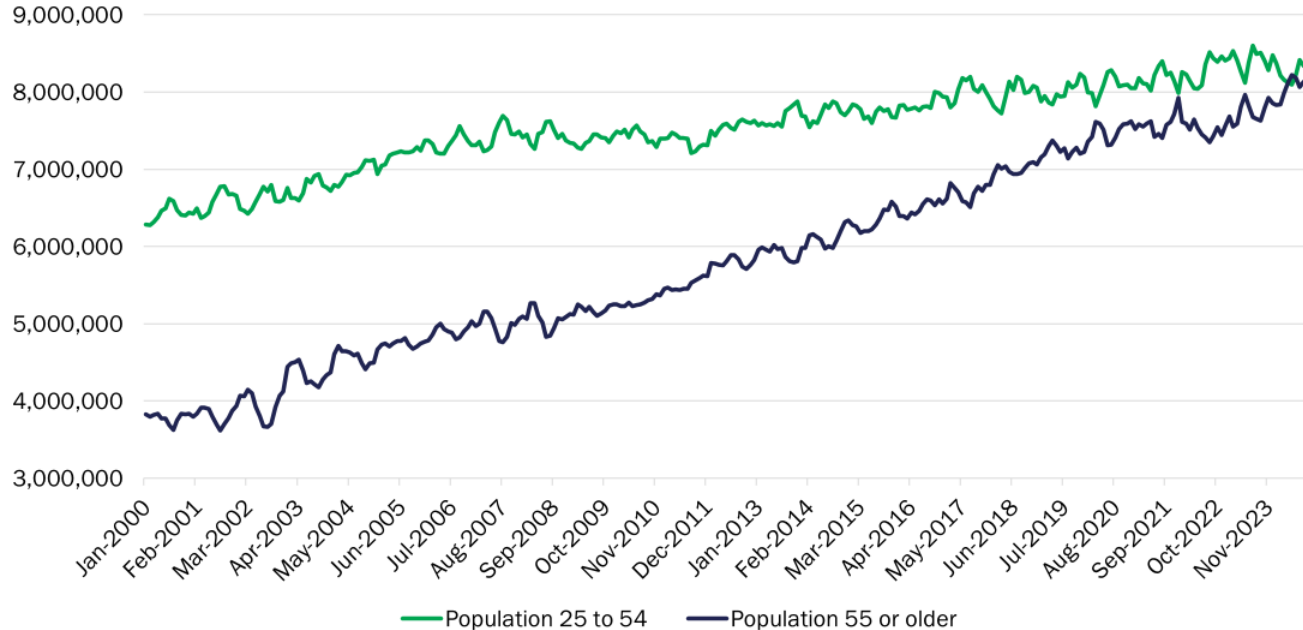
Florida's labor force peaked at approximately **11,097,000** people in March 2024. Since then, the labor force has declined for **7 consecutive months**.

In October 2024, there were an estimated **11,029,000** people in Florida's labor force, a **decrease of 68,000 people (-0.6 percent)** since March 2024.



Demographic Forces

Florida Population by Age



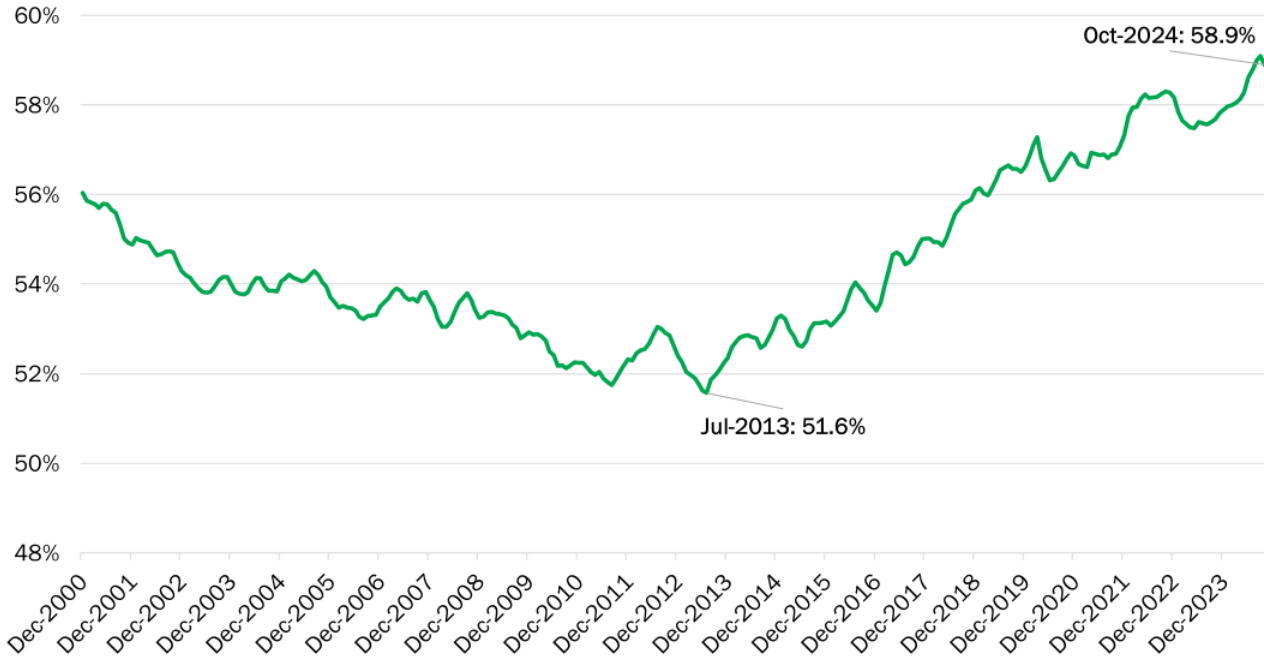
Florida's 55+ population has been growing faster than other age groups, **more than doubling in size since 2000.**

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



Retirements

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



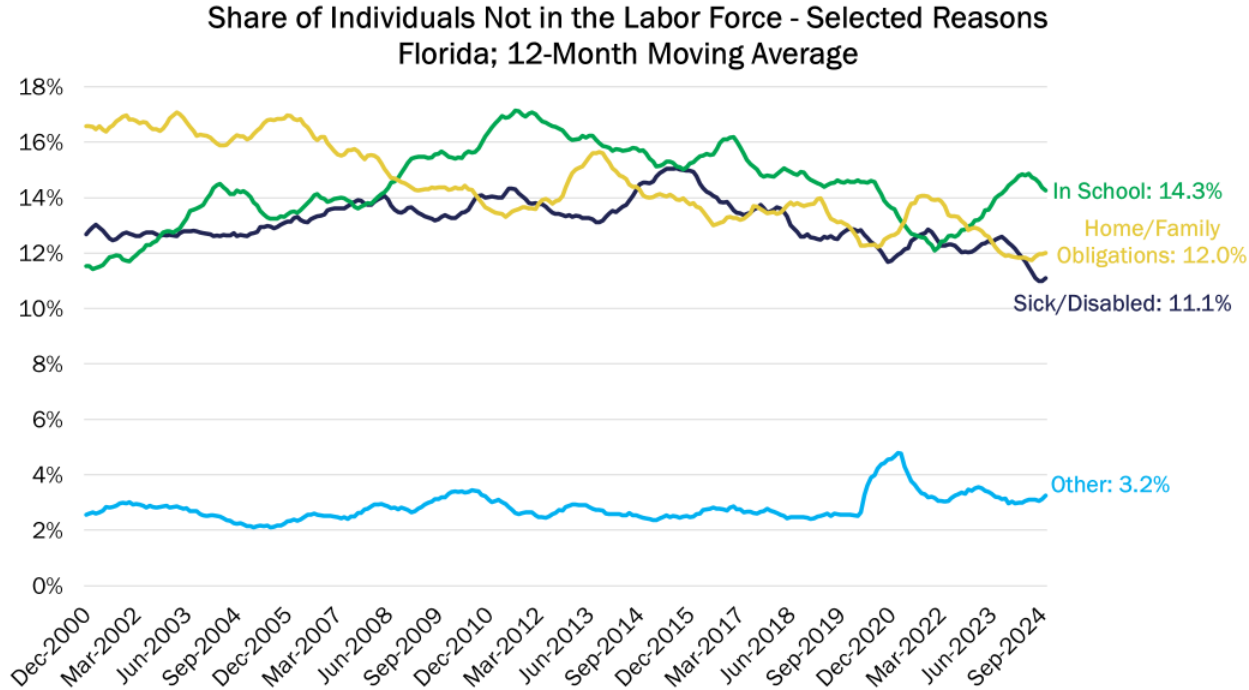
Retirement is the most commonly stated reason for not participating in the labor force.

As of October 2024, the rate of retirement among those not in the labor force is at 58.9 percent.

The number of retirees in Florida has grown by 324,000 over the last 12 months.



Other Reasons Not in Labor Force



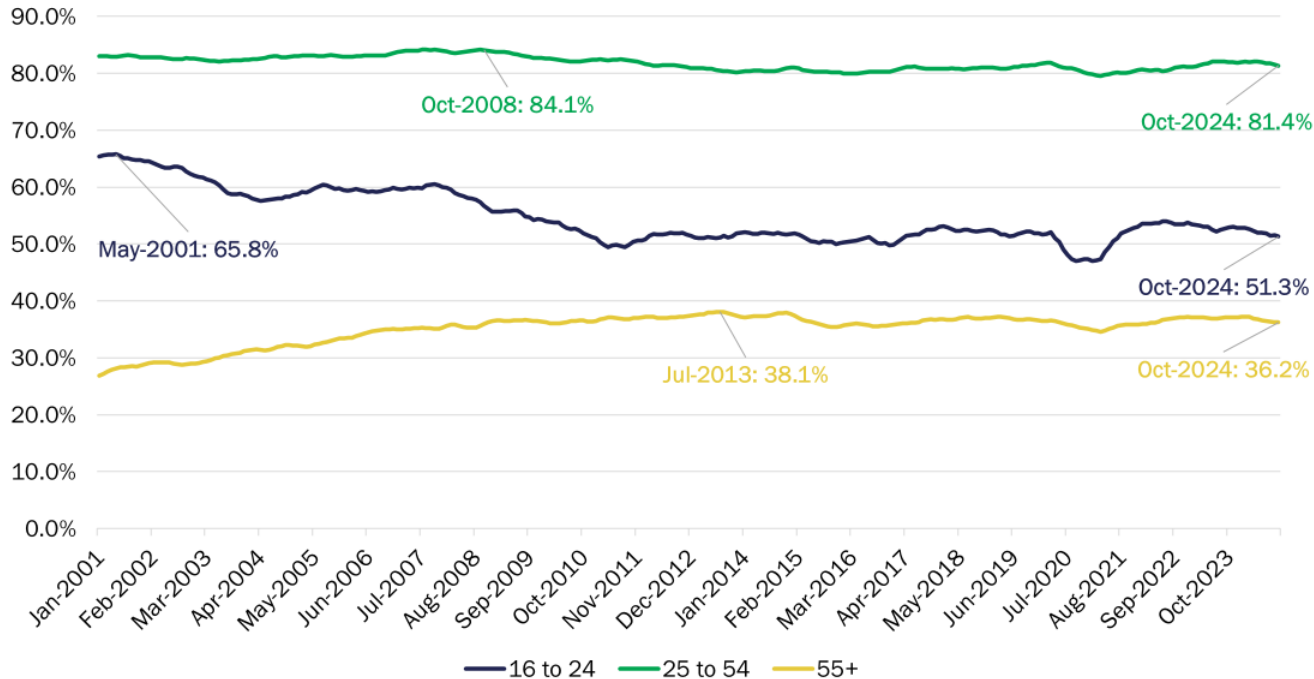
Excluding Retirement, the most common reason for not participating in the labor force is school, followed by family obligations, and disability/injury/illness.

After 2008, school consistently replaced family obligations as the 2nd most common reason behind retirement.



Labor Force Participation Rate by Age

Labor Force Participation Rate by Age in Florida; 12-Month Moving Average



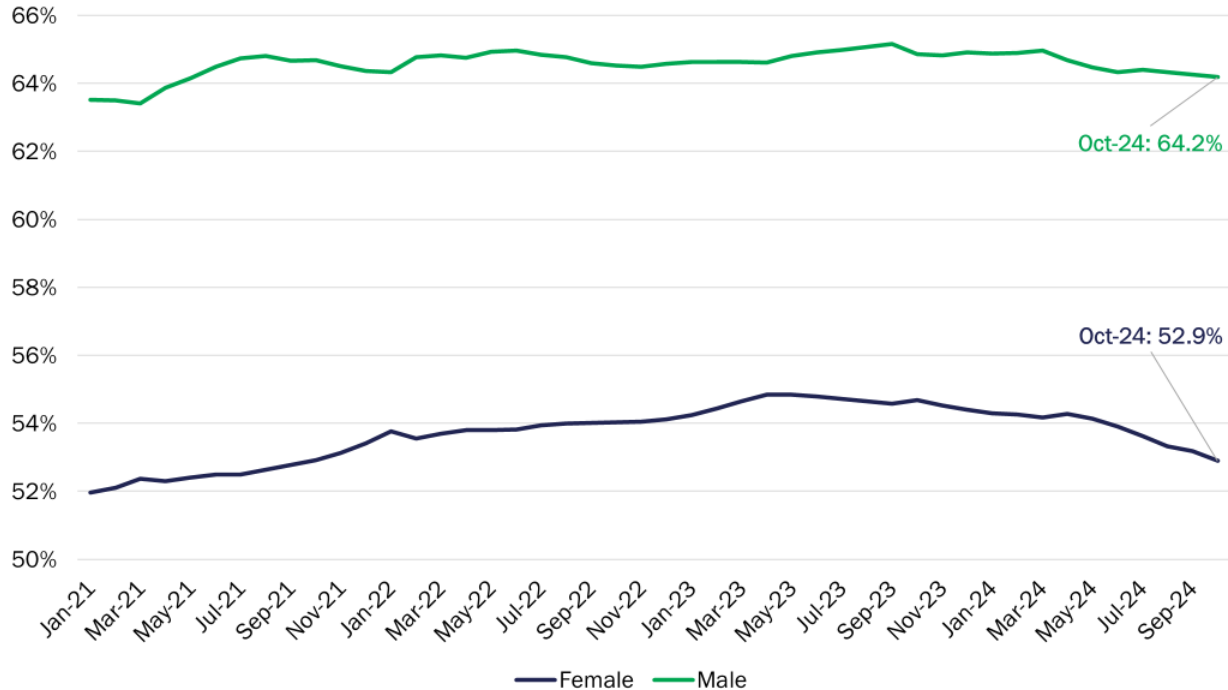
Participation among prime age (25-54) workers is **2.7 percentage points** lower than the peak in October 2008.

Youth (16-24) participation is **14.5 percentage points** lower than in May 2001.



Labor Force Participation Rate by Sex

Labor Force Participation Rate by Sex in Florida



Labor Force participation was **11.3 percentage points** lower for women than for men in October 2024.

The gap has narrowed over the last 3 years, down from **11.8 percentage points** in October of 2021.



Unemployment Rate by Veteran Status

Unemployment Rate by Veteran Status in Florida



The veteran unemployment rate averaged 2.9 percent over the last 12 months.

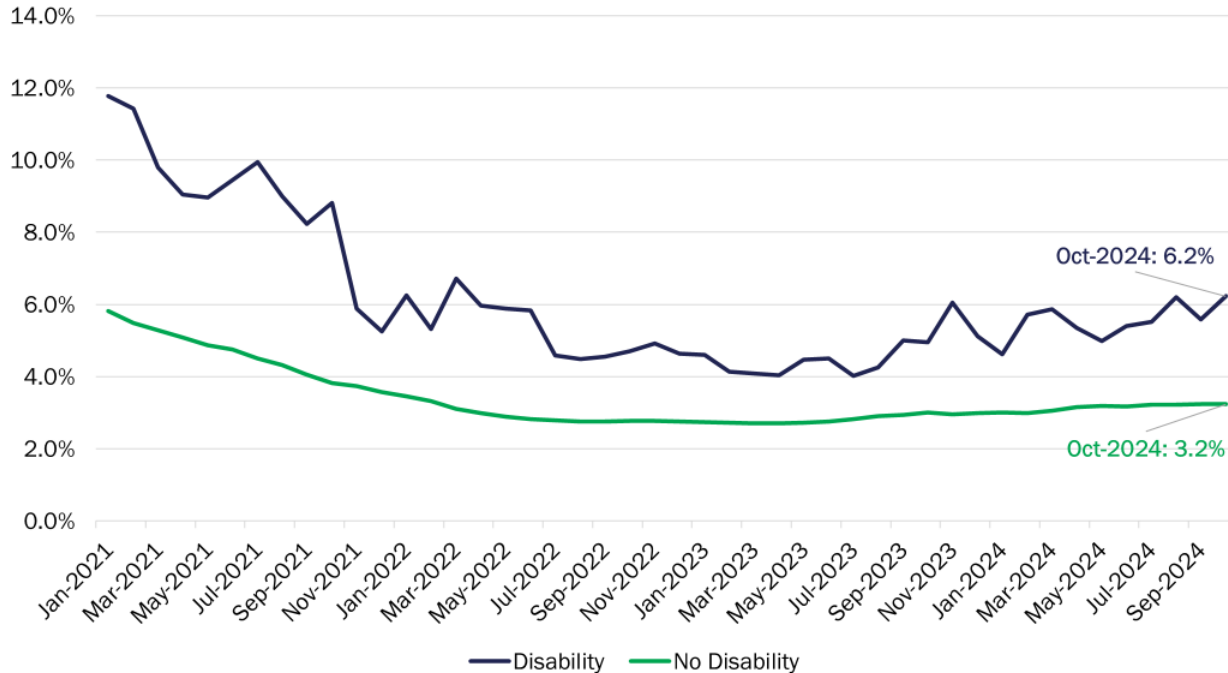
The nonveteran unemployment rate averaged 3.2 percent over the last 12 months.

The unemployment rate was 0.4 percentage points lower for veterans than for nonveterans in October 2024.



Unemployment Rate by Disability Status

Unemployment Rate by Disability Status in Florida



The unemployment rate of individuals with a disability averaged 5.6 percent over the last 12 months.

The unemployment rate of individuals without a disability averaged 3.1 percent over the last 12 months.

The unemployment rate was 3.0 percentage points lower for individuals with a disability than for those without in October 2024.





Program Performance Update

Kristy Farina *Economic Research and Program Performance*

Tuesday, December 10, 2024

Primary Indicators of Performance

Employment Indicators

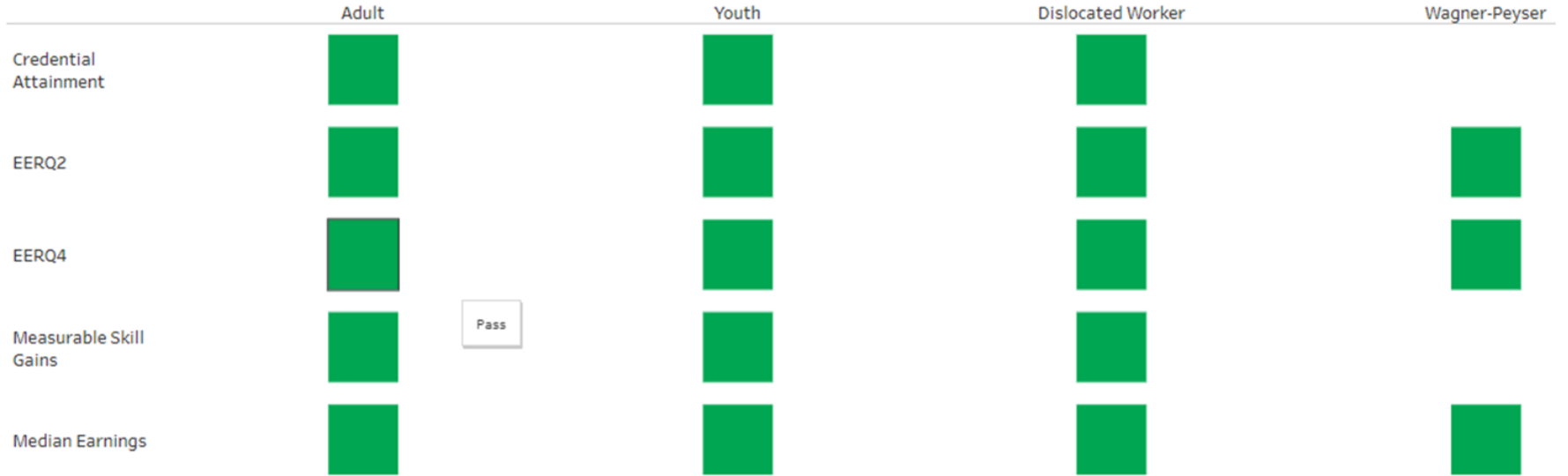
- Employment 2nd Quarter after Exit
- Employment 4th Quarter after Exit
- Median Earnings 2nd Quarter after Exit

Education/Training Indicators

- Credential Attainment Rate
- Measurable Skills Gain

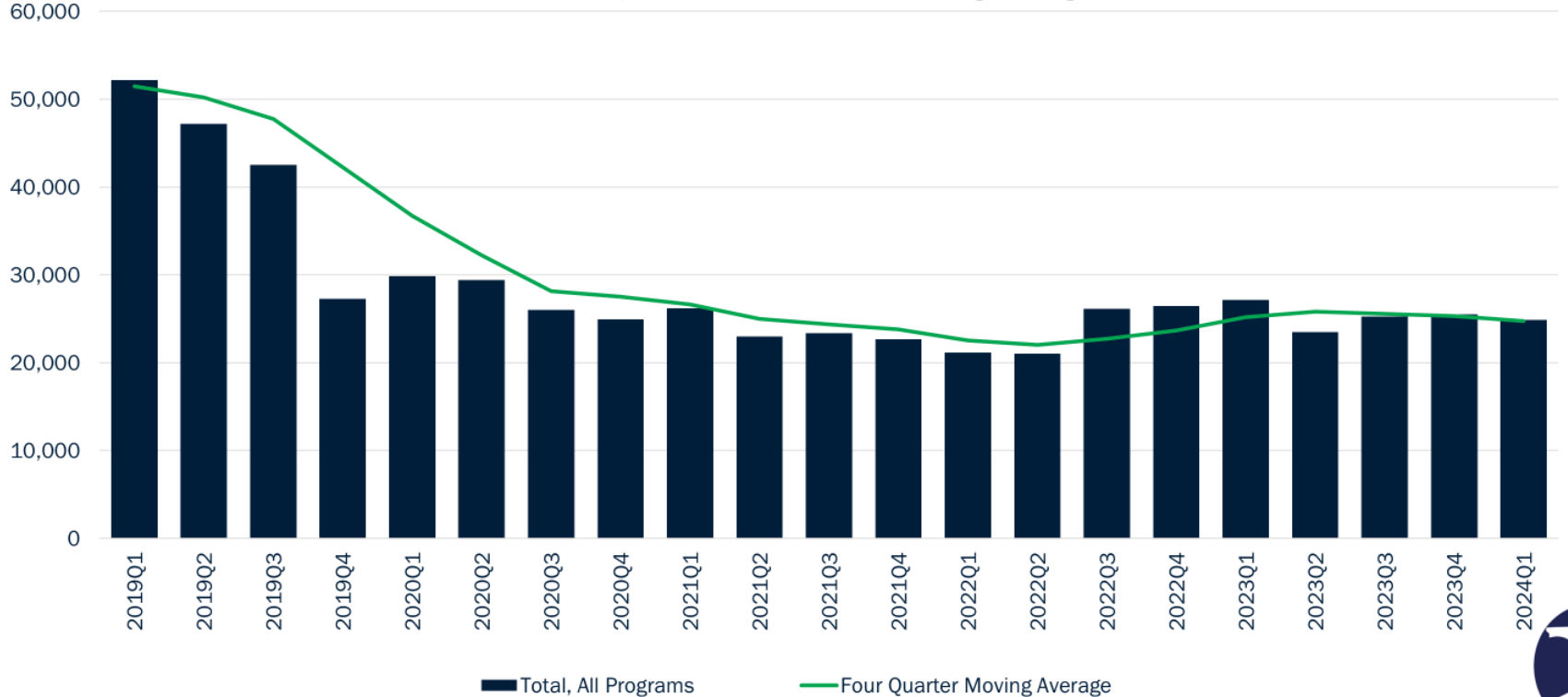


Primary Indicators of Performance



Workforce Program Enrollment

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



OPEN DISCUSSION AND PUBLIC COMMENT

Closing Remarks



Sophia Eccleston

Chair