

Joint Strategic Policy and Performance and Finance Council Meeting

August 20, 2025

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.

Finance Council Consent Item

For Consideration:

- Approval of May 20, 2025, Finance Council Meeting Minutes, to include any modifications or changes noted by the council.

Strategic Policy and Performance Council Consent Agenda

For Consideration:

- Approval of May 20, 2025, Strategic Policy and Performance Meeting Minutes, to include any modifications or changes noted by the council.
- Approve to move forward to the full State Workforce Development Board the recommended sunset of four (4) CareerSource Florida policies and their removal from the CareerSource Florida Policy Portfolio.

Action Items



Victoria Gaitanis

Vice President, Workforce Program Development

Action Item 1

Workforce Policy 106: Memorandum of Understanding and Infrastructure Funding Agreements

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended sunset of this Workforce Policy.

Workforce Policy: Action Item 2

Revisions to Workforce Policy P9: Availability of Services to Floridians

Key Policy Updates:

- Guides LWDBs in the delivery of fast and effective services to Floridians;
- Strengthens accountability and transparency to ensure consistency for customers and improved leveraging of public funds;
- Sets clear expectations for LWDBs and career centers, focusing on improved support for both job seekers and now includes expectations specific to Florida businesses; and
- Outlines expectations including those for
 - the required posting of one-stop career center hours,
 - tracking of customer satisfaction, and
 - communication across services and programs.

Action Item 2

Workforce Policy P9: Availability of Services to Floridians

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended revisions to this Workforce Policy.

Workforce Policy: Action Item 3

Revisions to Workforce Policy O15: Emergency Response and Disaster Recovery

Key Policy Updates:

- Simplifies and strengthens Florida Workforce System's response to emergencies and disaster recovery by merging three separate policies into one;
- Adds a section on cybersecurity;
- Gives LWDBs clear guidance on how to prepare for and respond to disasters, including how to use disaster-related dislocated worker grants; and
- Provides guidance designed to:
 - improve coordination,
 - increase efficiency, and
 - ensure a faster, more effective response to workforce disruptions across the state.

Action Item 3

Workforce Policy O15: Emergency Response and Disaster Recovery

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended revisions, including retitling, to this Workforce Policy.

Workforce Policy: Action Item 4

Revisions to Workforce Policy P122: Adult and Dislocated Worker Program Eligibility

Key Policy Updates:

- Adds a standardized process, in alignment with federal and state law; regulations and guidance for all LWDBs and regional workforce areas to deliver timely, effective services for this program;
- Aligns with customer service expectations in the Availability of Service to Floridians Policy (P9);
- Includes measurable performance outcomes and monitoring elements; and
- Adds key program objectives including those designed to track activities designed to increase coordination and co-enrollment across programs.

Action Item 4

Workforce Policy P122: Adult and Dislocated Worker Program Eligibility

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended revisions to this Workforce Policy.

Workforce Policy: Action Item 5

Workforce Policy WT073 - Supplemental Nutrition Assistance Program
Employment and Training Program Components and Case Management

New Policy Guidance:

- Outlines how LWDBs must operate the Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) program in alignment with Florida's SNAP E&T and WIOA Plans;
- Ensures a focus on long-term job success and self-sufficiency.
- Case managers must create plans tailored to each participant's career goals, guiding service delivery and resource use while maintaining accountability and alignment with both state and federal objectives.

Action Item 5

Workforce Policy WT073 - Supplemental Nutrition Assistance Program Employment and Training Program Components and Case Management

For Consideration:

- Approve to move forward to the full State Workforce Development Board this new Workforce Policy.

Financial Operations Update

Fiscal Year 2024-25 CareerSource Florida Network Funding Results



Dana Davis, CPA

Chief Financial Officer

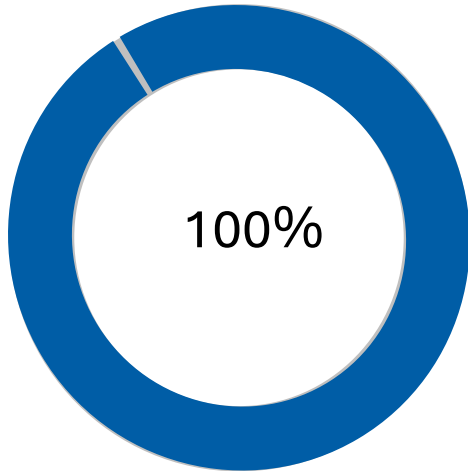
Fiscal Year 24/25: Apprenticeship Navigators (1 Year Funding)

Original Awards: \$1,670,000

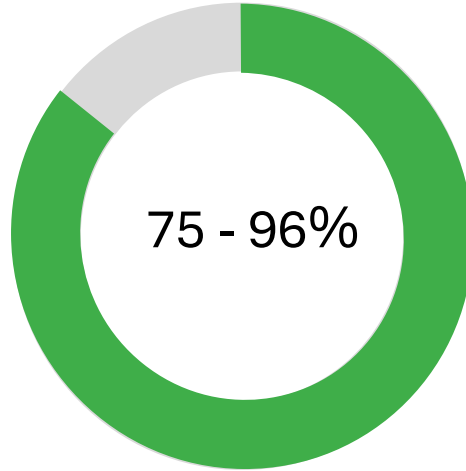
Revised Awards: \$1,545,263

Network LTD Expenses: \$1,359,695

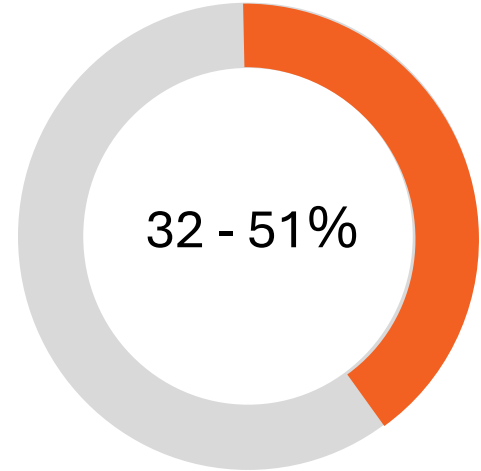
Network % of Spend: 88%



10 Boards



7 Boards



4 Boards

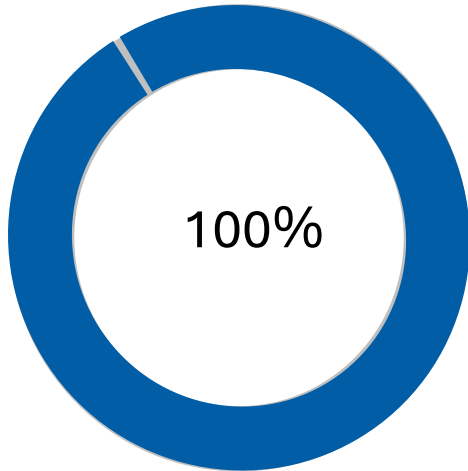
Fiscal Year 24/25: Hope Florida Navigator (1 Year Funding)

Original Awards: \$1,500,000

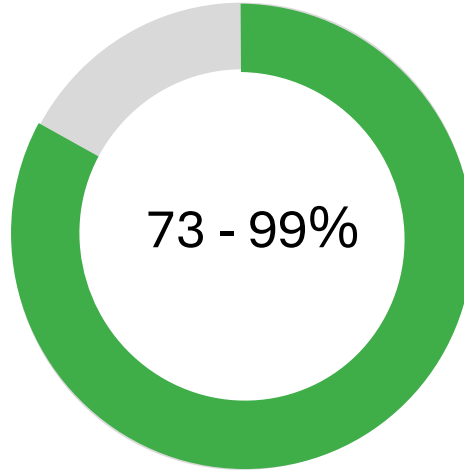
Network % of Spend: 86%

Revised Awards: \$1,080,461

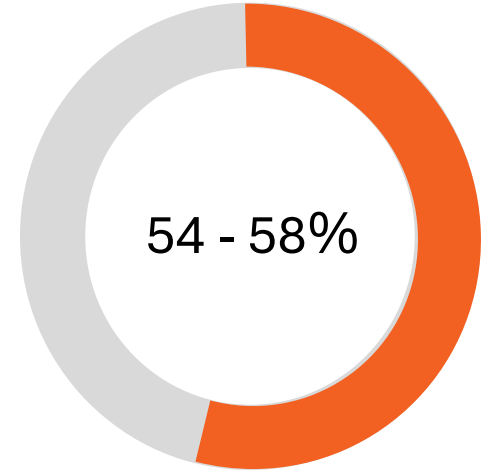
Network LTD Expenses: \$ 933,058



8 Boards



6 Boards



4 Boards

Note: Three LWDBs did not utilize funds.

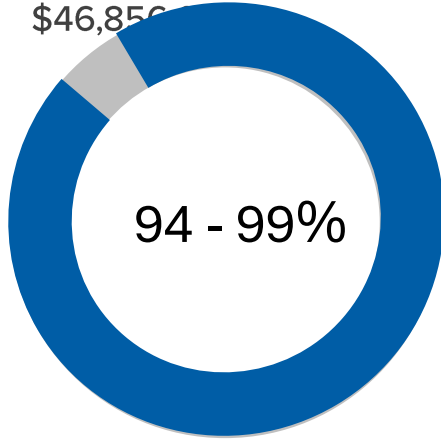
Fiscal Year 24/25: Welfare Transition (1 Year Funding)

Original Awards: \$52,514,907

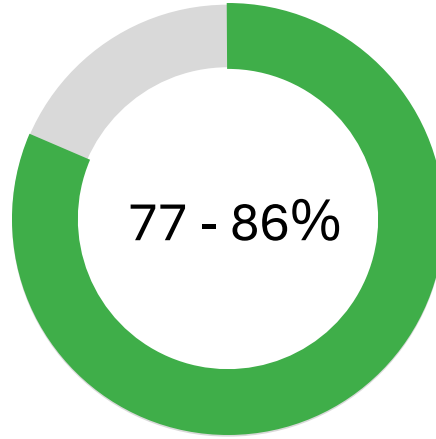
Network % of Spend: 87%

Revised Awards: \$53,909,907

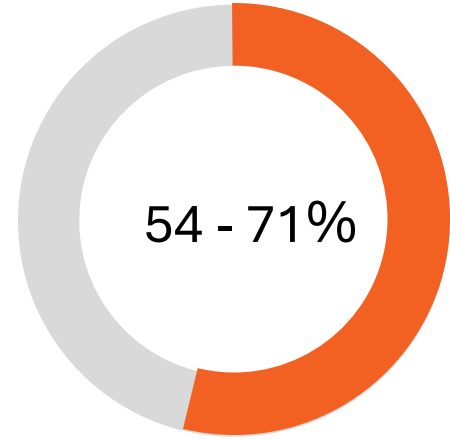
Network LTD Expenses:
\$46,856



7 Boards



8 Boards



6 Boards

Note: 23/24 Network % of Spend: 100%. 24/25 funds can be spent through 8/31/2025.

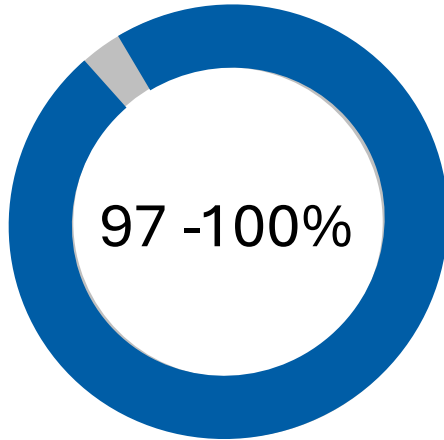
Fiscal Year 24/25: WIOA Dislocated Worker (2 Year Funding)

Original Awards: \$24,864,259

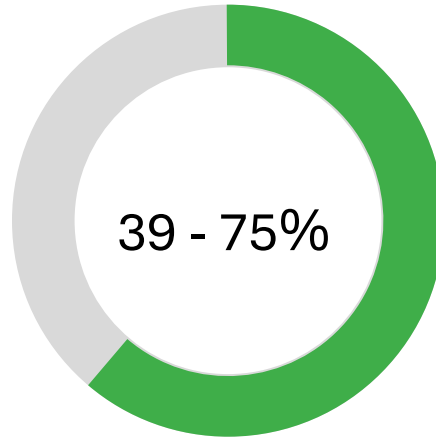
Revised Awards: \$30,724,365

Network LTD Expenses: \$13,541,706

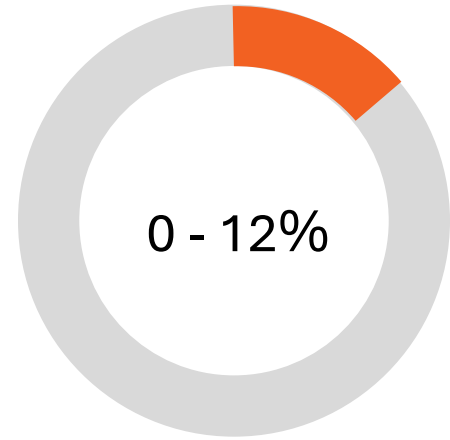
Network % of Spend: 44%



2 Boards



7 Boards



12 Boards

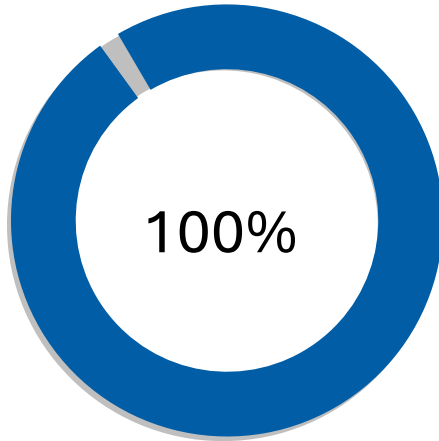
Note: 23/24 Network % of Spend: 97%

Fiscal Year 24/25: WIOA Adult (2 Year Funding)

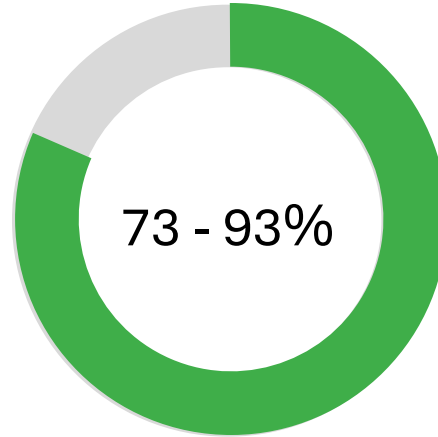
Network Awards: \$30,709,812

Network % of Spend: 70%

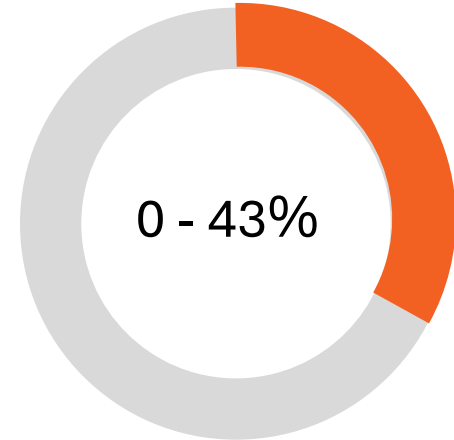
Network LTD Expenses: \$21,364,751



5 Boards



9 Boards



7 Boards

3 LWDB Spent 1% or Less

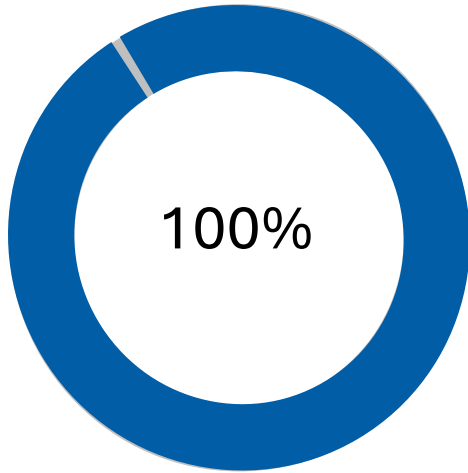
Note: 23/24 Network % of Spend: 99.9%

Fiscal Year 24/25: WIOA Youth (2 Year Funding)

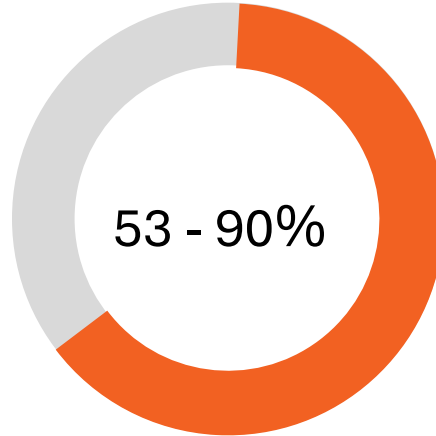
Network Awards: \$30,022,909

Network % of Spend: 66%

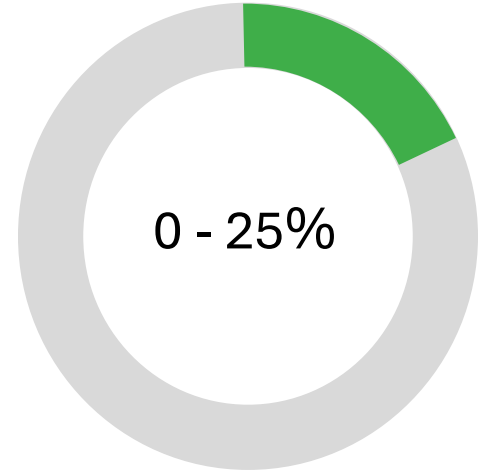
Network LTD Expenses: \$19,798,247



3 Boards



14 Boards



5 Boards

3 LWDB Spent 5% or Less

Note: 23/24 Network % of Spend: 98.9%

Fiscal Year 24/25: Set Aside Initiatives

Military Family Employment (1 Yr)

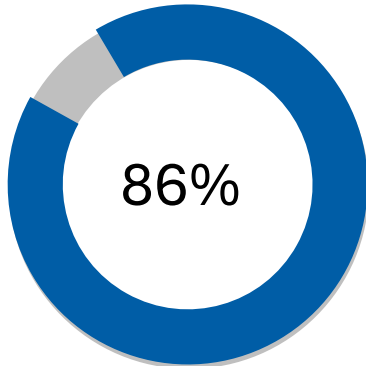
Original Awards: \$971,782
Revised Awards: \$615,919
Network LTD Expenses: \$530,760

AI Incumbent Worker Training (1 Yr)

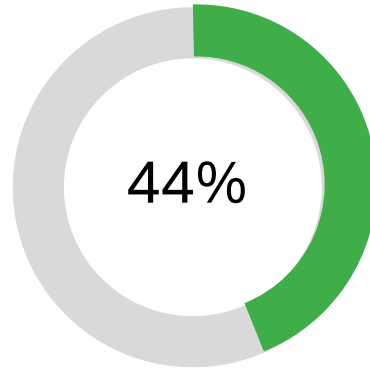
Original Awards: \$925,000
Network Awards: \$710,000
Network LTD Expenses: \$311,198

WIOA Supplemental Funding (2 Yr)

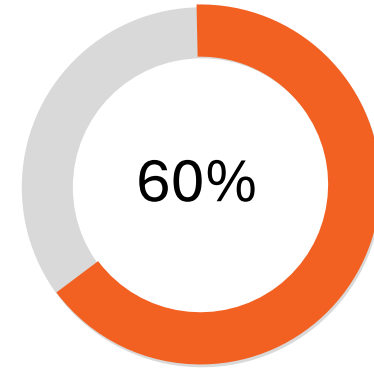
Network Awards: \$3,416,901
Network LTD Expenses: \$2,059,619



5 Boards
Allocated Funding



5 Boards
Allocated
Funding



12 Boards
Allocated
Funding

Training Grants Update



Malissa Counts

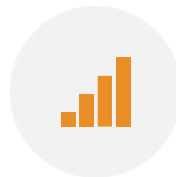
Grants Manager

Executed Contracts Ending June 30, 2025

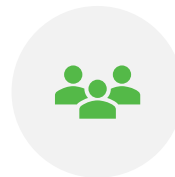
Incumbent Worker Training Grant \$3 Million



54
Contracts Signed



\$2,824,973
Grants Award



2,869
Trainees

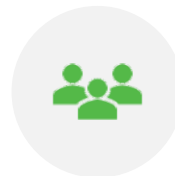
Quick Response Training Grant \$7.5 Million



27
Contracts Signed



\$7,497,400
Grants Award



2,236
Trainees

FY 24-25 IWT Funding Priorities



\$391,820
MASTER CREDENTIAL LIST



\$600,193
NONPROFIT HOSPITAL



\$412,241
SKILL UPGRADE PROPOSAL



\$907,686
SMALL/RURAL EMPLOYERS

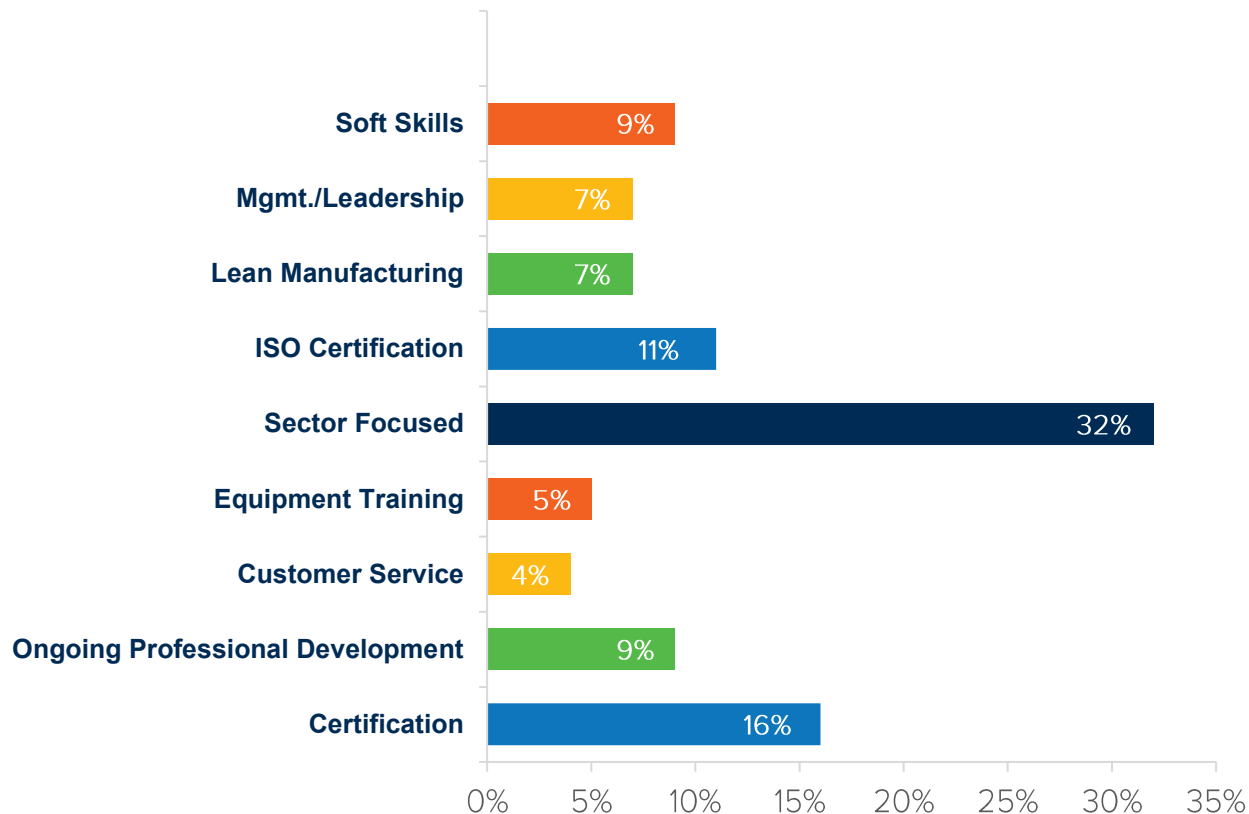


\$214,645
QUALIFIED INDUSTRY/STRATEGY

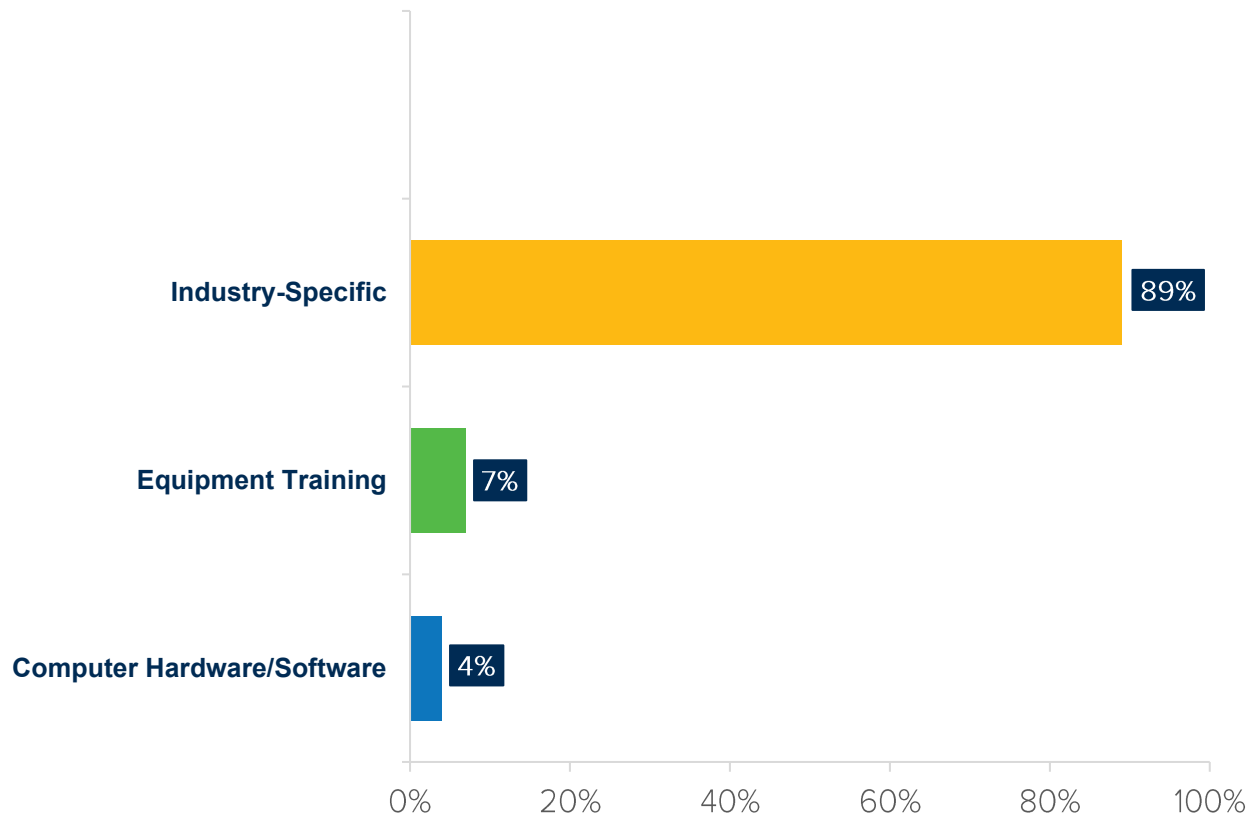


\$298,388
OTHER

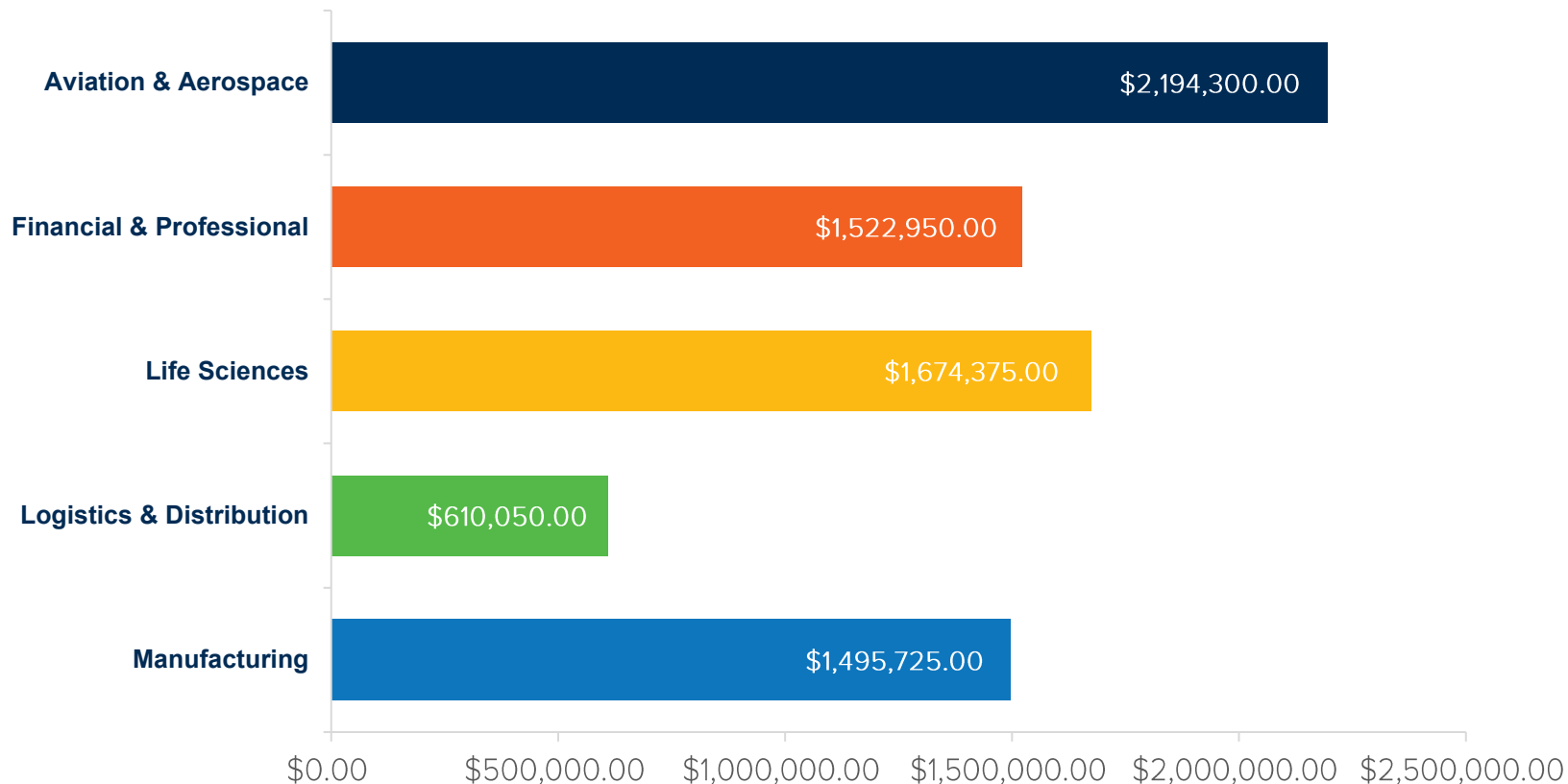
IWT Training Type Breakdown



FY 24-25 QRT Training Type Breakdown



FY 24-25 Target Sector QRT



Master Credentials List Update and Credential Inventory Database Update



Elizabeth Glenn

Director of Planning and Evaluation, Workforce Program Development

2025-2026 MCL Credential Review

Quarterly Update

Type of Review	Recommended	Denied
27 Applications Received		
134 Total Credentials Reviewed Consisting of: 13 Unduplicated & Valid Applications, 13 Credentials for Internal Review, 17 New Programs of Study, 43 New Registered Apprenticeship Programs and 48 Registered Apprenticeship Programs Discontinued		
4 New Credential Applications	2 Recommended for addition to Master Credentials List	2 Denied for addition to Master Credentials List
5 Existing Credentials seeking to resolve Demand Deficiencies	5 Recommended for flag Removal	
3 Existing Credentials seeking to resolve Wage/SOC Deficiencies		3 Denied for Flag Removal
1 Application for Existing Credential seeking CAPE Review		1 Denied for CAPE Post-secondary

Master Credentials List

Quarterly Total Update

Type of Credential	25-26 MCL
Degree Programs of Study (AS and AAS)	296
Non-Degree Programs of Study	879
Apprenticeships	592
Industry Certifications	579
K-8 CAPE Digital Tools	42
TOTAL	2,388

As of 8/7/2025



Credential Inventory Database



Application Types

Application Type

New Credential Application ▼

--None--

✓ New Credential Application

Flag Resolution for Demand

Flag Resolution for Wage/Sequencing

Agriculture Credential

Application Statuses

Application Type

New Credential Application

Application Status

New

--None--

✓ New

Submitted

Eligible for MCL

Not Eligible for MCL

Returned for Additional Information

Approval Step Status

Application Type

New Credential Application ▼

Application Status

New ▼

Approval Step Status

--None-- ▼

✓ --None--

CareerSource Review

Partner Review

Board Review

Final Approval

Rejected

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



Erin Sampson

Director, CareerSource Florida, Workforce Program
Development

2024-25 Set-Aside Summary

Set Aside Initiatives Impact:

Individuals Served: **6,500+**

Training Services Provided:
1,500+

Credentials Received: **750+**

Participants Employed: **950+**

Top 3 Credential Types:

Occupational Skills Certificate
or Credential

Other Recognized Diploma,
Degree, or Certificate

Occupational Skills License

Top 3 Occupations:

Transportation and Material
Moving

Production Workers

Healthcare Practitioners and
Technical

Average Wage for Employment: \$20.53/hour (\$42,712/year)

Average Wage Growth for Employed Participants: \$1,628

Accomplishments:

- Established partnerships to provide referrals through a combined, unified system.
- Established data touchpoints with LWDBs to drive service to participants.

Cumulative Program Impact 2023-2025:

- Participants Served: 5,252
- Training: 186
- Credentials Earned: 131
- Employed: 427

Success Story

'From Seeking Help to
Serving Others: Making a
Difference Every Day'

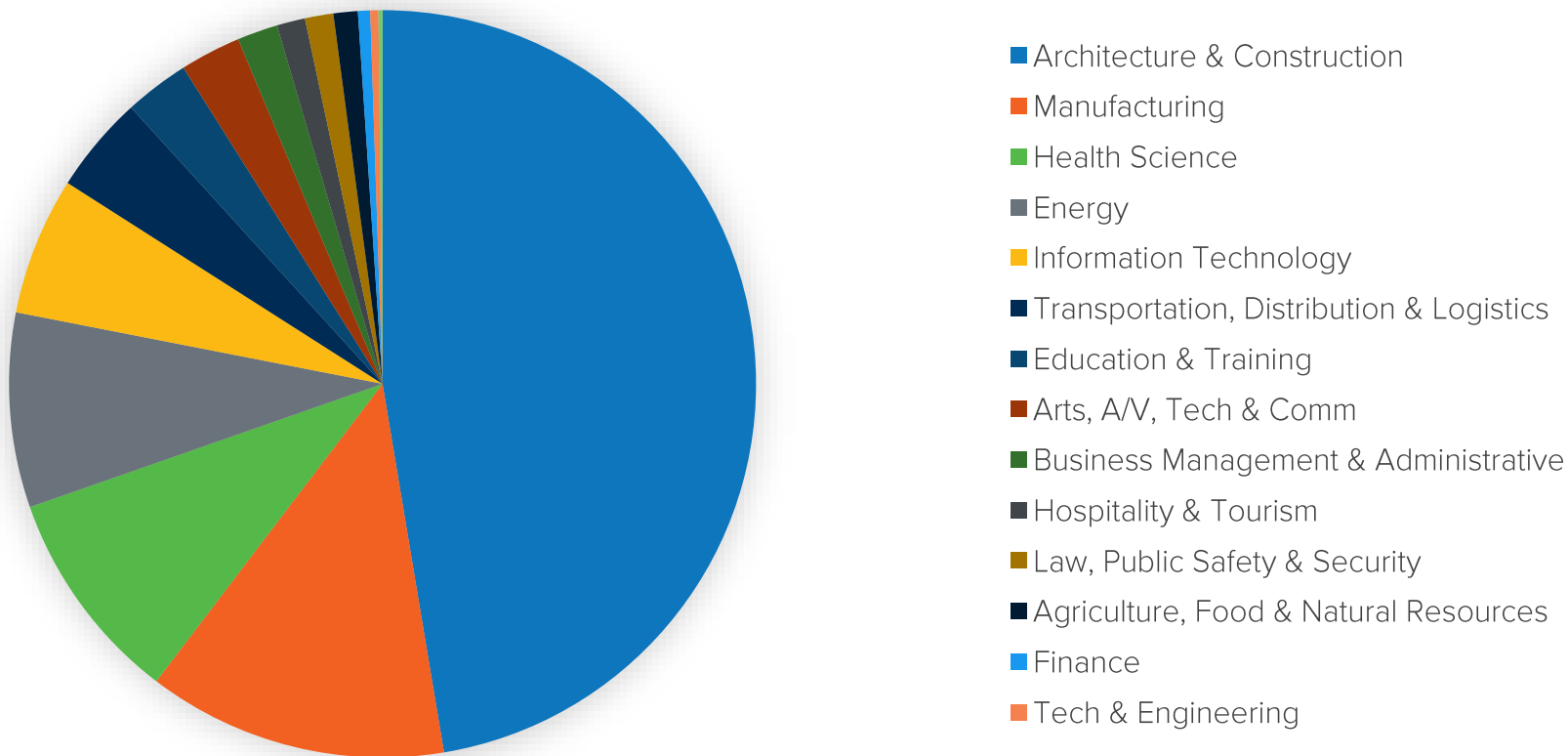
Accomplishments:

- Designated Apprenticeship Navigator at 21 LWDBs to provide direct assistance and supportive services to employers and apprentices about registered apprenticeship programs (RAP).
- Provided financial support to qualified apprentices while in the FDSA RAP.

Program Impact 2024-2025:

- Participants Served: 760
- Training: 324
- CSF Navigator Facilitation of new RAPs: 47%

FL Registered Apprenticeships Programs



Data Source: FDOE-DCAE Apprenticeship Contacts

Success Stories

'Building Healthcare Careers
Through Apprenticeship'

'A Turnaround for Glades
County Sheriff's Office'

Accomplishments:

- Enhanced workforce development services in Florida's rural communities by supporting LWDBs in expanding access to job seeker services to employers and residents in rural areas facing unique economic challenges.

Program Impact 2024-2025:

- Participants Served: 210
- Training: 162
- Credentials Earned: 70
- Employed: 78

Other Impacts:

- Covering costs associated with keeping rural one-stop offices open, including:
 - Staff and travel costs
 - Job fairs and career exploration and recruitment events, serving 700+ youth and 1,200+ job seekers.

Success Story

'Advancing Workforce
Training Through Rural
Initiative Funding'

2025-2026 Set Aside Initiatives

- Building upon the work of the 2024- 2025 Set Asides, the 2025-2026 SWDB approved set aside initiatives have aligned strategic focus areas into 4 distinct initiatives to provide comprehensive support to:
 - Leverage funding that addresses specific challenges;
 - Coordinate resources and services;
 - Meet the workforce needs of business and industry; **and**
 - **Cultivate partnerships to build effective implementation and sustainability in workforce development.**

PY 25/26 LWDB Focused Set-Aside Initiatives

WIOA Discretionary		Wagner-Peyser 7(b)	
Rural Workforce Initiative	\$2,000,000	Florida Network Navigator Positions -Apprenticeship Navigators	\$4,150,000
Sectors of Strategic Focus -Healthcare - Manufacturing -Transportation -AI IWT -HOPE FL -Veterans	\$3,000,000	-Hope Florida Navigators -Military Family Employment Advocacy Navigator	
Youth Career Exploration	\$750,000		

LWDB Performance Accountability



Daniel Harper

Workforce Program Research &
Analysis Manager,
FloridaCommerce



Mark Baird

Deputy Director, REACH Office



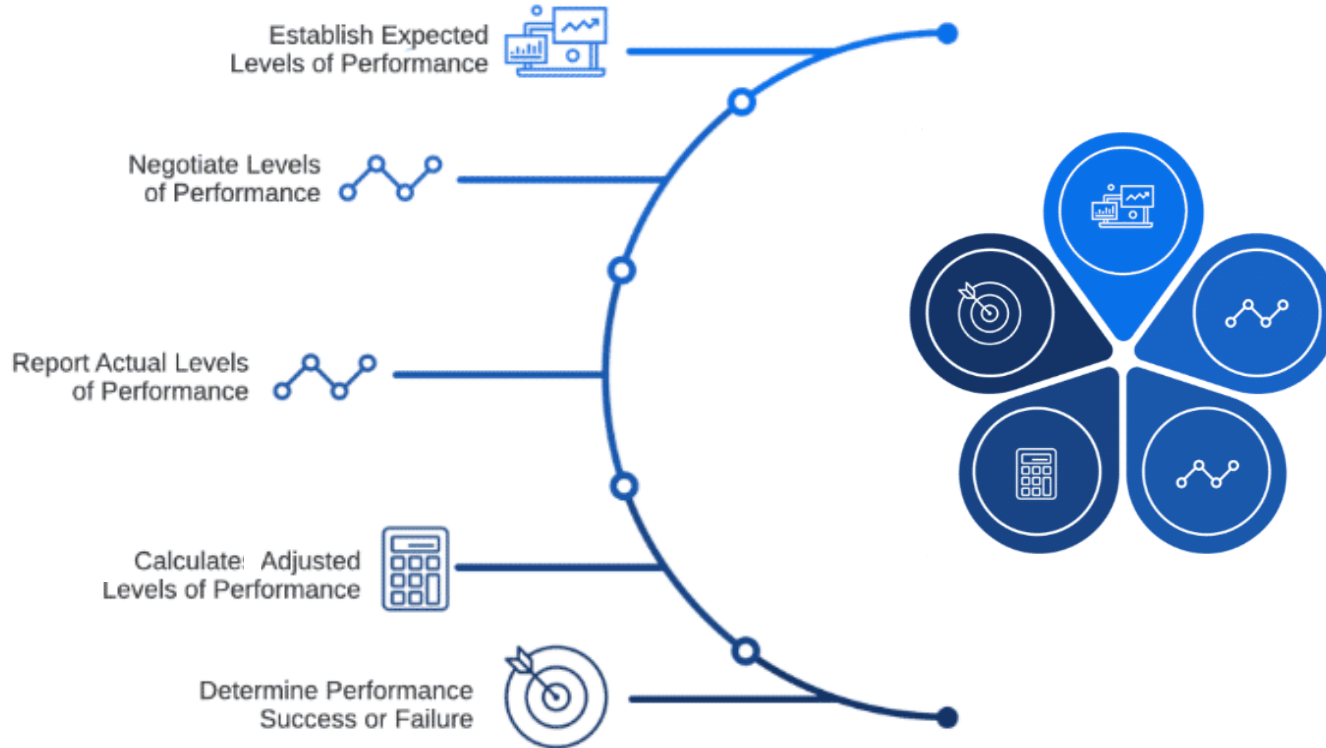
WIOA Performance Assessments

Daniel Harper, Workforce Program Research & Analysis Manager

Bureau of Workforce Statistics and Economic Research

August 2025

WIOA Accountability Life Cycle



WIOA Primary Indicators of Performance

WIOA Programs

- Wagner Peyser
- Adults
- Dislocated Workers
- Youth

WIOA Performance Metrics

- Employment Rate 2nd Quarter after Exit
- Employment Rate 4th Quarter after Exit
- Median Earnings 2nd Quarter after Exit
- Credential Attainment Rate
- Measurable Skill Gains

18 WIOA indicators where goals are estimated, negotiated, adjusted, and assessed for each LWDB totaling 432 end of the year assessments statewide



WIOA Performance Assessments

Total of 432 assessments

83%

358 passed the adjusted goal



17%

74 did not meet the threshold



Of the 74 that did not meet the threshold, 30 did not meet in two consecutive years



WIOA Performance Assessments

Customer Group	Measure	Total Pass	Total Failures	Total Consecutive Failures
Adult	Credential Attainment	17	7	6
	Employment Rate 2nd Qtr After Exit	22	2	0
	Employment Rate 4th Qtr After Exit	24	0	0
	Median Wage 2nd Qtr After Exit	22	2	1
	Measurable Skill Gains	22	2	1
Dislocated Worker	Credential Attainment	13	11	6
	Employment Rate 2nd Qtr After Exit	19	5	0
	Employment Rate 4th Qtr After Exit	17	7	2
	Median Wage 2nd Qtr After Exit	17	7	4
	Measurable Skill Gains	20	4	3
Youth	Credential Attainment	10	14	4
	Employment Rate 2nd Qtr After Exit	14	10	2
	Employment Rate 4th Qtr After Exit	22	2	1
	Median Wage 2nd Qtr After Exit	23	1	0
	Measurable Skill Gains	24	0	0
Wagner-Peyser	Employment Rate 2nd Qtr After Exit	24	0	0
	Employment Rate 4th Qtr After Exit	24	0	0
	Median Wage 2nd Qtr After Exit	24	0	0
Total		358	74	30



Contact Us

Thank You.

If you have questions or comments about this presentation, please contact us.



Daniel Harper

Email: Daiel.Harper@Commerce.fl.gov

Office: Bureau of Workforce Statistics and Economic Research



Local Workforce Development Boards: State Letter Grades



Mark Baird

Deputy Director, REACH Office

LETTER GRADES – OVERVIEW

- Letter Grades were developed by the Governor's Office of Reimagining Education and Career Help (REACH) in consultation with local boards, the Florida Department of Commerce, and CareerSource Florida.
- As required by the REACH Act, a majority of the grade is based on the improvement by each local workforce development board in the long-term self-sufficiency of participants.
- In consultation with CareerSource Florida and the Florida Department of Commerce, the REACH Office sets the **targets** for each metric using past performance data to calibrate the metrics.
- Adjustments are made as needed to ensure fair, attainable goals with room for continuous improvement.

LETTER GRADES – PY2024 MEASURES

1	Participants with Increased Earnings
2	Reduction in Public Assistance
3	Employment and Training Outcomes
4	Participants in Work-Related Training
5	Continued Repeat Business
6	Year-Over-Year Business Penetration
7	Completion-to-Funding Ratio
8	Extra Credit: Serving Individuals in SNAP, TANF, Adult Education, Blind Services or Vocational Rehabilitation

LETTER GRADES – FORMULA CHANGES

PY 2022 Definitions and Weights

<u>Metric 1</u>	<u>Metric 2</u>	<u>Metric 3</u>	<u>Metric 4</u>	<u>Metric 5</u>	<u>Metric 6</u>	<u>Metric 7</u>	<u>Metric 8</u>
Participants with Increased Earnings	Reduction in Public Assistance	Employment and Training Outcomes	Participants in Work-Related Trainings	Continued Repeat Businesses –	YOY Business Penetration	Completion-to-Funding Ratio	Serving Individuals on Public Assistance (Extra Credit)
Target: 45% 25 points	Target: 35% 25 points	Target: 100% 20 points	Target: 25% 10 points	Target: 35% 5 points	Target: 100% 5 points	Target: 100% 10 points	Target: 50% 5 points

PY 2023 Definitions and Weights

<u>Metric 1</u>	<u>Metric 2</u>	<u>Metric 3</u>	<u>Metric 4</u>	<u>Metric 5</u>	<u>Metric 6</u>	<u>Metric 7</u>	<u>Metric 8</u>
Target: 50% 25 points	Target: 50% 25 points	Target: 100% 20 points	Target: 25% 10 points	Target: 35% 5 points	Target: 100% 5 points	Target: 100% 10 points	Serving Individuals in SNAP, TANF, Adult Education, Blind Services or Vocational Rehabilitation (Extra Credit) Target: 55% 5 points

LETTER GRADES – FORMULA CHANGES, CONTINUED

No Change in PY2024

PY 2025 Definitions and Weights

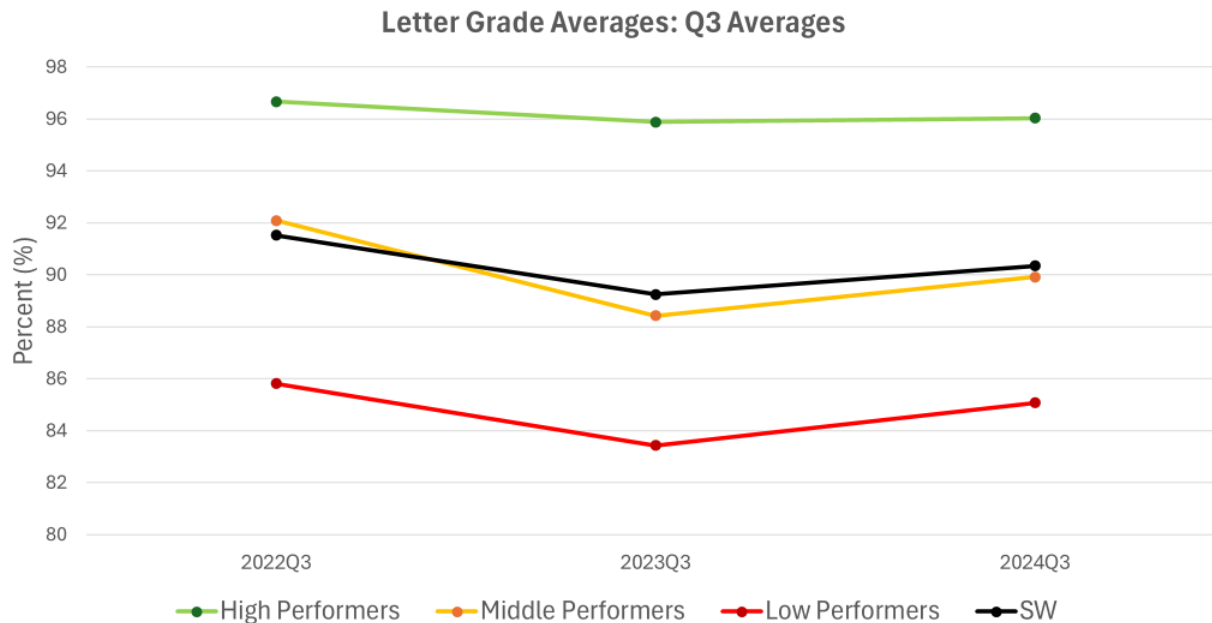
<u>Metric 1</u>	<u>Metric 2</u>	<u>Metric 3</u>	<u>Metric 4</u>	<u>Metric 5</u>	<u>Metric 6</u>	<u>Metric 7</u>	<u>Metric 8</u>
Target: 50% 25 points	Target: 50% 25 points	Target: 100% 20 points	Target: 25% 10 points	Target: 35% 5 points	Target: 100% 5 points	Target: 100% 10 points 5 points	(Extra Credit) Target: 55% 5 points

LETTER GRADE SCORE PY2024 Q3 SNAPSHOT AND 3-YEAR TIME SERIES

PY2024Q3	
LWDB	Weighted Grade Extra Credit
23*	103.92
22	96.83
24	95.79
12*	95.32
28	93.67
18	93.52
20	93.18
8	92.45
3	92.1
5	89.69
16	89.66
27	89.16
26	88.25
19	88.16
1	87.65
2	87.23
10	85.79
21	85.12
6	84.57
4**	83.64
17	81.53

* High performance for all three PYs

** Low performance for all three PYs



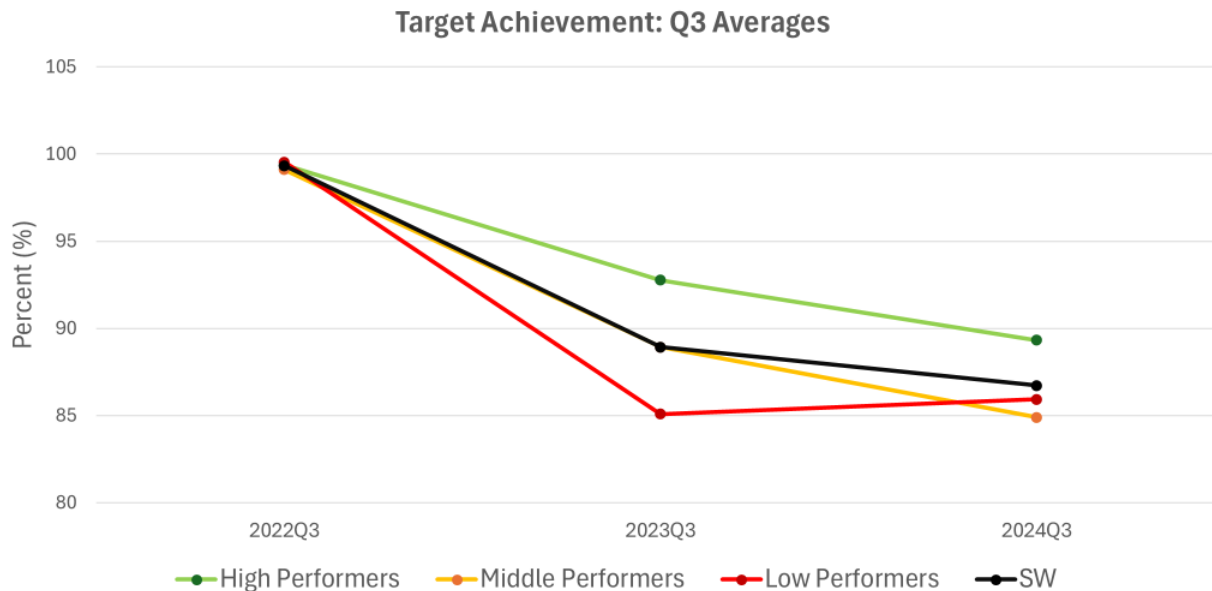
ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	96.67	92.10	85.82	91.53
2023Q3	95.89	88.43	83.44	89.25
2024Q3	96.03	89.92	85.08	90.34

MEASURE 1 - PARTICIPANTS WITH INCREASED EARNINGS

PY2024Q3	
LWDB	Target Achievement
24	100
23*	99.28
4	99.04
5	98.44
3	95.62
2	95.06
12*	93.14
18	92.22
6	90.26
10	90.16
19	88.22
22	87.12
27	83.6
20	81.06
8	80.04
1	78.24
17	74.98
16**	74.88
21	73.78
26	73.5
28	72.52

* High performance for all three PYs

** Low performance for all three PYs



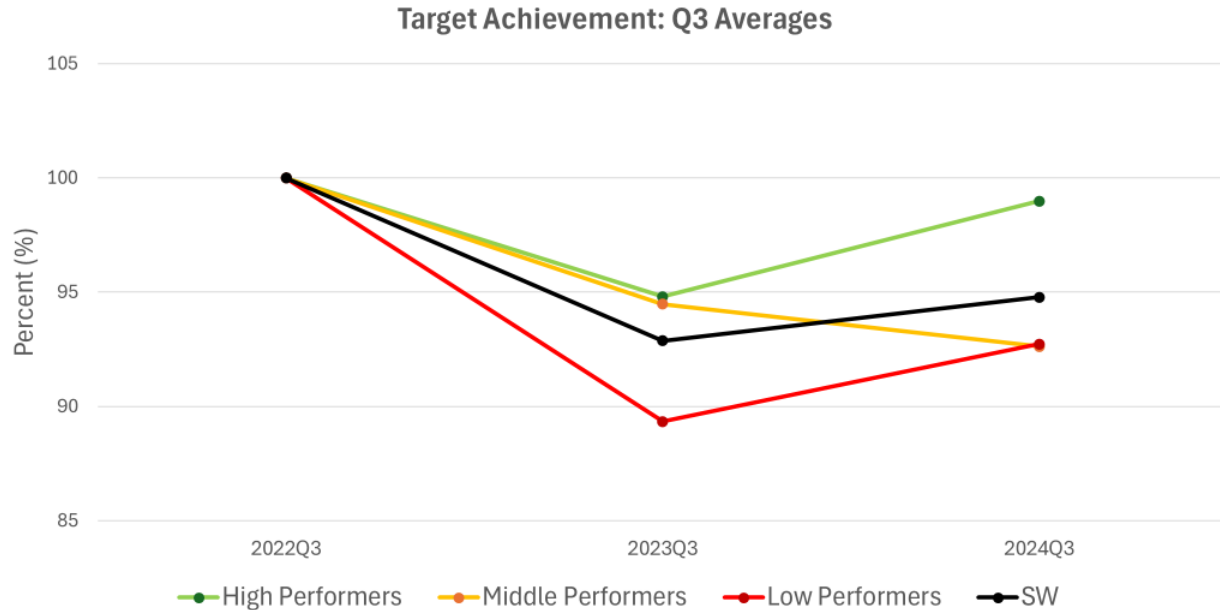
ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	99.37	99.11	99.55	99.34
2023Q3	92.78	88.93	85.08	88.93
2024Q3	89.33	84.90	85.93	86.72

MEASURE 2 – REDUCTION IN PUBLIC ASSISTANCE

PY2024Q3	
LWDB	Target Achievement
22*	100
23	100
24	100
18	99.02
12*	98.34
16	98.34
2	98.3
8	98.12
20	97.76
28	97.76
21	94.12
10	94.04
27	93.94
26	91.92
4	91.44
1	91.4
5	91.4
17	89.96
6	89.88
19	89.78
3	84.84

* High performance for all three PYs

** Low performance for all three PYs



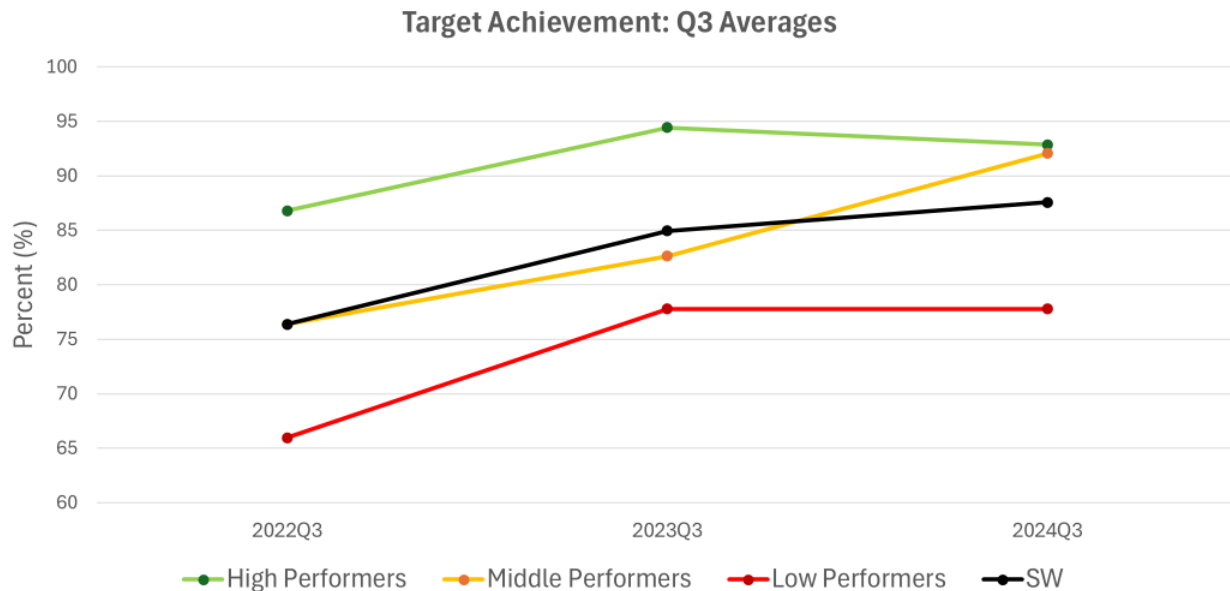
ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	100.00	100.00	100.00	100.00
2023Q3	94.81	94.48	89.34	92.88
2024Q3	98.98	92.62	92.73	94.78

MEASURE 3 – EMPLOYMENT AND TRAINING OUTCOMES

PY2024Q3	
LWDB	Target Achievement
16	100
20*	100
22*	100
23*	100
8	94.44
27	94.44
28	94.44
1	88.89
3	88.89
5	88.89
18	88.89
19	88.89
26	88.89
2	83.33
12	83.33
21	83.33
24	83.33
4**	77.78
6	77.78
10	66.67
17	66.67

* High performance for all three PYs

** Low performance for all three PYs



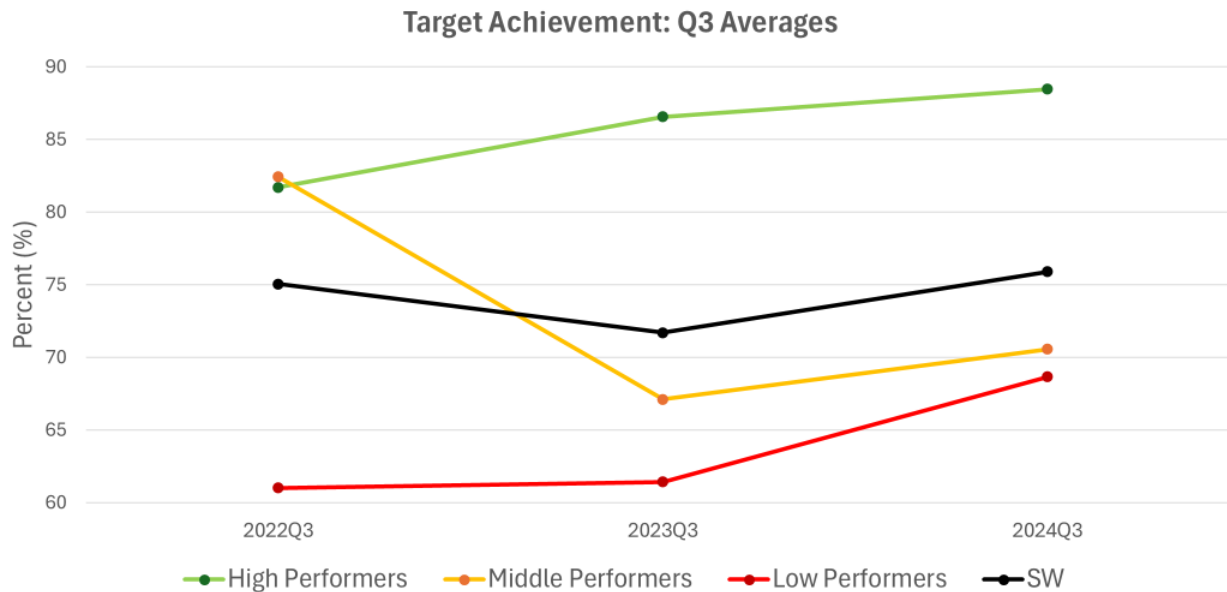
ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	86.81	76.39	65.97	76.39
2023Q3	94.44	82.64	77.78	84.95
2024Q3	92.86	92.06	77.78	87.57

MEASURE 4 – PARTICIPANTS IN WORK-RELATED TRAINING

PY2024Q3	
LWDB	Target Achievement
8*	100
10*	100
12*	100
22*	100
24*	100
26	100
23	91
2	85.84
28	77.16
18	75.6
20	75.6
27	74.32
3	72.08
21	71.96
1	69
17**	61.64
19**	58.84
6	54.76
16**	53.52
4**	37.48
5**	35.28

* High performance for all three PYs

** Low performance for all three PYs



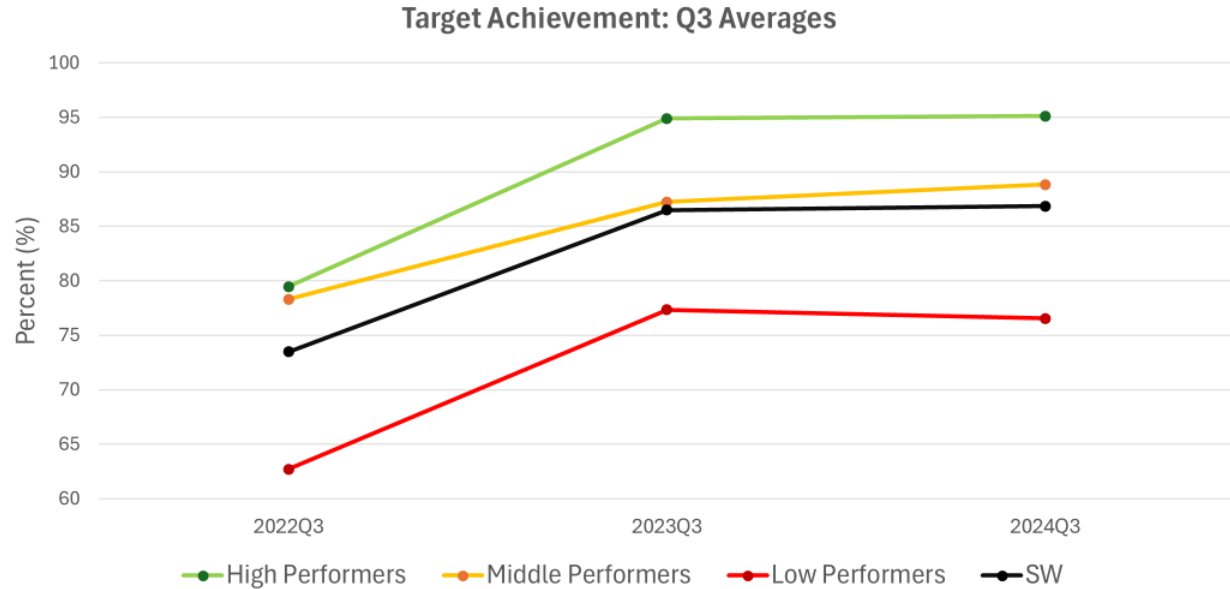
ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	81.7	82.4	61.0	75.1
2023Q3	86.6	67.1	61.4	71.7
2024Q3	88.5	70.6	68.7	75.9

MEASURE 5 – CONTINUED REPEAT BUSINESS

PY2024Q3	
LWDB	Target Achievement
3	100
6*	100
16	100
18	100
19*	100
22	100
23	100
24	100
26	100
28	100
1	91.31
5	88.4
12	87.63
20	78.34
4	74.37
2	72.86
10	71.91
27	69.06
17	65.91
8	64.46
21**	59.46

* High performance for all three PYs

** Low performance for all three PYs



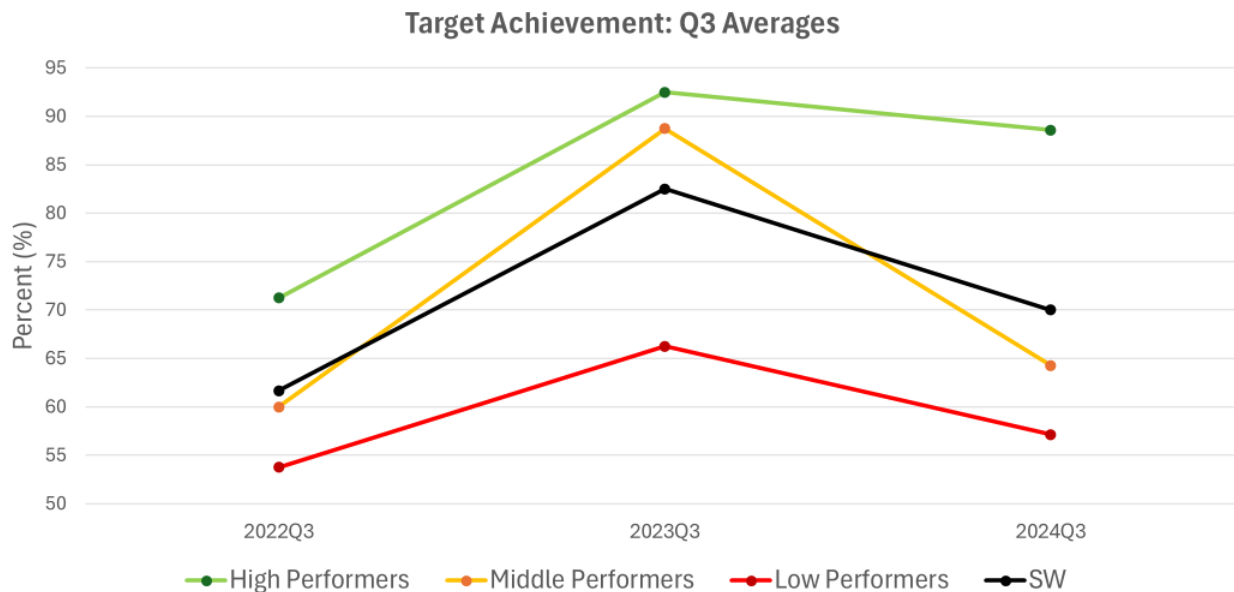
ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	79.46	78.30	62.72	73.49
2023Q3	94.91	87.23	77.36	86.50
2024Q3	95.14	88.85	76.55	86.84

MEASURE 6 – YEAR-OVER-YEAR BUSINESS PENETRATION

PY2024Q3	
LWDB	Target Achievement
18	100
22	100
23*	100
26	100
28	90
16	80
20	80
24	80
5	70
6	70
10	70
12	70
17	70
21	70
1	60
3	60
4	60
8	60
19	40
27	40
2	0

* High performance for all three PYs

** Low performance for all three PYs



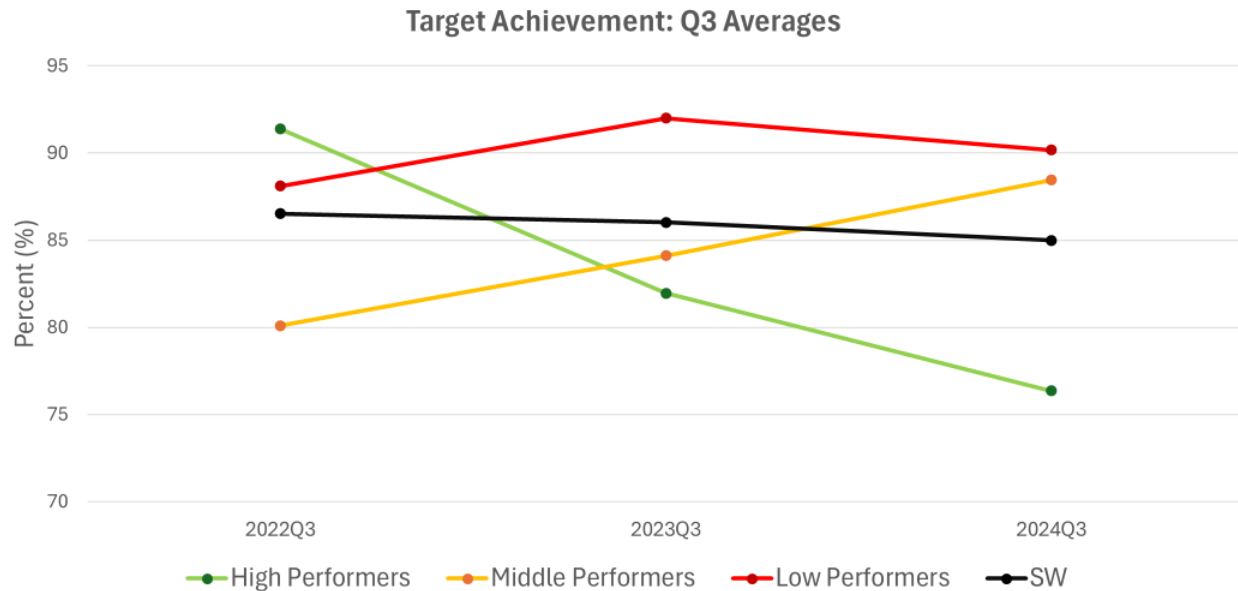
ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	71.25	60.00	53.75	61.67
2023Q3	92.50	88.75	66.25	82.50
2024Q3	88.57	64.29	57.14	70.00

MEASURE 7 – COMPLETION-TO-FUNDING RATIO

PY2024Q3	
LWDB	Target Achievement
1	100
2	100
3	100
4	100
5*	100
6	100
16	100
17	100
19	100
20	100
23	100
27	100
28	100
21	88.14
12	79.07
8**	77.99
18**	53.74
24**	51.26
22**	50.48
10**	43.06
26	41.2

* High performance for all three PYs

** Low performance for all three PYs



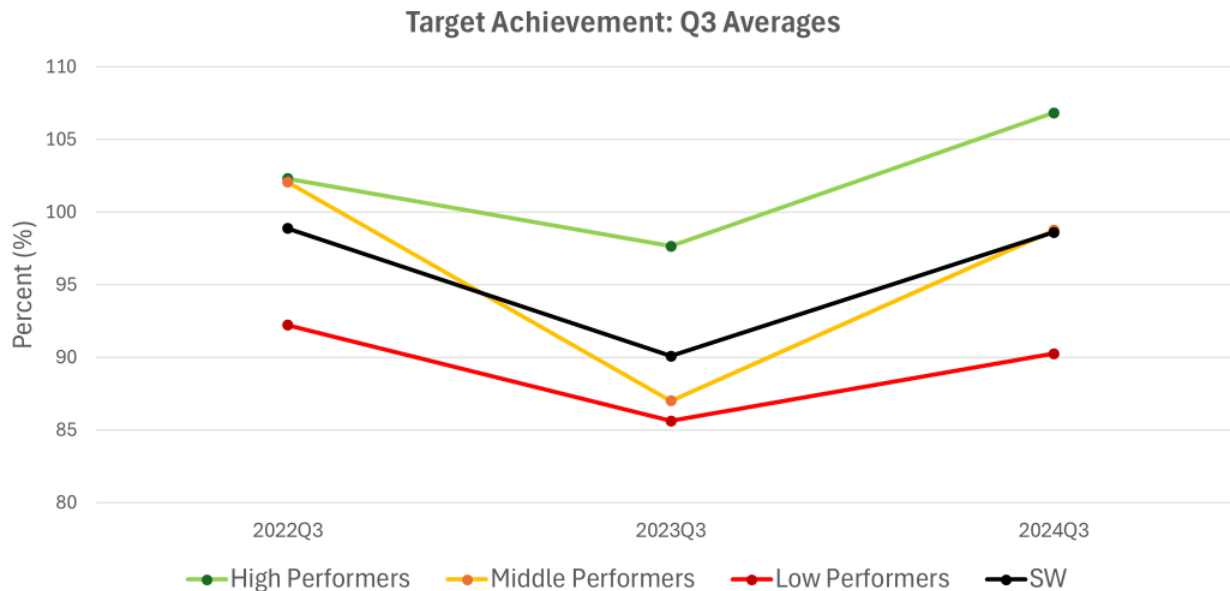
ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	91.38	80.09	88.12	86.53
2023Q3	81.97	84.12	92.01	86.03
2024Q3	76.36	88.46	90.17	85.00

MEASURE 8 – SERVING INDIVIDUALS ON PUBLIC ASSISTANCE

PY2024Q3	
LWDB	Target Achievement
26	129.89
10*	120.89
22*	114.62
24	114.11
23	112.49
12	108.73
8	105.53
18	104.96
28	103.89
17	99.36
21	95.91
3	95.67
1	92.51
5	91.05
27	90.98
19	89.55
20**	89.09
16	88.58
6**	81.11
4	73.85
2**	68.25

* High performance for all three PYs

** Low performance for all three PYs



ProgramYearQtr	High Performers	Middle Performers	Low Performers	SW
2022Q3	102.32	102.07	92.23	98.87
2023Q3	97.65	87.02	85.63	90.10
2024Q3	106.84	98.75	90.27	98.62

LETTER GRADES –POTENTIAL FUTURE CHANGES UNDER CONSIDERATION

- Consolidate Business Services Metrics
 - Discontinue Metrics 5 & 6
 - Adding a New Metric: Effectiveness in Serving Employers
 - The percentage of participants employed by the same employer in their second and fourth quarter after exit.
- Return on Investment
- Time to Service
- Time to Placement

Program and Performance Monitoring Updates



Victoria Gaitanis

Vice President, Workforce
Program Development
CareerSource Florida



Karmyn Hill

Bureau Chief, One-Stop & Program Support
FloridaCommerce

Monitoring can serve as a catalyst that improves future planning, and it identifies needs for funding of additional activities and programs. This is different than a checklist - it is looking for improvements and innovation, providing constituents with resources they need to be sustainable, and helping organizations to identify where there is opportunity.

WorkforceGPS - Framework for Monitoring and Oversight



Monitoring: Regulatory Requirement

- **WIOA requires the state to conduct regular monitoring that does the following:**
 - Provides for on-site reviews as needed and required
 - Ensures local policies align and support identified program performance outcomes
 - Enables the State Board and FloridaCommerce to determine whether local plans will be disapproved for failure to make acceptable progress addressing deficiencies
 - Ensures compliance with all applicable fiscal and programmatic regulations

Goals of Monitoring



Compliance with statute, regulations, grant agreements, and policy



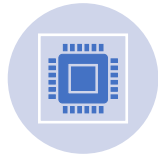
Fiscal integrity



Performance goals are achieved



Effective and high-quality services are being provided



Continuous improvement and innovation throughout the state and local systems, service design, and delivery



Achievement of strategic priorities established at the federal, state and local levels

Supports towards Continuous Improvement

- In Person or Virtual Training
- Technical Assistance
 - Research and consultation
 - Development or Deployment of resources (desk aid, toolkit, checklist, etc.)
- Assistance with developing improvement plans
- Resource Coordination
 - Communities of Practice
 - Partner support
 - Sharing of Best Practice

Performance Improvement Plans (PIP)

- **Workforce Policy P88: Performance Requirements for Local Workforce Development Boards**
 - Collaborative review of LWDB performance
 - LWDBs not meeting performance targets or scoring in the fourth quartile for letter grades may be identified as needing a PIP
 - Technical assistance and support will be provided to assist LWDBs identified as needing a PIP
 - Goal: to collaboratively support targeted performance improvement
 - PIPs must be presented to the CareerSource Florida Board of Directors for Approval.

Performance Metrics, Board 10

Letter Grade Metrics

- Metric 1: Participants with Increased Earnings
- Metric 3: Employment and Training Outcomes
- Metric 7: Completion-to-Funding Ratio

22-23	23-24	24-25 Q2
93.92	86.16	84.39

[Analytics: Letter Grades: Performance](#)

WIOA Indicator Performance

Actual Performance	2021	2022	2023
Wagner Peyser Employment QT 2	70.5%	70.8%	67.7%
Youth Employment QT 2	81.9%	83%	67.5%
Adult Credential Attainment	81.9%	82.2%	72.3%

[Federal Program Reports - FloridaJobs.org](#)

Bottom Quartile PY 2023

Registered Apprenticeship Rate (adult and youth)
Employment QT 2 (adult and youth)
Adult Credential Attainment

[WIOA Local Workforce Development Board Performance Program Year 2023](#)

Performance Metrics, Board 17

Letter Grade Metrics

- Metric 3: Employment and Training Outcomes
- Metric 5: Continued Repeat Business

22-23	23-24	24-25 Q2
95.4	79.93	81.67

[Analytics: Letter Grades: Performance](#)

WIOA Indicator Performance

Actual Performance	2021	2022	2023
Wagner Peyser Employment QT 2	61.0%	66.9%	66%
Adult Employment QT 2	86.6%	87.1%	81.6%
Youth Measurable Skill Gains	47.8%	61.5%	40.5%

[Federal Program Reports - FloridaJobs.org](#)

Bottom Quartile PY 2023

Adult Employment QT 2
Youth Employment QT 4
Measurable Skill Gains (adult and youth)

[WIOA Local Workforce Development Board Performance Program Year 2023](#)

Next Steps

- Collaborative Development of a Performance Improvement Plan
- Scheduling Targeted Technical Assistance and Support
- Presentation of Plans for Review and Approval
- Report out on plan progress to the Board of Directors

OPEN DISCUSSION AND PUBLIC COMMENT

Closing Remarks



Sophia Eccleston

Chair