



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**  
**Thursday, August 13, 2015**  
**8:00 A.M.**

SFWIB Headquarters  
7300 Corporate Center Drive  
Suite 703  
Miami, Florida 33126

**AGENDA**

1. Call to Order and Introductions
2. Approval of Meeting Minutes
  - a. July 9, 2015
3. Information – PY2014-15 Career Center Performance Update
4. Information – Update on the Recommendation as to Approval to Authorize Staff to Draft and Release a RFP for Refugee Employment and Training Services
5. Information – CareerSource Florida 2014-2015 Business Services Performance Incentives
6. Information – U.S. Department of Education Launches Second Chance Pell Pilot Program for Incarcerated Individuals



**SFWIB EXECUTIVE COMMITTEE**

**DATE: August 13, 2015**

**AGENDA ITEM NUMBER: 2A**

**MEETING MINUTES**

**July 9, 2015 at 8:15 A.M**

**CareerSource South Florida Headquarters**

7300 Corporate Center Drive, Suite 703

Miami, FL 33126

<p><b>EXECUTIVE COMMITTEE MEMBERS IN ATTENDANCE</b></p> <ol style="list-style-type: none"> <li>1. Piedra, Obdulio, <i>Chairman</i></li> <li>2. Bridges, Jeff, <i>Vice-Chairman</i></li> <li>3. del Valle, Juan Carlos</li> <li>4. Ferradaz, Gilda</li> <li>5. Gaber, Cynthia</li> <li>6. Perez, Andy</li> </ol>	<p><b>EXECUTIVE COMMITTEE MEMBERS NOT IN ATTENDANCE</b></p> <ol style="list-style-type: none"> <li>7. Garza, Maria</li> <li>8. Gibson, Charles</li> </ol> <p>*****</p> <p><b>SFWIB STAFF</b></p> <p>Beasley, Rick          Alonso, Gustavo          Garcia, Christine          Graham , Tomara          Hernandez, Juan          Jean-Baptiste, Antoinette          Kavehersi, Cheri          Smith, Marian</p>	<p><b>AUDIENCE:</b></p> <p>Rodriguez, Maria – <i>Youth Co-Op, Inc.</i></p> <p>Cela, Jose – <i>SER Jobs for Progress, Inc.</i></p>
---	---	---

Agenda items are displayed in the order they were discussed.

**1. Call to Order and Introductions**

Chairman Obdulio Piedra called the meeting to order at 8:30am, asked all those present introduce themselves, and noted into record that a quorum had been achieved.

**2. A. Approval of June 11, 2014 Meeting Minutes**

Vice-Chairman Jeff Bridges moved the approval of June 11, 2014 meeting minutes. Motion seconded by Mr. Andy Perez; **Motion Passed Unanimously**

**4. Recommendation as to Approval to Authorize Staff to Draft and Release a RFP for Refugee Employment and Training Services**

Chairman Piedra introduced the item. Executive Director Rick Beasley further discussed and read the item into record staff's recommendation for an authorization to draft and release a RFP for Refugee Employment and Training Services.

Ms. Cynthia Gaber moved the approval to authorize staff to draft and release a RFP for Refugee Employment and Training Services. Motion seconded by Mr. Andy Perez; **Motion Passed Unanimously**

**5. Recommendation as to Approval to Reallocate Funds from KRA to ResCare, Inc.**

Chairman Piedra introduced the item. Mr. Beasley further discussed.

Vice-Chairman Jeff Bridges moved the approval to reallocate funds from KRA to ResCare, Inc. Motion seconded by Mr. Andy Perez; **Further Discussion(s)**:

Mr. Perez asked whether KRA is the entity that took over the career centers managed by Arbor E & T ResCare, LLC (Arbor) and UNIDAD. Mr. Beasley responded, "Yes." Mr. Perez requested staff explain the reason for KRA's decision to not renew its contract with SFWIB/CSSF. Mr. Beasley explained that the entity insisted a cost reimbursement contract. He later reviewed with the Committee a letter from KRA addressed to CSSF. Mr. Perez asked whether Arbor has sufficient funds to continue services. Mr. Beasley responded, "Yes" and further explained. Mr. Perez subsequently asked whether the recent change with KRA affected this region's performance as a whole. Mr. Beasley responded that although this region could have achieved more placements, the recent transition did not affect this region's performance.

Ms. Ferradaz asked whether there would be any impact to services due to the short notice received by KRA. Mr. Beasley responded, "No" and briefly explained staff's alternate plan.

Mr. Perez asked whether Arbor currently manages a career center. Mr. Beasley responded, "Yes" then went on to explain that the entity was recently awarded a contract to manage the Hialeah Career Center.

Mr. del Valle asked whether contractors are allowed to give such short notice regarding termination and/or non-renewal of contracts. He also asked whether there are any safeguards in place. Mr. Beasley further explained.

Ms. Ferradaz inquired about the Request for Proposal (RFP) processes to procure a new service provider. Mr. Beasley explained the temporary period prior to release and completion of RFPs. Then he announced that Arbor will begin its contract on August 1st.

Vice-Chairman Bridges and Ms. Ferradaz requested staff clarify into record the recommendation and Mr. Beasley stated that the recommendation is for Arbor E & T ResCare to begin its contract on August 1<sup>st</sup> and authorization for staff to release an RFP for Workforce Services Contract.

Mr. Perez asked whether if staff can continue managing the centers until the RFP process is completed and a qualified contractor is identified. Mr. Beasley explained the potential liabilities.

Chairman Piedra inquired about the entity that ranked second during the prior RFPs. Mr. Beasley responded Cuban National Council, Inc.

Vice-Chairman Bridges asked whether there's a policy in place that sets a cap on the maximum number of career centers that a contractor can manage. Mr. Beasley briefly explained the changes to current operations as a result of the new performance based model. Vice-Chairman Bridges subsequently shared his concern regarding the risks involved in a case where a contractor decides to terminate its contract without giving the agency reasonable time to search for a replacement. He stated implementing the policy would minimize the "burden" on CSSF. Mr. Beasley responded that staff will establish a policy based on the recommendation.

**Motion Passed with Unanimous Consent**

**Add-On Item:**

**6. Recommendation as to Approval of a Work Readiness Skills Employment Training Agreement**

Chairman Piedra introduced the item and Mr. Beasley further presented.

Chairman Piedra inquired about the stats for employ Miami-Dade and Mr. Beasley responded that the information was not readily available, but will be provided at a later date.

Mr. Beasley additionally requested an amendment to this item for the use of Community Block Grant (CDBG) dollars (unrestricted dollars).

Mr. Juan Carlos del Valle moved the approval as amended of Workforce Services Contractors. Motion seconded by Mr. Andy Perez; **Motion Passed Unanimously**

[Mr. Andy Perez left the meeting room]

**3. Information – PY2014-15 Career Center Performance Update**

Chairman Piedra introduced the item. Executive Director Rick Beasley further discussed and reviewed in detail the region's Balanced Score Card report for the period of July 1, 2014 through June 30, 2015.

Chairman Piedra needed explanation on measure number 13 (Employment (Obtained and Direct)) in the individual reports. Mr. Beasley responded this agency is currently at an average 22%. Chairman Piedra further requested information on the difference between "obtained" and "direct." Mr. Beasley explained that there's no significant variances on obtained. SFWIB Programs Manager, Juan Hernandez also explained the goal of becoming a factor to obtained employment. He provided an example of assisting/coaching jobseekers into becoming qualified job candidates.

Vice-Chairman Bridges asked whether assessments are tracked. He gave examples such as résumé writing or résumé enhancements. Mr. Beasley responded, "Yes" and provided additional examples as well.

There was continued discussion.

**New Businesses:**

- Regional Consolidation briefly discussed by Mr. Beasley
- LaunchCode Updates briefly discussed by Mr. Beasley
- QRT - Chairman Piedra inquired about any efforts made with regards to the Quick Response Training (QRT). Mr. Beasley briefly explained that the Quick Response Training is managed by the State of the Florida and SFWIB Business Services Manager Cheri Kavehersi added that the program is now called "Florida Flex" of which CSSF's minor involvement includes referring companies to the Program Coordinator at Miami-Dade College where they receive assistance with completing applications that are subsequently forwarded to the State. Ms. Kavehersi additionally advised that MDC is currently in the process of recruiting a new coordinator for this program. Chairman Piedra asked how many companies have inquired about the program through this agency and how many were referred to Miami-Dade College. She responded that the information requested was not readily available, but will be provided at a later date. She also advised the majority of companies that took advantage of the Employed Worker Training incentive also applied for "Florida Flex." Chairman Piedra requested an on-going report. (There was continued discussion)
- E-merge and Career Fair discussed by Chairman Piedra
- Job Fair to be held on July 25, 2015 hosted by Congressman Carlos Curbelo, had been discussed by Chairman Piedra

There being no further business to come before the Committee, the Chairman adjourned the meeting a 9:31am.



**SFWIB EXECUTIVE COMMITTEE**

**DATE:** 8/13/2015

**AGENDA ITEM NUMBER:** 3

**AGENDA ITEM SUBJECT:** WORKFORCE SERVICES BALANCED SCORECARD UPDATE

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N/A

**STRATEGIC GOAL:** **PREMIER NATIONAL PROVIDER OF EMPLOYMENT**

**STRATEGIC PROJECT:** **Set Standards on Performance Measures Reporting**

**BACKGROUND:**

The region's Balanced Scorecard measures the performance of Service Partners and is attached for the period of July 1, 2015 through July 31, 2015. A performance summary of the Workforce Services Contractors for the same period is attached. The PY 2015-16 Balanced Scorecard summary indicates that 1 of the 14 Workforce Services locations are meeting the required 65 percent of the measures.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

<b>WORKFORCE SERVICES CONTRACTORS PERFORMANCE SUMMARY</b>				
<b>Balanced Scorecard PY '15-'16 (July 1, 2015 through July 31, 2015) *</b>				
<b>A Contractor must meet or exceed 65% of the Balanced Scorecard Performance Measures</b>				
<b>Workforce Services Contractors</b>	<b>Workforce Services Locations</b>	<b># of Performance Measures Standards Met</b>	<b># of Performance Measures ***</b>	<b>% of Performance Measures Standards Met</b>
Arbor E & T, LLC	Hialeah Downtown Career Center	10	17	58.8%
City of Miami	City of Miami Career Center	9	17	52.9%
KRA Corp.	Carol City Career Center	11	17	64.7%
	Miami Beach Career Center	7	17	41.2%
	Opa-Locka Career Center	7	17	41.2%
Ser Jobs for Progress, Inc.	North Miami Beach Career Center	10	17	58.8%
Transition, Inc.	Transition ** Offender Service Center	6	16	37.5%
Youth Co-Op, Inc.	Florida Keys Career Center	11	17	64.7%
	Homestead Career Center	9	17	52.9%
	Little Havana Career Center	10	17	58.8%
	Northside Career Center	7	17	41.2%
	Perrine Career Center	13	17	<b>76.5%</b>
	South Miami Career Center	8	17	47.1%
	West Dade Career Center	10	17	58.8%
<b>Region</b>	All	13	17	<b>76.5%</b>

\* Draft

\*\* Transition Inc. doesn't have 2 CAP and 1 SNAP for a total of 16 performance measures.

\*\*\* Two CAP Performance Measures are not included because the data is not yet available.

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

## Regional

Performance			
	Measure	Standard	Region
1	Level of Services for Special Groups	88.938%	100.00%
2	Training Completion Rate	70%	100.00%
3	Training Completion Placement Rate	70%	100.00%
4	Training Related Placements	70%	100.00%
5	Job Openings Index	814	1,852
6	WP Entered Employment Rate	55%	72.858%
7	WIA Adult & Dislocated Worker EER	93%	100.00%
8	CAP Entered Employment Rate	38%	ND
9	CAP Participation Rate	55%	ND
10	Short-Term Veterans EER	51%	52.459%
11	SNAP EER	30%	4.587%
12	Number of Training Enrollments	195	111
13	Employment (Obtained and Direct)	4,950	6,005
14	Employment Average Wage	\$13.87	\$10.22
15	Employers Served	1,628	3,084
16	Employer Services (Level 1)	794	1,614
Economic Impact			
17	Cost Per Placement	\$627.46	\$361.13
18	Net Economic Benefit	\$27,452.54	\$20,901.38
19	Return on the Investment	\$43.75	\$57.90

<b>Number of Performance Measures Met</b>	<b>13</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>76.5%</b>



# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Arbor E&T, LLC

Hialeah Downtown center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.159%	100.00%	8.499%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	74	1,852	277
6	WP Entered Employment Rate	55%	72.858%	65.509%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	ND
11	SNAP EER	30%	4.587%	0.00%
12	Number of Training Enrollments	14	111	2
13	Employment (Obtained and Direct)	368	6,005	456
14	Employment Average Wage	\$13.87	\$10.22	\$9.75
15	Employers Served	148	3,084	176
16	Employer Services (Level 1)	72	1,614	92
Economic Impact				
17	Cost Per Placement	\$586.53	\$361.13	\$264.88
18	Net Economic Benefit	\$27,493.47	\$20,901.38	\$20,020.32
19	Return on the Investment	\$46.87	\$57.90	\$75.58

<b>Number of Performance Measures Met</b>	<b>10</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>58.8%</b>

ND = No Data

Copyright © 2012 South Florida Workforce Investment Board - All Rights Reserved.

Last Run Date: 6/2/2015 8:17:51 AM

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

City of Miami

City of Miami center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.067%	100.00%	8.954%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	58	1,852	74
6	WP Entered Employment Rate	55%	72.858%	76.253%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	60.00%
11	SNAP EER	30%	4.587%	0.00%
12	Number of Training Enrollments	17	111	25
13	Employment (Obtained and Direct)	422	6,005	526
14	Employment Average Wage	\$13.87	\$10.22	\$9.33
15	Employers Served	116	3,084	227
16	Employer Services (Level 1)	57	1,614	208
Economic Impact				
17	Cost Per Placement	\$581.99	\$361.13	\$707.91
18	Net Economic Benefit	\$27,498.01	\$20,901.38	\$18,706.60
19	Return on the Investment	\$47.25	\$57.90	\$26.43

<b>Number of Performance Measures Met</b>	<b>9</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>52.9%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

KRA Corporation

Carol City center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.746%	100.00%	8.727%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	70	1,852	183
6	WP Entered Employment Rate	55%	72.858%	86.029%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	100.00%
11	SNAP EER	30%	4.587%	0.00%
12	Number of Training Enrollments	14	111	15
13	Employment (Obtained and Direct)	403	6,005	441
14	Employment Average Wage	\$13.87	\$10.22	\$12.47
15	Employers Served	139	3,084	156
16	Employer Services (Level 1)	68	1,614	73
Economic Impact				
17	Cost Per Placement	\$585.73	\$361.13	\$309.55
18	Net Economic Benefit	\$27,494.27	\$20,901.38	\$25,621.40
19	Return on the Investment	\$46.94	\$57.90	\$82.77

<b>Number of Performance Measures Met</b>	<b>11</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>64.7%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

KRA Corporation

Miami Beach center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	3.222%	100.00%	9.608%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	49	1,852	43
6	WP Entered Employment Rate	55%	72.858%	87.097%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	40.00%
11	SNAP EER	30%	4.587%	19.231%
12	Number of Training Enrollments	8	111	1
13	Employment (Obtained and Direct)	193	6,005	165
14	Employment Average Wage	\$13.87	\$10.22	\$12.43
15	Employers Served	97	3,084	121
16	Employer Services (Level 1)	47	1,614	77
Economic Impact				
17	Cost Per Placement	\$593.18	\$361.13	\$392.77
18	Net Economic Benefit	\$27,486.82	\$20,901.38	\$25,452.07
19	Return on the Investment	\$46.34	\$57.90	\$64.80

<b>Number of Performance Measures Met</b>	<b>7</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>41.2%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

KRA Corporation

Opa Locka center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	2.59%	100.00%	2.644%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	38	1,852	63
6	WP Entered Employment Rate	55%	72.858%	50.00%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	13.043%
11	SNAP EER	30%	4.587%	13.333%
12	Number of Training Enrollments	5	111	ND
13	Employment (Obtained and Direct)	155	6,005	79
14	Employment Average Wage	\$13.87	\$10.22	\$9.05
15	Employers Served	76	3,084	137
16	Employer Services (Level 1)	37	1,614	118
Economic Impact				
17	Cost Per Placement	\$586.73	\$361.13	\$493.41
18	Net Economic Benefit	\$27,493.27	\$20,901.38	\$18,324.35
19	Return on the Investment	\$46.86	\$57.90	\$37.14

<b>Number of Performance Measures Met</b>	<b>7</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>41.2%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

SER-Jobs For Progress, Inc.

North Miami Beach center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.939%	100.00%	8.272%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	85	1,852	129
6	WP Entered Employment Rate	55%	72.858%	89.812%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	81.818%
11	SNAP EER	30%	4.587%	4.348%
12	Number of Training Enrollments	17	111	4
13	Employment (Obtained and Direct)	474	6,005	826
14	Employment Average Wage	\$13.87	\$10.22	\$12.90
15	Employers Served	170	3,084	272
16	Employer Services (Level 1)	83	1,614	198
Economic Impact				
17	Cost Per Placement	\$584.00	\$361.13	\$247.42
18	Net Economic Benefit	\$27,496.00	\$20,901.38	\$26,574.81
19	Return on the Investment	\$47.08	\$57.90	\$107.41

<b>Number of Performance Measures Met</b>	<b>10</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>58.8%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Transition Inc

Transition Offender Service center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	2.821%	100.00%	2.018%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	6	1,852	27
6	WP Entered Employment Rate	55%	72.858%	39.167%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	ND
8				ND
9				ND
10	Short-Term Veterans EER	51%	52.459%	50.00%
11				
12	Number of Training Enrollments	10	111	4
13	Employment (Obtained and Direct)	59	6,005	70
14	Employment Average Wage	\$13.87	\$10.22	\$8.94
15	Employers Served	12	3,084	41
16	Employer Services (Level 1)	6	1,614	13
Economic Impact				
17	Cost Per Placement	\$2,398.20	\$361.13	\$953.91
18	Net Economic Benefit	\$25,681.80	\$20,901.38	\$17,638.59
19	Return on the Investment	\$10.71	\$57.90	\$18.49

<b>Number of Performance Measures Met</b>	<b>6</b>
<b>Number of Performance Measures</b>	<b>16</b>
<b>Percent of Performance Measures Met</b>	<b>37.5%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Youth Co-Op

Florida Keys center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.542%	100.00%	2.331%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	16	1,852	118
6	WP Entered Employment Rate	55%	72.858%	66.667%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	66.667%
11	SNAP EER	30%	4.587%	ND
12	Number of Training Enrollments	20	111	ND
13	Employment (Obtained and Direct)	137	6,005	149
14	Employment Average Wage	\$13.87	\$10.22	\$11.15
15	Employers Served	32	3,084	100
16	Employer Services (Level 1)	16	1,614	52
Economic Impact				
17	Cost Per Placement	\$1,968.88	\$361.13	\$957.66
18	Net Economic Benefit	\$26,111.12	\$20,901.38	\$22,235.38
19	Return on the Investment	\$13.26	\$57.90	\$23.22

<b>Number of Performance Measures Met</b>	<b>11</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>64.7%</b>

ND = No Data



# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Youth Co-Op

Homestead center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.194%	100.00%	5.969%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	55	1,852	105
6	WP Entered Employment Rate	55%	72.858%	63.057%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	66.667%
11	SNAP EER	30%	4.587%	0.00%
12	Number of Training Enrollments	14	111	16
13	Employment (Obtained and Direct)	370	6,005	398
14	Employment Average Wage	\$13.87	\$10.22	\$8.33
15	Employers Served	111	3,084	180
16	Employer Services (Level 1)	54	1,614	141
Economic Impact				
17	Cost Per Placement	\$586.62	\$361.13	\$448.71
18	Net Economic Benefit	\$27,493.38	\$20,901.38	\$16,879.14
19	Return on the Investment	\$46.87	\$57.90	\$37.62

<b>Number of Performance Measures Met</b>	<b>9</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>52.9%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Youth Co-Op

Little Havana center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.556%	100.00%	8.073%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	71	1,852	260
6	WP Entered Employment Rate	55%	72.858%	65.58%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	66.667%
11	SNAP EER	30%	4.587%	12.50%
12	Number of Training Enrollments	18	111	6
13	Employment (Obtained and Direct)	451	6,005	571
14	Employment Average Wage	\$13.87	\$10.22	\$10.73
15	Employers Served	142	3,084	238
16	Employer Services (Level 1)	69	1,614	128
Economic Impact				
17	Cost Per Placement	\$586.77	\$361.13	\$277.08
18	Net Economic Benefit	\$27,493.23	\$20,901.38	\$22,041.32
19	Return on the Investment	\$46.86	\$57.90	\$79.55

<b>Number of Performance Measures Met</b>	<b>10</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>58.8%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Youth Co-Op

Northside center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	11.214%	100.00%	9.92%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	108	1,852	197
6	WP Entered Employment Rate	55%	72.858%	75.77%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	36.364%
11	SNAP EER	30%	4.587%	7.143%
12	Number of Training Enrollments	25	111	5
13	Employment (Obtained and Direct)	670	6,005	651
14	Employment Average Wage	\$13.87	\$10.22	\$9.65
15	Employers Served	216	3,084	261
16	Employer Services (Level 1)	105	1,614	108
Economic Impact				
17	Cost Per Placement	\$585.73	\$361.13	\$315.74
18	Net Economic Benefit	\$27,494.27	\$20,901.38	\$19,757.30
19	Return on the Investment	\$46.94	\$57.90	\$62.57

<b>Number of Performance Measures Met</b>	<b>7</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>41.2%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Youth Co-Op

Perrine center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	8.144%	100.00%	12.479%
2	Training Completion Rate	70%	100.00%	100.00%
3	Training Completion Placement Rate	70%	100.00%	100.00%
4	Training Related Placements	70%	100.00%	100.00%
5	Job Openings Index	72	1,852	125
6	WP Entered Employment Rate	55%	72.858%	72.707%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	85.714%
11	SNAP EER	30%	4.587%	0.00%
12	Number of Training Enrollments	18	111	13
13	Employment (Obtained and Direct)	487	6,005	710
14	Employment Average Wage	\$13.87	\$10.22	\$10.10
15	Employers Served	145	3,084	274
16	Employer Services (Level 1)	71	1,614	138
Economic Impact				
17	Cost Per Placement	\$583.64	\$361.13	\$272.70
18	Net Economic Benefit	\$27,496.36	\$20,901.38	\$20,742.99
19	Return on the Investment	\$47.11	\$57.90	\$76.06

<b>Number of Performance Measures Met</b>	<b>13</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>76.5%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Youth Co-Op

South Miami

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	1.629%	100.00%	1.535%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	16	1,852	35
6	WP Entered Employment Rate	55%	72.858%	72.727%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	ND
11	SNAP EER	30%	4.587%	0.00%
12	Number of Training Enrollments	4	111	1
13	Employment (Obtained and Direct)	97	6,005	169
14	Employment Average Wage	\$13.87	\$10.22	\$9.04
15	Employers Served	31	3,084	66
16	Employer Services (Level 1)	15	1,614	39
Economic Impact				
17	Cost Per Placement	\$596.41	\$361.13	\$355.95
18	Net Economic Benefit	\$27,483.59	\$20,901.38	\$18,441.63
19	Return on the Investment	\$46.08	\$57.90	\$51.81

<b>Number of Performance Measures Met</b>	<b>8</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>47.1%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2015 To 7/31/2015

Youth Co-Op

West Dade center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	11.116%	100.00%	10.802%
2	Training Completion Rate	70%	100.00%	ND
3	Training Completion Placement Rate	70%	100.00%	ND
4	Training Related Placements	70%	100.00%	ND
5	Job Openings Index	96	1,852	216
6	WP Entered Employment Rate	55%	72.858%	84.615%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	ND	ND
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	52.459%	46.154%
11	SNAP EER	30%	4.587%	0.00%
12	Number of Training Enrollments	11	111	19
13	Employment (Obtained and Direct)	664	6,005	790
14	Employment Average Wage	\$13.87	\$10.22	\$10.82
15	Employers Served	193	3,084	834
16	Employer Services (Level 1)	94	1,614	229
Economic Impact				
17	Cost Per Placement	\$586.29	\$361.13	\$283.74
18	Net Economic Benefit	\$27,493.71	\$20,901.38	\$22,232.06
19	Return on the Investment	\$46.89	\$57.90	\$78.35

<b>Number of Performance Measures Met</b>	<b>10</b>
<b>Number of Performance Measures</b>	<b>17</b>
<b>Percent of Performance Measures Met</b>	<b>58.8%</b>



**SFWIB EXECUTIVE COMMITTEE**

**DATE:** 8/13/2015

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** APPROVAL TO RE-ALLOCATE FUNDS FROM KRA TO RESCARE, INC.

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** The Executive Committee recommends to the Board the approval to accept KRA's decision not to renew the Workforce Services contracts and to temporarily award funding to Rescare Inc. to continue providing services, and to authorize staff to issue an RFP to procure a new service provider.

**STRATEGIC GOAL:** **PREMIER NATIONAL PROVIDER OF EMPLOYMENT**

**STRATEGIC PROJECT:** **Raise the Bar One-Stop Performance and Consistency**

**BACKGROUND:**

On July 6, 2015, KRA representatives met with SFWIB staff to discuss the workforces services contracts for the Carol City, Miami Beach and Opa Locka Career Centers. KRA has decided not renew their contract to operate the Career Centers. In order to continue providing services at these Career Centers, ResCare, Inc., has agreed to temporarily assume the responsibility for operating the Career Centers.

The proposed funding allocations are set forth in the attachment. SFWIB Staff also recommends that an RFP be issued to secure a replacement service provider for the upcoming program years beginning on August 1, 2015, for the Workforce Services contract.

**UPDATE** - A request to utilize the City of Hialeah Career Center RFP results was sent to CareerSource Florida and Florida Department of Economic Opportunity. Additionally, CSSF staff spoke with legal council regarding utilization of recent RFP results to determine any potential issues with our local procurement procedures. Based on the legal analysis, it was determined that the scope of the City Hialeah Career Center RFP was written to narrowly to utilize the results.

CSSF staff will continue the process to release a new RFP for the three Career Centers.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SFWIB EXECUTIVE COMMITTEE**

**DATE:** 8/13/2015

**AGENDA ITEM NUMBER:** 5

**AGENDA ITEM SUBJECT:** CAREERSOURCE FLORIDA 2014-2015 PERFORMANCE INCENTIVES

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N/A

**STRATEGIC GOAL:** **PREMIER NATIONAL PROVIDER OF EMPLOYMENT**

**STRATEGIC PROJECT:** **Determine Level of Satisfaction of Employers**

**BACKGROUND:**

CareerSource Florida's Board of Directors' Performance Incentive Policy, unanimously approved in August 2013, allows the board to annually establish performance measures aligned with the board's strategic goals and objectives for the purpose of recognizing regional workforce boards' efforts toward targeted strategies and rewarding increased outcomes. The policy allows the board to grant recognition or financial awards based upon established performance measures. In May 2014, the CareerSource Florida Board approved \$2.4 M for performance incentive awards.

To be eligible for funding, regions must:

- Achieve performance evaluation criteria to be approved by the CareerSource Florida Executive Committee; and
- Comply with the unified brand standards, as outlined in the CareerSource Florida Brand Standards Manual, to build on statewide efforts to strengthen the statewide unified brand.

The CareerSource Florida professional team recommended the 2014-2015 performance incentives focus on the following four objectives:

- Common Measures
- Expanding Business Engagement
- Employer Retention
- Employer Penetration



A preliminary CareerSource Florida Employer Retention and Employer Penetration performance report attached for last program year 2014-2015 (July 1, 2014 - June 30, 2015) shows that Region 23, CareerSource South Florida met all its Incentive Award Allocations totalling \$153,381 for exceeding the performance goals set on the Employer Retention (20% Increase), the Employers Served - Continuous Improvement (10% Stretch), and the Employers Served - Excellence (25% Stretch).

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

Region	PY 2014-2015 Employer Penetration Incentive Award Allocations			
	Retention (20% Increase)	Improvement (10% Increase )	Excellence (25% Increase)	Total Allocation
1	\$12,481	\$15,308	\$15,308	\$43,097
2	\$16,532	\$5,482	\$5,482	\$27,496
3	\$4,678	\$2,991	\$2,991	\$10,660
4	\$11,823	\$3,865	\$3,865	\$19,553
5	\$15,366	\$5,862	\$5,862	\$27,090
6	\$3,961	\$2,928	\$2,928	\$9,818
7	\$3,812	\$1,420	\$1,420	\$6,652
8	\$27,174	\$12,166	\$12,166	\$51,507
9	\$7,324	\$4,733	\$4,733	\$16,791
10	\$18,355	\$7,969	\$7,969	\$34,293
11	\$14,544	\$7,355	\$7,355	\$29,254
12	\$44,812	\$13,826	\$13,826	\$72,463
13	\$24,827	\$13,404	\$13,404	\$51,636
14	\$25,485	\$15,724	\$15,724	\$56,933
15	\$35,903	\$11,313	\$11,313	\$58,530
16	\$13,722	\$14,273	\$14,273	\$42,267
17	\$17,877	\$5,618	\$5,618	\$29,112
18	\$15,889	\$7,901	\$7,901	\$31,691
19	\$7,758	\$3,636	\$3,636	\$15,029
20	\$13,662	\$10,330	\$10,330	\$34,322
21	\$15,784	\$5,430	\$5,430	\$26,645
22	\$61,882	\$23,995	\$23,995	\$109,871
23	\$68,503	\$42,439	\$42,439	\$153,381
24	\$17,847	\$12,031	\$12,031	\$41,909
<b>Statewide</b>	<b>\$500,000</b>	<b>\$250,000</b>	<b>\$250,000</b>	<b>\$1,000,000</b>

Region	Employer Retention (20% Increase): July 1, 2014 - June 30, 2015																
	PY 2013-2014 (Baseline)						PY 2014-2015 (Year-to-Date)						PY 2014-2015 Goal				
	Total Employers Served	New Employers	% of New Employers Served	Return Employers	% of Return Employers Served	% of Statewide Return Employers Served	Total Employers Served	New Employers	% of New Employers Served	Return Employers	% of Return Employers Served	% of Statewide Return Employers Served	Additional Return Employers Needed	Total Return Employers Needed	% of Goal	Incentive Allocation	
1	3,273	2,438	74.49%	835	25.51%	2.5%	4,404	1,515	34.40%	2,889	65.60%	5.9%	167	1,002	288.32%	\$12,481	
2	2,656	1,550	58.36%	1,106	41.64%	3.3%	3,328	1,929	57.96%	1,399	42.04%	2.9%	221	1,327	105.41%	\$16,532	
3	800	487	60.88%	313	39.13%	0.9%	531	175	32.96%	356	67.04%	0.7%	63	376	94.78%	\$4,678	
4	2,235	1,444	64.61%	791	35.39%	2.4%	2,913	1,899	65.19%	1,014	34.81%	2.1%	158	949	106.83%	\$11,823	
5	2,342	1,314	56.11%	1,028	43.89%	3.1%	2,969	1,215	40.92%	1,754	59.08%	3.6%	206	1,234	142.19%	\$15,366	
6	643	378	58.79%	265	41.21%	0.8%	839	406	48.39%	433	51.61%	0.9%	53	318	136.16%	\$3,961	
7	457	202	44.20%	255	55.80%	0.8%	466	243	52.15%	223	47.85%	0.5%	51	306	72.88%	\$3,812	
8	5,504	3,686	66.97%	1,818	33.03%	5.4%	7,442	4,725	63.49%	2,717	36.51%	5.6%	364	2,182	124.54%	\$27,174	
9	1,842	1,352	73.40%	490	26.60%	1.5%	2,201	1,397	63.47%	804	36.53%	1.6%	98	588	136.73%	\$7,324	
10	3,121	1,893	60.65%	1,228	39.35%	3.7%	3,450	1,784	51.71%	1,666	48.29%	3.4%	246	1,474	113.06%	\$18,355	
11	2,589	1,616	62.42%	973	37.58%	2.9%	4,200	2,948	70.19%	1,252	29.81%	2.6%	195	1,168	107.23%	\$14,544	
12	7,865	4,867	61.88%	2,998	38.12%	9.0%	10,081	6,354	63.03%	3,727	36.97%	7.6%	600	3,598	103.60%	\$44,812	
13	4,483	2,822	62.95%	1,661	37.05%	5.0%	3,043	870	28.59%	2,173	71.41%	4.5%	332	1,993	109.02%	\$24,827	
14	5,374	3,669	68.27%	1,705	31.73%	5.1%	6,923	3,700	53.45%	3,223	46.55%	6.6%	341	2,046	157.53%	\$25,485	
15	7,791	5,389	69.17%	2,402	30.83%	7.2%	10,163	7,181	70.66%	2,982	29.34%	6.1%	480	2,882	103.46%	\$35,903	
16	3,707	2,789	75.24%	918	24.76%	2.7%	4,758	3,284	69.02%	1,474	30.98%	3.0%	184	1,102	133.81%	\$13,722	
17	3,007	1,811	60.23%	1,196	39.77%	3.6%	3,824	2,339	61.17%	1,485	38.83%	3.0%	239	1,435	103.47%	\$17,877	
18	2,915	1,852	63.53%	1,063	36.47%	3.2%	3,946	1,996	50.58%	1,950	49.42%	4.0%	213	1,276	152.87%	\$15,889	
19	1,377	858	62.31%	519	37.69%	1.6%	1,749	1,096	62.66%	653	37.34%	1.3%	104	623	104.85%	\$7,758	
20	2,708	1,794	66.25%	914	33.75%	2.7%	3,426	1,283	37.45%	2,143	62.55%	4.4%	183	1,097	195.39%	\$13,662	
21	4,316	3,260	75.53%	1,056	24.47%	3.2%	6,154	4,072	66.17%	2,082	33.83%	4.3%	211	1,267	164.30%	\$15,784	
22	11,322	7,182	63.43%	4,140	36.57%	12.4%	10,726	5,488	51.17%	5,238	48.83%	10.7%	828	4,968	105.43%	\$61,882	
23	16,747	12,164	72.63%	4,583	27.37%	13.7%	21,435	15,773	73.59%	5,662	26.41%	11.6%	917	5,500	102.95%	\$68,503	
24	4,228	3,034	71.76%	1,194	28.24%	3.6%	5,365	3,872	72.17%	1,493	27.83%	3.1%	239	1,433	104.20%	\$17,847	
Statewide	101,302	67,851	66.98%	33,451	33.02%	100.0%	124,336	75,544	60.76%	48,792	39.24%	100.0%	6,690	40,141	121.55%	\$500,000	

Region	Employers Served - Continuous Improvement (10% Stretch): July 1, 2014 - June 30, 2015														
	PY 2013-2014 (Baseline)					PY 2014-2015 (Year-to-Date)					PY 2014-2015 Goal				
	All Employers	Level 1 Employers	% Receiving Level 1	% of All Employers	% of All Level 1 Employers	All Employers	Level 1 Employers	% Receiving Level 1	% of All Employers	% of All Level 1 Employers	All Employers	% of All Employers Goal	Level 1 Employers	% of Level 1 Employers Goal	Incentive Allocation
1	3,273	2,931	89.78%	3.23%	6.12%	4,404	3,974	90.24%	3.54%	5.49%	3,600	122.32%	3,224	123.26%	\$15,308
2	2,656	1,053	39.70%	2.62%	2.19%	3,328	1,543	46.36%	2.68%	2.13%	2,922	113.91%	1,158	133.21%	\$5,482
3	800	575	71.70%	0.79%	1.20%	531	401	75.52%	0.43%	0.55%	880	60.34%	633	63.40%	\$2,991
4	2,235	744	33.21%	2.21%	1.55%	2,913	991	34.02%	2.34%	1.37%	2,459	118.49%	818	121.09%	\$3,865
5	2,342	1,128	48.18%	2.31%	2.34%	2,969	2,078	69.99%	2.39%	2.87%	2,576	115.25%	1,241	167.47%	\$5,862
6	643	562	87.56%	0.63%	1.17%	839	729	86.89%	0.67%	1.01%	707	118.62%	618	117.92%	\$2,928
7	457	274	59.74%	0.45%	0.57%	466	369	79.18%	0.37%	0.51%	503	92.70%	301	122.43%	\$1,420
8	5,504	2,337	42.48%	5.43%	4.87%	7,442	3,825	51.40%	5.99%	5.28%	6,054	122.92%	2,571	148.79%	\$12,166
9	1,842	910	49.43%	1.82%	1.89%	2,201	1,749	79.46%	1.77%	2.42%	2,026	108.63%	1,001	174.73%	\$4,733
10	3,121	1,534	49.07%	3.08%	3.19%	3,450	1,953	56.61%	2.77%	2.70%	3,433	100.49%	1,687	115.74%	\$7,969
11	2,589	1,413	54.59%	2.56%	2.94%	4,200	2,463	58.64%	3.38%	3.40%	2,848	147.48%	1,554	158.46%	\$7,355
12	7,865	2,679	33.89%	7.74%	5.53%	10,081	5,342	52.99%	8.11%	7.38%	8,652	116.52%	2,947	181.28%	\$13,826
13	4,483	2,577	57.50%	4.42%	5.36%	3,043	2,387	78.44%	2.45%	3.30%	4,931	61.71%	2,835	84.21%	\$13,404
14	5,374	3,024	56.29%	5.30%	6.29%	6,923	4,297	62.07%	5.57%	5.94%	5,911	117.11%	3,326	129.18%	\$15,724
15	7,791	2,171	27.91%	7.69%	4.53%	10,163	3,366	33.12%	8.17%	4.65%	8,570	118.59%	2,388	140.95%	\$11,313
16	3,707	2,747	74.06%	3.66%	5.71%	4,758	3,689	77.53%	3.83%	5.10%	4,078	116.68%	3,022	122.08%	\$14,273
17	3,007	1,079	35.93%	2.97%	2.25%	3,824	2,076	54.29%	3.08%	2.87%	3,308	115.61%	1,187	174.91%	\$5,618
18	2,915	1,518	52.09%	2.88%	3.16%	3,946	3,346	84.79%	3.17%	4.62%	3,207	123.06%	1,670	200.38%	\$7,901
19	1,377	698	50.76%	1.36%	1.45%	1,749	994	56.83%	1.41%	1.37%	1,515	115.47%	768	129.46%	\$3,636
20	2,708	1,988	73.37%	2.67%	4.13%	3,426	2,837	82.81%	2.76%	3.92%	2,979	115.01%	2,187	129.73%	\$10,330
21	4,316	1,044	24.21%	4.26%	2.17%	6,154	3,827	62.19%	4.95%	5.29%	4,748	129.62%	1,148	333.25%	\$5,430
22	11,322	4,612	40.75%	11.17%	9.60%	10,726	5,920	55.19%	8.63%	8.18%	12,454	86.12%	5,073	116.69%	\$23,995
23	16,747	8,157	48.56%	16.58%	16.98%	21,435	11,114	51.85%	17.24%	15.35%	18,422	116.36%	8,973	123.86%	\$42,439
24	4,228	2,313	54.71%	4.17%	4.81%	5,365	3,124	58.23%	4.31%	4.32%	4,651	115.36%	2,544	122.78%	\$12,031
Statewide	101,302	48,068	47.45%	100.00%	100.00%	124,336	72,394	58.22%	100.00%	100.00%	111,432	111.58%	52,875	136.92%	\$250,000

Region	Employers Served - Excellence (25% Stretch): July 1, 2014 - June 30, 2015														
	PY 2013-2014 (Baseline)					PY 2014-2015 (Year-to-Date)					PY 2014-2015 Goal				
	All Employers	Level 1 Employers	% Receiving Level 1	% of All Employers	% of All Level 1 Employers	All Employers	Level 1 Employers	% Receiving Level 1	% of All Employers	% of All Level 1 Employers	All Employers	% of All Employers Goal	Level 1 Employers	% of Level 1 Employers Goal	Incentive Allocation
1	3,273	2,931	89.78%	3.23%	6.12%	4,404	3,974	90.24%	3.54%	5.49%	4,091	107.64%	3,664	108.47%	\$15,308
2	2,656	1,053	39.70%	2.62%	2.19%	3,328	1,543	46.36%	2.68%	2.13%	3,320	100.24%	1,316	117.23%	\$5,482
3	800	575	71.70%	0.79%	1.20%	531	401	75.52%	0.43%	0.55%	1,000	53.10%	719	55.79%	\$2,991
4	2,235	744	33.21%	2.21%	1.55%	2,913	991	34.02%	2.34%	1.37%	2,794	104.27%	930	106.56%	\$3,865
5	2,342	1,128	48.18%	2.31%	2.34%	2,969	2,078	69.99%	2.39%	2.87%	2,928	101.42%	1,410	147.38%	\$5,862
6	643	562	87.56%	0.63%	1.17%	839	729	86.89%	0.67%	1.01%	804	104.39%	703	103.77%	\$2,928
7	457	274	59.74%	0.45%	0.57%	466	369	79.18%	0.37%	0.51%	571	81.58%	343	107.74%	\$1,420
8	5,504	2,337	42.48%	5.43%	4.87%	7,442	3,825	51.40%	5.99%	5.28%	6,880	108.17%	2,921	130.94%	\$12,166
9	1,842	910	49.43%	1.82%	1.89%	2,201	1,749	79.46%	1.77%	2.42%	2,303	95.59%	1,138	153.76%	\$4,733
10	3,121	1,534	49.07%	3.08%	3.19%	3,450	1,953	56.61%	2.77%	2.70%	3,901	88.43%	1,918	101.85%	\$7,969
11	2,589	1,413	54.59%	2.56%	2.94%	4,200	2,463	58.64%	3.38%	3.40%	3,236	129.78%	1,766	139.45%	\$7,355
12	7,865	2,679	33.89%	7.74%	5.53%	10,081	5,342	52.99%	8.11%	7.38%	9,831	102.54%	3,349	159.52%	\$13,826
13	4,483	2,577	57.50%	4.42%	5.36%	3,043	2,387	78.44%	2.45%	3.30%	5,604	54.30%	3,221	74.10%	\$13,404
14	5,374	3,024	56.29%	5.30%	6.29%	6,923	4,297	62.07%	5.57%	5.94%	6,718	103.06%	3,780	113.68%	\$15,724
15	7,791	2,171	27.91%	7.69%	4.53%	10,163	3,366	33.12%	8.17%	4.65%	9,739	104.36%	2,714	124.04%	\$11,313
16	3,707	2,747	74.06%	3.66%	5.71%	4,758	3,689	77.53%	3.83%	5.10%	4,634	102.68%	3,434	107.43%	\$14,273
17	3,007	1,079	35.93%	2.97%	2.25%	3,824	2,076	54.29%	3.08%	2.87%	3,759	101.74%	1,349	153.92%	\$5,618
18	2,915	1,518	52.09%	2.88%	3.16%	3,946	3,346	84.79%	3.17%	4.62%	3,644	108.30%	1,898	176.34%	\$7,901
19	1,377	698	50.76%	1.36%	1.45%	1,749	994	56.83%	1.41%	1.37%	1,721	101.61%	873	113.93%	\$3,636
20	2,708	1,988	73.37%	2.67%	4.13%	3,426	2,837	82.81%	2.76%	3.92%	3,385	101.21%	2,485	114.16%	\$10,330
21	4,316	1,044	24.21%	4.26%	2.17%	6,154	3,827	62.19%	4.95%	5.29%	5,395	114.07%	1,305	293.26%	\$5,430
22	11,322	4,612	40.75%	11.17%	9.60%	10,726	5,920	55.19%	8.63%	8.18%	14,153	75.79%	5,765	102.69%	\$23,995
23	16,747	8,157	48.56%	16.58%	16.98%	21,435	11,114	51.85%	17.24%	15.35%	20,934	102.39%	10,196	109.00%	\$42,439
24	4,228	2,313	54.71%	4.17%	4.81%	5,365	3,124	58.23%	4.31%	4.32%	5,285	101.51%	2,891	108.05%	\$12,031
Statewide	101,302	48,068	47.45%	100.00%	100.00%	124,336	72,394	58.22%	100.00%	100.00%	126,628	98.19%	60,085	120.49%	\$250,000



## **SFWIB EXECUTIVE COMMITTEE**

**DATE:** 8/13/2015

**AGENDA ITEM NUMBER:** 6

**AGENDA ITEM SUBJECT:** U.S. DEPARTMENT OF EDUCATION LAUNCHES SECOND CHANCE PELL PILOT

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N/A

**STRATEGIC GOAL:** **STATE LEADER IN COLLABORATIVE PARTNERSHIPS**

**STRATEGIC PROJECT:** **Determine Level of Satisfaction of Employers**

### **BACKGROUND:**

As part of the Obama Administration's commitment to create a fairer, more effective criminal justice system, reduce recidivism, and combat the impact of mass incarceration on communities, the Department of Education today announced the Second Chance Pell Pilot program to test new models to allow incarcerated Americans to receive Pell Grants and pursue the postsecondary education with the goal of helping them turn their lives around and ultimately, get jobs, support their families, and turn their lives around.

High-quality correctional education – including postsecondary correctional education – has been shown to measurably reduce re-incarceration rates. By reducing recidivism, correctional education can ultimately save taxpayers money and create safer communities. According to a Department of Justice funded 2013 study from the RAND Corporation, incarcerated individuals who participated in correctional education were 43 percent less likely to return to prison within three years than prisoners who didn't participate in any correctional education programs. RAND estimated that for every dollar invested in correctional education programs, four to five dollars are saved on three year re-incarceration costs.

In 1994, Congress amended the Higher Education Act (HEA) to eliminate Pell Grant eligibility for students in federal and state penal institutions. The United States currently has the highest incarceration rate in the world with more than 1.5 million prisoners. The pilot being announced today will restore educational opportunity for some of those individuals, improving their chances to stay out of prison and become productive members of their communities after they are released.

“As the President recently noted, for the money we currently spend on prison we could provide universal pre-k for every 3- and 4-year-old in America or double the salary of every high school teacher in the country,” said U.S. Secretary of Education Arne Duncan. “America is a nation of second chances. Giving people who have made mistakes in their lives a chance to get back on track and become contributing members of society is fundamental to who we are – it can also be a cost-saver for taxpayers.”

Through this pilot program, incarcerated individuals who otherwise meet Title IV eligibility requirements and are eligible for release, particularly within the next five years, could access Pell Grants to pursue postsecondary education and training. The goal is to increase access to high-quality educational opportunities and help these individuals successfully transition out of prison and back into the classroom or the workforce. Incarcerated students who receive Pell Grants through this pilot will be subject to cost of attendance restrictions, so Pell Grants can only be used to pay for tuition, fees, books and supplies required by an individual's education program. Incarcerated individuals will not be eligible to receive other types of Federal student aid under this pilot.

The pilot program builds upon previous Administration efforts. A report from President Obama's "My Brother's Keeper Task Force" recommended enforcing the rights of incarcerated youth, including access to a quality education and eliminate unnecessary barriers to reentry. Last December, the Departments of Education and Justice released a Correctional Education Guidance Package to improve education programs in juvenile justice facilities and clarified existing rules around Pell Grant eligibility for youth housed in juvenile justice facilities and individuals held in local and county jails. The pilot program is intended to build on this guidance and expand access to high-quality postsecondary educational opportunities and support the successful reentry of adults.

The Department of Education is authorized under HEA to periodically administer experiments to test the effectiveness of statutory and regulatory flexibility for participating postsecondary institutions in disbursing federal student aid.

When determining which institutions will be selected for participation in this experiment, the Department will consider evidence that demonstrates a strong record on student outcomes and in the administration of the title IV HEA programs.

The deadline for postsecondary institutions to apply for this pilot program is Sept. 30, 2015 for the 2016-2017 academic year.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



4000-01-U

DEPARTMENT OF EDUCATION

Notice Inviting Postsecondary Educational Institutions to Participate in Experiments under the Experimental Sites Initiative; Federal Student Financial Assistance Programs under Title IV of the Higher Education Act of 1965, as Amended

AGENCY: Office of Postsecondary Education, Department of Education.

ACTION: Notice.

SUMMARY: The Secretary invites postsecondary educational institutions (institutions) that participate in the student financial assistance programs authorized under title IV of the Higher Education Act of 1965, as amended (the HEA), to apply to participate in a new institution-based experiment under the Experimental Sites Initiative (ESI). Under the ESI, the Secretary has authority to grant waivers from certain title IV HEA statutory or regulatory requirements to allow a limited number of institutions to participate in experiments to test alternative methods for administering the title IV HEA programs. The alternative methods of title IV HEA administration that the Secretary is



permitting under the ESI are designed to facilitate efforts by institutions to test certain innovative practices aimed at improving student outcomes and the delivery of services.

Under this experiment, participating institutions will provide Federal Pell Grant funding to otherwise eligible students who are incarcerated in Federal or State penal institutions. Details of the experiment are provided below in the "The Experiment" section of this notice.

**DATES:** Letters of application to participate in the proposed experiment described in this notice must be received by the Department of Education (the Department) no later than [INSERT DATE 60 DAYS AFTER DATE OF PUBLICATION IN THE FEDERAL REGISTER] in order for an institution to receive priority to be considered for participation in the experiment. Institutions submitting letters that are received after [INSERT DATE 60 DAYS AFTER DATE OF PUBLICATION IN THE FEDERAL REGISTER] may still, at the discretion of the Secretary, be considered for participation.

**ADDRESSES:** Letters of application must be submitted by electronic mail to the following email address: *experimentalsites@ed.gov*. For formats and other required information, see "Instructions for Submitting Letters of Application" under SUPPLEMENTARY INFORMATION.

FOR FURTHER INFORMATION CONTACT: Warren Farr, U.S. Department of Education, Federal Student Aid, 830 First Street, NE, Washington, DC 20002. Telephone: (202) 377-4380 or by email at: Warren.Farr@ed.gov.

If you use a telecommunications device for the deaf (TDD) or a text telephone (TTY), call the Federal Relay Service (FRS), toll free, at 1-800-877-8339.

SUPPLEMENTARY INFORMATION:

Instructions for Submitting Letters of Application:

Letters of application should take the form of an Adobe Portable Document Format (PDF) attachment to an email message sent to the email address provided in the ADDRESSES section of this notice. The subject line of the email should read "ESI 2015 - Pell for Students who are Incarcerated." The text of the email should include the name and address of the institution. The letter of application should be on institutional letterhead and be signed by the institution's financial aid administrator. The letter of application must include the institution's official name and the Department's Office of Postsecondary Education Identification (OPEID), as well as the name of a contact person at the institution, a mailing address, email address, FAX number, and telephone number. Please include in the letter a listing of the academic programs that the

institution is considering for inclusion in this experiment and, for each of those programs, an estimate of the number of participating students. We understand that institutions' academic program listings and the actual number of students who participate may vary from the information submitted in the letter.

Background:

Section 401(b)(6) of the HEA provides that students who are incarcerated in a Federal or State penal institution are not eligible to receive Federal Pell Grant funds. This prohibition is included in the Department's regulations at 34 CFR 668.32(c)(2)(ii).

The experiment outlined below will allow participating institutions to provide Federal Pell Grant funding to otherwise eligible students who are incarcerated in Federal or State penal institutions and who are eligible for release into the community, particularly those who are likely to be released within five years of enrollment in the program.

The prison population is significantly less educated than the general population. For nearly half of all incarcerated individuals in Federal or State facilities, a high school diploma or General Educational Development (GED) certificate is their highest level of education.

Only 11 percent of incarcerated individuals in State correctional facilities and 24 percent of individuals incarcerated in Federal prisons have completed at least some postsecondary education.<sup>1</sup> In addition, educational offerings at Federal and State penal institutions are limited in that they generally focus on adult basic education and secondary education that aim to improve foundational reading, writing, numeracy, and English language skills. Surveys of Federal and State prisons have found that only about 40 percent offer postsecondary education programs.<sup>2</sup> Given the statutory prohibition on incarcerated students accessing Federal student aid, roughly 1,574,700 persons in Federal or State penal institutions in 2013 were unable to be considered for higher education courses financed through the Pell Grant Program.<sup>3</sup>

---

<sup>1</sup> Caroline Wolf Harlow. "Education and Correctional Populations." U.S. Department of Justice, Office of Justice Programs. January 2003. Accessed on June 12, 2015 at: [www.bjs.gov/content/pub/pdf/ecp.pdf](http://www.bjs.gov/content/pub/pdf/ecp.pdf).

<sup>2</sup> Wendy Erisman and Jeanne Bayer Contardo. "Learning to Reduce Recidivism: A 50-state Analysis of Postsecondary Correctional Education Policy." Institute for Higher Education Policy. November 2005. Accessed on June 12, 2015 at: [www.ihep.org/sites/default/files/uploads/docs/pubs/learningreducerecidivism.pdf](http://www.ihep.org/sites/default/files/uploads/docs/pubs/learningreducerecidivism.pdf).

<sup>3</sup> Lauren E. Glaze and Danielle Kaebler. "Correctional Populations in the United States, 2013." U.S. Department of Justice, Bureau of Justice Statistics. December 2014. Accessed on May 1, 2015 at: [www.bjs.gov/content/pub/pdf/cpus13.pdf](http://www.bjs.gov/content/pub/pdf/cpus13.pdf).

While fewer than half of all prisons offer postsecondary education, research suggests that postsecondary education and training for incarcerated individuals is correlated with several positive post-release outcomes, including increased educational attainment levels, reduced recidivism rates, and improved post-release employment opportunities and earnings.<sup>4</sup> According to the Department of Justice, postsecondary correctional education is a promising and cost-effective practice that supports the successful reentry of justice-involved individuals.<sup>5</sup> Providing greater postsecondary education and training opportunities to incarcerated individuals, particularly the approximately 630,000 individuals expected to be released from Federal and State prisons each year<sup>6</sup>, some of whom will be eligible to receive Pell grants, may help to facilitate their successful transition back into society. Consistent with the President's "My Brother's Keeper Task Force"

---

<sup>4</sup> Lois M. David, Robert Bozick, Jennifer L. Steele, Jessica Saunders and Jeremy N. V. Miles. "Evaluating the Effectiveness of Correctional Education: A Meta-Analysis of Programs That Provide Education to Incarcerated Adults." RAND Corporation. 2013. Accessed on June 12, 2015 at: [www.rand.org/pubs/research\\_reports/RR266](http://www.rand.org/pubs/research_reports/RR266).

<sup>5</sup> "Practice Profile: Postsecondary Correctional Education." National Institute of Justice. Accessed on May 1, 2015 at: [www.crimesolutions.gov/PracticeDetails.aspx?ID=23](http://www.crimesolutions.gov/PracticeDetails.aspx?ID=23).

<sup>6</sup> "Prisoners in 2013." U.S. Department of Justice, Bureau of Justice Statistics. September 2014. Accessed on June 12, 2015 at: [www.bjs.gov/content/pub/pdf/p13.pdf](http://www.bjs.gov/content/pub/pdf/p13.pdf).

recommendations to enforce the rights of incarcerated youth to a quality education and eliminate unnecessary barriers to reentry, on December, 8, 2014, the Department of Education and the Department of Justice jointly released a Correctional Education Guidance Package.<sup>7</sup> The guidance package included a Dear Colleague Letter on Access to Pell Grants for Students in Juvenile Justice Facilities (DCL GEN-14-21) from the Department of Education clarifying that students who are confined or incarcerated in locations that are not penal institutions, such as juvenile justice facilities and local or county jails, and who otherwise meet applicable eligibility criteria, are eligible for Federal Pell Grants.<sup>8</sup> The experiment, which is described in more detail in the "The Experiment" section of this notice, is intended to test whether participation in high-quality educational opportunities increases after access to financial aid for incarcerated adults is expanded.

This notice is in response to a notice that was published in the Federal Register on December 6, 2013 (78

---

<sup>7</sup> Department of Education. Correctional Education in Juvenile Justice Facilities. Available at: [www2.ed.gov/policy/gen/guid/correctional-education/index.html](http://www2.ed.gov/policy/gen/guid/correctional-education/index.html)

<sup>8</sup> Department of Education. Federal Pell Grant Eligibility for Students Confined or Incarcerated in Locations That Are Not Federal or State Penal Institutions. Dear Colleague Letter GEN-14-21. Available at: <http://ifap.ed.gov/dpccletters/GEN1421.html>.

FR 73518), through which the Secretary solicited suggestions from postsecondary institutions for new experiments under the ESI. In response, the Department received submissions from a diverse range of institutions and other interested parties. The experiment included in this notice was informed by suggestions submitted that were related to the title IV HEA eligibility of incarcerated students.

Reporting and Evaluation:

The Department is interested in obtaining information that will allow for an evaluation of the experiment. Institutions that are selected for participation in the experiment will be required to provide the Department information about the participating students, which may include identifying information for students who submit a Free Application for Federal Student Aid (FAFSA) for enrollment in one of the programs included in the experiment offered by the participating postsecondary educational institution.

In addition, participating institutions will be required to submit an annual report about the experiment, its implementation, and its results. Through this survey, institutions will provide the Department information on (1) courses and programs offered, (2) numbers and types of

degrees and certificates awarded, (3) partnerships with the correctional facilities, (4) challenges in providing programs and courses in the prison settings, (5) how these challenges were addressed, and (6) other relevant data.

In addition to complying with these reporting and evaluation requirements, participating institutions will be required to participate, if requested, in an outcome evaluation of the experiment.

The specific evaluation and reporting requirements will be finalized prior to the start of each experiment.

Application and Selection:

From the institutions that submit letters of interest, the Secretary will select a limited number of institutions to participate in the experiment, carefully considering institutional diversity by, among other characteristics, institutional type and control, geographic location, enrollment size, and title IV HEA participation levels.

When determining which institutions will be selected for participation in this experiment, the Secretary will consider evidence that demonstrates a strong record on student outcomes and in the administration of the title IV HEA programs, such as evidence of programmatic compliance, cohort default rates, financial responsibility ratios,



completion rates, and, for for-profit institutions, “90/10” funding levels.

Before institutions are selected for this experiment, the Secretary will consult with the institutions on the final experimental design through webinars or other outreach activities.

Institutions selected for participation in the experiment will have their Program Participation Agreements (PPAs) with the Secretary amended to reflect the specific statutory or regulatory provisions that the Secretary waives or modifies for the experiment. The amended PPA will document the agreement between the Secretary and the institution for the administration of the experiment.

The Experiment:

Background:

Section 401(b)(6) of the HEA provides that students who are incarcerated in a Federal or State penal institution are not eligible to receive Federal Pell Grant funds. This restriction prevents many otherwise eligible incarcerated individuals from accessing financial aid and benefiting from postsecondary education and training.

In accordance with the waiver authority granted to the Secretary under section 487A(b) of the HEA, this experiment will examine how waiving the restriction on providing Pell

Grants to individuals incarcerated in Federal or State penal institutions influences participation in education opportunities as well as academic and life outcomes. The experiment will also examine whether the waiver creates any challenges or obstacles to an institution's administration of the title IV HEA programs.

Description:

This experiment will provide a waiver of the statutory provision that a student who is incarcerated in a Federal or State penal institution may not receive a Pell Grant. The experiment will allow some otherwise eligible students who are incarcerated in Federal or State penal institutions to receive a Pell Grant to help cover some of the costs of their participation in a postsecondary education and training program developed and offered by the participating postsecondary educational institution. This experiment only waives specific requirements of the title IV HEA programs. Additional restrictions or requirements associated with postsecondary study imposed by postsecondary institutions or correctional institutions may still apply. Students' eligibility to receive Federal Pell Grants aid under this experiment would remain subject to those requirements.

The education and training programs offered by the postsecondary institution must meet all title IV HEA

program eligibility requirements. While the program must be credit-bearing and result in a certificate or degree, up to one full year of remedial coursework is allowed for students in need of academic support.

The experiment will require that participating institutions:

- Partner with one or more Federal or State correctional facilities to offer one or more title IV HEA eligible academic programs to incarcerated students;
- Work with the partnering correctional facilities to encourage interested students to submit a FAFSA;
- Only disburse Pell Grant funding to otherwise eligible students who will eventually be eligible for release from the correctional facility, while giving priority to those who are likely to be released within five years of enrollment in the educational program;
- Only enroll students in postsecondary education and training programs that prepare them for high-demand occupations from which they are not legally barred from entering due to restrictions on formerly incarcerated individuals obtaining any

necessary licenses or certifications for those occupations;

- Disclose to interested students and to the Department information about any portions of a program of study that, by design, cannot be completed while students are incarcerated, as well as the options available for incarcerated students to complete any remaining program requirements post-release;

- As appropriate, offer students the opportunity to continue their enrollment in the academic program if the student is released from prison prior to program completion; and

- Inform students of the academic and financial options available if they are not able to complete the academic program while incarcerated. This includes whether the students can continue in the program after release, transfer credits earned in the program to another program offered by the institution, or transfer credits earned in the program to another postsecondary institution.

Participating institutions, in partnership with Federal or State correctional facilities, will also submit their plans for providing academic and career guidance, as

well as transition services to their incarcerated students to support successful reentry.

The Pell Grant funds made available to eligible students through this experiment are intended to supplement, not supplant, existing investments in postsecondary prison-based education programs by either the postsecondary institution, the correctional facility, or outside sources.

Waivers:

Institutions selected for this experiment will be exempt from, or will be granted waivers from, section 401(b)(6) of the HEA; and 34 CFR 668.32(c)(2)(ii), which provides that students who are incarcerated in any Federal or State penal institution are not eligible to receive Pell Grant funding.

The waiver described in this notice does not apply to individuals subject to an involuntary civil commitment upon completion of a period of incarceration for a forcible or nonforcible sexual offense.

All other provisions and regulations of the title IV HEA student assistance programs will remain in effect.

Accessible Format: Individuals with disabilities can obtain this document in an accessible format (e.g., braille, large print, audiotape, or compact disc) on

request to the contact person listed under FOR FURTHER INFORMATION CONTACT.

Electronic Access to This Document: The official version of this document is the document published in the Federal Register. Free Internet access to the official edition of the Federal Register and the Code of Federal Regulations is available via the Federal Digital System at:

[www.gpo.gov/fdsys](http://www.gpo.gov/fdsys). At this site you can view this document, as well as all other documents of this Department published in the Federal Register, in text or PDF. To use PDF, you must have Adobe Acrobat Reader, which is available free at the site.

You may also access documents of the Department published in the Federal Register by using the article search feature at: [www.federalregister.gov](http://www.federalregister.gov). Specifically, through the advanced search feature at this site, you can limit your search to documents published by the Department.

Delegation of Authority: The Secretary of Education has delegated authority to Jamiene S. Studley, Deputy Under Secretary, to perform the functions and duties of the Assistant Secretary for Postsecondary Education.

Program Authority: HEA, section 487A(b); 20 U.S.C. 1094a(b).

Dated: July 29, 2015.

---

Jamienne S. Studley,  
Deputy Under Secretary.

[FR Doc. 2015-18994 Filed: 7/31/2015 08:45 am; Publication

Date: 8/3/2015]