



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
EXECUTIVE COMMITTEE MEETING
THURSDAY, SEPTEMBER 14, 2023
8:15 A.M.**

CareerSource South Florida Headquarters
7300 Corporate Center Drive
Conference Room 2
Miami, Florida 33126

The public may view the session online. **Registration is required:**
https://us02web.zoom.us/webinar/register/WN_ISSH7LAzTdywstrfD2Q3IA

AGENDA

1. Call to Order and Introductions
2. Approval of Executive Committee Meeting Minutes
 - A. August 3, 2023
3. Information – CSSF Performance Indicator Tool
4. Information – CSSF On-line Monitoring Tool
5. Discussion – CSSF Strategic Plan Operation Strategies
6. Discussion – SFWIB/CSSF Strategic Planning Retreat

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"Members of the public shall be given a reasonable opportunity to be heard on a specific agenda item, but must register with the agenda clerk prior to being heard."



SFWIB EXECUTIVE COMMITTEE MEETING

DATE: 9/14/2023

AGENDA ITEM: 2A

AGENDA TOPIC: MEETING MINUTES

SFWIB EXECUTIVE COMMITTEE MEETING MINUTES

DATE: August 3, 2023

LOCATION: Via Zoom: https://us02web.zoom.us/webinar/register/WN_gKA-m86nSZSxCXUhvjFhIg

1. **CALL TO ORDER:** Vice-chair Mr. del Valle called to order the regular meeting of the SFWIB Executive Committee Meeting at 8:23AM on August 3, 2023.
2. **ROLL CALL:** 7 members; 4 required; 7 present: Quorum established.

SFWIB EXECUTIVE COMMITTEE MEMBERS PRESENT	SFWIB MEMBERS ABSENT	SFWIB STAFF
Canales, Dequasia (Zoom) del Valle, Juan-Carlos, Vice-Chairman Chi, Joe Ferradaz, Gilda Gibson, Charles, Chair (Zoom) Loynaz, Oscar, M.D. (Zoom) Roth, Thomas “Tom”	None	Beasley, Rick Bennett, Renee Morgan, Ebony Perrin, Yian ADMINISTRATION/IT
OTHER ATTENDEES		

Mr. Beasley reviewed the housekeeping rules and reminded members to state their name prior to making or seconding a motion so as to be captured plainly on the recording.

Agenda items are displayed in the order they were discussed.

2A. Approval of Executive Committee Meeting Minutes – July 13, 2023

Vice-Chairman del Valle presented agenda item 2A. July 13, 2023 Executive Committee Meeting minutes for approval.

Motion by Mr. Chi to approve the July 13, 2023 SFWIB Executive Committee meeting minutes.

Mr. Roth seconded the motion; **motion is passed without dissent.**

No further comments or suggestions were submitted from the members. Item closed.

[Chairman Gibson arrived at 8:26am]

3. Information – Florida Workforce System Transformation Plan Overview

Vice-Chairman del Valle introduced the item; Mr. Beasley further presented.

Mr. Beasley provided a brief overview of the Florida Workforce System Transformation Plan.

Pillar 1: Alignment & Consolidation

He reminded the members that CareerSource Florida, in collaboration with Ernst & Young, established and mapped out a plan for consolidating and realigning regions. He reviewed the CareerSource locations across the state that are scheduled for realignment or consolidation. The deadline for this process is June 30, 2024. E&Y and CareerSource will review and finalize new local governance requirements, modifications to Interlocal Agreements, the formation of Consortiums, and new organizational structures during the project's next phase.

CareerSource South Florida has begun discussions with Monroe County Commissioner Lincoln and Peg Elmore, the CEO of the Southwest Florida Board. Ms. Elmore recently traveled to Monroe County to continue transition-related discussions. Additionally, Mr. Beasley informed the Council that the CSSF team has already forwarded LWDB 23's transition plan to the State for review.

Pillar 2: System-wide Improvements

Mr. Beasley revealed that he is urging the State to examine and evaluate the Automated Monitoring Tool that CSSF has developed and uses daily, in the hopes that it can be implemented statewide. In addition, he encourages the Local Workforce Board Association to implement standardized contract templates to assure uniformity and simplify contract monitoring statewide.



Pillar 3: Regional Planning

To better serve both employers and job applicants, the state intends to establish at least three regional planning areas that align workforce development activities and resources with larger regional economic development areas and resources.

The Regional Planning Area Policy will be on the agenda of the State Workforce Development Board in September 2023, with the goal of presenting it to the Governor for his signature in December 2023.

It is important to note that since we are currently undergoing a realignment, the State does not require CareerSource South Florida to have regional planning complete until 2025.

Vice Chairman del Valle inquired if any of these processes would have an effect on staff. Mr. Beasley affirmed that he is certain it will, particularly in areas designated for consolidation.

Ms. Ferradaz inquired about the likelihood of a staff reduction in region 23 because of Monroe County's relocation. Mr. Beasley confirmed that there would be no staff reductions because we are not a direct provider in Monroe County.

No further comments or suggestions were submitted from the members. Item closed.

4. Information – Alignment & Consolidation Allocation for Region 23

Mr. Beasley introduced and further presented the funding allocation, based on areas of substantial unemployment, for Monroe County.

No further questions or comments were presented for consideration. Item closed.

[Chairman Gibson introduced himself formally in the record: 8:26 a.m.]

5. Approval – Recommendation as to Approval to Allocate Funds to Reimburse the Florida Department of Commerce (Formerly DEO)

Vice-Chairman del Valle introduced the item; Mr. Beasley further presented the request to approve the reimbursement of funds to the Florida Department of Commerce.

Mr. Beasley discussed the background of the November 16, 2020-September 1, 2021 U.S. Department of Labor (DOL Employment and Training Administration audit. Mr. Smith elaborated on the reasoning behind each of the findings and the ongoing dialogue with the Florida Department of Commerce. All but one (1) of the six (6) presented findings, Lack of



Documented Program and Service Eligibility for Employed Worker Participants, have been resolved; hence, reimbursement is sought for the finding #3.

Mr. Beasley informed the Committee that CSSF would use non-federal unrestricted dollars to pay the disallowed cost. Furthermore, CSSF has put in place a process to reduce the likelihood that future business service training programs may result in potential disallowed costs.

Motion by Mr. Chi; Ms. Ferradaz seconded the motion; **item is passed without dissent.**

Mr. Roth inquired about the training provider associated with finding #3. Mr. Beasley responded the organization was the Monroe County Sheriff's Office; WIOA funds were used to reimburse their training expenses.

Mr. Roth inquired further about the unrestricted dollars that will be used to pay the amount due to the Florida Department of Commerce. Mr. Beasley explained that the unrestricted funds are held and used only for disallowed costs and is not a part of the year's budget; however, it is reflected in the annual audit report. Ms. Bennett went on to clarify that the budget reflects the annual allocations made to CSSF by the Florida Department of Commerce.

Ms. Ferradaz continued this line of inquiry by asking why restricted funds are not included in the annual budget. Mr. Beasley explained that this has always been the procedure; he has adhered to the same method since the start of his tenure with CareerSource. In addition, Mr. Beasley clarified that budgeted reserves are used to cover unforeseen expenses. Federal funds cannot be used to reimburse disallowed expenses.

Mr. Roth requested that Ms. Bennett provide the Committee with the two-year balance of the Unrestricted Funds at the next meeting. Ms. Bennett confirmed that she will examine audit reports from the previous two years and provide the information.

No further questions or comments were presented for consideration. Item closed.

6. Approval – Recommendation as to Approval of the Amended and Restated SFWFIB Bylaws

Vice Chairman del Valle introduced the item; Mr. Beasley further presented.

A draft copy of the amended and restated SFWFIB Bylaws was distributed to all members in advance of today's Executive Committee meeting for questions and comments. Several members of the board and the Miami-Dade County Attorney's Office provided feedback.

Before the group completed a detailed review of the bylaws, Mr. Beasley informed them that everything included is in accordance with WIOA law, Florida State Statutes, or Administrative Polices 091 and 110 from CareerSource Florida.

- Article 1 – No Changes
- Article 2 – No Changes
- Article 3 – No Changes
- Article 4 – Changes
 - Section 4.6: No changes – highlighting that staggered term limits have been added
 - Section 4.8: No changes – highlighting that refresher training will be conducted with the Board annually – possibly during the February Board meeting.
 - Section 4.9B: Resignations – **CHANGE:** Board and Council meetings **will** count toward attendance. Members must attend at least four (4) meetings per year.
 - Excused absences are allowed and will not be held against the member; however, the reason for their absence must be communicated prior to the session.
 - Include absence notification from the previous bylaws - members receive a warning letter after two unexcused absences, followed by the Executive Director's recommendation for removal to the Chief Local Elected Official (CLEO). A third absence would imply an automatic removal via voluntary resignation.
 - SFWIB Policy to be developed to ensure members understand the attendance expectations including member communications (what constitutes an excused absence versus an absences), and the types of notifications that may be sent to members throughout their tenure.
 - Per the chat, Ms. Canales would like to include in the policy that the Executive Director will include a copy of the SFWIB policies or procedures related to attendance in effect at the time.
- Article 5 – Changes
 - Section 5.2A Duties of the Chairperson: Add the following language: “The Chair may be removed from office as Chair without cause at any time upon the affirmative vote of a majority of the then appointed members of the SFWIB who are empowered to vote.”
 - Section 5.2D Appointment: Typo; remove the second “term” in the first sentence.

- Article 6 – Changes
 - Section 6.5 Communication Media Technology: Change language state that members may attend meetings via media technology a maximum of three out of the six board meetings.
 - Section 6.6 Attendance: reference section 6.5, however, members can attend two meetings in sequential order, after which they must attend in person.
- Article 7 – Changes
 - Section 8.1: Update numbering
 - Section 8.2: Update numbering
- Article 8 – Changes
 - Section 9.1: Update numbering

Ms. Ferradaz inquired whether the regulations will need to be revised after the transition of Monroe County. Mr. Beasley confirmed that the bylaws and Interlocal Agreement will need to be revised; nevertheless, we are currently updating the bylaws to ensure compliance with the State. Once the transition is complete, we will only need to remove Monroe County, but the majority of the work has already been completed.

Chairman Gibson stated that he believes it is too lenient to remove a member after three absences. Problematic are members who do not communicate their incapacity to attend, even via Zoom, should not be given additional chances to remain a part of the Board.

Members discussed and clarified that:

- Majority vote is required to expand the list of excused absences.
- In the absence of a Chair, the Vice-Chair does not automatically assume the position. The position will be appointed based on the vote of the members with voting privileges at the time.
- Members recently added to the Board will begin their terms on a new/different date to establish staggered terms.

Changes approved during today's Executive Committee meeting will be sent to the full board today to ensure members have 14 days to review in advance of the August 17th SFWIB Meeting (updates will be highlighted).

Motion by Ms. Ferradaz to approve the draft bylaws with amendments by the SFWIB Executive Committee; Chairman Gibson seconded the motion; **item is passed without dissent.**

In response, Mr. Roth requested that the item be postponed until a red-lined version of the previous ordinances is received and reviewed. Mr. Beasley explained that we are currently out of compliance. In order for the bylaws to be approved at the August 2023 board meeting, we will need to finalize the draft and submit it to the Board for review and feedback with sufficient lead-time to allow for a 14-day comment period. The next Executive Committee meeting may also need to be moved up by one week to facilitate this schedule.

All SFWIB members will receive copies of the old bylaws, the Interlocal Agreement, and the amended and restated bylaws for review and comment.

Additionally, Mr. Roth requested a roster of members who may be affected by the 8-year term limit. Mr. Beasley explained that, following the departure of the SFWIB Agenda Clerk, we were unable to access previous board records to determine when members were first appointed. The original dates on which Mayor Cava appointed members may serve as a guide for this procedure.

Mr. Roth suggested, as an alternative to establishing a maximum number of meetings that could be attended via Zoom, that members cannot attend more than two (2) Zoom meetings consecutively; otherwise, they must be present in person. Vice-Chairman del Valle agrees with this approach as there are numerous reasons why members may need to attend remotely, and this allows for the necessary flexibility.

No further questions or comments were presented for consideration. Item closed.

New Business

Vice-Chair del Valle provided an update on the Cybersecurity Summer Camp program at Miami High. Thirty-seven (37) students were enrolled as a part of Project 502, an initiative by the National Security Agency with a goal of creating a pathway into a career in Cybersecurity. Because many students did not have a laptop during last year's program, CSSF donated laptops for each student to use throughout the class. The laptops remain at the school for next year's cohort.

Mr. Beasley added that CSSF will be launching the Women in Tech initiative. Comcast has donated 40 laptops and internet access for the use of all participants. He added that CSSF staff would be sending invites to the members to ensure they are aware of the numerous events in which the Board is involved. We will continue to monitor participation going forward.

With no further business presented to the Committee, the meeting adjourned at 9:56 am.



SFWIB EXECUTIVE COMMITTEE

DATE: 9/14/2023

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: CSSF PERFORMANCE INDICATOR TOOL

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

On May 5, 2022, the Florida Department of Commerce completed the state-level performance negotiations with the U.S. Department of Labor (USDOL) Employment and Training Administration for Workforce Innovation and Opportunity Act (WIOA) Titles I and III funded programs for program years (PY) 2022-2023 and 2023-2024. The negotiated WIOA primary performance indicators measures the Adult, Dislocated Worker, Youth, and Wagner-Peyser programs. Performance indicators are used to assess the effectiveness of local workforce development boards to continue providing workforce services in their respective areas.

On July 6, 2022, the South Florida Workforce Investment Board (SFWIB) received the PY 2022-2023 and 2023-2024 WIOA Performance Indicators for Workforce Development Area (WDA) 23 from the Florida Department of Commerce. As required by the USDOL, the Department of Commerce used a Statistical Adjustment Model (SAM) to ensure the impact of participant and economic characteristics in the local areas are accounted for when determining the negotiated local levels of performance. The SAM is an objective regression model used to estimate levels of performance and adjusted levels of performance.

The three measures used to indicate the level of negotiated performance are defined as Not Met (less than 90% of negotiated), Met (90-100% of negotiated), and Exceeded (greater than 100% of negotiated).

The 18 Performance Indicators by which the SFWIB will be measured are:

- Adults
 - Employed 2nd Quarter After Exit
 - Median Wages
 - Employed 4th Quarter After Exit
 - Credential Attainment
 - Measurable Skills Gain

- Dislocated Workers
 - Employed 2nd Quarter After Exit
 - Median Wages
 - Employed 4th Quarter After Exit
 - Credential Attainment
 - Measurable Skills Gain
- Youth
 - Employed 2nd Quarter After Exit
 - Median Wages
 - Employed 4th Quarter After Exit
 - Credential Attainment
 - Measurable Skills Gain
- Wagner-Peyser
 - Employed 2nd Quarter After Exit
 - Median Wages
 - Employed 4th Quarter After Exit

In an effort to ensure the measures are met, SFWIB staff created a Common Measures tool to monitor the local area's WIOA Performance Indicators in real time. The tool provides American Job Center (AJC) staff with the ability to see which cases have exited the system, with or without employment, using information generated from various employment data sources, including the New Hire Report, The Work Number, and the Wage Credit Report.

The Common Measures tool will also allow AJC staff to ensure all follow ups required by the WIOA have been conducted as the tool will identify cases with incomplete employment data per quarter.

FUNDING: N/A

PERFORMANCE: Workforce Innovation Opportunity Act (WIOA) and Wagner Peyser (WP)

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 9/14/2023

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: CAREERSOURCE SOUTH FLORIDA AUTOMATED MONITORING TOOL

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A.

STRATEGIC GOAL: **STRENGTHEN THE ONE-STOP DELIVERY SYSTEM**

STRATEGIC PROJECT: **Enhance CSSF performance system**

BACKGROUND:

The CareerSource South Florida Automated Monitoring Tool (AMT) was developed to meet the SFWIB Strategic Goal of Strengthen the One-Stop Delivery System. The tool is based on the Department of Economic Opportunity's (DEO) programmatic monitoring tool for each workforce program. Federal law requires the state to monitor all workforce programs receiving federal funds. The purpose of the monitoring review is to periodically assess and evaluate whether the Local Workforce Development Board (LWDB) is complying with federal and state laws, regulations, and DEO administrative policies and guidance in administering statewide workforce programs. DEO All monitoring is conducted in accordance with 2 CFR §§ 200.331 - 200.333, Subrecipient Monitoring and Management.

The monitoring tool allows the user to see a snapshot of each program's caseload and corresponding error rates. Furthermore, the tool allows the user to review existing errors in specific cases and correct them, thus lowering the error rate. Finally, the tool provides a variety of reports to assist the users in determining trends and evaluating performance.

CareerSource South Florida (CSSF) shall implement a multi-level quality assurance process in accordance with DEO Policy Number 121 utilizing the AMT. The process will be implemented as follows:

1. CareerSource South Florida American Job Centers (AJC's) and WIOA Youth Service Providers will receive regular email communications from CSSF directing them to the AMT. Emails will instruct the designated AJC and Youth staff to review cases in each program displaying errors and make corrections.
2. Service Providers will report their corrections to CSSF on a monthly basis. This will replace the current monthly Quality Assurance supervisory reviews required by the executed contract(s).

3. Information obtained from the AMT shall be used by the service providers to train staff and measure their performance. It will also be utilized to study trends and engage in continuous quality improvement across all programs.
4. OCI will utilize the AMT to conduct quality assurance reviews of each program and each service provider. Cases will be sampled, thoroughly reviewed, and findings communicated via an exit conference, monitoring report, and request for Plan of Corrective Actions (POCA). The POCA will be reviewed and accepted or rejected. Service providers that fail to produce an acceptable POCA or demonstrate a pattern of unacceptable error rates may be placed on a Performance Improvement Plan (PIP).

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 9/14/2023

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: 2020-2024 STRATEGIC GOALS OPERATIONAL PLAN STRATEGY UPDATE

AGENDA ITEM TYPE: **DISCUSSION**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **National leader in an ROI-focused enterprise**

BACKGROUND:

At its December 16, 2021 meeting, the SFWIB approved an update to the 2020-2024 Strategic Goals Operational Plan. The plan outlined specific operational objectives that staff would pursue over the next three years in an effort to achieve the overall strategic goals.

During the 2022-2023 program year, SFWIB staff concluded that some of the operational initiatives for some of the goals' strategies needed to be updated and/or modified from their original plan. Staff recommends revisions to the strategic initiatives for Goals 1-5.

The details are as follows:

1. Goal: Build a Demand-Driven System with Employer Engagement

- Strategy A. "Engage Employers and Seek Continuous Feedback" – the implementation of the EconoVue platform was added to the initiative. The platform will help expand the board's outreach to businesses and identify those entities in the local area in need of services.

2. Goal: Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery

- Strategy E. "Improve the efficiency of center operations". SFWIB staff performance improvement team meetings now include the front line staff not just center management.

3. Goal: Improve Services for Individuals with Barriers

- Strategy C. "Ensure compliance with WIOA Section 188" – Continuous development of automation tools. The expansion of automating current and future tools will result in less reliance on manual entries.

4. Goal: Dedicated Commitment to Youth Participation

- Strategy A. “Expand Career Exploration and Pathways Programs” – added expand pre-apprenticeships, registered apprenticeships, and internships for youth.
- Strategy B. “Joint Contribution for Youth Career Pathway Models” – expanded the list of collaborative partner organizations. Additional partner organizations include Career and Technical Education Centers, Financial Institutions, Aviation Institutions, and Construction Companies.
- Strategy C. “Youth Entrepreneurial Skills Training Programs” – establish partnerships with organizations that specialize in entrepreneurship, such as the Small Business Administration and Junior Achievement.
- Strategy D: “Improve Service Delivery and Outcomes” – automate service codes and case notes in Employ Miami Dade/ Employ Monroe. Establish and host monthly performance review meetings.

5. Goal: High ROI Through Continuous Improvement

- Strategy A. “Enhance CSSF Performance System” – added the newly developed Automated Monitoring Tool (AMT). The SFWIB Office of Continuous Improvement and Adult Programs staff provides ongoing technical assistance and training to the CSSF American Job Center (AJC) staff regarding the usage of the tool and for case management monitoring.
- Strategy C. “Provide Technical Assistance to Service Providers” – to help improve service delivery, monthly funding stream cross-trainings was added for CSSF AJC front-line staff as this will help improve service delivery.

There were no revisions made to the strategy or initiatives for Goal 6.

The attached report summarizes the operational initiatives and includes staff’s recommended additions for the Committee’s review and comments.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

GOAL 1 STRATEGIES:

A. Engage Employers and Seek Continuous Feedback

B. Ensure all service providers and Career Centers implement employer engagement in their operations

C. Partner with Economic Development to Assist Targeted Industries

D. Close the skills gap through work-based learning

E. Create entrepreneurship initiatives

GOAL 1
Build a Demand-Driven System with Employer Engagement

INITIATIVES:

Round Table discussions

Enhance branding to businesses.

Utilize the EconoVue platform to identify business in need of services.

Require monthly employer site visits by Business Service Reps.

Set up regular meetings / technical assistance for Business Service Reps.

Develop an incentive package to provide partner organizations awareness of CSSF services.

Business Service Team, minimum 2-3 distinct projects per year toward targeted industries.

Expand sector based strategies for work base learning through Apprenticeship, Internship, Work Experience, Customized Training, Employed Worker Training and Paid Work Experience.

Expand partnerships with incubators for targeted populations with the Small Business Administration, Eco-Tech, and Community Ventures.

Business / Career mentoring.

Collaborative Partners:

- CareerSource Florida
- Florida Department of Commerce
- Business Leaders
- Local Chambers of Commerce
- Beacon Council
- SFWIB Business Services Unit
- SFWIB Unit Managers
- OCOG Target Industry Committees
- Industry Associations
- Trade Associations
- Economic Development entities
- CSSF Service/Training Partners
- Colleges, Universities, and School Boards

GOAL 2 STRATEGIES:

A. Develop Integrated Business Service Teams

B. Maximize use of the Employ Florida Marketplace (EFM) Among Workforce System Partners

C. Strengthen the Partnership with WIOA Required Partners

D. Seek excellence in customer service

E. Improve the efficiency of career center operations

GOAL 2
Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery

INITIATIVES:

Train Business Service staff at Headquarters/ Centers.

Promote the use of EMD and EM enhance services

Improve EMD/EM through automation

Increase use of social media.

Quarterly meetings with WIOA core partners.

Implement a Youth survey.

Improve business survey response rate.

Provide more training and spot checks.

Centralized back room operations for various career center functions.

Integrate Performance Improvement Team (PIT) meetings with front line staff.

Collaborative Partners:

- Service and Training Providers
- Local Small Businesses
- SFWIB Business Services
- Staffing Agencies
- Community Based Partners
- WIOA Required Partners
- Human Resources Associations

GOAL 3 STRATEGIES:

A. Develop specific programs and initiatives

B. Improve Employment Outcomes

C. Ensure compliance with WIOA Section 188

GOAL 3
Improve Services for Individuals with Barriers

INITIATIVES:

Establish targeted initiatives i.e., Battered Women, Homeless, and YWCA.

Target specific industries utilizing current tools to increase the number businesses hiring participants with barriers to employment i.e., Individuals with Disabilities, Transitioning Citizens, Homeless, Foster Care, and Mental Health.

Expand partnerships with agencies that specialize in serving individuals with barriers i.e., WOW and Key Club.

Continue to develop tools and automation to rely less on manual entries.

Collaborative Partners:

- WIOA Required Partners
- Light House for the Blind
- Mental Health Agencies
- Florida Department of Law Enforcement Office
- Department of Corrections
- Community Based Organizations
- Faith Based Organizations
- Service and Training Providers
- Business Community
- U.S. Southern Command

STRATEGIC GOALS OPERATIONAL PLAN (continued)

GOAL 4 STRATEGIES:

A. Expand Career Exploration and Pathways Programs

B. Joint Contribution for Youth Career Pathway Models

C. Youth Entrepreneurial Skills Training Programs

D. Improve Service Delivery and Outcomes

GOAL 4
Dedicated Commitment to Youth Participation

INITIATIVES:

Generate career exploration report.

Expand youth Pre-apprenticeship, apprenticeships and internships.

Expand partnerships with community based organizations to include:

- Career and Technical Education Centers (both youth and adult)
- Financial Institutions
- Aviation Institutions
- Construction, etc.

Establish partnerships with organizations that specialize in entrepreneurship such as the SBA and Junior Achievement.

Launch Entrepreneurial Educational Programs.

Automation of service codes and case notes in EMD/EM.

Establishing monthly performance review meetings

Collaborative Partners:

- CareerSource Florida
- Florida Department of Commerce
- Youth Service Providers
- Community and Faith Based Organizations
- Miami-Dade and Monroe Counties Public Schools
- Colleges and Universities
- Post-Secondary Education Institutions
- Training Providers
- Business Community
- Local and State Government Agencies

GOAL 5 STRATEGIES:

A. Enhance CSSF Performance System

B. Improve Credential Outcomes for Job Seekers

C. Provide Technical Assistance to Service Providers

GOAL 5
High ROI Through Continuous Improvement

INITIATIVES:

Automation of service codes and case notes in EMD/EM.

Analyze historical data to improve performance.

Automated Monitoring Tool (AMT) to provide continuous monitoring of all programs

Expand Apprenticeship Programs.

Increase certification attainment rate.

Quarterly trainings in service delivery.

Monthly funding stream cross-trainings for front-line staff to help improve service delivery.

Collaborative Partners:

- US Department of Labor
- CareerSource Florida
- Florida Department of Commerce
- Service and Training Providers
- Economic Development Agencies
- Community Based Organizations

GOAL 6 STRATEGIES:

A. National Leader in an ROI-Focused Enterprise

B. Use LMI Data for Policy Development

C. Maximizing Collaborative Partnerships

D. Strengthen Workforce System Accountability

E. Enhance Board Leadership

GOAL 6
Strong Workforce System Leadership

INITIATIVES:

Through targeted cohorts increase the talent pipeline .

Monitor LMI data to determine the occupations job seekers are placed in versus the talent pool.

Use LMI data to target training and business.

Use LMI data to determine the type of OJT to contract.

Partner with business leaders engaged by Board members in OCOG and State targeted industries.

Restructure marketing strategies to increase visibility on initiatives and services. to attract and retain collaborative partners.

Continue providing learning opportunities for Board members through trainings and orientations.

Implement Board surveys and assessments to enhance participation.

Collaborative Partners:

- CareerSource Florida
- Florida Department of Commerce
- Chambers of Commerce
- Beacon Council
- The School Board
- Business Leaders



SFWIB EXECUTIVE COMMITTEE

DATE: 9/14/2023

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: SFWIB/CSSF STRATEGIC PLANNING RETREAT

AGENDA ITEM TYPE: **DISCUSSION**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **National leader in an ROI-focused enterprise**

BACKGROUND:

The SFWIB approved the 2020-2024 Strategic Goals Operational Plan at its December 16, 2021 meeting. The goals are expected to influence future policy discussions and funding decisions.

SFWIB staff will schedule a strategic planning retreat of the board to reevaluate the six existing strategic goals and draft new 2024-2028 goals, as required by the local plan.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT