



EXECUTIVE COMMITTEE MEETING
Thursday, August 20, 2015
9:30 A.M.

Doubletree Hotel - Exhibition Center
711 NW 72nd Avenue,
Miami, Florida 33126

AGENDA

1. Call to Order and Introductions
2. Approval of Meeting Minutes
 - a. June 17, 2015
3. Chairman's Report
 - a. Information – JPMorgan Chase New Skills at Work Report
4. Executive Director's Report
5. Executive Committee
 - a. Recommendation as to Approval to Retroactively Approve the Work Readiness Skills Employment Training Agreement with Neighbors And Neighbors Association, Inc.
 - b. Recommendation as to Approval to Re-allocate Funds from KRA to ResCare, Inc. and Authorize staff to release Workforce Services RFP
 - c. Recommendation as to Approval to Authorize Staff to Draft and Release an RFP for Refugee and Employment Training Services
6. Finance & Efficiency Council
 - a. Information – Finance Reports
 - i. May 2015 Financial Report
 - b. Information – Cash Reconciliations
 - i. June 2015
 - ii. July 2015
 - c. Recommendation as to Approval to accept \$100,000 from the City of Miami Gardens for the Summer Youth Employment Program.
 - d. Recommendation as to Approval to allocate \$30,000 in TANF funds to Adult Mankind Organization, Inc. for the Management of City of Miami Gardens Summer Youth Program
 - e. Recommendation as to Approval to allocate \$150,000 for Employ Miami-Dade Initiative to the City of Miami (City of Miami Career Center)

- f. Recommendation as to Approval to allocate \$5,000 in TANF funds to Experience Aviation, Inc. to purchase slots for the SAFEE Aviation Summer Camp Program
 - g. Recommendation as to Approval to allocate \$125,000 in TANF funds to TSIC, Inc. to support the programmatic and administrative cost of the Take Stock In Children Scholarship Program
7. Global Talent Competitiveness Council
- a. Information – Occupational Supply / Demand Matrix Update
 - b. Recommendation as to Approval of Refugee Employment and Training Program Providers
 - c. Recommendation as to Approval to Allocate funds to Miami-Dade College for Hospitality Certification Training
 - d. Recommendation as to Approval to Allocate funds to Miami-Dade College for Culinary Skills Training
 - e. Recommendation as to Approval of Revisions to the On-the-Job Training (OJT) Policy
 - f. Recommendation as to Approval of Revisions to the Employed Worker Training (EWT) Policy
 - g. Recommendation as to Approval of Revisions to the Paid Work Experience Training (PWE) Policy
8. Performance Council
- a. Information – Refugee Employment and Training Program Performance Overview
 - b. Information – Refugee Employment and Training Program Balanced Scorecard Update
 - c. Information – Workforce Services Balanced Scorecard and Job Placements Update
 - d. Information – Workforce Services Regional Performance Overview
 - e. Information – Youth Partner’s and Regional Performance
 - f. Information – Consumer Report Card Update
 - g. Information – Individual Training Account (ITA) Performance Report for Program Year 2013-2014
 - h. Recommendation as to Approval of May and June Performance Incentives of \$300 to each of the Top Two (2) Workforce Services Professionals in the Region



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

AGENDA ITEM NUMBER: 2A

AGENDA ITEM SUBJECT: MEETING MINUTES

DATE: August 20, 2015 at 9:30AM

Doubletree Hotel – Convention Center
 711 N.W. 72nd Avenue
 Miami, FL 33126

SFWIB MEMBERS IN ATTENDANCE	SFWIB MEMBERS NOT IN ATTENDANCE	SFW STAFF
<ol style="list-style-type: none"> 1. Piedra, Obdulio <i>Chairman</i> 2. Bridges, Jeff, Vice-Chairman 3. Brown, Clarence 4. Brecheisen Bruce 5. Clayton, Lovey Dubois, Victoria (non-voting) 6. Fils-Aime, Sr., Daniel 7. Gaber, Cynthia 8. Garza, Maria 9. Gazitua, Luis 10. Gibson, Charles 11. Huston, Albert Jr. 12. Manrique, Carlos 13. Perez, Andre 14. Quintana, Annette 15. Regueiro, Maria C. 16. Rod, Denis 17. Roth, Thomas 18. Russo, Monica 19. Scott, Kenneth 20. Socorro, Ivonne 21. Walker, Wanda 22. Zewadski-Bricker, Edith 	<ol style="list-style-type: none"> 23. Adrover, Bernardo 24. Arboleda, Carlos 25. Carpenter, Willie 26. Chi, Joe 27. Datorre, Roberto 28. del Valle, Juan-Carlos 29. Diggs, Bill 30. Ferradaz, Gilda 31. Jordan, Barbara 32. Ludwig, Philipp 33. Montoya, Rolando 34. West, Alvin 	<p>Beasley, Rick Almonte, Ivan Alonso, Gus Butkowski, Dennis Garcia, Christine Gomez, Maria Gonzalez, Frances Graham, Tomara Hernandez, Juan Jean-Baptiste, Antoinette Kavehersi, Cheri Smith, Marian</p> <p>Assistant County Attorney</p> <p>Shanika Graves - Miami-Dade County Attorney's office – SFWIB's Legal Counsel</p>

OTHER ATTENDEES		
<p>Acedo, Maleidy – <i>Youth Co-Op, Inc.</i></p> <p>Allison, Carshena – <i>BCA Watson Rice, LLP</i></p> <p>Barroso, Lupe – <i>Cuban National Council, Inc.</i></p> <p>Brown, Delphine – <i>Youth – Co-Op, Inc.</i></p> <p>Farinas, Irene – <i>Youth Co-Op, Inc.</i></p> <p>Favole, Bernardo – <i>EV Services</i></p> <p>Flores, Oscar – <i>Compu-Med</i></p> <p>Garcia, Sary – <i>KRA Corporation</i></p> <p>Gavira, Beatriz – <i>SER Jobs for Progress, Inc.</i></p> <p>Gilbert, David – <i>City of Miami</i></p> <p>Havancak, Joe – <i>The Beacon Council</i></p> <p>Hyacinth, Hermina - <i>KRA Corporation</i></p> <p>Jimenez, Laura – <i>Compu-Med</i></p> <p>John, Kurt – <i>BCA Watson Rice, LLP</i></p> <p>Lightburn, Ray – <i>Cuban National Council, Inc. (CNC)</i></p> <p>Morgan, Myria – <i>Former CSSF Employee</i></p>	<p>Mitchell, Carlena – <i>Miami-Dade County Public Schools (M-DCPS)</i></p> <p>Monzon-Aguirre - <i>EV Services</i></p> <p>Morgan, Myria –</p> <p>Musiet, Gabriela – <i>Cuban National Council, Inc.</i></p> <p>Quiros, Vivian – <i>Sullivan & Cogliano</i></p> <p>Rodriguez, Maria – <i>Youth Co-op, Inc.</i></p> <p>Sellers, Robert – <i>KRA Corporation</i></p> <p>Scott, Don – <i>KRA Corporation</i></p> <p>Someillia, Ana – <i>Adults Mankind Organization (AMO)</i></p> <p>Velez, Paulina – <i>Youth Co-Op, Inc.</i></p>	

Agenda items are displayed in the order in which they were discussed.

1. Call to Order and Introductions

SFWIB Chairman, Obdulio Piedra called the meeting to order at 9:58am, began with introductions and noted that a quorum of members had been achieved.

2.a. Approval of SFWIB Meeting Minutes of April 30, 2015

Mr. Clarence Brown moved the approval of April 30, 2015 meeting minutes. Motion seconded by Mr. Andy Perez; Motion Passed with Unanimous Consent

3. Chairman's Report

Chairman Piedra first reminded all members of the Board to complete and submit their 2014 financial disclosure forms prior to the official deadline of July 1, 2015. Second, he thanked CSSF staff for their diligent work during the transition of the new Workforce Investment Opportunity Act (WIOA) which will take effect July, 1, 2015. Lastly, he introduced former CSSF Youth Programs Manager Myria Morgan who recently retired from the agency. Ms. Morgan appeared before the Board to receive her award for her years of service. Both Chairman Piedra and Executive Director thanked her for dedicating 35 years of service and wished her the best in her future endeavor.

4. Executive Director's Report

Executive Director Rick Beasley reviewed with the Board his report and each member received a copy. The report contained information regarding: (1) STATE – CareerSource Florida Fact Book; (2) LOCAL – Obama Administration Seeks Public Comment on WIOA Proposed Rules; and (3) LOCAL – Career Center Performance. Mr. Beasley additionally announced this region was the only to achieve a double number of placements for the current reporting period (July 1, 2014 through April 30, 2015).

Chairman Piedra commended Mr. Beasley for his work and announced that Mr. Beasley would be traveling to California to attend the National Conference of Mayors meeting in San Francisco.

5. Executive Committee Meeting

5a. Recommendation as to Approval of Workforce Performance Incentives to the Contractors

Chairman Piedra introduced the item and Mr. Beasley further discussed the Executive Committee's recommendation for the Board's approval of Workforce Services revised Job Placements Performance and New Performance Incentives to the Contractors for Program Year (PY) 2014-15.

He recommended the following two incentive performance payment options:

Option 1:

If the Contractor meets or exceeds 100 percent of the maximum required Job Placement units as set forth in the contract by the end of the contract period and has not earned all its total contracted Job Placements (Base + Carryover) dollar amount for the contract period; the contractor will be awarded five (5) percent from the unearned total contracted Job Placements dollar amount for the contract period as an incentive performance payment to provide staff incentives.

Option 2:

If the Contractor meets or exceeds 100 percent of the maximum required Job Placement units as set forth in the contract by the end of the contract period and as a result exceeds its total contracted Job Placements (Based + Carryover) dollar amount for the contract period; the contractor will be awarded an additional five (5) percent of the total contacted Job Placements dollar amount for the contract period as an incentive performance payment to provide staff incentives.

Vice-Chairman Jeff Bridges moved the approval of Workforce Services Training to the Contractors. Motion seconded by Maria Garza; **Further Discussion(s):**

Dr. Regueiro asked whether staff “tracks continuity”, whether they identify if there are any benchmarks in place, and whether they follow-up every ninety days to ensure individuals have been placed. Mr. Beasley responded, “Yes” additionally noted that the agency exceeded all of its performances for the current reporting period.

Motion Passed with Unanimous Consent.

5b. Recommendation as to Approval of Monthly Performance Incentives for Career Center Staff

Chairman Piedra introduced the item and Mr. Beasley further discussed the Executive Committee’s approval to recommend to the Board a Monthly Performance Incentive for Career Center Staff.

Ms. Edith Zewadski-Bricker moved the approval of Monthly Performance Incentive for Career Center Staff. Motion seconded by Ms. Maria Garza; **Further Discussion(s):**

Mr. Gibson asked whether the recommendation includes performance objectives discussed at the prior Executive Committee meeting. Mr. Beasley confirmed and read into record the following performance objectives that must be met by career center staff:

- ✓ Employers Services;
- ✓ Direct Job Placements (DJP);
- ✓ Referral to Placement Ration;
- ✓ Average Wage of DJP; and
- ✓ Economic Benefit Back to the Community Wages

Mr. Gibson asked whether the selection process would be led by the individual career centers or headquarters. Mr. Beasley explained the process and noted that individuals would be recognized at the full Board meeting as well as at the career centers. Mr. Beasley also explained the purpose is an effort to recognize excellence. Chairman Piedra added that it’s also in an effort to continue to build a sales culture.

6. Finance & Efficiency Council

6a. Information – Finance Reports

6i. April 2015 Financial Report

Chairman Piedra introduced the item and Mr. Beasley further presented and read into record the accompanying notes to the Financial Report (unaudited) report for the period of July 1, 2014 through April 30, 2015:

Budget Adjustments:

- ✓ WIA - \$16,666 increase
- ✓ Other revenue - \$175, 000 increased

Expenses:

- ✓ Special Projects increase by \$500,000
- ✓ Set aside decreased by \$265,000
- ✓ Training and Support Services decreased by \$241,398

- ✓ Youth Services increased by \$6,398
- ✓ Unallocated Funds increased by \$204,166

Explanation of Significant Variances:

- ✓ Training and Support Services low at 27.2% versus 83.3%
- ✓ Other Program & Contracts currently at 16.9% versus 83.3%

No further questions or discussions.

6b. Information – Cash Reconciliation

6b.i May 2015 Reconciliations

Chairman Piedra introduced the item and Mr. Beasley further presented the Cash Reconciliation report for the month of May.

No further questions or discussions.

6.c. Recommendation as to Approval to Accept \$100,000 from the City of Miami Gardens for the Summer Youth Employment Program

Chairman Piedra introduced the item. Finance and Efficiency Council Chairman Andy Perez further discussed the approval to accept \$100,000 from the City of Miami Gardens for the Summer Youth Employment Program.

Mr. Luis Gazitua moved the approval to accept \$100,000 from the City of Miami Gardens for the Summer Youth Employment Program. Motion seconded by SFWIB Vice-Chairman Jeff Bridges;
Motion Passed with Unanimous Consent

6d. Recommendation as to Approval to Allocate \$30,000 in TANF funds to Adult Mankind Organization, Inc. for the Management of City of Miami Gardens Summer Youth Program

Chairman Piedra introduced the item and FE Chairman Perez further discussed the approval to allocate \$30,000 in TANF funds to Adult Mankind Organization, Inc. for the Management of City of Miami Gardens Summer Youth Program.

Mr. Luis Gazitua moved the approval to allocate \$30,000 in TANF funds to Adult Mankind Organizations, Inc. for the Management of City of Miami Gardens Summer Youth Program. Motion seconded by Mr. Kenneth Scott; **Further Discussion(s):**

Mr. Manrique noted into record a scrivener's error regarding the City's complete name. He noted that the agenda item subject should read "City of Miami Gardens". Mr. Beasley explained into record that the name (City of Miami Gardens) appears correct in the item. Mr. Manrique questioned whether an RFQ process had been conducted that resulted in the selection of Adults Mankind Organization, Inc. (AMO) to receive the contract. Mr. Beasley explained that AMO is the current entity that owns and operates the career center in the City of Miami Gardens. Mr. Beasley also advised the Council this is a summer employment program.

Mr. Manrique stated he opposes that fact that although this entity did not meet its performance measure, it is still awarded a youth services contract.

Motion Passed with one (1) opposition.

6.e. Recommendation as to Approval of the 2015-16 Budget

Chairman Piedra introduced the item FE Chairman further requested Mr. Beasley to present the 2015-16 budget. He reviewed with the Board the Performance Indicators then went on to explain the new funding which lists the following percentage change by program between PY 15-16 and PY 14-15:

WIA Adult: - 6.86%
WIA Youth: 6.92%
WIA Dislocated Worker: -9.06%
Wagner-Peyser: -2.80%
TANF: -7.08%
Total: -4.24%

Mr. Beasley then reviewed with the Board the following:

Cost Distribution

HQ: .62%
Training: 5.80%
Facility Cost: -.27%
Contracts: -1.99%

- ✓ **Talent Development – Current Talent Supply**
- ✓ **Training and Support Services**
- ✓ **Youth Services**
- ✓ **2016-17 Reserves**

Mr. Beasley requested the approval of project goals, performance goals for the 2015-16 budget narratives, and additional 1 year extension on the 2014-15 approved ITA percentage of 40% as well as approval of a proposed 63.2 million budget expenditure.

Mr. Kenneth Scott moved the approval of the 2015-16 Budget. Motion seconded by Vice-Chairman Bridges; Further Discussion(s):

Mr. Roth inquired about the increase in average wage. Mr. Beasley explained that some of the numbers have not been validated, then provided further details. He noted this information is explained in the footnote of the budget report. Mr. Beasley additionally discussed the goal of recruiting a talent pool and gaining more high wage/ high growth occupations.

Dr. Regueiro commented that the majority of professions listed under high wage/high growth quadrant are allied health and individuals attaining a 4yr degree or higher. She asked which occupations would fall under the \$13 and higher hourly rate. Mr. Beasley explained that IT related occupations and allied health are the most successful occupations in this region. He went on to

explain the current occupations that are emerging that would be presented to the Board in the near future. He also noted that occupations are listed in the Florida Fact book.

Prior to final vote, FE Chairman Perez noted into record the Council's recommendation for staff to provide a report listing all current funded projects. And all funded projects that are not being utilized within the time frame set forth in agreements, would have funds taken away to be reallocated to active or new projects. SFWIB Vice Chairman Bridges added that this report would be provided to the full Board for approval to reallocate funds. Dr. Regueiro explained that one of the reasons for delay of funds being utilized in a timely manner is due to issues with invoicing.

Motion Passed with Unanimous Consent

6.f. Recommendation as to Approval of Selection of External Auditor – RFQ Oral Presentations

Chairman Piedra introduced the item and FEC Chairman Perez requested Mr. Beasley further discuss. Mr. Beasley read into record the approval of selection of external auditor – RFQ oral presentation. He additionally announced that the Council selected BCA Watson Rice, LLP contingent on negotiated amount and if negotiation does not succeed, then the agency will proceed with second selected Auditor, Grau & Associates, LLC.

Ms. Edith-Zewadski-Bricker moved that approval of BCA Watson Rice, LLP as the number choice selection contingent to negotiated amount. Motion seconded by Mr. Kenneth Scott; **Further Discussion(s):**

Mr. Manrique inquired about the total number of respondents. SFWIB Quality Assurance Coordinator, Frances Gonzalez responded a total of seven (7). Mr. Beasley explained that the top three (3) scored over 80 point threshold. Mr. Manrique inquired about the disparity in scores between BCA Watson Rice and Grau & Associates, LLC. Mr. Beasley responded that he could not answer the questions, however, SFWIB Vice-Chairman Bridges explained the differences were in the technical rating and oral presentations: BCA Watson scored 97.5 where as Grau & Associates scored 87.25. Scores; however, information on oral presentations was not readily available.

SFWIB Chairman Piedra requested Mr. Beasley explain to the Board how many years BCA Watson has been conducting audit services for this region. Mr. Beasley responded a total of three (3) years and provided additional details regarding contracting terms.

Chairman Piedra additionally noted that the Council recommended staff rotation (“new set of eyes”) every year.

Motion Passed with Unanimous Consent

7. Global Talent and Competitiveness Council

7.a. Information – Employed Worker Training (EWT) Update

Chairman Piedra introduced and presented the item.

No further questions or discussions.

7.b. Recommendation as to Approval of Revisions to the On-the-Job (OJT) Training Policy

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

Mr. Andy Perez moved the approval of revisions to the On-the-Job (OJT) Training Policy. Motion seconded by Vice Chairman Jeff Bridges; **Motion Passed Unanimously**

[Dr. Maria Regueiro stepped out of the meeting room]

[Mr. Carlos Manrique stepped out of the meeting room]

7.c. Recommendation as to Approval of Related Party Training Vendor Agreements

Chairman Piedra introduced the item and Mr. Beasley further discussed. Chairman Piedra additionally noted this is in alignment with the Workforce Investment Opportunity Act (WIOA).

Chairman Piedra noted into record a scrivener's error in the item. He noted the language referenced the Academy which is incorrect.

Mr. Bruce Brecheisen moved the approval of Related Party Training Vendor Agreements. Motion seconded by Ms. Maria Garza; **Motion Passed Unanimously**

[Dr. Maria Regueiro returned to the meeting room]

[Mr. Carlos Manrique returned to the meeting room]

7.d. Recommendation as to Approval of Workforce Services Contractors

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

Mr. Clarence Brown moved the approval of Workforce Services Contractors. Motion seconded by Mr. Bruce Brecheisen; **Motion Passed Unanimously**

8. Performance Council

8a. Information – Refugee Employment and Training Program Performance Overview

Chairman Piedra introduced the item. Performance Council Chairwoman Maria Garza further discussed and read the item into record the following performance stats for the period of October 1, 2014 through May 31, 2015:

RET Contractors placed a total of 5,051 refugee job seekers into employment compared to 4,637 for the same prior year.

Additionally,

- ✓ 14, 692 refugees job seekers enrolled I the RET program;
- ✓ 2,782 refugees are still working after 90 days of hire;
- ✓ 2,124 refugees are still working after 180 days of hire; and
- ✓ 2,171 refugees are receiving health benefits through the employer

No further questions or discussions.

8b. Information – Refugee Employment and Training Program Balanced Scorecard Update

Performance Council Chairwoman Maria Garza presented the item and read into record the RET Services Contactors Performance Summary which showed 5 of the 8 contractors were meeting or exceeding 65 percent of the PY 2014-15 performance measures.

No further questions or discussions.

8c. Information – Workforce Services Balanced Scorecard and Job Placement Update

Performance Council Chairwoman Maria Garza presented the item and read into record the Balanced Score Card summary which indicated eight (8) of the fourteen workforce services locations were meeting the required 65 percent.

No further questions or discussions.

[Ms. Annette Quintana stepped out of the meeting room]

[Mr. Huston left the meeting room]

8d. Information – Workforce Services Regional Performance Overview

Performance Council Chairwoman presented the item and read into record the following stats:

- ✓ 41,800 job seekers were placed into jobs that exited the system compared to 35117\ PY
- ✓ The Wagner-Peyser Entered employment Rate is at 58.1 percent am dos ranked 4th
- ✓ The Veterans program EER is at 60.9 percent and is ranked 5th place
- ✓ Career Advanced program (CAP) Welfare Transition (WT) Program All Family Participation Rate is at 42.6 and is ranked 13 place .
- ✓ The Cap /WT Program EER is a 37.3 percent and is ranked 4th place.

No further questions or discussions.

8e. Information – Youth Partner’s and Regional Performance

Chairwoman Garza continued her presentation and noted the following stats:

- ✓ 364 in-school and out-of-school youth participants positively excited the program
- ✓ 2,184 in-school and out-of-school youth participants had increases in skill attainment performance measures
- ✓ 275 in-school participants positively exited the program
- ✓ 274 out-of-school positively exited the program

No further questions or discussions.

[Ms. Quintana returned to the meeting return]

**8f. Information – Consumer Report Card Update
Chairwoman Garza briefly discussed the item.**

No further questions or discussions.

8g. Recommendation as to Approval to Renew Existing Workforce Services Contracts for Program Year Program Year 2015-16

Chairwoman Garza introduced the item and read into record the Council’s recommendation for the Board’s approval to renew existing workforce services contacts for Program Year 2015-16.

Mr. Lovey Clayton moved the approval to renew existing workforce services contracts for Program Year 2015-16. Motion seconded by Ms. Annette Quintana; **Motion Passed with Unanimous Consent**

8h. Recommendation as to Approval to Renew Existing Youth Provider Contracts for Program Year 2015-16

Chairman Garza introduced the item and read into record the Council's recommendation for the Board's approval to renew existing workforce services contracts for Program Years 2015-16.

Mr. Kenneth Scott moved the approval to Renew Existing Youth Provider Contracts for Program Year 2015-16. Motion seconded by Vice-Chairman Jeff Bridges; **Motion Passed Unanimously**

There being no further business to come before the Board, the meeting adjourned at 10:55am.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: SFWIB CHAIRMAN'S REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 3A

AGENDA ITEM SUBJECT: JPMORGAN CHASE "NEW SKILLS AT WORK" REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

JPMorgan Chase is investing in the future of Miami-Dade County. In May 2014, we committed \$5 million over five years to help close the workforce skills gap in Miami. With its unique position as the gateway to the Americas, Miami-Dade County is poised to grow in national and international prominence. One of the challenges facing the county is ensuring that Miami's workforce is prepared to take advantage of job opportunities in the sectors that are fueling the region's economic growth. Smart investments in training will set job seekers on the road to economic mobility and build the skilled workforce that Miami will need to thrive.

JPMorgan Chase is pleased to partner with The Beacon Council's One Community One Goal initiative. One Community One Goal is positioning the county for continued growth by developing a community-wide vision for Miami-Dade's future and an action-oriented roadmap for creating well-paying jobs in seven target industries. In this report, JPMorgan Chase profiles two of these industries in depth: trade and logistics, and information technology. The data presented in the report will support the work already under way in these industries and encourage additional efforts to build a pipeline of skilled workers for long-term careers.

This skills gap report for Miami-Dade County is the last in a series of reports that have examined labor market conditions in metropolitan regions across the United States, and in France, Germany, Spain and the United Kingdom. These reports provide data-driven solutions to address the mismatch between employer needs and the skills of current job seekers. They are a key component of New Skills at Work, JPMorgan Chase's five-year \$250 million global workforce readiness and demand-driven training initiative

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: SFWIB EXECUTIVE DIRECTOR'S REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



South Florida Workforce Investment Board

August 20, 2015

Executive Director's Report

1. FEDERAL - Appropriations

When the members of Congress return from their summer break September 8, they will have only 10 legislative days to agree on the FY16 budget to avert a government shutdown before October 1. Though the House and Senate made more progress in the appropriations process for the 12 federal agencies than they have in more than a decade, they are still slated to fall short of completing the spending bills in regular order. With current fiscal year spending set to expire September 30, and President Obama vowing to veto fiscal 2016 appropriations bills that lock in sequester-level spending, Congress will have to move quickly. They will either have to broker a deal on a continuing resolution (CR) to continue current spending levels for a certain period of time or work out a broader omnibus spending bill. They could also settle on a combination of the two, in which they agree on an all-inclusive spending plan for a limited period of time.

2. FEDERAL – 21st Century Conservation Service Corps Act

On Wednesday, August 5, Senators John McCain (AZ) and Michael Bennet (CO) introduced the 21st Century Conservation Service Corps Act (21CSC Act), which would expand the number of federal agencies that can partner with Service and Conservation Corps programs using existing funding mechanisms to accomplish important work that restores and enhances America's great outdoors and public lands. In addition, the legislation would extend the non-competitive hiring eligibility with federal agencies from 120 days to two years for Corps participants serving for at least 640 hours during their term of service. This authority would enhance career pathways for young people and veterans, who as a result of their service in Corps have obtained specific skills relevant to excelling in federal service positions. The bill would not provide additional funding to agencies, but would encourage creative strategies and private partnerships to leverage existing funding sources.

3. STATE – Florida Awarded \$7 Million Grant

Florida's focus on building an increasingly competitive workforce and enabling employers in health care and advanced manufacturing to stay current with marketplace changes will benefit from a nearly \$7 million federal grant to equip workers with the right skills for these growing industries. CareerSource Florida and the Department of Economic Opportunity will use the two-year grant to assess current and future needs of employers in health care and advanced manufacturing. Participating members of the CareerSource Florida network, which includes 24 regional workforce boards and nearly 100 career centers statewide, will assist unemployed Floridians and existing employees with training for these in-demand occupations.

"The Sector Partnership Grant will help provide training and resources to move Floridians seeking employment into well-paying careers with a promising future in the growing industries of health care and advanced manufacturing," said Chris Hart IV, President and CEO of CareerSource Florida. "These funds also will strengthen our collective and ongoing efforts to harness the market intelligence critical to meeting business needs and establishing Florida as a global leader for talent."

Collaboration among CareerSource Florida, the Department of Economic Opportunity, regional workforce boards and leaders in industry, education and economic development is integral to the project’s success.

“Florida’s economy has seen a remarkable turnaround in the past four years, adding almost 880,000 private-sector jobs,” said Jesse Panuccio, Executive Director of the Department of Economic Opportunity. “This grant will allow us to provide employment training to more than 1,000 Floridians, with a focus on veterans, who are interested in two of the top industries in this state – health care and advanced manufacturing.”

Sector strategies are industry-led approaches to workforce and economic development that align training to meet employer needs in regional labor markets. The project supported through the Sector Partnership Grant builds on the sector strategy approach established by CareerSource Florida last year to ensure Florida’s workforce development system is responsive to the talent needs of businesses. CareerSource Florida’s approach included the formation this spring of two statewide business groups – the Florida Advanced Manufacturing Leadership Council and the Florida Healthcare Workforce Leadership Council – to collect critical business intelligence and develop workforce strategies and policies that align with the new federal Workforce Innovation and Opportunity Act for their respective industries.

Florida was among 27 states receiving the federal grant to strengthen and expand innovative job training and reemployment strategies for laid-off workers. Florida received one of the highest grant amounts awarded. Additional information is available on the U.S. Department of Labor website.

4. STATE - 2015-16 “KEEP FLORIDA WORKING” State Budget

On June 23, 2015, Governor Rick Scott signed the “KEEP FLORIDA WORKING” budget for fiscal year 2015-16, passed by the Florida Legislature last Friday. The budget includes more than \$309 million for workforce development initiatives benefitting businesses and job seekers statewide.

CareerSource Florida Board Chairman Britt Sikes, general manager of DEX Imaging’s Enterprise Accounts Division, said, “On behalf of our business-led board, I thank Governor Scott and the Florida Legislature for their ongoing commitment and significant investments in education and workforce development. These strategic investments are critical to building Florida’s reputation as a global leader for talent, meeting the needs of business now and in the future, and supporting the economic growth of our communities.”

“Governor Scott’s strong and continued support of Florida’s workforce development system is further demonstrated through his signing today of the “KEEP FLORIDA WORKING” budget for Fiscal Year 2015-2016,” said CareerSource Florida President and CEO Chris Hart IV. “With key investments in education and training, including CareerSource Florida’s Quick Response Training program to sharpen the skills of new and existing employees and boost the global competitiveness of Florida businesses, the Governor and legislature have again well-positioned our state for continued growth and prosperity.”

5. LOCAL – Career Center Performance

For Program Year (PY) 2014-2015, the performance statistics attached covering the period of July 1, 2014 through June 30, 2015 on the Florida's Department of Economic Opportunity (DEO) Monthly Management Report (MMR) for the 24 Regional Workforce Boards in the State reveal the following performance for the Region:

- 50,739 job seekers were placed into jobs that exited the system compared to 43,095 for the same period last program year (PY).
- This is a 17.7 percent increase compared to the same period last PY.
- The Wagner-Peyser Entered Employment Rate (EER) is at 59.5 percent and is ranked 4th.
- The Veterans Program EER is at 62.2 percent and is ranked 4th.
- The Career Advancement Program (CAP) / Welfare Transition (WT) Program All Family Participation Rate is at 42.5 percent and is ranked 13th.
- The CAP / WT Program EER is at 37.6 percent and is ranked 4th.

The Monthly Job Placement Report - developed by the Florida's DEO and CareerSource Florida demonstrates that for Program Year 2014-2015 from July to June, CareerSource South Florida (CSSF) placed 75,934 job seekers into jobs compared to 66,665 for the same period last PY 2013-2014. This is a 13.9 percent increase; which is noticeably better than the State's overall 7.8 percent decrease.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 5A

AGENDA ITEM SUBJECT: WORK READINES SKILLS EMPLOYMENT TRAINING AGREEMENT

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Executive Committee recommends to the Board to retroactively approve the Work Readiness Skills Employment Training Agreement with Neighbors And Neighbors Association, Inc.

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

STRATEGIC PROJECT: **Increase Credential Attainment**

BACKGROUND:

The Board approved at it's April 30, 2015, meeting to allocate an amount not to exceed \$100,000 in Workforce Investment Act (WIA) funds to the Southeast Overtown/Park West Community Redevelopment Agency for a Work Readiness Skills Employment Training program.

The SFWIB was informed by the Southeast Overtown/Park West Community Redevelopment Agency of their decision to withdrawn from this project.

As part of the Employ Miami-Dade (EMD) Initiative, Neighbors And Neighbors Association, Inc., (NANA) a Community Economic Development Organization, was responsible for providing and paying for the Work Readiness workshops EMD participants. As of May, 2015, NANA has trained sixty seven (67) participants in the Work Readiness Skills Employment Training program. NANA experienced a shortage in funding to continue to provide the Work Readiness Training workshops.

The project provided an employment-based program for job-seekers who reside in low/moderate income areas in Miami Dade County. Specifically, the job seekers targeted participants for this program are those that live within the designated targeted zip codes.

The Program Goals and Objectives are:

1. Assist job seekers in developing a better understanding of workplace behavior, work ethics and employment expectations
2. Job coaching
3. Job placement assistance to obtain long-term unsubsidized employment
4. Provide well-structured program based on both educational and employment related services
5. Retention and monitoring to help ensure a positive working relationship between the employer and participant

In following the procurement process of Miami-Dade County, Administrative Order No.: 3-38, it is recommended that SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interests of SFWIB. A two-thirds (2/3) vote of the quorum present is required to waive the competitive procurement process and award an allocation not to exceed \$100,000.00 in Workforce Investment Act Funding to Neighbors And Neighbors Association, Inc for a Work Readiness Skills Employment Training.

FUNDING: Workforce Investment Act (WIA)

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 5B

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

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Executive Committee recommends to the Board the approval (1) 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 (2) 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.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

K R A

July 7, 2015

Mr. Rick Beasley
Executive Director
CareerSource South Florida
7300 Corporate Center Drive, Suite 500
Miami, Florida 33126-1234

Dear Mr. Beasley:

The purpose of this letter is to confirm our conversation and my decision yesterday, July 6th, not to execute the FY15-16 contracts for the operation of the Carol City, Opa-Locka, and Miami Beach CareerSouce Centers. As discussed, KRA Corporation (KRA) will conclude operations at the close-of-business Friday, July 10th.

Corporate personnel have communicated employee separation procedures with KRA's South Florida based employees as well as our intentions to work closely with your office transitioning interested employees to employment with a new provider. Corporate personnel will be on the ground this week to facilitate closeout of operations.

We have assembled a uniquely qualified team of professionals dedicated to and persistent in attempting to transform these Centers into the high-performance operations we know they can become. They have my best wishes for their success in the future.

Additionally, I thank you and your team for the opportunity to serve job seekers and businesses in the South Florida community.

Continued success...

Sincerely,



Knowlton R. Atterbeary
President & CEO
KRA Corporation

cc: KRA Contract file

Developing Workers. Strengthening Communities.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 5C

AGENDA ITEM SUBJECT: APPROVAL TO AUTHORIZE STAFF TO DRAFT AND RELEASE A RFP FOR REFUGEE EMPLOYMENT AND TRAINING SERVICES

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Executive Committee recommends to the Board the approval to authorize staff to draft and release a Request for Proposals (RFP) for Refugee Employment and Training (RET) Services as set forth below.

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

STRATEGIC PROJECT: **Leverage Resources to Enhance Grant Revenue**

BACKGROUND:

The current RET program providers were competitively procured in September 2012, with contract terms that allowed for renewal for up to two additional one-year periods. Those contracts will expire on September 30, 2015, the end of the RET program year. Accordingly, staff recommends drafting and releasing a RFP soliciting agencies capable of delivering RET services for Program Year 2015-16. Note that contracts will be executed with successful respondents contingent upon funding from the Florida Department of Children and Families.

The goal of the RET program is to assist refugees/entrants achieve economic self-sufficiency and effective resettlement within the shortest time possible following their arrival in the U.S.

The 10 current RET contractors deliver the following services: intake and assessment, eligibility determination, case-management, pre-employment counseling and orientation, acculturation, employability plan development, job development services, direct placement, 90 and 180 day follow up, referrals to training and ESOL, on-the-job training, and referrals to other community services, as needed, such as legal services and child care.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 6A

AGENDA ITEM SUBJECT: FINANCIAL STATEMENTS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG, TIMELY REPORTING STANDARDS**

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

BACKGROUND:

The Finance and Efficiency Council's primary goal is to work to ensure that the Board is in good financial health, that its assets are protected, and that the Board's resources are used appropriately and accounted for sufficiently. Accordingly, the attached un-audited financial report for the month of May 2015 is being presented for review by the Council members.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 6B

AGENDA ITEM SUBJECT: BANK RECONCILIATION FOR THE MONTHS OF JUNE 2015 & JULY 2015

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG, TIMELY REPORTING STANDARDS**

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

BACKGROUND:

The Finance and Efficiency Council's primary goal is to work to ensure that the Board is in good financial health, that its assets are protected, and that the Board's resources are used appropriately and accounted for sufficiently.

Based on the Internal Control Procedures recommended by the Department of Economic Opportunity of the State of Florida, the Finance Committee at its April 2, 2009, meeting requested a monthly cash reconciliation report be provided at every Committee Meeting. Accordingly, the attached cash reconciliation for the months of June 2015 and July 2015 is being presented for review by the Council members.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

**South Florida Workforce Investment Board
Reconcile Cash Accounts**

Reconciliation Date: 6/30/15

Cash Account: 1102 Cash -General Operating Account

	<u>Amount (\$)</u>	<u>Number of Transactions</u>
Beginning Book Balance	1,135,939.11	
Less Checks/Vouchers Drawn	(3,934,462.05)	341
Plus Deposits		
Checks Voided	11,473.33	2
Deposits	5,037,160.01	51
Plus Other Items	(250.72)	1
Unreconciled Items:		
Ending Book Balance	<u><u>2,249,859.68</u></u>	
Bank Balance	3,821,975.90	
Less Checks/Vouchers Outstanding	(1,572,116.22)	115
Other Items:		N/A
Plus Deposits In Transit		
Transfer to operating		N/A
Unreconciled Items:		N/A
Reconciled Bank Balance	<u><u>2,249,859.68</u></u>	
Unreconciled difference	<u><u>0.00</u></u>	

Prepared by: Odell J. Ford Jr. 7/7/15
Odell J. Ford Jr.

Approved by: [Signature] 7/8/15

**South Florida Workforce Investment Board
Reconcile Cash Accounts**

Reconciliation Date: 7/31/15

Cash Account: 1102 Cash -General Operating Account

	<u>Amount (\$)</u>	<u>Number of Transactions</u>
Beginning Book Balance	2,249,859.68	
Less Checks/Vouchers Drawn	(6,042,309.51)	437
Plus Deposits		
Checks Voided	27,433.16	8
Deposits	3,617,229.84	38
Plus Other Items	(183.66)	1
Unreconciled Items:		
Ending Book Balance	<u><u>(147,970.49)</u></u>	
Bank Balance	1,045,419.78	
Less Checks/Vouchers Outstanding	(1,193,390.27)	135
Other Items:		N/A
Plus Deposits In Transit		
Transfer to operating		N/A
Unreconciled Items:		N/A
Reconciled Bank Balance	<u><u>(147,970.49)</u></u>	
Unreconciled difference	<u><u>(0.00)</u></u>	

Prepared by: Odell J. Ford Jr. 8/7/15
Odell J. Ford Jr.

Approved by: [Signature] 8/7/15



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 6C

AGENDA ITEM SUBJECT: APPROVAL TO ACCEPT \$100,000 FUNDS FOR THE CITY OF MIAMI GARDENS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to the Board the approval to accept the \$100,000 from the City of Miami Gardens for the Summer Youth Employment Program.

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Enhance and Expand Job Readiness Skills for Youth**

BACKGROUND:

On March 25, 2015, the City Council of the City of Miami Gardens, Florida, authorized the City Manager to pursue a partnership with CareerSource South Florida and the Greater Miami Gardens Chamber of Commerce to provide monetary incentives to local businesses that create new employment for residents in the City of Miami Gardens.

The City Council authorized the City Manager to enter into an agreement with CareerSource South Florida to provide summer jobs for youth in the community from ages 14-17, allocating \$100,000, with CareerSource South Florida providing a dollar for dollar match.

Refer to the City of Miami Gardens Resolution No. 2015-51-2248

FUNDING: TANF

PERFORMANCE: N/A

ATTACHMENT

RESOLUTION NO. 2015-51-2248

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AUTHORIZING THE CITY MANAGER TO PURSUE A PARTNERSHIP WITH CAREERSOURCE SOUTH FLORIDA AND THE GREATER MIAMI GARDENS CHAMBER OF COMMERCE TO PROVIDE MONETARY INCENTIVES TO LOCAL BUSINESSES THAT CREATE NEW EMPLOYMENT OPPORTUNITIES FOR RESIDENTS IN THE CITY OF MIAMI GARDENS; PROVIDING FOR THE ADOPTION OF REPRESENTATIONS; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, to encourage local businesses to play an active role in creating meaningful employment opportunities in the City, the City Manager proposes entering into a partnership agreement with CareerSource South Florida and Greater Miami Gardens Chamber of Commerce, and

WHEREAS, under this partnership, the City of Miami Gardens and CareerSource South Florida will provide monetary incentives to local businesses that create new employment opportunities for Residents in the City of Miami Gardens, and

WHEREAS, the Greater Miami Gardens Chamber of Commerce will play a pivotal role in advertising these incentives and encouraging local businesses to participate in the Program, and

WHEREAS, it is anticipated that this partnership will bring about a meaningful increase in employment opportunities for Residents in the City of Miami Gardens, and

WHEREAS, before finalizing this partnership, the City Manager will present the Council with a range of funding sources and levels for this program, and upon City Council approval of the funding sources and levels, the City Manager will proceed with finalizing the partnership with the abovementioned entitie,

WHEREAS, Additionally, understanding that summer youth employment is a priority, the City Council authorizes the City Manager to enter into an agreement with

PREPARED BY: SONJA KNIGHTON DICKENS, CITY ATTORNEY

SPONSORED BY: CAMERON D. BENSON, City Manager

Moved by: Councilman Williams
Seconded by: Councilman Harris

VOTE: 5-0

Mayor Oliver Gilbert, III	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)
Vice Mayor Felicia Robinson	<input type="checkbox"/> (Yes)	<input type="checkbox"/> (No) Not present
Councilwoman Lillie Q. Odom	<input type="checkbox"/> (Yes)	<input type="checkbox"/> (No) Not present
Councilman David Williams Jr	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)
Councilwoman Lisa C. Davis	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)
Councilman Rodney Harris	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)
Councilman Erhabor Ighodaro, Ph.D.	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)

CareerSource South Florida to provide summer jobs for youth in the community from ages 14-18, allocating \$100,000, with CareerSouce providing a dollar for dollar match.

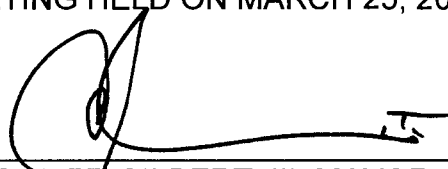
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA AS FOLLOWS:

Section 1: ADOPTION OF REPRESENTATIONS: The foregoing Whereas paragraphs are hereby ratified and confirmed as being true, and the same are hereby made a specific part of this Resolution.

Section 2: AUTHORIZATION: The City Council of the City of Miami Gardens hereby authorizes the City Manager to pursue a partnership with Careersource South Florida and the Greater Miami Gardens Chamber of Commerce to provide monetary incentives to local businesses that create new employment opportunities for Residents in the City of Miami Gardens.

Section 3: EFFECTIVE DATE: This Resolution shall take effect immediately upon its final passage.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS AT ITS REGULAR MEETING HELD ON MARCH 25, 2015.



OLIVER GILBERT, III, MAYOR

ATTEST:



RONETTA TAYLOR, MMC, CITY CLERK



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 6D

AGENDA ITEM SUBJECT: APPROVAL TO ALLOCATE \$30,000 IN TANF FUNDS TO ADULTS MANKIND ORGANIZATION.

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to the Board the approval to allocate \$30,000 in TANF Youth Program Funds to Adult Mankind Organization for the management of program services for the City of Miami Gardens Summer Youth Program.

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Enhance and Expand Job Readiness Skills for Youth**

BACKGROUND:

On March 25, 2015, the City Council of the City of Miami Gardens authorized the City Manager to enter into an agreement with CareerSource South Florida to provide summer jobs for youth in the community from ages 14-17.

Staff recommend that funds be allocated to Adults Mankind Organization to manage the City of Miami Gardens Summer Youth Employment Program.

Refer to the City of Miami Gardens Resolution No. 2015-51-2248.

FUNDING: TANF

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 6E

AGENDA ITEM SUBJECT: ALLOCATION OF FUNDS FOR THE EMPLOY MIAMI-DADE INITIATIVE TO THE CITY OF MIAMI CAREER CENTER

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to the Board the approval to allocate an amount not to exceed \$150,000 to the City of Miami Career Center for the Employ Miami-Dade initiative as set forth below.

STRATEGIC GOAL: **CELEBRATED, BENCHMARK LEADER IN BEST PRACTICES**

STRATEGIC PROJECT: **Leverage Resources to Enhance Grant Revenue**

BACKGROUND:

The Honorable Miami Dade County Mayor Carlos A. Gimenez on December 15, 2014 launched the Employ Miami-Dade (EMD) initiative that provides training and employment opportunities for Miami-Dade County residents. The intent of this initiative is to strengthen the economic development of the community by educating and providing employment to unemployed residents. Moreover, the EMD project focuses on the targeted industry sectors of the One Community One Goal strategic plan.

Mayor Gimenez has partnered with the business community, CareerSource South Florida (CSSF), the Neighbors and Neighbors Association, Associated Builders & Contractors Florida East Coast Chapter, the Circle of Brotherhood and others, to leverage resources in addressing unemployment and offering skills training in areas throughout Miami-Dade County that need assistance.

The CSSF's role is to coordinate the EMD project service delivery with the partners and enroll all eligible Miami-Dade County residents through the CSSF Career Center operated by the City of Miami. The Career Center staff conducts assessments, provides case management, and referrals to work readiness, training and job placement.

As of August 14, 2015, the EMD project status of participants is as follows:

Registered	1,163
Enrolled	1,131
Training	234
Referred to Jobs	370
Placed in Jobs	171

The SFWIB staff is seeking approval to allocate \$150,000 from the PY15-16 Workforce Services Contracts unearned performance funding to the City of Miami Workforce Service center contract for the cost up to four (4) staff for \$150,000.

FUNDING: Workforce Investment Act (WIA) Adult and Dislocated Worker, Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), Reemployment and Eligibility Assessment (REA), Trade Adjustment Assistance (TAA), and Reemployment Assistance (RA),

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 6F

AGENDA ITEM SUBJECT: ALLOCATE FUNDING FOR AVIATION SUMMER CAMP PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to the Board the approval to allocate an Amount not to exceed \$5,000 in TANF funds to Experience Aviation, Inc. to purchase slots for the SAFEE Aviation Summer Camp Program.

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Develop an Enhance Menue of Youth Services**

BACKGROUND:

The SAFEE Aviation Summer Program in partnership with the Federal Aviation Administration, Experience Aviation, Inc., Miami-Dade County Public Schools, Florida Memorial University, and Miami-Dade College will sponsor the aviation summer camps during the summer months. Experience Aviation, Inc. utilizes aviation to build STEM skills in students and direct them toward careers in aviation and other STEM-related fields.

Experience Aviation Inc. addresses the shortage of skilled professionals in aviation and other STEM-related industries by motivating youth and encouraging them to pursue careers involving Science, Technology, Engineering, and Math. Since then, the Experience Aviation, Inc. team and its partners, including middle and high school educators and community leaders, have worked toward a common goal. Their mission is to inspire young people to identify and pursue their dreams in STEM.

In continuing to develop youth interests and build future talent pipelines in the aviation arena, SFWIB staff request to purchase slots for youth who participated in the 2015 National Flight Academy Program. The slots will be issued to Big Brothers Big Sisters, Overtown Youth Center, Our Kids, and Migrant Seasonal Farmworkers/ Mexican American Council to be distributed as an incentive to the youth who attended the National Flight Academy. Fifty summer camp slots will be purchased at a cost of \$90.00 each for two summer sessions which will cover youth materials and supplies.

FUNDING: TANF

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/10/2015

AGENDA ITEM NUMBER: 6G

AGENDA ITEM SUBJECT: TAKE STOCK IN CHILDREN PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to Board the approval to allocate \$125,000 in TANF funds to TSIC, Inc. to support the programmatic and administrative costs of the Take Stock in Children Scholarship Program.

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Develop an Enhance Menu of Youth Services**

BACKGROUND:

At the April 30, 2015, SFWIB board meeting, Ms. Madeline Pumariega, CEO / President of TSIC, Inc., presented information detailing the Take Stock in Children Scholarship Program's responsibilities, participant requirements, program successes, and other statistical information, which was followed by a question and answer session.

The Take Stock In Children Scholarship Program works with economically disadvantaged youth and their families. The program's main mission is to keep youth in school and offer scholarships to youth who successfully complete high school.

At the April 30, 2015 Board meeting, the South Florida Workforce Investment Board (SFWIB) approved the allocation amount not to exceed \$500,000 in Temporary Assistance to Needy Families (TANF) funds to purchase Take Stock in Children Scholarships. The allocation did not include the programmatic and administrative cost for the program

The allocation to purchase scholarships for the TSIC Scholarship Program were of the following:

- Miami-Dade College Take Stock in Children - \$200,000 (scholarship cost)
- 5000 Role Models of Excellence - \$100,000 (scholarship cost)
- Mexican American Council - \$100,000 (scholarship cost)
- Big Brothers Big Sisters - \$100,000 (scholarship cost)

In the past, the scholarship program was managed by Miami-Dade College, however, TSIC, Inc., will serve as the administrator and fiscal agent for all of the above agencies. Each agency is responsible for program implementation and case management. The agencies work together to keep youth in-school and offer scholarships to youth who successfully complete high school. All agencies provide educational, social, and mentoring services to youth who are classified as at-risk and not likely to enroll in a post-secondary institution. In order to ensure that youth receive multiple services offered by each agency and TSIC, Inc., youth will participate in dual activities in both respective agencies.

In following the procurement process of Miami-Dade County, Administrative Order No.: 3-38, it is recommended that SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interests of SFWIB. A two-thirds (2/3) vote of the quorum present is required to waive the competitive procurement process and award an allocation not to exceed \$125,000 in TANF funding to TSIC, Inc. for programmatic and administrative cost of the Take Stock In Children Scholarship Program.

FUNDING: TANF

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 7B

AGENDA ITEM SUBJECT: APPROVAL OF REFUGEE EMPLOYMENT AND TRAINING PROGRAM PROVIDERS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent Competitiveness Council recommends to the Board the approval to contract with Refugee Employment and Training Program (RET) providers to deliver RET services during PY 2015-16.

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

STRATEGIC PROJECT: **Increase Credential Attainment**

BACKGROUND:

On July 17, 2015, a Request for Proposals (RFP) was released to the community, soliciting proposals from organizations capable of providing Refugee Employment and Training (RET) services for refugees residing within Miami-Dade County. A total of 10 agencies timely responded to the RET RFP.

Staff are reviewing the submissions based on the criteria detailed in the RFP. A publicly noticed Proposal Review Session will be held on August 19, 2015 wherein the reviewers provided scores per respondent. SFWIB staff will be provided at the August 20, 2015 GTC and SFWIB meetings that will display the results of the public review session.

Historically, 80 points is the minimum threshold for contract approval. Accordingly, staff is recommending the award of RET contracts with respondents satisfying that threshold.

FUNDING: Refugee and Employment Training Funding

PERFORMANCE:

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 7C

AGENDA ITEM SUBJECT: HOSPITALITY CERTIFICATION TRAINING

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent Competitiveness Council recommends to the board the approval to allocate an amount not to exceed \$220,000 in Workforce Investment (WIOA) funds to Miami Dade College (Miami International Hospitality Center) for a Hospitality Certification Training, as set forth below.

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

STRATEGIC PROJECT: **Increase Credential Attainment**

BACKGROUND:

Hospitality and Tourism is an ever-growing economic engine in South Florida. This industry sector has and continues to be faced with entry level labor and skills readiness shortages. In an effort to address this deficiency, providing access to those in underserved communities is critical to help close the gap between the improving economy and those facing economic challenges in the region.

Since its inception in 2007, the Miami Dade College Hospitality Institute has been a bridge to help close the gap between the underserved population and the workforce deficit faced by the industry; specifically in the areas of accommodations, food service and retail.

The Hospitality Certification and Employment Training Program (HCET) is a collaborative partnership between the South Florida Workforce Investment Board (SFWIB) and Miami Dade College (MDC) that will assist program participants in entering or returning to the workforce. The HCET is part of the Employ Miami-Dade Initiative. The SFWIB will provide training and training-related funding; and MDC will provide relevant training services.

The HCET consists of 4 weeks of instruction in one of four targeted hospitality positions, customer service and job skills training. The program will provide a total of eighty hours (80) of targeted training that is portable, stackable and culminates in industry-recognized certifications that provide participants with tangible recognition for their skills and knowledge, and make them more marketable to hospitality employers.

The American Hotel & Lodging Educational Institute START (Skills, Tasks and Results Training) will be used to structure curriculum components. The START programs offer training in the following four line positions that are considered by AHLEI to be the most relevant in today's hospitality industry and the most useful for finding employment: Guestroom Attendant, Restaurant Server, Front Desk Representative, and Maintenance Employee. To enhance participants' work readiness, an essential part of the overall program will be customer service and job skills training.

In following the procurement process of Miami-Dade County Administrative Order No. 3-38, it is recommended that SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interest of SFWIB. A two-thirds (2/3) vote of the quorum present is required to waive the competitive procurement process and award to Miami Dade College (Hospitality Institute - Miami International Hospitality Center) an allocation not to exceed \$220,000 in Workforce Investment (WIOA) funds for Hospitality Certification Training.

FUNDING: Workforce Innovation and Opportunity Act (WIOA)

PERFORMANCE:

- Number of Participants to be trained: up to 200
- Number of Cohorts: 8
- Cost per Participant: \$1,100.00
- Return-On-Investment: \$10.91

ATTACHMENT

Miami Dade College – Wolfson Campus
The Hospitality Institute
Miami International Hospitality Center – Hospitality Management Program
Proposed Hospitality Certification and Employment Training (HCET)

Program Overview

The Hospitality Institute in partnership with the Miami International Hospitality Center is offering a comprehensive Hospitality Certification and Employment Training (HCET) which will: (1) provide qualified eligible individuals with the necessary skills training for entry into a career in the hospitality industry that are consistent with industry needs; (2) help address current and future labor shortages; (3) increase participants' employment opportunities upon course completion. Graduates will be ready to perform the acquired hospitality and customer service skills at a new level of service excellence and will be prepared for employment.

HCET consists of a total of 4 weeks of instruction in one of four targeted hospitality positions, customer service and job skills training: 20 hours in week one of orientation and workforce readiness training, followed by 18 hours per week of classroom and hands-on training and 2 hours per week of industry related job skills training in weeks two to four (total hours per week =20).

The training will take place at an outsourced fully equipped hospitality hands-on training facility located at 420 SW 12 Avenue, Miami, Florida. Classes will be taught by experienced Miami Dade College instructors and contracted hospitality trainers.

The American Hotel & Lodging Educational Institute START (Skills, Tasks and Results Training) will be used to structure curriculum components. The START programs offer training in the following four line positions that are considered by AHLEI to be the most relevant in today's hospitality industry and the most useful for finding employment: Guestroom Attendant, Restaurant Server, Front Desk Representative, and Maintenance Employee. To enhance participants' work readiness, an essential part of the overall program will be customer service and job skills training.

HCET will target, train and prepare up to two hundred (200) South Florida Workforce Investment Board (SFWIB) qualified, eligible participants to successfully complete training, receive certifications and practical experience in one of the four targeted hospitality positions, to become employable and placed in entry level positions within the industry.

Main Program Components

- Orientation and workforce readiness training (week one of each cohort, 20 hours)
- Classroom instruction and hands-on hospitality training (weeks two to four, 18 hours per week)
- Industry related job skills training (weeks two to four, 2 hours per week)
- AHLEI Guest Service Gold Certification (for all participants)
- Safe Staff Certification (for Restaurant Server cohorts only)
- AHLEI Certification in one hospitality position (if participant achieves a score of 70% or better on the written exam graded by AHLEI)
- Job placement assistance in coordination with CareerSource South Florida

Program Summary

- Number of participants: 25 participants per cohort / 200 participants maximum
- Expected program start date: Tuesday September 8, 2015
- Expected program end date: Friday May 27, 2015
- Expected number of cohorts: 8 cohorts
- Program length: 4 weeks / Monday through Friday from 9:00 am to 1:00 pm daily
- Participant cost: \$1,100.00 cost per participant

Program Offerings

- One week orientation and workforce readiness
- Classroom training based on American Hotel and Lodging Association Education Institute (AHLEI) Certification Curriculums
- Skills training in one targeted hospitality position
- Classroom instruction in one targeted hospitality position and related industry operations
- Hands on experience
- Increased vocabulary and terminology in the hospitality industry
- Employability skills, professionalism and work ethics
- Enhanced communication and interview skills
- Instruction on the proper dress code and industry code of professionalism
- Customer service skills
- Safe Staff Training and Certification (for Restaurant Server cohorts only)
- AHLEI Guest Service Gold Training and Certification
- Miami Dade College Certificate of Completion
- AHLEI Certification in one hospitality position (if the participant achieves a score of 70% or better on the written exam graded by AHLEI)

Program Costs

- Outsourced Training Facility (Agreement for Service – ER Multiservices)
- IT Equipment
- Full-time Program Coordinator salary and fringe benefits
- Full-time Secretary salary and fringe benefits
- Instructor Training Hours
- Job Skills Instructor & Prep
- Fringe Benefits
- Training Consultant
- Office supplies
- Software
- Promotional materials
- AHLEI Instructor Materials
- AHLEI Student Book and Certification

- Guest Service Gold Certification
- Safe Staff Certification (Restaurant Server cohorts only)
- Completion Showcase
- Polo Shirts (uniforms) for Participants
- Transportation and Field Trips
- Freight and Postage

Training Overview

- The Hospitality Certification and Employment Training are scheduled to begin on September 8, 2015, and end May 27, 2016. Eight four-week cohorts will be offered during this time period.
- The specific targeted training that will be offered for each cohort will be identified based on industry demand. Certain targeted trainings may be offered more frequently than others.
- CareerSource South Florida will recruit an adequate number of participants to ensure that twenty-five (25) qualified eligible participants are enrolled per cohort.
- CareerSource South Florida will send the list of enrolled participants to The Hospitality Institute five (5) days prior to the first day of each cohort. Participants must be enrolled as Miami Dade College students before beginning class.
- The first week of each cohort will consist of orientation and work readiness training to prepare participants to successfully complete the training. Participants will be on probation during week one and will not be permitted to continue to week two if they do not meet attendance and classroom conduct requirements.
- Before each cohort, during breaks between cohorts, and after each cohort, the Program Coordinator and Secretary will be working on curriculum development, record-keeping, reporting, ordering supplies, scheduling, recruitment and screening of new participants, job referrals and placement tracking and other matters pertaining to the management of the Hospitality Certification and Employment Training program.

Training Schedule

Eight (8) cohorts will be offered with the following dates and times:

Cohort 1

Tuesday September 8, 2015 to Friday October 2, 2015 (Monday September 7th is a holiday)

Monday to Friday 9:00 am to 1:00 pm

Cohort 2

Monday October 5, 2015 to Friday October 30, 2015

Monday to Friday 9:00 am to 1:00 pm

Cohort 3

Monday November 2, 2015 to Friday December 4, 2015

Monday to Friday 9:00 am to 2:00 pm

Cohort 4

Monday January 11, 2016 to Friday February 5, 2016

Monday to Friday 9:00 am to 1:00 pm

Cohort 5

Monday February 8, 2016 to Friday March 4, 2016

Monday to Friday 9:00 am to 1:00 pm

Cohort 6

Monday March 7, 2016 to Friday April 1, 2016

Monday to Friday 9:00 am to 1:00 pm

Cohort 7

Monday April 4, 2016 to Friday April 29, 2016

Monday to Friday 9:00 am to 1:00 pm

Cohort 8

Monday May 2, 2016 to Friday May 27, 2016

Monday to Friday 9:00 am to 1:00 pm



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 7D

AGENDA ITEM SUBJECT: CULINARY SKILLS TRAINING

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$126,000 in Workforce Investment (WIOA) funds to Miami Dade College (Miami International Hospitality Center) for a Basic Culinary Skills Training, as set forth below.

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

STRATEGIC PROJECT: **Increase Credential Attainment**

BACKGROUND:

Hospitality and Tourism is an ever-growing economic engine in South Florida. This industry sector has and continues to be faced with entry level labor and skills readiness shortages. Since its inception in 2007, the Miami Dade College Hospitality Institute has been a bridge to help close the gap between the underserved population and the workforce deficit faced by the industry; specifically in the areas of accommodations, food service and retail.

The Basic Culinary Skills Employment Training Program is a collaborative partnership for the Employ Miami-Dade Initiative between the South Florida Workforce Investment Board (SFWIB) and Miami Dade College (MDC). The program will assist participants in returning to the workforce. The SFWIB will provide training and training-related funding; and MDC will provide relevant training services. The Basic Culinary Skills training is apart of the Employ Miami-Dade Initiative.

The American Culinary Federation curriculum foundation will be used to structure the curriculum components. Participants will get an extensive overview of the food and beverage industry and the training will involve an in-depth look at the most common entry/line level skills necessary for the position of entry/line level cook in restaurants and food and beverage divisions. To enhance participants' work readiness, an essential part of the overall training program will be job skills training.

The BCSET consists of 8 weeks of instruction in culinary and job skills training for a total of 200 hours. The program will prepare up to sixty (60) South Florida Workforce Investment Board (SFWIB) eligible participants to successfully complete the course and receive practical experience in basic culinary skills with associated certifications to become employable and placed in entry level positions within the industry.

In following the procurement process of Miami-Dade County Administrative Order No. 3-38, it is recommended that SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interest of SFWIB. A two-thirds (2/3) vote of the quorum present is required to waive the competitive procurement process and award to Miami Dade College (Hospitality Institute - Miami International Hospitality Center) an allocation not to exceed \$126,000.00 in Workforce Investment (WIOA) funds for Basic Culinary Skills Training.

FUNDING: Workforce Innovation and Opportunity Act (WIOA)

PERFORMANCE:

- Number of Participants to be trained: up to 60
- Number of Cohorts: 3
- Cost per Participant: \$2,100.00
- Return-On-Investment: \$7.32

ATTACHMENT

Miami Dade College – Wolfson Campus
The Hospitality Institute
Miami International Hospitality Center – Hospitality Management Program
Proposed Basic Culinary Skills Employment Training (BCSET)

Program Overview

The Hospitality Institute in partnership with the Miami International Hospitality Center is offering a comprehensive Basic Culinary Skills Employment Training (BCSET) which will: (1) provide qualified eligible individuals with the necessary skills training for entry into a career in the hospitality industry; (2) help address current and future labor shortages; (3) increase participants' employment opportunities upon course completion. Graduates will be ready to perform the acquired basic culinary skills at a new level of service excellence and will be prepared for entry level employment.

BCSET consists of a total of 8 weeks of instruction in culinary and job skills training: 25 hours in week one of orientation and workforce readiness training; followed by 22 hours per week of classroom and kitchen lab training, and 3 hours per week of industry related job skills training in weeks two to eight (total hours per week = 25).

The training will take place at Miami Dade College – Wolfson Campus, Building One, Room 1260, in a fully equipped training kitchen. Classes will be taught by a professional culinary instructor.

The American Culinary Federation curriculum foundation will be used to structure the curriculum components. Participants will get an extensive overview of the food and beverage industry and the training will involve an in-depth look at the most common entry/line level skills necessary for the position of entry/line level cook in restaurants and food and beverage divisions. To enhance participants' work readiness, an essential part of the overall training program will be job skills training.

BCSET will target, train and prepare up to sixty (60) South Florida Workforce Investment Board (SFWIB) qualified eligible participants to successfully complete training and receive practical experience in basic culinary skills with associated certifications to become employable and placed in entry level positions within the industry.

Main Program Components

- Orientation and workforce readiness training (week one of each cohort, 25 hours)
- Classroom instruction and hands-on kitchen lab training (weeks two to eight, 22 hours per week)
- Industry related job skills training (weeks two to eight, 3 hours per week)
- State mandated Florida Safe Staff Food Handler Certification
- Job placement assistance in coordination with CareerSource South Florida

Program Summary

- Number of participants: 20 participants per cohort / 60 participants maximum
- Expected program start date: Monday October 19, 2015
- Expected program end date: Friday May 13, 2016
- Expected number of cohorts: 3 cohorts
- Cohort length: 8 weeks / Monday through Friday from 9:00 am to 2:00 pm daily
- Participant cost: \$2,100.00 cost per participant

Program Offerings

- One week orientation and workforce readiness
- Classroom training based on American Culinary Federation standards and curriculum and aligned with Miami Dade College Miami Culinary Institute curriculum
- Skills training in cooking and food service
- Classroom instruction in culinary industry operations
- Hands on experience
- Increased vocabulary and terminology in the culinary industry
- Employability skills, professionalism and work ethics
- Enhanced communication and interview skills
- Instruction on the proper dress code and industry code of professionalism
- Customer service skills
- Testing during and at the end of the instructional period
- Florida Safe Staff Food Handler Training and Certification
- Miami Dade College Certificate of Completion

Program Costs

- Training Kitchen rental
- Maintenance
- Cleaning and chemicals
- Smallwares
- Kitchen Equipment
- Equipment Repair
- Culinary Instructor salary and fringe benefits
- Part-time Kitchen Assistant salary and fringe benefits
- Job Skills Instructor & Prep and fringe benefits
- Food and Materials Costs
- Training Consultant
- Safe Staff Certification
- Office supplies
- Promotional materials
- Safety Shoes
- 2 Chef Uniforms per participant
- Aprons and Hats
- Linens
- Disposables (gloves etc)
- First Aid supplies
- Transportation and Field Trips
- Freight and Postage
- Monogrammed Chef Coat
- Completion Showcase

Training Overview

- The Basic Culinary Skills Employment Trainings are scheduled to begin on October 19, 2015 and end May 13, 2016. Three eight-week cohorts will be offered during this time period.
- CareerSource South Florida will recruit an adequate number of participants to ensure that twenty (20) qualified eligible participants are enrolled per cohort.
- CareerSource South Florida will send the list of enrolled participants to The Hospitality Institute five (5) days prior to the first day of each cohort. Participants must be enrolled as Miami Dade College students before beginning class.
- The first week of each cohort will consist of orientation and work readiness training to prepare participants to successfully complete the training. Participants will be on probation during week one and will not be permitted to continue to week two if they do not meet attendance and classroom conduct requirements.
- Before each cohort, during breaks between cohorts, and after each cohort, the Culinary Instructor will be working on curriculum development, record-keeping, reporting, kitchen maintenance and repairs, recruitment and screening of new participants job referrals and placement tracking, and other matters pertaining to the management of the Basic Culinary Skills Training program.

Training Schedule

Three (3) cohorts will be offered with the following dates and times:

Cohort 1

Monday October 19, 2015 to Friday December 18, 2015

Monday to Friday 9:00 am to 2:00 pm

Cohort 2

January 18, 2016 to Friday March 11, 2016

Monday to Friday 9:00 am to 2:00 pm

Cohort 3

Monday March 21, 2016 to Friday May 13, 2016

Monday to Friday 9:00 am to 2:00 pm



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 8/20/2015

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: REVISIONS TO THE ON-THE-JOB TRAINING (OJT) POLICY

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB Staff recommends to the Global Talent Competitiveness Council to recommend to the Board the approval of a revised On-the-Job Training (OJT) Policy, as set forth below.

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

STRATEGIC PROJECT: **Improved Enforcement of Supply/Demand Policy**

BACKGROUND:

On June 17, 2015, the SFWIB approved revisions to the On-the-Job Training Account (OJT) Policy. The policy guides SFWIB stakeholders in the administration of OJT. The policy has three principal benefits: provide minimum standards and suggestions for implementing federally funded OJT, promote an increase in the region's utilization of OJT, and encourage the development of effective protocol to streamline OJT agreements to best meet the needs of the local business community.

Further, in order to comply with the new regulations under the Workforce Innovation and Opportunity Act (WIOA), specific changes to the policy are required relevant to further clarification of the employer reimbursement levels.

SFWIB Staff recommends to the GTC Council the following critical sections of the OJT policy revision(s):

- Section VIII. OJT Agreement
 - A. *Compensation*
 1. To further clarify the new employer reimbursement levels.
 2. A reduction in the total possible business compensation amount an agreement may be written, from \$10,000 to \$7,500.
- Section XI. Prohibition
 - A. Removed the ITA restriction for participants who have previously received occupational training for added flexibility.

FUNDING: As described within the background section.

PERFORMANCE: As described within the background section.

SFWIB ON-THE-JOB TRAINING (OJT) POLICY

I. OF INTEREST TO

The On-the-Job Training (OJT) Policy should be of interest to members of the South Florida Workforce Investment Board (SFWIB), SFWIB staff, Contractors (Service Providers), Training Vendors, Businesses, Job Seekers, and Employees in Region 23 (Miami-Dade and Monroe counties).

II. SUBJECT

On-the-Job Training (OJT)

III. PURPOSE

The purpose of the OJT Policy is to provide all SFWIB stakeholders with parameters regarding the use of formula training funds through OJT agreements. As seen in the Agency for Workforce Innovation (AWI) Final Guidance 00-009, OJT is a required component of the SFWIB Training Master Plan.

IV. STATUTORY AUTHORITIES

Workforce Innovation and Opportunity Act (WIOA), Public Law (Pub. L.) 113-125 enacted July 22, 2014, supersedes Public Law 105-220, Workforce Investment Act of 1998 (WIA)

Florida Statutes, Title XXXI, Chapter 445, Workforce Innovation Act of 2000

V. BACKGROUND

The WIOA includes OJT as one of its approved training services. SFWIB provides OJT services via an agreement with a business (public, private non-profit or private for-profit), Service Provider, and an eligible participant. Through OJT, businesses may receive funding to assist in offsetting the extraordinary costs of hiring and training a new employee.

VI. DEFINITIONS

A. *On-the-Job Training (OJT)*

Section 3 (44) of WIOA defines On-the-Job Training as training by an employer that is provided to a paid participant while engaged in productive work in a job that:

1. Provides knowledge or skills essential to the full and adequate performance of the job;
2. Provides reimbursement to the employer a percentage of the wage rate for a participant(s), except as provided in section 134(c)(3)(H), for the extraordinary cost of providing the training and additional supervision related to the training; and
3. Is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work

experience of the participant, and the service strategy of the participant, as appropriate.

B. Conflict of Interest

1. The SFWIB will not favor a referral from and/or to a member of the SFWIB over another business in the community. OJT placements shall be made based upon what will be most beneficial to the participant.
2. The SFWIB shall be notified whenever the OJT Agreement is connected to a SFWIB member, Service Provider or employee.
3. Service Providers are prohibited from recommending an agreement or making OJT referrals to businesses who are members of their immediate family or members of families of other Service Provider staff or SFWIB staff.
4. The contracted OJT business shall not hire a participant who is a relative (member of the family) of the business. Relative is defined as: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, or half sister. (Section 112.3135, Florida Statutes)

C. Credentials

Credentials include, but are not limited to, a high school diploma, including special diplomas; GED or other recognized equivalents; post-secondary degrees/certificates; recognized skill standards such as occupational completion points (OCP); licensure or industry-recognized certificates; and, successful completion of OJT and Customized Training.

D. Reverse Referrals

A reverse referral is when the business has identified someone they would like to hire but the individual has demonstrated skills deficiency related to the position's requirements. A business may refer a job applicant to the Service Provider for potential OJT enrollment. In the case of reverse referrals, the candidate must schedule an eligibility determination and assessment appointment with a Service Provider and must be eligible for WIOA as a dislocated worker or adult. The Service Provider must utilize normal eligibility assessment and enrollment procedures.

Participant's eligibility must be determined prior to employment; no pre-hires or period of employment prior to the execution of an OJT agreement and participant training plan are acceptable.

VII. ELIGIBILITY

A. Business

Prior to entering into an agreement for OJT services with a business, the Service Provider shall ensure that the business is eligible.

Businesses that meet the following criteria are considered eligible and may, subject to available funding, enter into an OJT agreement:

1. Located in the State of Florida;
2. Hold valid business tax receipt (formally an occupational license) and/or zoning permit;
3. Maintains Workers Compensation Insurance (if applicable);
4. Active business as verified by Florida Department of State Division of Corporations (www.sunbiz.org);
5. Business has operated at current location for at least 120 days.

B. Participant

Participants (adult and dislocated workers) that meet the following criteria may, subject to available funding, receive OJT through an executed agreement:

1. Eligible under one of the SFWIB funded programs: WIOA Youth, WIOA Adult, WIOA Dislocated, TANF, Refugee, etc.
2. Not fully skilled in the chosen occupation, is in need of Training Services, and has the skills and qualifications to successfully complete the OJT.
3. Under the WIOA, has received individualized services, which include career planning.

A participant in a registered apprenticeship who is employed as part of that arrangement, may receive OJT and must be treated as other OJTs provided for employed workers as described in § 680.710 under the WIOA.

On-the-Job Training may be provided in same manner as described in § 680.700 under the WIOA for an unemployed participant in a registered apprenticeship.

VIII. OJT AGREEMENT

A. Conditions

1. Participants may not commence training and businesses may not hire prior to the execution of the OJT agreement. The agreement is executed when signed by all required parties, i.e., Service Provider, business, and participant.
2. The following three sections must be pre-negotiated and included in the OJT agreement:
 - a. Percent of Reimbursement;
 - b. Timeframe for achievement of competencies. The timeframe must include the maximum number of hours for which reimbursement will be provided; and
 - c. Intervals at which the business will be reimbursed.
3. The appropriate signatory for the business shall be either the owner where the business is incorporated; a partner where the business is a partnership; or an officer if the business is a corporation. Corporations sometimes designate signatories other than their officers. In such instances, written authority transferring signatory responsibilities must be obtained by the individual responsible for developing the agreement.

4. Service Providers are responsible for reviewing the agreement with both the business and the participant prior to execution to assure that the business and participant wholly understand and are familiar with the requirements of the agreement.
5. The participant's attainment of competencies must be routinely documented by the business and Service Provider, and placed in the participant's file.
6. OJT may be sequenced with, or accompanied by, other types of training, as applicable under the law.
7. Businesses shall establish and maintain records with respect to all matters covered by the OJT agreement. Businesses shall retain such records for at least five (5) years from the date of final payment, or until all related federal and state audits or litigation is completed, whichever is later. Businesses shall allow public inspection of all documents, papers, letters or other materials made or received by the business in conjunction with the OJT agreement, unless the records are exempt under federal or state law.
8. The Business agrees to comply with the provisions of the Certification Regarding Lobbying, Certification Regarding Debarment, Suspension and Other Matters, Public Entity Crime, Florida Clean Indoor Air Act and the Certification regarding a Drug-Free Workplace.
9. The OJT business shall comply with the nondiscrimination and equal opportunity provisions of federal or state law.
10. An OJT agreement may be entered into through a registered apprenticeship program for training participants. OJT agreements shall be with the employer, and may be used to support the OJT portion of the apprenticeship program which may involve both classroom and on-the-job instruction.

B. Duration

1. An OJT agreement shall be limited to the period of time required for a participant to become proficient in the occupation for which the training is being provided. In determining the appropriate length of the agreement, consideration should be given to the skill requirements of the occupation, the academic and occupational skill level of the participant, prior work experience, and the participant's career plan.
2. OJT agreements shall not exceed six months of training unless there is documented justification and written approval from the SFWIB Executive Director.
3. The OJT duration caps at six months
4. An OJT agreement may be written or extended beyond the initial periods under the following conditions:

- a. A barrier to skills attainment is identified during training, which was not evident during the assessment.
- b. The participant has been unable to master the skills within the agreement's time frame.
- c. The training plan measures used during the assessment to identify participant's skills proficiencies prove to be inadequate based upon business evaluation after participant is placed on the job.
- d. There is an upgrade in the participant's job description from that developed upon entry into training, in which case the ending wage for the participant should be increased from the wage identified upon entry into training.

C. Compensation

1. Reimbursement for wages under an OJT agreement is based on the hourly wage rate and applicable percentage rate for competencies/skills in the training outline in accordance with the Law. For purposes of the provision of OJT under this policy, an employer may be reimbursed an amount of the wage rate of a participant for the extraordinary costs of providing the training and additional supervision related to the OJT.
2. The reimbursement level may be in an amount of up to 75% percent of the participant's hourly wage and may be based on a number of factors, including:
 - i. Company size
 - ii. The characteristics of the participants (WIOA sec.134(c)(3)(H)(ii)(I)), including whether the OJT contract leads to employment for individuals with barriers to employment
 - iii. Quality of employer-provided training and advancement opportunities
 - iv. Wage and benefit level of the employee both before and after OJT completion, and relation of training to the competitiveness of the participant.
 - v. Retention of employees from previous OJT agreements

The following reimbursement amounts will be permitted:

- a. Up to 75 percent of the participant's wage rate for companies with 50 or fewer employees when hiring at an SVP Level of three or greater; and/or
- b. Companies that have between 51-250 employees where one of the following applies:
 - i. Hire participants with special characteristics such as barriers to employment as defined in WIOA sec. 3(24).
 - ii. Provide quality training and advancement opportunities to the participant taking into consideration whether the training is in an in-demand occupation that may lead to an industry-recognized credential; training in relations to the competitiveness of the participant; and wage and benefit levels of the employees (both at present and after completion). The participant must be hired at an SVP Level of three or greater, reference Prohibitions, Section XI (4) of this policy.
 - iii. Provide a wage and/or benefit level increase at the completion of the training.

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iv. Businesses who have retained employees in previous OJT agreements.

c. Up to 60 percent of the participant's wage rate for employers with 51-250 employees that do not hire from the special groups and the parameters as outlined above.

d. Up to 50 percent of the participant's wage rate for employers with 251 or more employees that do not hire from the special groups and the parameters as outlined above.

*. The Service Provider must document the factors used to validate the increase in wage reimbursement levels above 50 percent up to 75 percent.

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3. Eligible Service Providers may not execute OJT agreements exceeding a total possible business compensation of ~~\$40,000~~\$7,500 per participant without prior written SFWIB approval.
4. Participants employed under an OJT agreement shall be compensated by the business at the same rates, (including periodic increases) as similarly situated employees. In no event, however, shall OJT participants be paid less than the higher of the minimum wage specified under the Fair Labor Standards Act of 1938, as amended or the applicable state or local minimum wage.
5. Participants employed under a SFWIB OJT agreement shall receive the same fringe benefits and be subject to the same working conditions granted to regular employees under the same or similar occupational title.
6. Payments to a business under an OJT agreement shall not exceed any program specific guidelines and limitations, for the costs of providing the training and additional supervision related to the training.
7. OJT payments may not be based on overtime, shift differential, premium pay and other non-regular wages paid by the business to participants.
8. Businesses may not pay OJT participants in cash.
9. Businesses shall submit certified payroll records, as part of the invoicing process, in order to receive the applicable reimbursement.
10. Businesses will be reimbursed by Service Providers. The final reimbursement shall be made upon the completion of the last competency and when proper documentation has been provided. Reimbursement should coincide with the business' pay period. The reimbursement amounts will be based upon the relevant funding stream requirements and any waivers at the time of the agreement. As seen in Section X of this policy, Service Providers may submit a written request to the SFWIB Executive Director to approve an exception to the reimbursement process.

IX. GRIEVANCES AND APPEALS

Service Providers shall advise participants of their right of appeal using either the business' grievance procedures, or those of the SFWIB, if previously agreed with the business. If a business elects to use its own grievance procedures, the business must agree to provide information to SFWIB as to actions taken under those procedures. If the participant is not satisfied with the outcome after using the business' grievance procedures, then he/she may elect to file a grievance with SFWIB under the SFWIB grievance procedures.

X. EXCEPTIONS

Exceptions to this policy, or any part thereof, must be approved in writing by the SFWIB Executive Director.

XI. PROHIBITIONS

~~1. Workforce participants who have previously received an Individual Training Account (ITA) for occupational training are ineligible to participate in OJT.~~

~~2.1.~~ Participants shall not be employed to carry out the construction, operation, or maintenance of any part of any facility that is used or to be used for sectarian instruction or as a place for religious worship (except with respect to the maintenance of a facility that is not primarily or inherently devoted to sectarian instruction or religious worship, in a case in which the organization operating the facility is part of a program or activity providing services to participants).

~~3.2.~~ OJT agreements shall not be written for part-time employment. Proof of full-time employment shall be established and documented by the business. Whether the participant is categorized as full-time shall be verified by the Service Provider. Service Providers may submit a written request to the SFWIB Executive Director for an exception to this rule prior to execution of an OJT agreement.

~~4.3.~~ OJT agreements shall not be written for jobs with a Specific Vocational Preparation (SVP) of two or under, except for participants who have a documented disability for whom such a placement would be appropriate or where written justification is provided to and approved by the SFWIB Business Services Manager. Documentation shall indicate the appropriateness of training and why the training is necessary to obtain the skills for the job. Lack of prior work history or non-English speaking are not to be considered disabilities for the purpose of complying with this provision, but may justify placement into a job with a low SVP.

~~5.4.~~ The Service Provider shall not enter into agreement with a business who has previously exhibited a pattern of failing to provide OJT participants with continued long-term employment with wages, benefits, and working conditions that are equal to those provided to regular employees who have worked a similar length of time and are doing the same type of work.

~~6.5.~~ No officer, employee, agent, or representative of the Business or Service Provider may charge a participant a fee for the placement or referral of such individuals in or to a training funded under an OJT agreement or amendments thereof.

~~7-6.~~ A participant in a program or activity authorized under title I of WIOA must not displace (including a partial displacement, such as a reduction in the hours of non-overtime work, wages, or employment benefits) any currently employed employee (as of the date of the participation).

~~8-7.~~ An OJT funded agreement must not impair existing contracts for services or collective bargaining agreements. When a program or activity authorized under Title I of WIOA would be inconsistent with a collective bargaining agreement, the appropriate labor organization and employer must provide written concurrence before the agreement is initiated.

~~9-8.~~ An OJT participant may not be employed in or assigned to a job if:

- a. Any other individual is on layoff from the same or any substantially equivalent job;
- b. The employer has terminated the employment of any regular, unsubsidized employee or otherwise caused an involuntary reduction in its workforce with the intention of filling the vacancy so created with the OJT participant; or
- c. The job is created in a promotional line that infringes in any way on the promotional opportunities of currently employed workers.

~~10-9.~~ OJT funds shall not be used for any political activity, lobbying of federal, state or local legislators, or to promote or oppose unionization.

~~11-10.~~ OJT funds may not be used to directly or indirectly assist, promote or deter union organizing.

~~12-11.~~ OJT participants shall not be placed in a home-based business.

~~13-12.~~ OJT funds shall not be used to encourage or induce a business, or part of a business, to relocate from any location in the United States, if the relocation results in any employee losing his or her job at the original location.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8

AGENDA ITEM SUBJECT: REVISIONS TO THE EMPLOYED WORKER TRAINING (EWT) POLICY

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB Staff recommends to the Global Talent Competitiveness Council to recommend to the Board the approval of a revised Employed Worker Training (EWT) Policy, as set forth below.

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

STRATEGIC PROJECT: **Improved Enforcement of Supply/Demand Policy**

BACKGROUND:

On December 20, 2012, the SFWIB approved revisions to the Employed Worker Training (EWT) Policy. The purpose of the EWT Policy is to provide all SFWIB stakeholders with clear, uniform guidelines and parameters regarding the use of training funds through EWT grant applications. The policy has three principal benefits: (1) provide minimum standards and suggestions for implementing federally funded EWT, (2) promote an increase in the region's utilization of EWT, and (3) encourage the development of effective protocol to streamline EWT grant applications that best meet the needs of the local business community.

Further, in order to comply with the new regulations under the Workforce Innovation and Opportunity Act (WIOA), specific changes to the policy are required relevant to statutory authorities and employer reimbursement levels.

SFWIB Staff recommends to the GTC Council the following critical sections of the EWT policy revision(s):

- Section IV. Statutory Authorities
 - Revised to include the Workforce Innovation and Opportunity Act (WIOA) into law on July 22, 2014, which supersedes Public Law 105-220, Workforce Investment Act of 1998 (WIA); Florida Statutes, Title XXXI, Chapter 445, Workforce Innovation Act of 2000; Title 20 Code of Federal Regulations (Title CFR 20)
- Section VI. Definitions
 - Further clarifies Employed Worker Training

- Section VIII. (D) Funding and Compensation
 - Provides guidance as it relates to the employer matching contribution levels to the training project
- Section XI. Prohibition
 - Removed the ITA restriction for participants who have previously received occupational training for added flexibility.

FUNDING: As described within the background section.

PERFORMANCE: As described within the background section.

ATTACHMENT

SFWIB EMPLOYED WORKER TRAINING (EWT) POLICY

I. OF INTEREST TO

The Employed Worker Training (EWT) Policy should be of interest to members of the South Florida Workforce Investment Board (SFWIB), SFWIB staff, Contractors (Service Providers), Training Vendors, Businesses, and Employees in Region 23 (Miami-Dade and Monroe counties).

II. SUBJECT

Employed Worker Training (EWT)

III. PURPOSE

The purpose of the EWT Policy is to provide all SFWIB stakeholders with parameters regarding the use of training funds through EWT. As seen in the Department of Economic Opportunity (DEO) formally Agency for Workforce Innovation (AWI) Final Guidance 060, EWT is provided by Regional Workforce Boards using formula [WIOA](#) Adult and Dislocated Worker funds.

IV. STATUTORY AUTHORITIES

[Workforce Innovation and Opportunity Act \(WIOA\), Public Law \(Pub. L.\) 113-125 enacted July 22, 2014, supersedes](#) Public Law 105-220, Workforce Investment Act of 1998 (WIA)

Florida Statutes, Title XXXI, Chapter 445, Workforce Innovation Act of 2000

Title 20 Code of Federal Regulations (Title CFR 20)

V. BACKGROUND

The [WIOA](#) recognizes that employed workers may require assistance in order to obtain or retain jobs that lead to self-sufficiency. It allows the use of local formula funds to serve “employed workers”. SFWIB provides EWT ~~services~~ in the form of Customized Training via a grant application with a business (public, private non-profit or private for-profit), Service Provider, and an eligible employed worker. Through EWT, businesses may receive funding to assist in upgrading the skills of their current workforce that [may](#) lead to a self-sufficient wage.

VI. DEFINITIONS

A. *Employed Worker Training (EWT)*

~~Section 134 (d)(3)(A)(ii) of WIA defines Employed Worker Training as:~~

1. An individual currently working who has been determined [by the employer](#) to be in need of ~~employment and services~~[skills upgrade that will led to -in order to obtain or retain employment that allows for-](#) self-sufficiency in accordance with locally established definition of that term;
2. Provides training to an employed worker who currently meets the local definition of self-sufficiency, but needs services in order to retain their self-sufficient employment, and also may be served if documentation is obtained from the business that the employee will not be retained unless additional training or services are received;

3. Allows a business to request training on behalf of their employees to retain self-sufficient employment; and/or who is in need of skills upgrade ~~in order to~~ and may obtain a promotion or wage increase that leads to self-sufficiency;
4. Dislocated workers who have become re-employed in “income maintenance” jobs (a job with a lower rate of pay than the job of dislocation) may also be served as long as the wage earned does not exceed the local criteria for self-sufficiency for dislocated workers;

B. Self-Sufficiency

Self-Sufficiency is an SFWIB-identified wage that allows an individual to provide for oneself without assistance. The local definition of “self-sufficiency” may be different for adult employed workers and dislocated workers, and should take into account individuals with barriers

C. Conflict of Interest

1. SFWIB will not favor a grant application from and/or to a member of the SFWIB over another business in the community. EWT shall be made based upon what will be most beneficial to the employed worker and business.
2. The SFWIB shall be notified whenever a EWT Application is connected to a SFWIB member, Service Provider or employee.
3. Service Providers are prohibited from recommending a EWT grant application or making EWT referrals to businesses who are members of their immediate family or members of families of other Service Provider staff or SFWIB staff.
4. The contracted EWT business shall not train an employed worker who is a relative (member of the family) of the business. Relative is defined as: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, or half sister. (Section 112.3135, Florida Statutes)

D. Credentials

Credentials include, but are not limited to, a high school diploma, including special diplomas; GED or other recognized equivalents; post-secondary degrees/certificates; recognized skill standards such as occupational completion points (OCP); licensure or industry-recognized certificates; and, successful completion of OJT and Customized Training.

Local credentials may be counted. Countable credentials should have a direct correlation to industry standards, requirements of the business and should be recorded as “employer specific”. In some instances, attainment of Occupational Completion Points (OCPs) as designated by the Florida Department of Education may also be counted as credentials.

VII. ELIGIBILITY

A. Business

Prior to developing a grant application for EWT services with a business, the business shall be deemed eligible.

Businesses that meet the following criteria are considered eligible and may, subject to available funding, submit a EWT grant application:

1. Located in the State of Florida;
2. Hold valid business tax receipt (formerly an occupational license) and/or zoning permit;
3. Maintains Workers Compensation Insurance (if applicable);
4. Active business as verified by Florida Department of State Division of Corporations (www.sunbiz.org);
5. Business has operated at current location for at least 120 days.
6. Have at least one full-time employee

B. Employed Worker (Adult or Dislocated)

Employed adults and dislocated workers that meet the eligibility criteria under WIOA Adult and WIOA Dislocated, subject to available funding, may receive EWT through an approved EWT grant application. An eligible individual currently working is defined in Section VI (A) (1-4).

C. Service Providers

Entities that have a current Workforce Services contract are eligible.

D. Training Vendors

Businesses providing training to Employed Adult and Dislocated Workers through EWT may, at its discretion, utilize Training Vendor(s) that do or do not appear on the SFWIB-approved Training Vendors List.

VIII. EWT Application/Agreement

A. Conditions

1. Employed Workers may not commence training and businesses may not make training-related purchases prior to SFWIB approval of the EWT grant application. The agreement is executed when signed by all required parties, i.e., Service Provider and business.
2. EWT funds may not be used or proposed to be used for:
 - a. The encouragement or inducement of a business, or part of a business, to relocate from any location in the United States, if the relocation results in any employee losing his or her job at the original location;
 - b. Customized training, skill training, or on-the-job training or company specific assessments of job applicants or employees of a business or a part of a business that has relocated from any location in the United States, until the company has operated at that location for 120 days, if the relocation has resulted in any employee losing his or her jobs at the original location.
 - c. Pre-award review. To verify that an establishment which is new or expanding is not, in fact, relocating employment from another area, standardized pre-award review criteria developed by the State must be completed and documented jointly by the local area with the establishment as a prerequisite to WIOA assistance.
 - d. The review must include names under which the establishment does business, including predecessors and successors in interest; the name, title, and address of the company official certifying the information, and whether WIOA assistance

is sought in connection with past or impending job losses at other facilities, including a review of whether WARN notices relating to the employer have been filed. The review may include consultations with labor organizations and others in the affected local area(s). (WIOA sec. 181(d).)

3. The following three sections must be pre-negotiated and included in the EWT agreement:
 - a. Percentage of Reimbursement;
 - b. Frequency of reimbursements;
 - c. Timeframe for achievement of credentials;
 - d. Maintain Workers Compensation Insurance as outlined in Section VII (A) (4).
4. Employees selected by the business for training must be eligible as indicated in Section VII (B). EWT applications must be submitted to SFWIB as outlined in the SFWIB EWT Procedures.
5. EWT is available to businesses that meet the eligibility requirements stated in Section VII (A). Those deemed eligible may train all of its current employees (including those living outside of Region 23).
6. The appropriate signatory for the business shall be either the owner where the business is incorporated; a partner where the business is a partnership; or an officer if the business is a corporation. Corporations sometimes designate signatories other than their officers. In such instances, written authority transferring signatory responsibilities must be obtained by the individual responsible for developing the agreement.
7. Service Providers are responsible for reviewing the application with the business prior to submission to SFWIB to ensure that the business wholly understands and are familiar with the requirements of a grant award.
8. Businesses approved for funding by SFWIB must enter into an agreement with the Service Provider and commit to completing the training as proposed in the application and/or as negotiated with SFWIB or the Service Provider.
9. The employed worker's credential attainment must be adequately documented by the business and Service Provider. The Service Provider should also record the information in the appropriate State and local Workforce system(s) and place a copy in the participant's file.
10. Businesses shall establish and maintain records with respect to all matters covered by the EWT agreement. Businesses shall retain such records for at least five (5) years from the date of final payment, or until all related federal and state audits or litigation is completed, whichever is later. Businesses shall allow public inspection of all documents, papers, letters or other materials made or received by the business in conjunction with the EWT agreement, unless the records are exempt under federal or state law.
11. Businesses must certify that all information provided for the purposes of requesting reimbursements and reporting is true and accurate.

12. Business must agree to comply with the provisions of the Certification Regarding Lobbying, Certification Regarding Debarment, Suspension and Other Matters, Public Entity Crime, Florida Clean Indoor Air Act and the Certification regarding a Drug-Free Workplace.
13. Business shall comply with the nondiscrimination and equal opportunity provisions of federal or state law.

B. Application Review

1. The SFWIB Executive Director will have the authority to approve application request \$50,000 or less. Awards will be included in the Executive Director’s report to the SFWIB.
2. Requests exceeding \$50,000 must be approved by the SFWIB and/or appropriate Committee-Council at the next meeting.
3. Applications that fail the SFWIB review process may not be recommended for approval.

C. Duration

1. An EWT agreement shall be limited to the period of time required for an employed worker to obtain the skills necessary for credential attainment as proposed in the application and/or as negotiated with SFWIB or the Service Provider.
2. EWT commencing at the beginning of the Program Year (PY) July 1st must be completed prior to the end of the PY, June 30th.

D. Funding and Compensation

For purposes of the provision of EWT under this policy, an employer may be reimbursed a portion of the cost of training a participant, taking into account the size of the business and such other factors in accordance with the Law. Businesses entering into a EWT agreement must provide a minimum 10% matching contribution to the training project.

The required employer match shall be no less than the following:

- i. 10 percent for companies with 50 or fewer employees
 - ii. 25 percent for companies with 51-250 employees
 - iii. 50 percent for companies with 251 or more employees
- ~~1.~~ Businesses entering into an EWT may be reimbursed up to 50% of training costs.
 - ~~2.~~1. Training Vendors are paid by the business for training costs.
 - ~~3.~~2. SFWIB will set aside a pool of training funds that will be utilized for EWT initiatives.
 - ~~4.~~3. Businesses will be reimbursed by Service Providers with the final reimbursement upon the completion of the last training and credential attainment, and proper documentation has been provided. The reimbursement amounts will be based upon the relevant funding stream requirements and any waivers at the time of the agreement. As seen in Section X of this policy, Service Providers may submit a written request to the SFWIB Executive Director to approve an exception to the reimbursement process.

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E. Training Completion and Outcomes

1. All EWT initiatives shall be performance based with specific measurable outcomes, including training completions and the number of employees trained.
2. Training must result in the attainment of a credential that leads to self-sufficiency, as established during the contract negotiations.

IX. GRIEVANCES AND APPEALS

- A. Service Providers shall advise employed workers of their right of appeal using either the business' grievance procedures, or those of the SFWIB, if previously agreed with the business. If a business elects to use its own grievance procedures, the business must agree to provide information to SFWIB as to actions taken under those procedures. If the employed worker is not satisfied with the outcome after using the business' grievance procedures, then he/she may elect to file a grievance with SFWIB under the SFWIB grievance procedures.
- B. If the application is not approved, the appropriate SFWIB staff shall notify the business in writing. Businesses may appeal an application denial by the SFWIB in accordance with the SFWIB appeal process.

X. EXCEPTIONS

Exceptions to this policy, or any part thereof, must be approved in writing by the SFWIB Executive Director.

XI. PROHIBITIONS

1. ~~Workforce participants who have previously received an Individual Training Account (ITA) for occupational training are ineligible to participate in EWT.~~
2. A participant in a program or activity authorized under ~~§~~Title I of WIOA must not displace (including a partial displacement, such as a reduction in the hours of non-overtime work, wages, or employment benefits) any currently employed employee (as of the date of the participation).
3. A participant in a program or activity under ~~§~~Title I of WIOA may not be employed in or assigned to a job if:
 - a. Any other individual is on layoff from the same or any substantially equivalent job;
 - b. The employer has terminated the employment of any regular, unsubsidized employee or otherwise caused an involuntary reduction in its workforce with the intention of filling the vacancy so created with the WIOA participant; or
 - c. The job is created in a promotional line that infringes in any way on the promotional opportunities of currently employed workers.
4. Participants shall not be employed to carry out the construction, operation, or maintenance of any part of any facility that is used or to be used for sectarian instruction or as a place for religious worship (except with respect to the maintenance of a facility that is not primarily or inherently devoted to sectarian instruction or religious worship, in a case in which the

organization operating the facility is part of a program or activity providing services to participants).

5. Businesses that fail to meet the conditions as outlined in the executed agreement may not be considered for future EWT.
6. No officer, employee, agent, or representative of the Business or Service Provider may charge a participant a fee for the placement of such individuals in or to a training funded under an EWT agreement or amendments thereof.
7. EWT funded agreements must not impair existing contracts for services or collective bargaining agreements. When a program or activity authorized under Title I of WIOA would be inconsistent with a collective bargaining agreement, the appropriate labor organization and employer must provide written concurrence before the agreement is initiated.
8. EWT funds shall not be used for any political activity, lobbying of federal, state or local legislators, or to promote or oppose unionization.
9. EWT funds may not be used to directly or indirectly assist, promote or deter union organizing.
10. EWT funds shall not be used to fund employees of home-based businesses.
11. The encouragement or inducement of a business, or part of a business, to relocate from any location in the in the United States, if the relocation results in any employee losing his or her job at the original location.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 8/20/2015

AGENDA ITEM NUMBER: 9

AGENDA ITEM SUBJECT: REVISIONS TO THE PAID WORK EXPERIENCE (PWE) POLICY

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB Staff recommends to the Global Talent Competitiveness Council to recommend to the Board the approval of a revised Paid Work Experience (PWE) Policy, as set forth below.

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

STRATEGIC PROJECT: **Improved Enforcement of Supply/Demand Policy**

BACKGROUND:

On December 20, 2012, the SFWIB approved revisions to Paid Work Experience (PWE) Policy. The policy guides SFWIB stakeholders in the administration of PWE. The policy has three principal benefits: provide minimum standards and suggestions for implementing federally funded PWE, promote an increase in the region's utilization of PWE, and encourage the development of effective protocol to streamline PWE agreements to best meet the needs of the local business community.

Further, in order to comply with the new regulations under the Workforce Innovation and Opportunity Act (WIOA), specific changes to the policy are required relevant to statutory authority.

SFWIB Staff recommends to the GTC Council the following critical sections of the PWE policy revision(s):

- Section IV. Statutory Authorities
 - Revised to include the Workforce Innovation and Opportunity Act (WIOA) into law on July 22, 2014, which supersedes the Workforce Investment Act of 1998; WIA regulations at 20 CFR 663.200 (a) and (b) for all participants served; Florida Statutes, Title XXXI, Chapter 445, Workforce Innovation Act of 2000.
- Section VI. Definitions
 - Further clarifies Paid Work Experience as it relates to Youth
- Section VII. (B) Participant
 - Provides guidance as it relates to the eligibility of the participant who may receive PWE under WIOA
- Section VIII. OJT Agreement
 - *Duration* reflects minor language changes.

- *Compensation* reflects an increase in the total possible business compensation amount an agreement may be written, from \$6,000 to \$7,500.
- Section XI Prohibitions
 - Removed the ITA restriction for participants who have previously received occupational training for added flexibility.

FUNDING: As described within the background section.

PERFORMANCE: As described within the background section.

ATTACHMENT

SFWIB PAID WORK EXPERIENCE POLICY

I. OF INTEREST TO

The Paid Work Experience Policy should be of interest to members of the South Florida Workforce Investment Board (SFWIB), SFWIB staff, SFWIB Contractors (i.e. Service Providers), Training Vendors, Businesses, Job Seekers, and Employees in Region 23 (Miami-Dade and Monroe counties).

II. SUBJECT

Paid Work Experience (PWE)

III. PURPOSE

The purpose of the PWE Policy is to provide all SFWIB stakeholders with parameters regarding the use of WIOA funds for PWE agreements. To encourage an increase in the utilization of the Paid Work Experience (PWE) Program within the region. The PWE is an excellent tool to assist in enhancing work experience and placement goals for WIOA participants.

IV. STATUTORY AUTHORITIES

[Workforce Innovation and Opportunity Act \(WIOA\), Public Law \(Pub. L.\) 113-125 enacted July 22, 2014, supersedes](#) Public Law 105-220, Workforce Investment Act of 1998 (WIA)

WIA regulations at 20 CFR 663.200 (a) and (b) for all participants served

Florida Statutes, Title XXXI, Chapter 445, Workforce Innovation Act of 2000

V. BACKGROUND

The WIOA includes PWE as one of its approved ~~intensive-career~~ services. SFWIB provides PWE services via an agreement between the grantees such as the service provider, other grant contractors/partners, or business serve as the employer of record with a work experience workplace (public, private non-profit or private for-profit).

The intent of PWE is to provide adult, dislocated workers and youth with opportunities for career exploration and skill development and to enhance their work readiness skills in preparation for employment or reemployment.

VI. DEFINITIONS

A. *Paid Workforce Experience (PWE)*

~~Section 663.200(b) of the WIOA Final~~ Regulations defines Work Experience as:

Adult and Dislocated Worker

Work experience is a planned, structured learning experience that takes place in a workplace for a limited period of time. Work experience may be paid or unpaid, as appropriate. A work experience workplace may be in the private for profit sector, the

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nonprofit sector, or the public sector. Labor standards apply in any work experience where an employee/employer relationship, as defined by the Fair Labor Standards Act, exists.

Youth

Paid work experiences for youth that have academic and occupational education as a component of the work experience, which may include the following types of work experiences:

1. Summer employment opportunities and other employment opportunities available throughout the school year;
2. Pre-apprenticeship programs—a program or set of strategies designed to prepare individuals to enter and succeed in a registered apprenticeship program and has a documented partnership with at least one, if not more, registered apprenticeship programs;
3. Internships and job shadowing;

A PWE agreement may be executed between the grantees such as the service provider, other grant contractors/partners, or business may serve as the employer of record with a work experience workplace (public, private non-profit or private for-profit).

B. Conflict of Interest

1. SFWIB will not favor a referral from and/or to a member of the SFWIB over another worksite/business in the community. PWE placements shall be made based upon what will be most beneficial to the participant.
2. The SFWIB shall be notified whenever the PWE Agreement is connected to a SFWIB member, PWE Grantee or employee.
3. PWE Grantees are prohibited from recommending an agreement or making PWE referrals to worksites/businesses who are members of their immediate family or members of families of other PWE Grantee staff or SFWIB staff.
4. The contracted PWE grantee / worksite or business shall not hire a participant who is a relative (member of the family) of the business. Relative is defined as: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, or half sister. (Section 112.3135, Florida Statutes)

Participant's eligibility must be determined prior to placement in the program and prior to the execution of a PWE agreement.

VII. ELIGIBILITY (applicable if the Business is to serve as the employer of record)

A. Business

Prior to entering into an agreement for PWE services with a business, the PWE Grantee shall ensure that the business is eligible.

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Businesses that meet the following criteria are considered eligible and may, subject to available funding, enter into a PWE agreement:

1. Located in the State of Florida;
2. Hold valid business occupational license;
3. Maintains Workers Compensation Insurance (if applicable);
4. Active business as verified by Florida Department of State Division of Corporations (www.sunbiz.org);
5. Business has operated at current location for at least 120 days.

B. Participant (Unemployed)

Participants that meet the following criteria maybe, subject to available funding, may receive PWE through an executed ~~PWE~~ agreement:

1. Eligible under one of the SFWIB funded programs: Workforce ~~Investment-Innovation and Opportunity~~ Act (WIOA): Youth, Adult, Dislocated Worker, etc.
2. Under the WIOA, has received ~~one assisted core service and intensive~~ has received basic or individualized career at least service.

VIII. PWE AGREEMENT

A. Conditions

1. Eligible individuals shall not commence participation in a PWE prior to the execution of the PWE agreement. The agreement is executed when signed by all required parties, i.e., service provider, other grant contractors/partners, or business that serves as the employer of record with a work experience workplace (public, private non-profit or private for-profit).
2. The following sections must be pre-negotiated and included in the PWE agreement:
 - a. Timeframe for work experience
 - b. Location of work experience
 - c. Intervals at which the business will provide PWE related documents and reports
3. (If the Business is the employer of record) - The appropriate signatory for the business shall be either the owner where the business is incorporated; a partner where the business is a partnership; or an officer if the business is a corporation. Corporations sometimes designate signatories other than their officers. In such instances, written authority transferring signatory responsibilities must be obtained by the individual responsible for developing the agreement.
4. PWE grantees are responsible for reviewing the agreement with the worksite prior to execution to assure that the worksite wholly understands and is familiar with the requirements of the agreement.

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5. PWE may be sequenced with, or accompanied by, other services, such as remedial education, basic skills training or occupational skills training.
6. PWE grantees shall establish and maintain records with respect to all matters covered by the PWE agreement. PWE grantees shall retain such records for at least five (5) years from the date of final payment, or until all related federal and state audits or litigation is completed, whichever is later. PWE grantees shall allow public inspection of all documents, papers, letters or other materials made or received by the PWE grantees in conjunction with the PWE agreement, unless the records are exempt under federal or state law.
7. PWE worksite/business shall allow PWE Grantee and SFWIB staff access to worksites in order to conduct monitoring activities.

The PWE worksite/business shall comply with the nondiscrimination and equal opportunity provisions of federal or state law.
8. Labor standards apply in any work experience where an employee/employer relationship, as defined by the Fair Labor Standards Act (FLSA), exists.

B. Duration

1. A PWE agreement shall be limited to the period of time required for a participant to become acquainted or ~~reacquainted~~ with basic work experience/skills and be introduced to the particular work experience/skills of the type of industry and occupation for which the participant has been placed into. In determining the appropriate length of the agreement, consideration should be given to the skill requirements of the occupation, the academic and occupational skill level of the participant, prior work experience, and the participant's IEP.
2. PWE agreements shall not exceed three ~~six~~ months unless there is documented justification and written approval from the SFWIB Executive Director.
3. An PWE agreement may be written or extended beyond the initial periods under the following conditions:
 - a. A barrier to skills attainment is identified during the period of work experience, which was not evident during the assessment.
 - b. The participant has been unable to fully explore the various job skills within the agreement's time frame.
 - c. The employability plan measures used during the assessment to identify participant's skills proficiencies prove to be inadequate based upon worksite/business evaluation after participant is placed on the job.

C. Compensation

1. Eligible PWE grantees may not execute PWE agreements exceeding a total cost of ~~\$6,000~~ \$7,500 per participant without prior written SFWIB approval.

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2. Participants referred to a worksite/business under a PWE agreement shall be compensated at comparable rates as similarly situated employees. In no event, however, shall PWE participants be paid less than the higher of the minimum wage specified under the Fair Labor Standards Act of 1938, as amended or the applicable state or local minimum wage.
3. Participants referred under a PWE agreement may receive the same fringe benefits and shall be subject to the same working conditions granted to regular employees under the same or similar occupational title.

IX. GRIEVANCES AND APPEALS

PWE grantees shall advise participants of their right of appeal using either the worksite/business' grievance procedures, or those of the SFWIB, if previously agreed with the worksite/business. If a PWE grantee or worksite/business elects to use its own grievance procedures, the PWE grantee must agree to provide information to the SFWIB as to actions taken under those procedures. If the participant is not satisfied with the outcome after using the PWE grantees and/or worksite/business' grievance procedures, then he/she may elect to file a grievance with SFWIB under the SFWIB grievance procedures.

X. EXCEPTIONS

Exceptions to this policy, or any part thereof, must be approved in writing by the SFWIB Executive Director.

XI. PROHIBITIONS

~~1. Workforce participants who have previously received an Individual Training Account (ITA) for occupational training are ineligible to participate in PWE.~~

~~2.1.~~ Participants shall not be employed to carry out the construction, operation, or maintenance of any part of any facility that is used or to be used for sectarian instruction or as a place for religious worship (except with respect to the maintenance of a facility that is not primarily or inherently devoted to sectarian instruction or religious worship, in a case in which the organization operating the facility is part of a program or activity providing services to participants).

~~3.2.~~ PWE agreements shall not be written for part-time employment. Proof of full-time employment shall be established and documented by the worksite/business. Whether the participant is categorized as full-time shall be verified by the PWE Grantee. Service Providers may submit a written request to the SFWIB Executive Director for an exception to this rule prior to execution of an agreement.

~~4.3.~~ The encouragement or inducement of a business, or part of a business, to relocate from any location in the United States, if the relocation results in any employee losing his or her job at the original location.

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SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8A

AGENDA ITEM SUBJECT: REFUGEE EMPLOYMENT AND TRAINING PROGRAM PERFORMANCE OVERVIEW

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG, TIMELY REPORTING STANDARDS**

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

BACKGROUND:

For Program Year (PY) 2014-15, the Refugee Employment and Training (RET) Program Contractors, from October 1, 2014 through June 30, 2015 assisted in placing into employment a total of 5,691 refugee job seekers compared to 5,222 for the same period last program year which is a nine percent increase.

For the RET Program, the Year-to-Date (YTD) performance statistics reveal the following:

- 16,725 refugee job seekers enrolled in the RET Program;
- 3,258 refugees are still working after 90 days of hire;
- 2,370 refugees are still working after 180 days of hire; and
- 2,439 refugees are receiving health benefits through the employer.

Overall, the statistics above show the region's improvement compared to the same period last PY. The region's RET Program Contractors and SFWIB staff continue to work diligently through the efforts of the Performance Improvement Team (PIT) to enhance the quality of services offered to refugee job seekers and improve the overall performance.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8B

AGENDA ITEM SUBJECT: REFUGEE EMPLOYMENT AND TRAINING PROGRAM BALANCED SCORECARD UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG, TIMELY REPORTING STANDARDS**

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

BACKGROUND:

The Refugee Employment and Training (RET) Balanced Scorecard measures the performance of RET Service Contractors and is attached for the Program Year 2014-15 from October 1, 2014 through June 30, 2015.

The RET Services Contractors Performance Summary for the same period is attached. The summary shows that five (5) of eight (8) Contractors are meeting or exceeding 65 percent of the PY 2014-15 performance measures.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

RET SERVICES CONTRACTORS PERFORMANCE SUMMARY

Balanced Scorecard PY '14-'15
October 1, 2014 - June 30, 2015

RET Services Contractors	# of Performance Measures Standards Met *	# of Performance Measures	% of Performance Measures Standards Met
Adults Mankind Organization, Inc.	4	6	67%
Arbor E & T, LLC	4	6	67%
Cuban American National Council, Inc.	4	6	67%
Community Coalition, Inc.	3	6	50%
Lutheran Services of Florida, Inc.	3	6	50%
Miami Beach Latin Chamber of Commerce, Inc.	6	6	100%
UNIDAD of Miami Beach, Inc.	0	6	0%
Youth Co-Op, Inc.	4	6	67%

** Performance Measures: Entered Employment Rate (EER) and EER Less Than a Year (LTY) were applied by April 2015.*

CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2014 To 6/30/2015

Regional			
	Measure	Standard	Region
1	Entered Employment Rate	31%	21.80%
2	Entered Employment Rate LTY	26%	18.312%
3	Employed on the 90th Day	74%	82.774%
4	Employed on the 180th Day	62%	85.405%
5	Health Benefits	40%	43.538%
6	Placements (M)	3,960	5,691



ND = No data

NA = Region performance not applicable for this measure

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CSSF Refugee Balanced Scorecard

Report Date: 10/1/2014 To 6/30/2015

AMO

Per Provider				
	Measure	Standard	Center	
1	Entered Employment Rate	31%	23.198%	↑
2	Entered Employment Rate LTY	26%	20.495%	↑
3	Employed on the 90th Day	76%	93.757%	↓
4	Employed on the 180th Day	64%	99.151%	↑
5	Health Benefits	40%	41.76%	↓
6	Placements	882	1,282	

ND = No data

NA = Region performance not applicable for this measure

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CSSF Refugee Balanced Scorecard

Report Date: 10/1/2014 To 6/30/2015

Arbor E&T, LLC

Per Provider				
	Measure	Standard	Center	
1	Entered Employment Rate	31%	21.508%	↑
2	Entered Employment Rate LTY	26%	19.112%	↑
3	Employed on the 90th Day	76%	87.967%	↑
4	Employed on the 180th Day	64%	84.94%	↑
5	Health Benefits	40%	42.857%	↓
6	Placements	243	398	

ND = No data

NA = Region performance not applicable for this measure

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CSSF Refugee Balanced Scorecard

Report Date: 10/1/2014 To 6/30/2015

CANC

Per Provider				
	Measure	Standard	Center	
1	Entered Employment Rate	31%	17.282%	↓
2	Entered Employment Rate LTY	26%	13.936%	↓
3	Employed on the 90th Day	76%	80.519%	↑
4	Employed on the 180th Day	64%	95.238%	↑
5	Health Benefits	40%	41.189%	↓
6	Placements	306	477	

ND = No data

NA = Region performance not applicable for this measure

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CSSF Refugee Balanced Scorecard

Report Date: 10/1/2014 To 6/30/2015

Community Coalition

Per Provider			
	Measure	Standard	Center
1	Entered Employment Rate	31%	12.094%
2	Entered Employment Rate LTY	26%	9.653%
3	Employed on the 90th Day	76%	84.146%
4	Employed on the 180th Day	64%	81.176%
5	Health Benefits	40%	23.754%
6	Placements	207	334



ND = No data

NA = Region performance not applicable for this measure

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CSSF Refugee Balanced Scorecard

Report Date: 10/1/2014 To 6/30/2015

Lutheran Services

Per Provider			
	Measure	Standard	Center
1	Entered Employment Rate	31%	20.517%
2	Entered Employment Rate LTY	26%	18.82%
3	Employed on the 90th Day	76%	76.497%
4	Employed on the 180th Day	64%	75.869%
5	Health Benefits	40%	38.803%
6	Placements	829	1,129



ND = No data

NA = Region performance not applicable for this measure

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CSSF Refugee Balanced Scorecard

Report Date: 10/1/2014 To 6/30/2015

Miami Beach Latin Chamber

Per Provider				
	Measure	Standard	Center	
1	Entered Employment Rate	31%	46.154%	↓
2	Entered Employment Rate LTY	26%	38.735%	↓
3	Employed on the 90th Day	76%	88.034%	↓
4	Employed on the 180th Day	64%	89.412%	↑
5	Health Benefits	40%	67.91%	↑
6	Placements	98	135	

ND = No data

NA = Region performance not applicable for this measure

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CSSF Refugee Balanced Scorecard

Report Date: 10/1/2014 To 6/30/2015

Unidad of Miami Beach Devlpmt

Per Provider			
	Measure	Standard	Center
1	Entered Employment Rate	31%	27.935%
2	Entered Employment Rate LTY	26%	25.532%
3	Employed on the 90th Day	76%	27.711%
4	Employed on the 180th Day	64%	40.789%
5	Health Benefits	40%	29.73%
6	Placements	90	71



ND = No data

NA = Region performance not applicable for this measure

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CSSF Refugee Balanced Scorecard

Report Date: 10/1/2014 To 6/30/2015

Youth Co-Op

Per Provider			
	Measure	Standard	Center
1	Entered Employment Rate	31%	25.126%
2	Entered Employment Rate LTY	26%	19.544%
3	Employed on the 90th Day	76%	80.887%
4	Employed on the 180th Day	64%	83.483%
5	Health Benefits	40%	51.174%
6	Placements	1,251	1,848



ND = No data

NA = Region performance not applicable for this measure

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SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8C

AGENDA ITEM SUBJECT: WORKFORCE SERVICES BALANCED SCORECARD AND JOB PLACEMENTS 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 one (1) of the fourteen (14) Workforce Services locations are meeting the required 65 percent of the measures.

The region's Balanced Scorecard Job Placements Year-to-Date (YTD) summary report attached for the period of July 1, 2015 through July 31, 2015 shows that the Region had a total of 5,992 Job Placements, which is 121.1 percent of the minimum standard and 101.1 percent of the maximum standard.

- Eleven (11) of the fourteen (14) Workforce Services contracts have met or exceeded their minimum YTD Job Placements standard
- Eight (8) of the fourteen (14) Workforce Services contracts have met or exceeded their maximum YTD Job Placements standard

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

WORKFORCE SERVICES CONTRACTORS PERFORMANCE SUMMARY				
Balanced Scorecard PY '15-'16 (July 1, 2015 through July 31, 2015) *				
A Contractor must meet or exceed 65% of the Balanced Scorecard Performance Measures				
Workforce Services Contractors	Workforce Services Locations	# of Performance Measures Standards Met	# of Performance Measures	% of Performance Measures Standards Met
Arbor E & T, LLC	Hialeah Downtown Career Center	10	19	52.6%
	Carol City Career Center	11	19	57.9%
	Miami Beach Career Center	7	19	36.8%
	Opa-Locka Career Center	7	19	36.8%
City of Miami	City of Miami Career Center	9	19	47.4%
Ser Jobs for Progress, Inc.	North Miami Beach Career Center	10	19	52.6%
Transition, Inc.	Transition ** Offender Service Center	6	16	37.5%
Youth Co-Op, Inc.	Florida Keys Career Center	12	19	63.2%
	Homestead Career Center	9	19	47.4%
	Little Havana Career Center	11	19	57.9%
	Northside Career Center	6	19	31.6%
	Perrine Career Center	14	19	73.7%
	South Miami Career Center	10	19	52.6%
West Dade Career Center	11	19	57.9%	
Region	All	14	19	73.7%

* Draft

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

Carol City, Opa-Locka, and Miami Beach - New Contractor as of August 2015

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	1,952
6	WP Entered Employment Rate	55%	73.164%
7	WIA Adult & Dislocated Worker EER	93%	100.00%
8	CAP Entered Employment Rate	38%	34.894%
9	CAP Participation Rate	55%	ND
10	Short-Term Veterans EER	51%	53.279%
11	SNAP EER	30%	5.357%
12	Number of Training Enrollments	195	115
13	Employment (Obtained and Direct)	5,929	6,004
14	Employment Average Wage	\$13.87	\$10.22
15	Employers Served	1,628	3,376
16	Employer Services (Level 1)	794	1,603
Economic Impact			
17	Cost Per Placement	\$627.46	\$361.19
18	Net Economic Benefit	\$27,452.54	\$20,901.38
19	Return on the Investment	\$43.75	\$57.90

Number of Performance Measures Met	14
Number of Performance Measures	19
Percent of Performance Measures Met	73.7%

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%	8.404%
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	1,952	324
6	WP Entered Employment Rate	55%	73.164%	65.741%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	42.308%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	ND
11	SNAP EER	30%	5.357%	20.00%
12	Number of Training Enrollments	14	115	2
13	Employment (Obtained and Direct)	433	6,004	456
14	Employment Average Wage	\$13.87	\$10.22	\$9.75
15	Employers Served	148	3,376	238
16	Employer Services (Level 1)	72	1,603	106
Economic Impact				
17	Cost Per Placement	\$586.53	\$361.19	\$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

Number of Performance Measures Met	10
Number of Performance Measures	19
Percent of Performance Measures Met	52.6%

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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%	8.827%
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	1,952	74
6	WP Entered Employment Rate	55%	73.164%	76.44%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	23.913%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	60.00%
11	SNAP EER	30%	5.357%	0.00%
12	Number of Training Enrollments	17	115	28
13	Employment (Obtained and Direct)	497	6,004	526
14	Employment Average Wage	\$13.87	\$10.22	\$9.33
15	Employers Served	116	3,376	233
16	Employer Services (Level 1)	57	1,603	204
Economic Impact				
17	Cost Per Placement	\$581.99	\$361.19	\$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

Number of Performance Measures Met	9
Number of Performance Measures	19
Percent of Performance Measures Met	47.4%

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CSSF Balanced Scorecard Report

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

Arbor E&T, LLC

Carol City center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.746%	100.00%	8.629%
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	1,952	199
6	WP Entered Employment Rate	55%	73.164%	86.375%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	41.463%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	100.00%
11	SNAP EER	30%	5.357%	0.00%
12	Number of Training Enrollments	14	115	15
13	Employment (Obtained and Direct)	474	6,004	441
14	Employment Average Wage	\$13.87	\$10.22	\$12.47
15	Employers Served	139	3,376	185
16	Employer Services (Level 1)	68	1,603	75
Economic Impact				
17	Cost Per Placement	\$585.73	\$361.19	\$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

Number of Performance Measures Met	11
Number of Performance Measures	19
Percent of Performance Measures Met	57.9%

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CSSF Balanced Scorecard Report

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

Arbor E&T, LLC

Miami Beach center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	3.222%	100.00%	9.504%
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	1,952	45
6	WP Entered Employment Rate	55%	73.164%	87.097%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	0.00%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	40.00%
11	SNAP EER	30%	5.357%	19.231%
12	Number of Training Enrollments	8	115	1
13	Employment (Obtained and Direct)	227	6,004	165
14	Employment Average Wage	\$13.87	\$10.22	\$12.43
15	Employers Served	97	3,376	128
16	Employer Services (Level 1)	47	1,603	77
Economic Impact				
17	Cost Per Placement	\$593.18	\$361.19	\$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

Number of Performance Measures Met	7
Number of Performance Measures	19
Percent of Performance Measures Met	36.8%

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CSSF Balanced Scorecard Report

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

Arbor E&T, LLC

Opa Locka center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	2.59%	100.00%	2.651%
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	1,952	67
6	WP Entered Employment Rate	55%	73.164%	50.00%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	50.00%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	13.043%
11	SNAP EER	30%	5.357%	13.333%
12	Number of Training Enrollments	5	115	ND
13	Employment (Obtained and Direct)	182	6,004	79
14	Employment Average Wage	\$13.87	\$10.22	\$9.05
15	Employers Served	76	3,376	130
16	Employer Services (Level 1)	37	1,603	111
Economic Impact				
17	Cost Per Placement	\$586.73	\$361.19	\$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

Number of Performance Measures Met	7
Number of Performance Measures	19
Percent of Performance Measures Met	36.8%

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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%	8.15%
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	1,952	136
6	WP Entered Employment Rate	55%	73.164%	90.00%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	12.766%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	81.818%
11	SNAP EER	30%	5.357%	4.00%
12	Number of Training Enrollments	17	115	5
13	Employment (Obtained and Direct)	664	6,004	825
14	Employment Average Wage	\$13.87	\$10.22	\$12.90
15	Employers Served	170	3,376	274
16	Employer Services (Level 1)	83	1,603	191
Economic Impact				
17	Cost Per Placement	\$584.00	\$361.19	\$247.90
18	Net Economic Benefit	\$27,496.00	\$20,901.38	\$26,574.33
19	Return on the Investment	\$47.08	\$57.90	\$107.20

Number of Performance Measures Met	10
Number of Performance Measures	19
Percent of Performance Measures Met	52.6%

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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%	2.059%
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	1,952	28
6	WP Entered Employment Rate	55%	73.164%	40.833%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	ND
10	Short-Term Veterans EER	51%	53.279%	50.00%
12	Number of Training Enrollments	10	115	4
13	Employment (Obtained and Direct)	69	6,004	69
14	Employment Average Wage	\$13.87	\$10.22	\$8.94
15	Employers Served	12	3,376	38
16	Employer Services (Level 1)	6	1,603	12
Economic Impact				
17	Cost Per Placement	\$2,398.20	\$361.19	\$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

Number of Performance Measures Met	6
Number of Performance Measures	16
Percent of Performance Measures Met	37.5%

ND = No Data

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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%	2.312%
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	1,952	118
6	WP Entered Employment Rate	55%	73.164%	66.667%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	100.00%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	66.667%
11	SNAP EER	30%	5.357%	ND
12	Number of Training Enrollments	20	115	ND
13	Employment (Obtained and Direct)	161	6,004	149
14	Employment Average Wage	\$13.87	\$10.22	\$11.15
15	Employers Served	32	3,376	116
16	Employer Services (Level 1)	16	1,603	54
Economic Impact				
17	Cost Per Placement	\$1,968.88	\$361.19	\$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

Number of Performance Measures Met	12
Number of Performance Measures	19
Percent of Performance Measures Met	63.2%

ND = No Data

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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%	5.95%
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	1,952	105
6	WP Entered Employment Rate	55%	73.164%	63.057%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	58.824%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	66.667%
11	SNAP EER	30%	5.357%	0.00%
12	Number of Training Enrollments	14	115	16
13	Employment (Obtained and Direct)	435	6,004	398
14	Employment Average Wage	\$13.87	\$10.22	\$8.33
15	Employers Served	111	3,376	180
16	Employer Services (Level 1)	54	1,603	138
Economic Impact				
17	Cost Per Placement	\$586.62	\$361.19	\$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

Number of Performance Measures Met	9
Number of Performance Measures	19
Percent of Performance Measures Met	47.4%

ND = No Data

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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%	8.009%
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	1,952	261
6	WP Entered Employment Rate	55%	73.164%	65.823%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	40.00%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	66.667%
11	SNAP EER	30%	5.357%	12.50%
12	Number of Training Enrollments	18	115	6
13	Employment (Obtained and Direct)	531	6,004	571
14	Employment Average Wage	\$13.87	\$10.22	\$10.73
15	Employers Served	142	3,376	312
16	Employer Services (Level 1)	69	1,603	117
Economic Impact				
17	Cost Per Placement	\$586.77	\$361.19	\$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

Number of Performance Measures Met	11
Number of Performance Measures	19
Percent of Performance Measures Met	57.9%

ND = No Data

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%	9.842%
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	1,952	210
6	WP Entered Employment Rate	55%	73.164%	75.82%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	20.27%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	36.364%
11	SNAP EER	30%	5.357%	13.333%
12	Number of Training Enrollments	25	115	5
13	Employment (Obtained and Direct)	788	6,004	652
14	Employment Average Wage	\$13.87	\$10.22	\$9.65
15	Employers Served	216	3,376	262
16	Employer Services (Level 1)	105	1,603	100
Economic Impact				
17	Cost Per Placement	\$585.73	\$361.19	\$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

Number of Performance Measures Met	6
Number of Performance Measures	19
Percent of Performance Measures Met	31.6%

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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%	12.38%
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	1,952	125
6	WP Entered Employment Rate	55%	73.164%	72.707%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	54.412%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	85.714%
11	SNAP EER	30%	5.357%	0.00%
12	Number of Training Enrollments	18	115	13
13	Employment (Obtained and Direct)	572	6,004	710
14	Employment Average Wage	\$13.87	\$10.22	\$10.10
15	Employers Served	145	3,376	295
16	Employer Services (Level 1)	71	1,603	140
Economic Impact				
17	Cost Per Placement	\$583.64	\$361.19	\$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

Number of Performance Measures Met	14
Number of Performance Measures	19
Percent of Performance Measures Met	73.7%

ND = No Data

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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%	2.369%
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	1,952	36
6	WP Entered Employment Rate	55%	73.164%	74.497%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	54.545%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	ND
11	SNAP EER	30%	5.357%	0.00%
12	Number of Training Enrollments	4	115	1
13	Employment (Obtained and Direct)	115	6,004	169
14	Employment Average Wage	\$13.87	\$10.22	\$9.04
15	Employers Served	31	3,376	59
16	Employer Services (Level 1)	15	1,603	34
Economic Impact				
17	Cost Per Placement	\$596.41	\$361.19	\$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

Number of Performance Measures Met	10
Number of Performance Measures	19
Percent of Performance Measures Met	52.6%

ND = No Data

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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%	10.745%
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	1,952	224
6	WP Entered Employment Rate	55%	73.164%	84.967%
7	WIA Adult & Dislocated Worker EER	93%	100.00%	100.00%
8	CAP Entered Employment Rate	38%	34.894%	55.882%
9	CAP Participation Rate	55%	ND	ND
10	Short-Term Veterans EER	51%	53.279%	53.846%
11	SNAP EER	30%	5.357%	0.00%
12	Number of Training Enrollments	11	115	19
13	Employment (Obtained and Direct)	781	6,004	790
14	Employment Average Wage	\$13.87	\$10.22	\$10.82
15	Employers Served	193	3,376	926
16	Employer Services (Level 1)	94	1,603	244
Economic Impact				
17	Cost Per Placement	\$586.29	\$361.19	\$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

Number of Performance Measures Met	11
Number of Performance Measures	19
Percent of Performance Measures Met	57.9%

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CSSF Balanced Scorecard Report

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

Provider	Location	Maximum		Minimum		Total	Obtained Employment			Direct Job Placement			Direct Job Placement by Type														
		#	%	#	%								WIOA Individualized														
													Basic		Adult/DW		Job Seekers with Disability		Veterans or Ex-Offenders		RA Claimant		TANF/CAP or SNAP				
													1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt			
Arbor E&T, LLC	Hialeah Downtown	433	105.3%	368	123.9%	456	199	161	360	79	17	96	72	11	7	4	0	0	0	0	0	0	0	0	2		
City of Miami	City of Miami	497	105.8%	422	124.6%	526	242	170	412	106	8	114	106	7	0	0	0	0	0	0	0	0	0	0	1		
CSSF	Carol City	474	93.0%	403	109.4%	441	241	178	419	14	8	22	14	7	0	1	0	0	0	0	0	0	0	0	0		
	Miami Beach	227	72.7%	193	85.5%	165	78	68	146	16	3	19	16	2	0	0	0	0	0	1	0	0	0	0	0		
	Opa Locka	182	43.4%	155	51.0%	79	38	27	65	14	0	14	14	0	0	0	0	0	0	0	0	0	0	0	0		
SER-Jobs For Progress, Inc.	North Miami Beach	664	123.0%	474	172.4%	817	350	395	745	44	28	72	44	25	0	3	0	0	0	0	0	0	0	0	0		
Transition Inc	Transition Offender Service	69	101.4%	59	118.6%	70	24	15	39	24	7	31	24	7	0	0	0	0	0	0	0	0	0	0	0		
Youth Co-Op	Florida Keys	161	92.5%	137	108.8%	149	81	28	109	35	5	40	35	5	0	0	0	0	0	0	0	0	0	0	0		
	Homestead	435	91.5%	370	107.6%	398	154	125	279	110	9	119	110	9	0	0	0	0	0	0	0	0	0	0	0		
	Little Havana	531	107.5%	451	126.6%	571	238	242	480	67	24	91	63	19	3	5	0	0	0	0	1	0	0	0	0		
	Northside	788	82.6%	670	97.2%	651	223	334	557	79	15	94	75	11	3	3	0	0	1	1	0	0	0	0	0		
	Perrine	572	124.1%	487	145.8%	710	250	343	593	85	32	117	81	28	3	2	0	0	0	0	0	0	0	1	2		
	South Miami	115	147.0%	97	174.2%	169	101	32	133	34	2	36	33	2	1	0	0	0	0	0	0	0	0	0	0		
West Dade	781	101.2%	664	119.0%	790	339	330	669	92	29	121	88	26	2	3	0	0	0	0	1	0	1	0	0			
Total		5,929	101.1%	4,950	121.1%	5,992	2,558	2,448	5,006	799	187	986	775	159	19	21	0	0	1	2	2	0	2	5			
															% of DJP	78.6%	16.1%	1.9%	2.1%	0.0%	0.0%	0.1%	0.2%	0.2%	0.0%	0.2%	0.5%



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8D

AGENDA ITEM SUBJECT: WORKFORCE SERVICES REGIONAL PERFORMANCE OVERVIEW

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

For Program Year (PY) 2014-2015, the performance statistics attached covering the period of July 1, 2014 through June 30, 2015 on the Florida's Department of Economic Opportunity (DEO) Monthly Management Report (MMR) for the 24 Regional Workforce Boards in the State reveal the following performance for the Region:

- 50,739 job seekers were placed into jobs that exited the system compared to 43,095 for the same period last program year (PY).
- This is a 17.7 percent increase compared to the same period last PY.
- The Wagner-Peyser Entered Employment Rate (EER) is at 59.5 percent and is ranked 4th.
- The Veterans Program EER is at 62.2 percent and is ranked 4th.
- The Career Advancement Program (CAP) / Welfare Transition (WT) Program All Family Participation Rate is at 42.5 percent and is ranked 13th.
- The CAP / WT Program EER is at 37.6 percent and is ranked 4th.

The Monthly Job Placement Report - developed by the Florida's DEO and CareerSource Florida demonstrates that for Program Year 2014-2015 from July to June, CareerSource South Florida (CSSF) placed 75,934 job seekers into jobs compared to 66,665 for the same period last PY 2013-2014. This is a 13.9 percent increase; which is noticeably better than the State's overall 7.8 percent decrease.

The region's Workforce Services Contractors and SFWIB staff work diligently through the efforts of the various Performance Improvement Teams (PIT) to continue enhancing the quality of the Workforce Services delivery system and improving performance.

The region's Workforce Services Contractors and SFWIB staff work diligently through the efforts of the various Performance Improvement Teams (PIT) to continue enhancing the quality of the Workforce Services delivery system and improving performance.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

DEO Monthly Management Report
July 1, 2014 through June 30, 2015 (Year-to-Date)

Wagner-Peyser Entered Employment Rate					
Rank	Prev. Rank	Region	Entered Employment	Job Seekers with 90 Days of No Service	Performance
1	1	22	25,212	32,561	77.4%
2	3	15	31,779	49,419	64.3%
3	2	14	19,711	31,232	63.1%
4	4	23	50,739	85,322	59.5%
5	5	16	10,444	18,808	55.5%
6	7	5	5,558	11,207	49.6%
7	6	13	9,789	21,046	46.5%
8	11	7	1,892	4,410	42.9%
9	8	19	2,932	6,874	42.7%
10	9	11	8,735	20,812	42.0%
11	10	10	6,795	17,187	39.5%
12	12	2	3,115	8,201	38.0%
13	13	24	11,545	30,521	37.8%
14	15	18	6,839	19,282	35.5%
15	14	4	4,439	12,666	35.0%
16	16	17	8,000	23,130	34.6%
17	17	20	8,356	24,713	33.8%
18	18	21	12,566	40,595	31.0%
19	19	12	22,709	73,754	30.8%
20	21	9	5,555	18,107	30.7%
21	20	3	1,607	5,417	29.7%
22	22	8	14,468	49,840	29.0%
23	24	6	2,126	7,999	26.6%
24	23	1	4,774	18,178	26.3%
		SW	279,685	631,281	44.3%

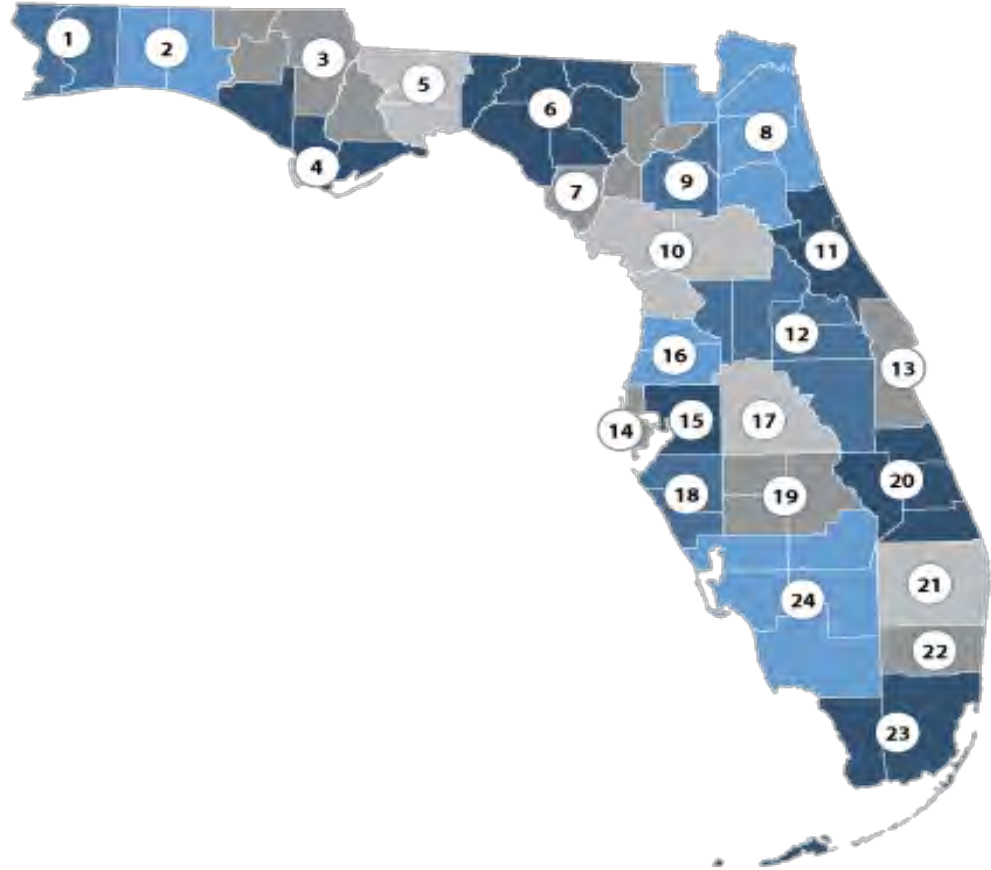
Veterans Entered Employment Rate					
Rank	Prev. Rank	Region	Vets Placed after 90 Days of No Service	Vets with 90 Days of No Service	Performance
1	1	22	1,080	1,411	76.5%
2	2	14	1,047	1,418	73.8%
3	3	15	1,432	2,032	70.5%
4	5	23	1,019	1,637	62.2%
5	6	5	331	598	55.4%
6	4	2	700	1,378	50.8%
7	7	16	787	1,795	43.8%
8	10	7	168	401	41.9%
9	8	17	551	1,387	39.7%
10	9	11	589	1,489	39.6%
11	11	4	484	1,292	37.5%
12	12	10	546	1,485	36.8%
13	13	13	1,057	2,887	36.6%
14	14	18	420	1,170	35.9%
15	15	6	210	604	34.8%
16	16	24	518	1,579	32.8%
17	18	21	548	1,715	32.0%
18	17	3	89	284	31.3%
19	19	8	1,501	4,949	30.3%
20	20	12	1,298	4,313	30.1%
21	22	9	491	1,634	30.0%
22	21	20	533	1,791	29.8%
23	23	1	617	2,280	27.1%
24	24	19	88	329	26.7%
		SW	16,104	39,858	40.4%

DEO Monthly Management Report
July 1, 2014 through June 30, 2015 (Year-to-Date)

Welfare Transition Participation Rate (All Family)					
Rank	Prev. Rank	Region	Work Engaged	Received TANF	Performance
1	1	14	2,555	4,469	57.2%
2	2	11	2,985	5,566	53.6%
3	4	22	5,287	9,890	53.5%
4	5	12	5,458	10,369	52.6%
5	3	9	1,470	2,813	52.3%
6	8	21	2,159	4,137	52.2%
7	7	5	2,377	4,637	51.3%
8	6	17	2,065	4,056	50.9%
9	9	15	2,714	5,601	48.5%
10	10	16	1,345	3,001	44.8%
11	11	7	403	902	44.7%
12	12	10	1,014	2,299	44.1%
13	13	23	6,601	15,549	42.5%
14	15	18	1,053	2,848	37.0%
15	14	24	689	1,904	36.2%
16	16	1	840	2,427	34.6%
17	18	13	668	2,192	30.5%
18	17	4	223	734	30.4%
19	19	20	390	1,488	26.2%
20	20	6	230	889	25.9%
21	21	8	3,501	15,640	22.4%
22	22	19	64	402	15.9%
23	23	3	84	857	9.8%
24	24	2	69	742	9.3%
		SW	44,244	103,412	42.8%

Welfare Transition Entered Employment Rate					
Rank	Prev. Rank	Region	Closed Due To Earnings	Cases Closed	Performance
1	1	12	1,801	4,488	40.1%
2	2	14	736	1,879	39.2%
3	4	23	2,287	6,090	37.6%
4	6	11	617	1,661	37.1%
5	7	22	1,428	3,851	37.1%
6	3	15	1,000	2,735	36.6%
7	5	17	560	1,538	36.4%
8	8	21	553	1,595	34.7%
9	10	10	332	966	34.4%
10	9	16	384	1,122	34.2%
11	11	4	113	360	31.4%
12	15	5	328	1,083	30.3%
13	13	20	208	696	29.9%
14	12	13	314	1,063	29.5%
15	14	18	403	1,388	29.0%
16	16	2	100	364	27.5%
17	17	24	269	1,014	26.5%
18	22	7	83	321	25.9%
19	18	1	343	1,328	25.8%
20	21	8	1,294	5,130	25.2%
21	19	19	59	236	25.0%
22	20	9	202	880	23.0%
23	23	6	90	409	22.0%
24	24	3	65	334	19.5%
		SW	13,569	40,531	33.5%

Regional CareerSource Workforce Boards Size Category A:		
Region		CareerSource Workforce Board
8		CareerSource Brevard
12		CareerSource Central Florida
14		CareerSource Pinellas
15		CareerSource Tampa Bay
21		CareerSource Palm Beach County
22		CareerSource Broward
23		CareerSource South Florida
24		CareerSource Southwest Florida





SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8E

AGENDA ITEM SUBJECT: PY 14-15 YOUTH PERFORMANCE UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG, TIMELY REPORTING STANDARDS**

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

BACKGROUND:

Performance Measures for Youth Partners in the region covering a reporting period, July, 1, 2014 through June 30, 2015, as represented on the State's monthly management report (MMR) are as follows:

- 426 of 440 in-school and out-of-school youth exited the program with positive outcomes (obtained a credential/diploma, post-secondary education, advanced/training qualified apprenticeships, military, employment). The region's younger youth positive outcome performance measures is 96.8 percent.
- 2,369 of 2,668 in-school youth attained and increased in their youth skill attainment performance measure (basic skills, work readiness skills, and occupational skills). The region's youth skill attainment performance measure is 88.8 percent.
- 310 of 323 in-school youth exited the program with a positive outcome (obtained a credential/diploma, post-secondary education, advanced training/qualified apprenticeships, military, employment). The region's out-of-school youth positive outcome performance measure is 95.9 percent.
- 264 of 265 out-of-school youth exited the program with a positive outcome (obtained a credential/diploma, post-secondary education, advanced training/qualified apprenticeships, military, employment). The region's out-of-school youth positive outcome performance measure is 99.6 percent.

During the RFP period for the program year 2014-2015, the proposal submitted by UNIDAD did not meet the minimum required score to be considered for a contract, and no other agency submitted a proposal to provide the ISY Services at that location. In order to continue providing services, UNIDAD was awarded a three month contract from July 1, 2014 to September 30, 2014. During which time a new RFP was released with the understanding that UNIDAD would resubmit a proposal for the services; however on the date the proposal was due, SFWIB received an email from UNIDAD's Executive Director notifying us that UNIDAD would not be

submitting a proposal. Therefore, on September 30, 2014 when the three month contract extension ended so did all the data for them. There is no more data to be tracked.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

WORKFORCE INVESTMENT ACT (WIA)

WIA YOUTH SERVICE PARTNERS PERFORMANCE - JULY 1, 2014 - JUNE 30, 2015

Youth Service Partners	Younger Youth Positive Outcome Performance Measure (90%) COLUMN #1			Youth Skill Attainment Performance Measure (85%) (basic education, work readiness, occupational skills) COLUMN #2			In School Youth Positive Outcome Performance Measure (90%) COLUMN #3			Out of School Youth Positive Outcome Performance Measure (90%) COLUMN #4		
	# to be Met	# Met	% of Standard Met	# to be Met	# Met	% of Standard Met	# to be Met	# Met	% of Standard Met	# to be Met	# Met	% of Standard Met
<i>IN-SCHOOL PROGRAM</i>												
Adult Mankind Organization	126	121	96.03%	482	402	83.40%	127	122	96.06%			
Cuban National Council	73	72	98.63%	381	304	79.79%	72	71	98.61%			
Youth Co-Op Monroe	4	4	100.00%	22	22	100.00%	4	4	100.00%			
Youth Co-Op Miami-Dade	118	111	94.07%	713	689	96.63%	120	113	94.17%			
YEAR-TO-DATE PERFORMANCE	321	308	100.00%	1598	1417	88.67%	323	310	95.98%			
<i>OUT-OF-SCHOOL PROGRAM</i>												
Adult Mankind Organization	20	19	95.00%	229	193	84.28%				37	36	97.30%
Community Coalition			N/D	26	26	100.00%						N/D
Cuban American National Council	13	13	100.00%	188	147	78.19%				31	31	100.00%
Greater Miami Service Corps	6	6	100.00%	133	124	93.23%				36	36	100.00%
Youth Co-Op Monroe	8	8	100.00%	34	33	97.06%				16	16	100.00%
Youth Co-Op Miami-Dade	72	72	100.00%	460	429	93.26%				145	145	100.00%
YEAR-TO-DATE PERFORMANCE	119	118	99.16%	1070	952	88.97%				265	264	99.62%
REGIONAL PERFORMANCE	440	426	96.82%	2668	2369	88.79%	323	310	95.98%	265	264	99.62%

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Regional for ISY Providers		
Measure	Standard	Region
Younger Youth Skill Attainment Rate - Basic Skills	85%	75%
Younger Youth Skill Attainment Rate - Work Readiness	85%	90%
Older and Younger Youth Outcome Rate	90%	87%
In-School Youth Outcomes	85%	87%
Older and Younger Youth Credentials	90%	66%
WIA Follow-up (Quarterly)	100%	84%
Older Youth Employment Retention Rate at Six Months	90%	100%
Younger Youth Retention	70%	48%

Regional Performance		
Measure	Standard	Region
Youth Skill Attainment Rate	85%	83%
Younger Youth Outcome Rate	90%	96%
In-School Youth Outcomes	90%	88%
Out-School Youth Outcomes	90%	96%

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Regional for OSY Providers		
Measure	Standard	Region
Level of New Enrollments for Industry Focus / Career Pathways	207	135
Training Related Placements	75%	0%
Younger Youth Skill Attainment Rate - Basic Skills	85%	88%
Younger Youth Skill Attainment Rate - Work Readiness	85%	91%
Younger Youth Skill Attainment Rate - Occupational Skills	85%	82%
Older Youth Outcome - Entered Employment Rate	85%	84%
In-School Youth Outcomes	85%	100%
Older and Younger Youth Credentials	90%	N/D
WIA Follow-up (Quarterly)	100%	100%
Older Youth Employment Retention Rate at Six Months	90%	82%
Younger Youth Retention	70%	73%
Literacy and Numeracy Gains	35%	87%

Regional Performance		
Measure	Standard	Region
Youth Skill Attainment Rate	85%	83%
Younger Youth Outcome Rate	90%	96%
In-School Youth Outcomes	90%	88%
Out-School Youth Outcomes	90%	96%

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

AMO ISYP

Per Service Partner		
Measure	Standard	Center
Younger Youth Skill Attainment Rate - Basic Skills	85%	81%
Younger Youth Skill Attainment Rate - Work Readiness	85%	92%
Older and Younger Youth Outcome Rate	90%	96%
In-School Youth Outcomes	85%	96%
Older and Younger Youth Credentials	90%	75%
WIA Follow-up (Quarterly)	100%	99%
Older Youth Employment Retention Rate at Six Months	90%	100%
Younger Youth Retention	70%	54%

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Community Coalition ISYP

Per Service Partner		
Measure	Standard	Center
Younger Youth Skill Attainment Rate - Basic Skills	85%	0%
Younger Youth Skill Attainment Rate - Work Readiness	85%	ND
Older and Younger Youth Outcome Rate	90%	0%
In-School Youth Outcomes	85%	0%
Older and Younger Youth Credentials	90%	0%
WIA Follow-up (Quarterly)	100%	94%
Older Youth Employment Retention Rate at Six Months	90%	ND
Younger Youth Retention	70%	34%

ND = No Data

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Cuban American National Council ISYP

Per Service Partner		
Measure	Standard	Center
Younger Youth Skill Attainment Rate - Basic Skills	85%	78%
Younger Youth Skill Attainment Rate - Work Readiness	85%	83%
Older and Younger Youth Outcome Rate	90%	99%
In-School Youth Outcomes	85%	99%
Older and Younger Youth Credentials	90%	92%
WIA Follow-up (Quarterly)	100%	100%
Older Youth Employment Retention Rate at Six Months	90%	ND
Younger Youth Retention	70%	40%

ND = No Data

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

FL Keys ISYP

Per Service Partner		
Measure	Standard	Center
Younger Youth Skill Attainment Rate - Basic Skills	85%	100%
Younger Youth Skill Attainment Rate - Work Readiness	85%	100%
Older and Younger Youth Outcome Rate	90%	100%
In-School Youth Outcomes	85%	100%
Older and Younger Youth Credentials	90%	100%
WIA Follow-up (Quarterly)	100%	100%
Older Youth Employment Retention Rate at Six Months	90%	ND
Younger Youth Retention	70%	60%

ND = No Data

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Youth Coop ISYP

Per Service Partner		
Measure	Standard	Center
Younger Youth Skill Attainment Rate - Basic Skills	85%	97%
Younger Youth Skill Attainment Rate - Work Readiness	85%	96%
Older and Younger Youth Outcome Rate	90%	94%
In-School Youth Outcomes	85%	94%
Older and Younger Youth Credentials	90%	58%
WIA Follow-up (Quarterly)	100%	100%
Older Youth Employment Retention Rate at Six Months	90%	100%
Younger Youth Retention	70%	78%

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

AMO OSYP

Per Service Partner		
Measure	Standard	Center
Level of New Enrollments for Industry Focus / Career Pathways	10	0
Training Related Placements	75%	ND
Younger Youth Skill Attainment Rate - Basic Skills	85%	80%
Younger Youth Skill Attainment Rate - Work Readiness	85%	98%
Younger Youth Skill Attainment Rate - Occupational Skills	85%	ND
Older Youth Outcome - Entered Employment Rate	85%	100%
In-School Youth Outcomes	85%	100%
Older and Younger Youth Credentials	90%	ND
WIA Follow-up (Quarterly)	100%	98%
Older Youth Employment Retention Rate at Six Months	90%	67%
Younger Youth Retention	70%	75%
Literacy and Numeracy Gains	35%	ND

ND = No Data

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Community Coalition OSYP

Per Service Partner		
Measure	Standard	Center
Level of New Enrollments for Industry Focus / Career Pathways	10	0
Training Related Placements	75%	ND
Younger Youth Skill Attainment Rate - Basic Skills	85%	100%
Younger Youth Skill Attainment Rate - Work Readiness	85%	100%
Younger Youth Skill Attainment Rate - Occupational Skills	85%	ND
Older Youth Outcome - Entered Employment Rate	85%	ND
In-School Youth Outcomes	85%	ND
Older and Younger Youth Credentials	90%	ND
WIA Follow-up (Quarterly)	100%	ND
Older Youth Employment Retention Rate at Six Months	90%	ND
Younger Youth Retention	70%	ND
Literacy and Numeracy Gains	35%	ND

ND = No Data

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Cuban American National Council OSYP

Per Service Partner		
Measure	Standard	Center
Level of New Enrollments for Industry Focus / Career Pathways	30	14
Training Related Placements	75%	ND
Younger Youth Skill Attainment Rate - Basic Skills	85%	74%
Younger Youth Skill Attainment Rate - Work Readiness	85%	83%
Younger Youth Skill Attainment Rate - Occupational Skills	85%	75%
Older Youth Outcome - Entered Employment Rate	85%	78%
In-School Youth Outcomes	85%	100%
Older and Younger Youth Credentials	90%	ND
WIA Follow-up (Quarterly)	100%	100%
Older Youth Employment Retention Rate at Six Months	90%	50%
Younger Youth Retention	70%	50%
Literacy and Numeracy Gains	35%	80%

ND = No Data

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

FL Keys OSYP

Per Service Partner		
Measure	Standard	Center
Level of New Enrollments for Industry Focus / Career Pathways	20	21
Training Related Placements	75%	ND
Younger Youth Skill Attainment Rate - Basic Skills	85%	100%
Younger Youth Skill Attainment Rate - Work Readiness	85%	94%
Younger Youth Skill Attainment Rate - Occupational Skills	85%	ND
Older Youth Outcome - Entered Employment Rate	85%	71%
In-School Youth Outcomes	85%	100%
Older and Younger Youth Credentials	90%	ND
WIA Follow-up (Quarterly)	100%	100%
Older Youth Employment Retention Rate at Six Months	90%	50%
Younger Youth Retention	70%	70%
Literacy and Numeracy Gains	35%	100%

ND = No Data

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Greater Miami Svcs Corps OSYP

Per Service Partner		
Measure	Standard	Center
Level of New Enrollments for Industry Focus / Career Pathways	75	35
Training Related Placements	75%	ND
Younger Youth Skill Attainment Rate - Basic Skills	85%	100%
Younger Youth Skill Attainment Rate - Work Readiness	85%	90%
Younger Youth Skill Attainment Rate - Occupational Skills	85%	89%
Older Youth Outcome - Entered Employment Rate	85%	94%
In-School Youth Outcomes	85%	100%
Older and Younger Youth Credentials	90%	ND
WIA Follow-up (Quarterly)	100%	97%
Older Youth Employment Retention Rate at Six Months	90%	89%
Younger Youth Retention	70%	100%
Literacy and Numeracy Gains	35%	50%

ND = No Data

CSSF Youth Balanced Scorecard Report

Report Date: 7/1/2014 thru 6/30/2015

Youth Coop OSYP

Per Service Partner		
Measure	Standard	Center
Level of New Enrollments for Industry Focus / Career Pathways	62	65
Training Related Placements	75%	0%
Younger Youth Skill Attainment Rate - Basic Skills	85%	94%
Younger Youth Skill Attainment Rate - Work Readiness	85%	92%
Younger Youth Skill Attainment Rate - Occupational Skills	85%	ND
Older Youth Outcome - Entered Employment Rate	85%	80%
In-School Youth Outcomes	85%	100%
Older and Younger Youth Credentials	90%	ND
WIA Follow-up (Quarterly)	100%	100%
Older Youth Employment Retention Rate at Six Months	90%	85%
Younger Youth Retention	70%	73%
Literacy and Numeracy Gains	35%	100%

ND = No Data



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8F

AGENDA ITEM SUBJECT: CONSUMER REPORT CARD UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG, TIMELY REPORTING STANDARDS**

STRATEGIC PROJECT: **Monitor of Training Vendor Performance**

BACKGROUND:

The SFWIB ITA Policy requires the monitoring of the performance of SFWIB approved Training Vendors. Accordingly, staff developed and implemented the Consumer Report Card Tool. The tool is an online report that updates ITA performance on a daily basis. The goal of the tool is to function as an "ITA Consumer Report Card," enabling the consumer (participant) as well as the Career Advisor the ability to check on the success of individual programs and to evaluate the economic benefit per placement by program.

The attached PY15-16 Consumer Report Card table, dated August 10, 2015, indicates that the South Florida Workforce Investment Board generated \$170,388.40 of wages into the South Florida regional economy. For every dollar spent on training, SFWIB obtained a return of \$2.70. One hundred percent of training services participants completed classroom training. Of those completing training, 77 percent have obtained employment with an average wage of \$16.03. Fifty-seven percent of the participants were placed in a training-related occupation. The net economic benefit per placement is \$24,341.20.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Consumer Report Card

07/01/2015 - 06/30/2016

Training Agent	Total Outcome	Number of Completions	Number of Placements	% of Placements	# of Training Related Placements	% of Total Training Related Placements	Training Expenditures			Economic Benefit		Net Economic Benefit Per Placement	Value Added per Placement
							Avg. Cost Per Participant	Total Completion Expenditures	Total Expenditure Per Placement	Average Wage	Average Economic Benefit		
Metropolitan Trucking and Technical Institute	2	2	-	0.00 %	-	0.00 %	\$ 1,461.24	\$ 2,922.48	-	-	-	-	-
New Horizons	5	5	5	100.00 %	3	60.00 %	\$ 9,000.00	\$ 45,000.00	\$ 9,000.00	\$ 16.66	\$ 34,652.80	\$ 25,652.80	\$ 2.85
The Academy -- Miami Campus	2	2	2	100.00 %	1	50.00 %	\$ 7,563.75	\$ 15,127.50	\$ 7,563.75	\$ 14.47	\$ 30,087.20	\$ 22,523.45	\$ 2.98
	9	9	7	77.78 %	4	57.14 %	\$ 7,005.55	\$ 63,049.98	\$ 9,007.14	\$ 16.03	\$ 33,348.34	\$ 24,341.20	\$ 2.70



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8G

AGENDA ITEM SUBJECT: INDIVIDUAL TRAINING ACCOUNT (ITA) PERFORMANCE REPORT PROGRAM YEAR 13-14

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG, TIMELY REPORTING STANDARDS**

STRATEGIC PROJECT: **Monitor of Training Vendor Performance**

BACKGROUND:

The Workforce Investment and Opportunity Act (WIOA) requires Local Workforce Boards set certain performance standards for Training Vendors. The Federal Register's WIOA Final Rules explain a Training Vendor must deliver results and submit accurate information in order to retain its status as an eligible provider. Furthermore, Code of Federal Regulation (CFR) Title 20, Part 663 – Subpart E, Section 663.510 stipulates Local Workforce Boards conduct performance and cost analysis related to Training Vendors. If a Training Vendor's program fails to meet the Local Board's performance standards, it will be removed from the approved programs list.

According to Region 23's Performance Requirements Policy, Training Vendors are required to satisfy two of the following three performance measures: 70 percent completion, 70 percent placement (entered unsubsidized employment within 180 days of program completion) rate, and 70 percent training-related placement (entered unsubsidized employment in an occupation related to the program completed) rate.

In March 2015, SFWIB Office of Continuous Improvement (OCI) mailed letters to all approved Training Vendors requesting documentation showing compliance with the Performance Policy. OCI has recently completed its review of the documentation submitted by the Training Vendors. Based on the review, 57 training programs will be removed. An ITA Performance Summary indicating the results of the review as well as a list of the training programs slated for removal from the approved training programs offering list is attached.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Training Provider	Training Program	Completions			Placements		Training Related Placements		Pass/Fail	Training Expenditures		
		# of Completions	Total # of Trainees ¹	% of Completions	# of Placements	% of Placements	# of Training Related Placements	% of Training Related Placements		Avg. Cost Per Participant	Total Expenditure Per Placement	Excess Percentage Spent Above Average Training Costs
Advanced Technical Centers	Microcomputer Data Processing	3	4	75%	3	100%	3	100%	Pass	\$ 2,187.50	\$ 2,187.50	0%
American Advanced Technicians Institute	Advanced Automotive Technology	1	1	100%	1	100%	1	100%	Pass	\$ 4,045.00	\$ 4,045.00	0%
American Advanced Technicians Institute	Automotive Technology	15	20	75%	12	80%	11	92%	Pass	\$ 4,814.92	\$ 6,018.65	25%
Atlantis University	Administrative Assistant	2	2	100%	2	100%	2	100%	Pass	\$ 9,319.00	\$ 9,319.00	0%
Atlantis University	Computer Network Professional (CNP)	10	12	83%	4	40%	3	75%	Pass	\$ 8,647.26	\$ 19,023.98	120%
Atlantis University	Office Administrator	4	5	80%	2	50%	2	100%	Pass	\$ 5,651.10	\$ 11,302.20	100%
Azure College	Nursing (ASN)	13	16	81%	4	31%	3	75%	Pass	\$ 7,950.00	\$ 25,837.51	225%
Azure College	Practical Nursing	4	4	100%	-	0%	-	0%	Fail	\$ 6,222.39	\$ -	100%
Broward College - Central Campus	Nursing (RN) - (AS)	1	1	100%	1	100%	1	100%	Pass	\$ 4,763.65	\$ 4,763.65	0%
Broward College - Central Campus	Radiography - (AAS)	1	1	100%	1	100%	-	0%	Pass	\$ 112.30	\$ 112.30	0%
College of Business and Technology- Cutler Bay	Medical Assistant	1	1	100%	-	0%	-	0%	Fail	\$ 4,625.00	\$ -	100%
College of Business and Technology- Cutler Bay	Medical Assistant - A.S.	1	1	100%	-	0%	-	0%	Fail	\$ 1,613.70	\$ -	100%
College of Business and Technology- Cutler Bay	Office Management	1	1	100%	-	0%	-	0%	Fail	\$ 2,238.07	\$ -	100%
College of Business and Technology- Flagler Campus	Air Conditioning Refrigeration - Heating Systems Technology	1	1	100%	-	0%	-	0%	Fail	\$ 4,550.00	\$ -	100%
College of Business and Technology- Flagler Campus	Air Conditioning Refrigeration Technician	3	3	100%	2	67%	1	50%	Fail	\$ 4,196.57	\$ 6,294.85	50%
College of Business and Technology- Flagler Campus	Air Conditioning Refrigeration Technician - Diploma	1	1	100%	1	100%	1	100%	Pass	\$ 5,000.00	\$ 5,000.00	0%
College of Business and Technology- Flagler Campus	Electrical Technology	4	4	100%	3	75%	3	100%	Pass	\$ 4,101.25	\$ 5,468.33	33%
College of Business and Technology- Flagler Campus	Electricity Technician	3	3	100%	1	33%	1	100%	Pass	\$ 3,660.50	\$ 10,981.50	200%
College of Business and Technology- Flagler Campus	Networking Administration - A.S. Degree	1	1	100%	-	0%	-	0%	Fail	\$ 5,906.24	\$ -	100%
College of Business and Technology- Hialeah Campus	Air Conditioning Refrigeration - Heating Systems Technology (AS)	1	1	100%	-	0%	-	0%	Fail	\$ 8,720.50	\$ -	100%
College of Business and Technology- Hialeah Campus	Air Conditioning Refrigeration Technician	2	2	100%	1	50%	1	100%	Pass	\$ 4,202.50	\$ 8,405.00	100%
College of Business and Technology- Hialeah Campus	Electricity Technician	1	1	100%	1	100%	-	0%	Pass	\$ 4,040.00	\$ 4,040.00	0%
Compu-Med Vocational Career Corp.	Dental Assistant/Assisting	1	1	100%	-	0%	-	0%	Fail	\$ 1,852.00	\$ -	100%
Dade Medical College - Miami Lakes Campus	Advanced Placement in Nursing	2	3	67%	2	100%	2	100%	Pass	\$ 8,614.59	\$ 8,614.59	0%
Dade Medical College - Miami Lakes Campus	Associates of Science in Nursing	9	13	69%	2	22%	-	0%	Fail	\$ 8,352.96	\$ 37,588.33	350%
Dade Medical College - Miami Lakes Campus	Diagnostic Cardiac Sonography - A.S.	1	1	100%	-	0%	-	0%	Fail	\$ 4,904.00	\$ -	100%
Dade Medical College - Miami Lakes Campus	Diagnostic Medical Ultrasound - A.S.	1	1	100%	-	0%	-	0%	Fail	\$ 9,796.00	\$ -	100%
Florida International University (RDB1003)	Paralegal Program	13	18	72%	7	54%	4	57%	Fail	\$ 5,084.44	\$ 9,442.54	86%

Training Provider	Training Program	Completions			Placements		Training Related Placements		Pass/Fail	Training Expenditures		
		# of Completions	Total # of Trainees ¹	% of Completions	# of Placements	% of Placements	# of Training Related Placements	% of Training Related Placements		Avg. Cost Per Participant	Total Expenditure Per Placement	Excess Percentage Spent Above Average Training Costs
Genesis Vocational Institute	Medical Assistant	1	1	100%	-	0%	-	0%	Fail	\$ 3,465.00	\$ -	100%
Management Resources College	Associate of Science Degree in Nursing	13	13	100%	6	46%	6	100%	Pass	\$ 9,107.35	\$ 19,732.58	117%
MDCP SCHOOLS (ALL)	Advanced Automotive Technology	2	3	67%	1	50%	1	100%	Fail	\$ 4,444.30	\$ 8,888.61	100%
MDCP SCHOOLS (ALL)	Automotive Service Technology	1	1	100%	-	0%	-	0%	Fail	\$ 4,131.71	\$ -	100%
MDCP SCHOOLS (ALL)	Aviation Maintenance Technicians Program	7	7	100%	2	29%	1	50%	Fail	\$ 5,568.89	\$ 19,491.13	250%
MDCP SCHOOLS (ALL)	Avionics OCPs	1	1	100%	-	0%	-	0%	Fail	\$ 6,049.32	\$ -	100%
MDCP SCHOOLS (ALL)	Commercial Food & Culinary Arts OCPs	8	9	89%	3	38%	3	100%	Pass	\$ 2,085.48	\$ 5,561.27	167%
MDCP SCHOOLS (ALL)	Commercial Heating & Air Conditioning Technology (OCPs)	7	10	70%	5	71%	4	80%	Pass	\$ 2,673.72	\$ 3,743.21	40%
MDCP SCHOOLS (ALL)	Commercial Vehicle Driving OCP A - Commercial Vehicle Driver (CDL A)	6	8	75%	5	83%	5	100%	Pass	\$ 1,302.13	\$ 1,562.55	20%
MDCP SCHOOLS (ALL)	Computer Systems Technology (Computer Electronics Technology) 1650	1	1	100%	-	0%	-	0%	Fail	\$ 2,612.94	\$ -	100%
MDCP SCHOOLS (ALL)	Dental Assistant/Assisting	1	2	50%	1	100%	1	100%	Pass	\$ 2,082.13	\$ 2,082.13	0%
MDCP SCHOOLS (ALL)	Heavy Equipment Operations (OCPs A and B)	1	1	100%	-	0%	-	0%	Fail	\$ 788.00	\$ -	100%
MDCP SCHOOLS (ALL)	Medical Assisting	1	5	20%	1	100%	-	0%	Fail	\$ 1,798.46	\$ 1,798.46	0%
MDCP SCHOOLS (ALL)	Practical Nursing OCPs	27	31	87%	16	59%	10	63%	Fail	\$ 2,844.20	\$ 4,799.58	69%
MDCP SCHOOLS (ALL)	Surgical Technology	1	1	100%	1	100%	-	0%	Pass	\$ 2,695.00	\$ 2,695.00	0%
Metropolitan Trucking and Technical Institute	CDL 184-Hours Industry Standard Tractor-Trailer Driver Program-Diploma	12	13	92%	9	75%	9	100%	Pass	\$ 2,619.90	\$ 3,493.21	33%
Metropolitan Trucking and Technical Institute	CDL Class A - Tractor Trailer Driver	46	52	88%	36	78%	34	94%	Pass	\$ 2,506.16	\$ 3,202.31	28%
Miami-Dade College	Accounting Applications (CCC)	6	8	75%	5	83%	4	80%	Pass	\$ 2,886.45	\$ 3,463.74	20%
Miami-Dade College	Accounting Technology (AS)	4	4	100%	3	75%	3	100%	Pass	\$ 3,498.22	\$ 4,664.29	33%
Miami-Dade College	Architectural Design & Construction Technology (AS)	2	2	100%	-	0%	-	0%	Fail	\$ 3,520.93	\$ -	100%
Miami-Dade College	Biotechnology - Chemical Technology - Bioinformatics (AS)	2	2	100%	-	0%	-	0%	Fail	\$ 3,324.02	\$ -	100%
Miami-Dade College	Building Construction Technology (AS)	1	1	100%	-	0%	-	0%	Fail	\$ 4,516.14	\$ -	100%
Miami-Dade College	Business Administration (AS)	12	16	75%	6	50%	1	17%	Fail	\$ 3,655.19	\$ 7,310.38	100%
Miami-Dade College	Business Management (CCC)	3	4	75%	2	67%	2	100%	Pass	\$ 1,888.00	\$ 2,832.00	50%
Miami-Dade College	Business Operations (CCC)	3	3	100%	2	67%	2	100%	Pass	\$ 1,327.62	\$ 1,991.43	50%
Miami-Dade College	Business Specialist (CCC)	1	1	100%	1	100%	-	0%	Pass	\$ 1,699.64	\$ 1,699.64	0%
Miami-Dade College	Clinical Laboratory Sciences (AS)	3	3	100%	2	67%	2	100%	Pass	\$ 2,738.99	\$ 4,108.49	50%
Miami-Dade College	Computer Engineering Technology (AS)	1	1	100%	-	0%	-	0%	Fail	\$ 7,372.24	\$ -	100%
Miami-Dade College	Computer Information Technology (AS)	-	1	0%	-	0%	-	0%	Fail	\$ 3,976.16	\$ -	100%
Miami-Dade College	Computer Programming (part of Computer Programming and Analysis A.S.Degree)	-	1	0%	-	0%	-	0%	Fail	\$ 2,198.16	\$ -	100%
Miami-Dade College	Criminal Justice Technology (AS) - Corrections	-	1	0%	-	0%	-	0%	Fail	\$ 1,060.54	\$ -	100%
Miami-Dade College	Criminal Justice Technology (AS) - Generics	-	1	0%	-	0%	-	0%	Fail	\$ 371.44	\$ -	100%
Miami-Dade College	Database Technology (AS)	3	3	100%	2	67%	2	100%	Pass	\$ 5,027.92	\$ 7,541.88	50%

Training Provider	Training Program	Completions			Placements		Training Related Placements		Pass/Fail	Training Expenditures		
		# of Completions	Total # of Trainees ¹	% of Completions	# of Placements	% of Placements	# of Training Related Placements	% of Training Related Placements		Avg. Cost Per Participant	Total Expenditure Per Placement	Excess Percentage Spent Above Average Training Costs
Miami-Dade College	Dental Hygiene (AS)	10	10	100%	4	40%	4	100%	Pass	\$ 1,655.89	\$ 4,139.73	150%
Miami-Dade College	Diagnostic Medical Sonography Technology (AS)	6	6	100%	2	33%	1	50%	Fail	\$ 3,377.55	\$ 10,132.65	200%
Miami-Dade College	Electronic Engineering Technology (AS)	3	3	100%	1	33%	1	100%	Pass	\$ 6,166.35	\$ 18,499.04	200%
Miami-Dade College	Emergency Medical Services (AS)	1	2	50%	1	100%	1	100%	Pass	\$ 1,512.33	\$ 1,512.33	0%
Miami-Dade College	Financial Services	1	1	100%	-	0%	-	0%	Fail	\$ 6,470.14	\$ -	100%
Miami-Dade College	Food & Beverage Management (CCC)	1	1	100%	1	100%	1	100%	Pass	\$ 2,434.52	\$ 2,434.52	0%
Miami-Dade College	Graphic Arts Technology (AS)	-	1	0%	-	0%	-	0%	Fail	\$ 3,223.16	\$ -	100%
Miami-Dade College	Graphic Design Technology (AS)	2	2	100%	-	0%	-	0%	Fail	\$ 4,762.02	\$ -	100%
Miami-Dade College	Graphic Internet Technology (AS)	1	1	100%	-	0%	-	0%	Fail	\$ 6,277.02	\$ -	100%
Miami-Dade College	Histologic Technology	2	2	100%	-	0%	-	0%	Fail	\$ 3,596.65	\$ -	100%
Miami-Dade College	Hospitality & Tourism Management (AS)	1	3	33%	1	100%	1	100%	Pass	\$ 4,311.95	\$ 4,311.95	0%
Miami-Dade College	Information Technology Support (CCC)	1	1	100%	1	100%	1	100%	Pass	\$ 676.92	\$ 676.92	0%
Miami-Dade College	Internet Manager and Web Designer (Non-credit Prep)	-	1	0%	-	0%	-	0%	Fail	\$ 2,250.00	\$ -	100%
Miami-Dade College	Internet Services Technology (AS)	2	2	100%	-	0%	-	0%	Fail	\$ 5,608.25	\$ -	100%
Miami-Dade College	Marketing Management - Marketing Program	1	2	50%	-	0%	-	0%	Fail	\$ 4,085.84	\$ -	100%
Miami-Dade College	Marketing Operations (CCC)	2	2	100%	-	0%	-	0%	Fail	\$ 3,170.10	\$ -	100%
Miami-Dade College	MCITP: Enterprise Administrator Certification Preparation (Non-Credit Prep) (Formerly MCSE)	1	1	100%	-	0%	-	0%	Fail	\$ 4,369.00	\$ -	100%
Miami-Dade College	Medical Assisting (PSAV)	1	1	100%	1	100%	1	100%	Pass	\$ 1,348.00	\$ 1,348.00	0%
Miami-Dade College	Microsoft Office Software Specialist Certification Preparation (Non-Credit Prep)	1	1	100%	1	100%	1	100%	Pass	\$ 1,509.00	\$ 1,509.00	0%
Miami-Dade College	Microsoft Office Specialist Certification Preparation (Non-Credit Prep)	2	2	100%	1	50%	1	100%	Pass	\$ 2,150.00	\$ 4,300.00	100%
Miami-Dade College	Network Systems Developer (CCC)	1	1	100%	1	100%	-	0%	Pass	\$ 3,744.82	\$ 3,744.82	0%
Miami-Dade College	Networking Services Technology (AS) (incl. prep. for A+, Network+, MCSE, MCSA, MCDDBA, or Cisco CCNA)	2	3	67%	1	50%	-	0%	Fail	\$ 3,483.67	\$ 6,967.33	100%
Miami-Dade College	Nursing (RN) - (AS)	31	39	79%	10	32%	6	60%	Fail	\$ 2,611.66	\$ 8,096.16	210%
Miami-Dade College	Nursing Accelerated Option (AS)	13	15	87%	2	15%	2	100%	Pass	\$ 4,065.03	\$ 26,422.67	550%
Miami-Dade College	Paralegal Studies (aka Legal Assisting) (AS)	3	4	75%	1	33%	-	0%	Fail	\$ 2,885.36	\$ 8,656.07	200%
Miami-Dade College	Pharmacy Technician (PSAV)	-	1	0%	-	0%	-	0%	Fail	\$ 400.00	\$ -	100%
Miami-Dade College	Physical Therapist Assistant (AS)	3	3	100%	1	33%	1	100%	Pass	\$ 1,399.49	\$ 4,198.48	200%
Miami-Dade College	Radio & Television Broadcast Programming (AS)	2	2	100%	-	0%	-	0%	Fail	\$ 4,438.39	\$ -	100%
Miami-Dade College	Radiography - (AAS)	2	3	67%	1	50%	1	100%	Fail	\$ 4,617.04	\$ 9,234.08	100%
Miami-Dade College	Real Estate Sales Agent (credit and Non-Credit)	1	1	100%	-	0%	-	0%	Fail	\$ 229.00	\$ -	100%
Miami-Dade College	Respiratory Care - (AS)	3	3	100%	-	0%	-	0%	Fail	\$ 2,985.66	\$ -	100%
New Horizons	Microsoft Certified IT Professional Server Administrator (MCITP) Green IT Preparatory - Diploma	19	21	90%	19	100%	16	84%	Pass	\$ 9,761.90	\$ 9,761.90	0%

Training Provider	Training Program	Completions			Placements		Training Related Placements		Pass/Fail	Training Expenditures		
		# of Completions	Total # of Trainees ¹	% of Completions	# of Placements	% of Placements	# of Training Related Placements	% of Training Related Placements		Avg. Cost Per Participant	Total Expenditure Per Placement	Excess Percentage Spent Above Average Training Costs
The Academy -- Fort Lauderdale Campus	The Network Associates	2	2	100%	-	0%	-	0%	Fail	\$ 9,213.00	\$ -	100%
The Academy -- Fort Lauderdale Campus	The Network Associates_Diploma	1	1	100%	-	0%	-	0%	Fail	\$ 9,985.00	\$ -	100%
The Academy -- Miami Campus	Application Architect Professional_Diploma	1	1	100%	1	100%	-	0%	Pass	\$ 8,995.00	\$ 8,995.00	0%
The Academy -- Miami Campus	Cisco Certified Network Associates (Prep)_Diploma	1	1	100%	-	0%	-	0%	Fail	\$ 3,995.00	\$ -	100%
The Academy -- Miami Campus	Information Technology Professional	41	44	93%	34	83%	32	94%	Pass	\$ 9,006.68	\$ 10,860.99	21%
The Academy -- Miami Campus	Information Technology Professional_Diploma	3	5	60%	3	100%	3	100%	Pass	\$ 6,050.90	\$ 6,050.90	0%
The Academy -- Miami Campus	Network Associates Program	12	14	86%	10	83%	8	80%	Pass	\$ 7,907.84	\$ 9,489.41	20%
The Academy -- Miami Campus	Network Professional (+)	1	1	100%	-	0%	-	0%	Fail	\$ 1,042.00	\$ -	100%
The Academy -- Miami Campus	The Network Associates	13	14	93%	7	54%	5	71%	Pass	\$ 8,960.79	\$ 16,641.46	86%
The Academy -- Miami Campus	The Network Associates_Diploma	1	1	100%	1	100%	-	0%	Pass	\$ 5,042.50	\$ 5,042.50	0%
The Academy -- Miami Campus	Virtualization Professional	2	2	100%	1	50%	1	100%	Pass	\$ 7,420.00	\$ 14,840.00	100%
The Academy -- Miami Campus	Virtualization Professional Program	1	1	100%	-	0%	-	0%	Fail	\$ 7,920.00	\$ -	100%
The CDL School, Inc.	CDL Class A - Professional Tractor Trailer Driver	2	2	100%	2	100%	2	100%	Pass	\$ 2,782.81	\$ 2,782.81	0%
The CDL School, Inc.	CDL Class B Intermediate Program (Truck or Bus) Bps-Inter	5	6	83%	2	40%	2	100%	Pass	\$ 2,328.96	\$ 5,822.39	150%
The CDL School, Inc.	Class B Intermediate Program - Diploma	1	1	100%	1	100%	-	0%	Pass	\$ 2,495.00	\$ 2,495.00	0%
The CDL School, Inc.	Intermediate Program - Diploma	4	4	100%	3	75%	3	100%	Pass	\$ 2,457.50	\$ 3,276.67	33%
		650	742	88%	389	60%	325	84%		\$ 5,492.69	\$ 8,803.09	77%
										Regional Average		

¹ The total number of trainees includes participants that completed and dropped the training programs.

Training Programs Recommended for Removal

Training Provider	Training Program	2 of 3 Criteria Must Be Above 70%			Excess Percentage Spent Above Average Training Costs	Comment
		Percentage Completions	Percentage Placements	Percentage Training Related Placements		
Azure College	Practical Nursing	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
College of Business and Technology- Cutler Bay	Medical Assistant	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Medical Assistant - A.S.	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Office Management	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
College of Business and Technology- Flagler Campus	Air Conditioning Refrigeration - Heating Systems Technology	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Air Conditioning Refrigeration Technician	100%	67%	50%	50%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
	Networking Administration - A.S. Degree	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
College of Business and Technology- Hialeah Campus	Air Conditioning Refrigeration - Heating Systems Technology (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
Compu-Med Vocational Career Corp.	Dental Assistant/Assisting	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
Dade Medical College - Miami Lakes Campus	Associates of Science in Nursing	69%	22%	0%	350%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria.
	Diagnostic Cardiac Sonography - A.S.	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.

Training Provider	Training Program	2 of 3 Criteria Must Be Above 70%			Excess Percentage Spent Above Average Training Costs	Comment
		Percentage Completions	Percentage Placements	Percentage Training Related Placements		
	Diagnostic Medical Ultrasound - A.S.	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
Florida International University (RDB1003)	Paralegal Program	72%	54%	57%	86%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
Genesis Vocational Institute	Medical Assistant	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
MDCP SCHOOLS (ALL)	Advanced Automotive Technology	67%	50%	100%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
	Automotive Service Technology	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Aviation Maintenance Technicians Program	100%	29%	50%	250%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
	Avionics OCPs	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Computer Systems Technology (Computer Electronics Technology) 1650	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Heavy Equipment Operations (OCPs A and B)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Medical Assisting	20%	100%	0%	0%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
	Practical Nursing OCPs	87%	59%	63%	69%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.

Training Provider	Training Program	2 of 3 Criteria Must Be Above 70%			Excess Percentage Spent Above Average Training Costs	Comment
		Percentage Completions	Percentage Placements	Percentage Training Related Placements		
	Architectural Design & Construction Technology (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Biotechnology - Chemical Technology - Bioinformatics (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Building Construction Technology (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Business Administration (AS)	75%	50%	17%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
	Computer Engineering Technology (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Computer Information Technology (AS)	0%	0%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Computer Programming (part of Computer Programming and Analysis A.S.Degree)	0%	0%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Criminal Justice Technology (AS) - Corrections	0%	0%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Criminal Justice Technology (AS) - Generics	0%	0%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Diagnostic Medical Sonography Technology (AS)	100%	33%	50%	200%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
	Financial Services	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.

Training Provider	Training Program	2 of 3 Criteria Must Be Above 70%			Excess Percentage Spent Above Average Training Costs	Comment
		Percentage Completions	Percentage Placements	Percentage Training Related Placements		
Miami-Dade College	Graphic Arts Technology (AS)	0%	0%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Graphic Design Technology (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Graphic Internet Technology (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Histologic Technology	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Internet Manager and Web Designer (Non-credit Prep)	0%	0%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Internet Services Technology (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Marketing Management - Marketing Program	50%	0%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Marketing Operations (CCC)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	MCITP: Enterprise Administrator Certification Preparation (Non-Credit Prep) (Formerly MCSE)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Networking Services Technology (AS) (incl. prep. for A+, Network+, MCSE, MCSA, MCDBA, or Cisco CCNA)	67%	50%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria.
Nursing (RN) - (AS)	79%	32%	60%	210%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.	

Training Provider	Training Program	2 of 3 Criteria Must Be Above 70%			Excess Percentage Spent Above Average Training Costs	Comment
		Percentage Completions	Percentage Placements	Percentage Training Related Placements		
	Paralegal Studies (aka Legal Assisting) (AS)	75%	33%	0%	200%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
	Pharmacy Technician (PSAV)	0%	0%	0%	100%	This program is recommended for removal because it did not meet 3 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Radio & Television Broadcast Programming (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Radiography - (AAS)	67%	50%	100%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria.
	Real Estate Sales Agent (credit and Non-Credit)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Respiratory Care - (AS)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
South Florida Institute of Technology, Inc.	Refrigeration & AC Repair Technician-Diploma	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
Sullivan & Cogliano Training Centers, Inc. Kendall	Microsoft Office Basics	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
The Academy -- Fort Lauderdale Campus	The Network Associates	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	The Network Associates_Diploma	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Cisco Certified Network Associates (Prep)_Diploma	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.

Training Provider	Training Program	2 of 3 Criteria Must Be Above 70%			Excess Percentage Spent Above Average Training Costs	Comment
		Percentage Completions	Percentage Placements	Percentage Training Related Placements		
The Academy -- Miami Campus	Network Professional (+)	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.
	Virtualization Professional Program	100%	0%	0%	100%	This program is recommended for removal because it did not meet 2 out of the 3 required criteria. It was also noted that no participants were placed in employment.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 8/20/2015

AGENDA ITEM NUMBER: 8H

AGENDA ITEM SUBJECT: APPROVAL OF MAY AND JUNE PERFORMANCE INCENTIVE FOR STAFF

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Performance Council recommends to Board the approval of May and June performance incentive of \$300 to each of the top two (2) Workforce Services Professionals in the Region based on individual performance.

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

STRATEGIC PROJECT: **Alignment of Performance Measures with SFWIB Plan**

BACKGROUND:

SFWIB workforce system's values under the new performance based contracts have thrived to be purpose-driven, business-driven and continuous improvement with the need to focus on the dual goals of quality service and outcomes.

SFWIB staff recommends to the Performance Council the approval to recognize and provide a performance incentive of \$300 to the top two (2) Workforce Services Professionals as shown below for the months of May and June based on a composite score of the following Performance Measures and Quality Assurance data for each respective month of Program Year 2014-2015: Direct Job Placements (DJP), Referral to Placement Ratio, Average Wage of DJP's, and Economic Benefit Back to the Community in Wages.

May 2015 Top Two Workforce Professionals

1. Ramos, John (North Miami Beach Career Center)

DJP = 48

Referral to Placement Ratio = 77%

Average Wage of DJP's= \$12.01

Projected Total Annual Economic Benefit Back to the Community in Wages = \$1,199,118

2. Colimon, Nathalie (Perrine Career Center)

DJP = 103

Referral to Placement Ratio = 21.8%

Average Wage of DJP's = \$11.46

Projected Total Annual Economic Benefit Back to the Community in Wages = \$2,454,398

June 2015 Top Two Workforce Professionals

1. Caraballo, Fabiola (Little Havana Career Center)

DJP = 27

Referral to Placement Ratio = 41.3%

Average Wage of DJP's = \$12.61

Projected Total Annual Economic Benefit Back to the Community in Wages = \$708,273

2. Reyes, Eugenio (Hialeah Downtown Career Center)

DJP = 12

Referral to Placement Ratio = 10.0%

Average Wage of DJP's = \$13.27

Projected Total Annual Economic Benefit Back to the Community in Wages = \$331,094

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT