



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
Thursday, June 11, 2015
8:00 A.M.

SFWIB Headquarters
7300 Corporate Center Drive
Suite 112
Miami, Florida 33126

AGENDA

1. Call to Order and Introductions
2. Approval of Meeting Minutes
 - a. May 14, 2015
3. Information – WIOA Initial Designation of Workforce Area and Initial Board Certification
4. Information – Region 23 Comments to Draft WIOA Regulations
5. Information – PY2015-16 Performance Negotiations
6. Information – PY2014-15 Career Center Performance Update
7. Information – DEO Information Security Audit



SFWIB EXECUTIVE COMMITTEE

DATE: June 11, 2015

AGENDA ITEM NUMBER: 2A

MEETING MINUTES

May 14, 2015 at 8:15 A.M

CareerSource South Florida Headquarters

7300 Corporate Center Drive, Suite 112

Miami, FL 33126

<p>EXECUTIVE COMMITTEE MEMBERS IN ATTENDANCE</p> <ol style="list-style-type: none"> 1. Piedra, Obdulio, <i>Chairman</i> 2. Bridges, Jeff, <i>Vice-Chairman</i> 3. del Valle, Juan 4. Ferradaz, Gilda 5. Gaber, Cynthia 6. Garza, Maria 7. Gibson, Charles <p>EXECUTIVE COMMITTEE MEMBERS NOT IN ATTENDANCE</p> <ol style="list-style-type: none"> 8. Perez, Andy 	<p>SFWIB STAFF</p> <p>Beasley, Rick Alonso, Gustavo Garcia, Christine Hernandez, Juan Jean-Baptiste, Antoinette Kavehersi, Cheri Morgan, Myria Smith, Marian</p>	<p>AUDIENCE:</p> <p>***NONE****</p>
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Agenda items are displayed in the order they were discussed.

1. Call to Order and Introductions

Chairman Obdulio Piedra called the meeting to order at 8:20am, asked all those present introduce themselves, and noted into record that a quorum had been achieved.

2. A. Approval of February 19, 2015 Meeting Minutes

Vice-Chairman Jeff Bridges moved the approval of February 19, 2015 meeting minutes. Motion seconded by Ms. Maria Garza; **Motion Passed with Unanimous Consent**

3. Information – State Allocations for PY 2015

Chairman Piedra introduced the item. Executive Director Rick Beasley further discussed and briefly read into record the Workforce Innovation and Opportunity Act (WIOA) state allocations released by the U.S. Department of Labor – Employment & Training Administration on April 27, 2015. He additionally reviewed with the Committee attachments A & B for PY2015, where it specified a 5% (\$2,292,026) decrease of WIOA Youth Activities State allotments for the State of Florida compared to PY 2014. Florida will also receive a decrease of 4.85% (\$2,181,396) in WIOA Adult Activities allotments, but nonetheless, would gain 2.44% (\$1,471,579) in WIOA Dislocated Worker Activities State Allotments for PY 2015 compared to PY 2014. He lastly discussed attachment G Employment Service (Wagner-Peyser), which shows Florida having a decrease of .52% (\$200,784) for PY 2015 compared to PY 2014.

4. Information – Florida In-State Allocations for PY2015

Mr. Beasley introduced the item and further discussed preliminary in-state allocations for PY2015. He later reviewed with the Committee the PY 2015-16 New Funding Analysis, which shows the following:

- 6.9% decrease in WIA Adult funds
- 8.3% decrease in WIA Youth funds
- 6% increase in WIA Dislocated Worker funds
- 2.8% decrease in Wagner-Peyser funds
- 7.1% decrease in TANF funds

Chairman Piedra questioned the fact Region 23 is being impacted by over half of the overall funding in Wagner Peyser funds. Mr. Beasley provided a brief breakdown and explained that the calculation was based on relative share and number of unemployed individuals. Chairman Piedra also questioned the fact some regions received an increase in funds.

With regards to the calculation, Ms. Garza wanted to confirm whether it had been based on the total number of unemployed individual in each region. Mr. Beasley confirmed and explained that the calculation is done this way for this particular category.

Mr. del Valle requested additional details regarding the whole harmless provision and Mr. Beasley explained that it is based on 90% of allocation from the previous year. Mr. Bridges asked whether it is divided equally and Mr. Beasley explained that it's based on the relative share.

There was continued discussion regarding relative shares.

Prior to proceeding to the next item, Chairman Piedra inquired about the amount currently in reserves and carryover. Mr. Beasley and staff responded an estimated \$2.0 million and \$15 million in carryover. Mr. Bridges asked whether there had been less dollars carried over in prior years and Mr. Beasley responded that it was much higher. Ms. Garza asked whether if the carried over funds were already allocated. Mr. Beasley responded, "Yes."

5. Information – April 2015 Monthly Job Placement Report

Chairman Piedra introduced the item and Mr. Beasley further discussed. Mr. Beasley continued his discussion from item#4 regarding relative shares by reviewing with the Committee the Monthly Job Placement Report and data report for the month of April 2015. He additionally explained this region placed a total of 6,921 job seekers into jobs compared to 6,293 for the same period last PY 2013-14 resulted in a ten percent increase. He additionally noted this region also exceeded its relative share with a very high percentage of 18%.

Ms. Garza asked whether regional performances are taken into account when determining how much to allocate. Mr. Beasley provided details on the new performance based model. Chairman Piedra commended this region for shifting its business model in a positive way, whereby career centers are now more business centric. He additionally noted that as a result, there have been mass improvements in performances. Mr. Beasley added on to his comments as well. Ms. Garza added there has been a "behavioral shift" and encouraged this region to

focus on “hard to serve” individuals that are not able to put together a resume on their own and lack the basic (soft) skills needed for most jobs.

Mr. Beasley stated this region is currently working on revising the customer service workflow in alignment with the Workforce Investment Opportunity Act (WIOA) in order to improve soft skills, work readiness and sales training. Chairman Piedra asked whether this region is using Customer Relations Management (CRM) tracking software. Both Mr. Beasley and Business Services Manager, Cheri Kavehersi responded, “Yes” and explained this region is currently using Salesforce.

Mr. Beasley additionally shared with the Committee that staff will be meeting with Geographic Solution to potentially launch an application (app) for the Employ Miami-Dade program.

There was continued discussion regarding salesforce, performances, and leadership skills. Chairman Piedra asked Mr. Beasley to share with the Committee regarding the City of Miami Career Center and Mr. Beasley commended Center Director, David Gilbert of the of that Center for his outstanding leadership and culture in which he handles employers (businesses) as Mr. Gilbert goes above and beyond to assist them. He stated various employers are willing to travel across town to receive the level of service provided by the Mr. Gilbert and staff at City of Miami Career Center. The center is known for its quality customer service, number of placements, and follow-throughs. He also commended Center Director Maleidy Acedo of the Homestead Career Center for her outstanding leadership and Arbor E&T, LLC- Rescare, for its higher number of placements than the City of Hialeah.

6. Recommendation as to Approval of Workforce Performance Incentives to the Contractors

Mr. Beasley introduced the item and noted staff’s recommendation for the Board’s approval of a Workforce Services revised Job Placements Performance and New Performance Incentives to PY 2014-15 contractors. He subsequently read into record the following two (2) proposed incentive 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 of 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 contacted Job Placements (Base + Carryover) dollar amount for the contract period; the contractor will be awarded an additional five (5) percent of the total contracted Job Placements dollar amount for the contract period as an incentive performance payment to provide staff incentives.

Ms. Maria Garza moved the approval of Workforce Performance Incentives to the Contractors. Motion seconded by Ms. Cynthia Gaber; **Further Discussion(s):**

Mr. del Valle asked whether the contractors will earn up to five (5) percent, or entire 5%. Mr. Beasley responded 5%. Mr. del Valle asked what happens if there's not enough monies left in in the pool of funds. Mr. Beasley responded that the contractor would be granted whatever is remaining. As such, it was recommended to change the language in option #1 to state, "up to 5%".

In regards to option# 2, Ms. Ferradaz asked where would funding incentives be allocated from should contractors reached their maximum. Mr. Beasley explained that funds would be reallocated from contractors that did not meet performances, or if all have maxed, it would come from reserved funds.

Mr. Bridges asked with reference to option#2, what would be the total incentive costs should all providers exceed performances as he later cautioned staff that this would potentially result in this agency exhausting all of its reserves. He also noted the allocation would potentially be reduced. Mr. Beasley responded that the language would be revised to state, "yearly incentive".

Chairman Piedra shared with the Committee regarding an article in Harvard Review newspaper that explained the importance of sales performance and employee recognition. He additionally stated there would be a testing period prior to official launch of new incentives. And noted how a performance based environment shifts would potentially shift human behavior.

Chairman Piedra Called the Question.

Motion Passed as Amended with Unanimous Consent

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

Chairman Piedra introduced the item and Mr. Beasley further discussed noting staff's recommendation for the Committee's approval to recommend to the Board of a monthly performance incentive of \$300 to each of the top two (3) Workforce Services Professionals in the Region based on individual performances.

Mr. Juan Carlos del Valle moved the approval of a monthly performance incentives for Career Center Staff. Motion seconded by Mr. Charles Gibson; Further Discussion(s):

Ms. Ferradaz asked whether if there would be a special formula and category in place to determine who would qualify for performance incentives. Mr. Beasley responded, "Yes" and noted that Direct Job Placements, average wage/economic benefit to the community (quality of placements) and other criteria would be factored in.

Ms. Gaber asked whether staff would also factor in a category for those that best service the most "difficult" clients. Mr. Beasley responded that he would look into it and see if that could also be factored in. However, the primary goal is to encourage staff to seek quality placements for clients in this region.

Ms. Garza asked whether there would be any restrictions on how funding incentives are used once awarded. Mr. Beasley responded, "No." He emphasized the importance of recognizing those employees that help make a positive impact to the economy when providing quality placements to clients in this region.

Chairman Piedra inquired about tax regulations regarding for monetary incentives. Mr. Beasley responded that staff has contacted the state with regards to regulations.

Motion Passed with Unanimous Consent

New Business(s):

- Mr. Beasley briefly shared with the Committee regarding two Summer Youth Employment related items that were brought before Miami-Dade County Commissioners for approval. One of which he provided a copy to committee members (refer to resolution No. R-235-15). He'd explained to the Committee about an alternative way of having dollars matched for youth employment ages 14-17 yrs. that wouldn't involve any administrative costs. Chairman Piedra shared his concern regarding the timing of recommending the resolutions to the BCC for approval as he explained that by the time it is approved, and implemented, summer would be ending funding would not be of good use.

There being no further business to come before the Committee, the meeting adjourned at 9:46am.



SFWIB EXECUTIVE COMMITTEE

DATE: 6/11/2015

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: WIOA INITIAL DESIGNATION OF REGIONAL AREAS AND INITIAL BOARD CERTIFICATIONS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

With the passage of WIOA, the Governor must designate local workforce development areas in order for the state to receive adult, dislocated worker, and youth funding under Title I, subtitle B of the Workforce Innovation and Opportunity Act (WIOA). The law allows the Governor to provide an initial designation to those local areas that were designated as local areas under the Workforce Investment Act of 1998 and for which the local Chief Elected Official and the local board submits a request for initial designation. The initial designation will cover the period from July 1, 2015, through June 30, 2017.

The law also provides for the initial certification for regional workforce boards that have been established to serve the local workforce development areas and were in existence prior to the date of enactment of the WIOA. Such boards must be formed pursuant to state law and must include representatives of business, labor organizations or other representatives of employees in a local area in which no employees are represented by such labor organizations.

The CareerSource Florida professional team in coordination with the Department of Economic Opportunity has reviewed the performance and financial integrity of each of the state's 24 currently designated workforce regions and existing regional workforce boards. As a result of that review, the CareerSource Florida Board of Directors approved the initially designate all 24 workforce regions previously designated under the Workforce Investment Act and to provide an initial certification to regional workforce boards for the period from July 1, 2015, through June 30, 2017. This action will allow the state to smoothly transition into the new law and provide sufficient time over the next two years to begin to meet the requirements of the new law.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

MEMORANDUM

TO: Honorable Mayor Carlos A. Gimenez
Mayor of Miami-Dade County

FROM: Rick Beasley, Executive Director *RB*
CareerSource South Florida

DATE: May 29, 2015

RE: Designation of the Regional Workforce Investment Area and Regional Workforce Board

On July 22, 2014, President Barack Obama signed the **Workforce Innovation and Opportunity Act (WIOA)** into law. The WIOA delegates authority to the Governor to designate local workforce development areas in order for the State to receive adult, dislocated worker, and youth funding under Title I, subtitle B of the Workforce Innovation and Opportunity Act (WIOA). The law allows the Governor to provide an initial designation to those local areas that were designated as local areas under the Workforce Investment Act of 1998 and for which the local Chief Elected Official and the local board submits a request for initial designation. The initial designation will cover the period from July 1, 2015 through June 30, 2017.

The law also provides the State with the authority to use existing regional workforce boards that have been established to serve the local workforce development areas and were in existence prior to the date of enactment of the WIOA. Such boards must be formed pursuant to state law and must include representatives of business, labor organizations or other representatives of employees in a local area in which no employees are represented by such labor organizations.

The CareerSource Florida professional team in coordination with the Department of Economic Opportunity has reviewed the performance and financial integrity of each of the state's 24 currently designated workforce regions and existing regional workforce boards. As a result of that review, the CareerSource Florida Board of Directors approved the initial designate as local workforce areas all 24 workforce regions previously designated under the Workforce Investment Act and to continue the charter of existing regional workforce boards for the period from July 1, 2015 through June 30, 2017. This action will allow the state to smoothly transition into the new law and provide sufficient time over the next two years to begin to meet the requirements of the new law.

info@careersourcesfl.com

7300 Corporate Center Drive, Suite 500
Miami, Florida 33126

p: 305-594-7615 | f: 305-470-5629



Honorable Carlos A. Gimenez

Mayor

May 29, 2015

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CareerSource Florida has forward the initial designation documents to regional chief elected official and regional workforce board officially request the continued designation of the existing local area and continued charter of the existing regional workforce board. The completed official request form must be returned to the Department of Economic Opportunity (to the attention of Shila.Salem@deo.myflorida.com) no later than June 15, 2015.

Attachment

**Application for Initial Local Workforce Area Designation
and Continued Charter of the existing Regional Workforce Board
July 1, 2015 – June 30, 2017**

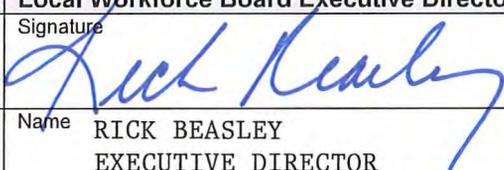
Under the Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128), the Governor must designate the local workforce development areas after consultation with the state workforce board, the local chief elected official, and local workforce development boards. The WIOA provides for the initial designation of local workforce development areas that were designated pursuant to the Workforce Investment Act of 1998.

The WIOA also provides states with the authority to use an existing regional workforce development board that is established to serve the local workforce development area and was in existence on the day before the enactment of the WIOA pursuant to state law, and includes representatives of business, labor organizations or other representatives of employees in a local area in which no employees are represented by such labor organizations. Please list the membership of the existing regional workforce board on the form on the following page.

This application will serve as your request for Local Workforce Development Area initial designation and a continuation of the existing charter of the Regional Workforce Board indicated below for the period July 1, 2015 through June 30, 2017.

Local Area Information	
Name of Local Area	CAREERSOURCE SOUTH FLORIDA
Region Number	23
Date of Submission	MAY 29, 2015
Contact Person	Name: RICK BEASLEY Phone: 305-594-7615 EXT. 369

By signing below, the local Chief Elected Official and the local workforce board executive director request the initial designation of the workforce area indicated above.

Local Chief Elected Official	Local Workforce Board Executive Director
Signature 	Signature 
Name CARLOS A. GIMENEZ MAYOR MIAMI-DADE COUNTY	Name RICK BEASLEY EXECUTIVE DIRECTOR CAREERSOURCE SOUTH FLORIDA
Title MAYOR	Title EXECUTIVE DIRECTOR
Date MAY 29, 2015	Date MAY 29, 2015

TOTAL NUMBER OF BOARD MEMBERS

37

DATE FORM COMPLETED

May 2015

**CURRENT MEMBERSHIP
REGIONAL WORKFORCE BOARD (RWB)**

REGION NAME: South Florida Workforce Investment BoardREGION NUMBER: 23

NAME OF RWB MEMBERS	AREA(S) OF REPRESENTATION	QUALIFICATIONS	NOMINATING ORGANIZATION	DEMOGRAPHICS	PERIOD OF APPOINTMENT
Mr. Bernardo J. Adrover	BU	Director of Commercial Business Banking, City National Bank	Greater Miami Chamber of Commerce	M, H	March 2011 thru June 31, 2016
Mr. Carlos Arboleda	BU	Managing Director, COI Access, Connecting Centers of Influence	Greater Miami Chamber of Commerce	M,H	March 2011 thru June 31, 2016
Mr. Bruce Brecheisen	BU	Senior Vice-President, Seaboard Marine	Greater Miami Chamber of Commerce	M, W	March 2011 thru June 31, 2016
Mr. Jeff Bridges	BU	Chief Operating Officer, Center Independent Living	Greater Miami Chamber of Commerce	M, B	March 2011 thru June 31, 2016
Mr. Clarence Brown	GRED	Director of Housing Asset Management , Miami-Dade County Housing & Community Development (HUD)	Miami-Dade County Mayor	M, B	March 2011 thru June 31, 2016
MS. Gina Boilini	BU	Owner of Doc Diner	Monroe County	F, W	February 2015 thru June 11, 2016
Mr. Willie Carpenter	BU	Senior Vice President, Community Bank of Florida	Miami-Dade Chamber of Commerce	M, B	March 2011 thru June 31, 2016
Mr. Joe L. Chi	BU	President and CEO, Maxim Imports	Latin Chamber of Commerce (CAMACOL)	M, O	March 2011 thru June 31, 2016

Current Membership
Regional Workforce Board (RWB)
May 2015

NAME OF RWB MEMBERS	AREA(S) OF REPRESENTATION	QUALIFICATIONS	NOMINATING ORGANIZATION	DEMOGRAPHICS	PERIOD OF APPOINTMENT
Mr. Lovey Clayton	BU	President, LT Clayton & Brothers Enterprises, Inc.	Miami-Dade Chamber of Commerce	M, B	March 2011 thru June 31, 2016
Mr. Roberto Datorre	BU	President, Property Management Enterprises	Miami Beach Latin Chamber of Commerce	M, H	March 2011 thru June 31, 2016
Mr. Juan-Carlos del Valle	ETPC	Assistant Vice-President Government & Community Relations University of Miami	Miami-Dade County Mayor	M,H	May 6, 2013 to May 6, 2015
Ms. Lucia Davis-Raiford	GRO	Director, Miami-Dade County Community Action and Human Services Department	Miami-Dade County Mayor	F, B	March 16, 2015 thru March 16, 2017
Mr. Bill Diggs	BU	President, Miami-Dade Chamber of Commerce	Miami-Dade Chamber of Commerce	M, B	March 2011 thru June 31, 2016
Ms. Victoria DuBois	GRO	Family Support Center Director, U.S. Army Garrison - Miami	Miami-Dade County Mayor	F, B, V	March 2011 thru June 31, 2016
Ms. Gilda P. Ferradaz	GRO	District Administrator, Department of Children & Families (DCF)	Miami-Dade County Mayor	F, H	March 2011 thru June 31, 2016
Mr. Daniel Fils-Aime, Sr.	BU	President, Miami Mini Bus Transportation Service	Hiatian Chamber of Commerce	M, B	March 2011 thru June 31, 2016
Ms. Cynthia Gaber	GRVRD	District Director, Florida Department of Education, Vocational Division (Vocational Rehabilitation)	Miami-Dade County Mayor	F, W	March 2011 thru June 31, 2016

Current Membership
Regional Workforce Board (RWB)
May 2015

NAME OF RWB MEMBERS	AREA(S) OF REPRESENTATION	QUALIFICATIONS	NOMINATING ORGANIZATION	DEMOGRAPHICS	PERIOD OF APPOINTMENT
Ms. Maria Garza	GRO	Seasonal Farmwork Administrator for Miami-Dade County Community Action and Human Services Department	Miami-Dade County Mayor	F, H	May 6, 2013 thru May 6, 2015
Mr. Luis Gazitua	BU	Attorney at Law, Gazitua Letelier PA,	Greater Miami Chamber of Commerce	M, H	March 2011 thru June 31, 2016
Mr. Charles Gibson	BU	Attorney at Law, Gibson's Law Offices	Miami-Dade Chamber of Commerce	M, B	March 2011 thru June 31, 2016
Mr. Albert Huston	WOLO	President, Laborers' International Local #1652	Miami-Dade County Mayor	M, B	March 2011 thru June 31, 2016
Commissioner Barbara J. Jordan	GRO	Miami-Dade Board of County Commissioners, District 1	Miami-Dade County Mayor	F, B	March 2011 thru June 31, 2016
Mr. Kurt Lewin	BU	Senior Vice President (Senior Lending Officer)	First State Bank of the Florida Keys	M, W	February 18, 2015 thru February 18, 2017
Mr. Philipp N. Ludwig	BU	Assistant Vice President, Baptist Health of South Florida	Greater Miami Chamber of Commerce	M, W	March 2011 thru June 31, 2016
Mr. Carlos A. Manrique	ETPA	Workforce Development Education, Miami-Dade County Public Schools	Miami-Dade County Mayor	M, H	March 2011 thru June 31, 2016
Mr. Rolando Montoya	ETPC	Miami Dade College – Wolfson Campus	Miami-Dade County Mayor	M, H	May 6, 2013 thru June 31, 2015

Current Membership
Regional Workforce Board (RWB)
May 2015

NAME OF RWB MEMBERS	AREA(S) OF REPRESENTATION	QUALIFICATIONS	NOMINATING ORGANIZATION	DEMOGRAPHICS	PERIOD OF APPOINTMENT
Mr. Andre (Andy) M. Perez	BU / PFP	Chief Financial Officer and Vice President, The Academy of South Florida	Greater Miami Chamber of Commerce	M, H	March 2011 thru June 31, 2016
Mr. Obdulio Piedra	BU	Market President – Great Florida Bank	Greater Miami Chamber of Commerce	M, H	March 2011 thru June 31, 2016
Ms. Annette Quintana	GRO	Acting Director/LEO Grants & Human Services City of Hialeah	Miami-Dade County Mayor	F, H	June 30, 2014 to June 30, 2016
Ms. Maria C. Regueiro	BU / ETPC	Vice President/Assistant CEO, Florida National College	Miami-Dade County Mayor	F, H	March 2011 thru June 31, 2016
Dr. Denis Rod	BU	Executive Advisor Community Corporation Solutions, Inc.	Greater Miami Chamber of Commerce	M.H	April 18, 2013 thru June 31, 2016
Mr. Thomas R. Roth	BU	Roth Advisory Real Estate Development & Consulting Services	Greater Miami Chamber of Commerce	M, W	March 2011 thru June 31, 2016
Ms. Monica Russo	WOLO	President-Florida Healthcare Union	Miami-Dade County Mayor	F, W	March 2011 thru June 31, 2016
Mr. Kenneth Scott, Jr.	WOLO	Business Manager/ Financial Secretary-Treasurer Air Condition Pipiefitters Local Union 725	Miami – Dade County Mayor	M, W	March 2011 thru June 31, 2016
Ms. Ivonne Socorro	OTHER	Area Manager, AARP/Senior Community Service Employment Program	Miami-Dade County Mayor	F, H	March 2011 thru June 31, 2016

Current Membership
Regional Workforce Board (RWB)
May 2015

NAME OF RWB MEMBERS	AREA(S) OF REPRESENTATION	QUALIFICATIONS	NOMINATING ORGANIZATION	DEMOGRAPHICS	PERIOD OF APPOINTMENT
Mr. Alvin West	BU	CFO/SVP, Finance & Administration - Greater Miami Convention & Visitors Bureau	Greater Miami Convention & Visitors Bureau	M,B	March 2011 thru June 31, 2016
Ms. Edith Zewadski-Bricker	GRO	Social Worker Supervisor for the Social Services Department - Plantation Key Government Center	Monroe County Mayor	F, W	December 10, 2014 thru Deember 11, 2016

MEMORANDUM

TO: Regional Workforce Board Executive Directors

FROM: Michelle Dennard, Vice President of Policy

DATE: April 28, 2015

SUBJECT: Process for Initial Designation of Workforce Investment Areas and Initial Regional Workforce Board Certification

The Governor must designate local workforce development areas in order for the State to receive adult, dislocated worker, and youth funding under Title I, subtitle B of the Workforce Innovation and Opportunity Act (WIOA). The law allows the Governor to provide an initial designation to those local areas that were designated as local areas under the Workforce Investment Act of 1998 and for which the local Chief Elected Official and the local board submits a request for initial designation. The initial designation will cover the period from July 1, 2015 through June 30, 2017.

The law also provides the State with the authority to use existing regional workforce boards that have been established to serve the local workforce development areas and were in existence prior to the date of enactment of the WIOA. Such boards must be formed pursuant to state law and must include representatives of business, labor organizations or other representatives of employees in a local area in which no employees are represented by such labor organizations.

The CareerSource Florida professional team in coordination with the Department of Economic Opportunity has reviewed the performance and financial integrity of each of the state's 24 currently designated workforce regions and existing regional workforce boards. As a result of that review, a recommendation will be presented to the CareerSource Florida Board of Directors to initially designate as local workforce areas all 24 workforce regions previously designated under the Workforce Investment Act and to continue the charter of existing regional workforce boards for the period from July 1, 2015 through June 30, 2017. This action will allow the state to smoothly transition into the new law and provide sufficient time over the next two years to begin to meet the requirements of the new law.

During its May 20, 2015 meeting, the CareerSource Florida Board will review the action to provide the initial designation to the existing workforce regions and to continue the charter to the existing regional workforce boards contingent upon receipt of the official completed request from each region. Forms to complete this request are attached. After the May 20 meeting, CareerSource Florida will provide an opportunity for public comment of this action pursuant to WIOA requirements at www.careersourceflorida.com/WIOA.

The purpose of this memorandum is to advise all local chief elected officials and regional workforce boards of this proposed action. The attached forms will document that the local chief elected official and regional workforce board officially request the continued designation of the existing local area and continued charter of the existing regional workforce board. The completed official request form must be returned to the Department of Economic Opportunity (to the attention of Shila.Salem@deo.myflorida.com) no later than June 15, 2015. The Department will review the completed forms and provide a summary report to CareerSource Florida.





SFWIB EXECUTIVE COMMITTEE

DATE: 6/11/2015

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) NOTICE OF PROPOSED RULEMAKING COMMENTS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

The Department of Labor (DOL) is proposing, through rulemaking, to implement titles I and III of the Workforce Innovation and Opportunity Act of 2014 (WIOA). Through these regulations, the Department proposes to implement job training system reform and strengthen the workforce investment system of the nation to put Americans, particularly those individuals with barriers to employment, back to work and make the United States more competitive in the 21st Century. This proposed rule intends to provide guidance for statewide and local workforce investment systems that increase the employment, retention and earnings of participants, and increase occupational skill attainment by participants, and as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation.

DOL has requested for comments from the workforce system stakeholders. To be ensured consideration, comments must be submitted in writing on or before June 13, 2015.

Please find attached the suggested comments from South Florida Workforce Investment Board staff.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 6/11/2015

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: PY 2015-2016 PERFORMANCE NEGOTIATIONS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

The new performance requirements under the Workforce Innovation and Opportunity Act (WIOA) do not take effect until the newly required unified or Combined State Plan take effect on July 1, 2016. Until then, the performance standards under the Workforce Investment Act (WIA) remain. Pursuant to Section 136(c) of the WIA, CareerSource Florida (CSF) and the Department of Economic Opportunity (DEO) will conduct negotiations with the Regional Workforce Boards on local levels of performance for PY2015-2016 based upon Florida's adjusted levels of performance.

DEO sent CareerSource South Florida (CSSF) the attached proposed local performance targets. These targets are derived from the PY2014-2015 regression model and utilize a sliding scale. The sliding scale is based upon each region's current performance (PY 2014-2015 2nd Quarter data) relative to their respective regression model targets. A RWB may request a meeting with the State to discuss any concerns, comments or suggestions regarding the proposed performance levels. If no concerns are received from CSSF by June 15, 2015, the attached proposed performance targets will become the official Region's levels of performance for PY 2015-2016.

The WIA requires the provision of technical assistance to any regional workforce board (RWB) that fails one or more of the agreed to levels of performance in any program year. The law further requires the Governor to take "corrective actions" if the RWB fails the same agreed to levels of performance for a second year. DEO sent the attached draft Administrative Policy to all the Boards providing guidance on how the state will meet its requirements to initiate technical assistance for an RWB that fails a performance standards in any year and how the state will apply "corrective actions" for a RWB that fails the same performance standard a second year. The Policy is being issued on consultation with comments due back by June 29, 2015.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

2014 - 2015 FLORIDA WORKFORCE COMMON MEASURES - RWB 23 PERFORMANCE
PY 2014-2015: July 1, 2014 - December 31, 2014 Outcomes

Common Measures	Performance						Regression Model	% of Regression Model Met	PY 2015-2016 Proposed Performance Goals	% of Proposed Goals Met
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015 2nd Quarter	2014-2015			
Adults:										
1 Entered Employment Rate	89.20%	86.70%	85.70%	82.60%	81.00%	76.47%	83.00%	92.13%	83.00%	92.13%
2 Employment Retention Rate	84.70%	85.00%	86.40%	87.00%	82.50%	81.30%	84.40%	96.32%	84.40%	96.32%
3 Average 6-Months Earnings	\$16,766.00	\$14,391.90	\$14,274.00	\$16,175.70	\$12,496.13	\$12,331.79	\$14,275.00	86.39%	\$14,275.00	86.39%
Dislocated Workers:										
4 Entered Employment Rate	88.80%	88.00%	92.30%	89.90%	83.66%	79.42%	90.10%	88.14%	90.10%	88.14%
5 Employment Retention Rate	91.70%	85.60%	90.40%	91.50%	90.02%	88.74%	91.60%	96.87%	91.60%	96.87%
6 Average 6-Months Earnings	\$15,843.10	\$18,489.50	\$17,663.70	\$16,926.80	\$16,755.40	\$16,195.96	\$17,896.50	90.50%	\$17,896.50	90.50%
Youth:										
7 Placement in Employment or Education	76.20%	70.70%	62.60%	73.30%	78.45%	75.25%	73.30%	102.67%	73.30%	102.67%
8 Attainment of a Degree or Certificate	56.60%	78.40%	80.10%	64.50%	82.43%	77.41%	64.30%	120.40%	73.95%	104.69%
9 Literacy and Numeracy Gains	30.20%	38.20%	46.00%	52.10%	64.98%	58.33%	47.50%	122.81%	54.63%	106.79%
Wagner-Peyser:										
10 Entered Employment Rate	40.00%	43.00%	54.00%	Not Available	56.00%	58.64%	63.00%	93.08%	63.00%	93.08%
11 Employment Retention Rate	73.00%	77.00%	79.00%	Not Available	81.00%	79.80%	78.00%	102.31%	78.00%	102.31%
12 Average 6-Months Earnings	\$11,911.00	\$12,202.00	\$12,737.00	Not Available	\$12,153.00	\$12,413.27	\$11,500.00	107.94%	\$11,500.00	107.94%

Not Met (less than 80% of negotiated)
Met (80-100% of negotiated)
Exceeded (greater than 100% of negotiated)



Administrative Policy

POLICY NUMBER

XX

Title:	Corrective Action and Reorganization Plan for Failure to Meet Local Performance
Program:	Workforce Investment Act
Adopted:	
Effective:	

I. PURPOSE AND SCOPE

The objective of this policy is to describe the actions that CareerSource Florida (CSF) and the Department of Economic Opportunity (DEO) will take to communicate and enforce corrective action requirements for regional workforce boards (RWBs) that fail to meet local performance standards.

II. BACKGROUND (if applicable, include revision history)

The goal of the Workforce Investment Act is to increase the employment, retention, and earnings of participants and, in doing so, improve the quality of the workforce to sustain economic growth, enhance productivity and competitiveness, and reduce welfare dependency. Consistent with this goal, the Act identifies core indicators of performance, allowable uses of funds, reporting requirements, and oversight and monitoring requirements that State and local entities managing the workforce investment system must meet.

III. AUTHORITY

Section 136(h) of the Workforce Investment Act of 1998, 20 CFR Parts 666 and 667, and Sections 445.004 and 445.007 of the Florida Statutes.

IV. POLICIES AND PROCEDURES

[20 CFR 666.310](#) requires the RWBs and chief elected officials and CSF, acting on the behalf of the Governor, to negotiate and reach an agreement on local levels of performance for each

performance indicator identified under [20 CFR 666.300](#). The levels must be based on the State negotiated levels of performance established under [20 CFR 666.120](#). As outlined in 20 [CFR 666.420\(b\)](#), if a RWB fails to meet the levels of performance agreed to under 20 CFR 666.310 for the core indicators of performance or customer satisfaction indicators for a program for two consecutive program years, CSF, acting on behalf of the Governor must take corrective actions.

The DEO will conduct annual programmatic monitoring, provide annual performance reports and communicate performance standards during annual meetings to ensure that RWBs are aware of local performance standings and provide technical assistance to address performance deficiencies.

Annual Monitoring

The DEO conducts annual programmatic monitoring reviews for each RWB. During these reviews, DEO will communicate identified findings, deficiencies, and other programmatic noncompliance issues. Findings identified during a monitoring review that are considered to be recurring or repeat instances of noncompliance, or findings that are considered higher risk and could possibly impact the integrity of program operations (i.e., questioned/disallowed costs, not meeting negotiated performance standards, systemic problems, etc.) will be included in the RWB's monitoring report and require a corrective action plan.

Annual Performance Reports

Annual performance reports are available approximately 45 days after the end of the fourth quarter of the program year. For each negotiated performance standard, a RWB is determined to have met the standard if its performance is at or above 80 percent of the negotiated standard.

As required in Florida Statute (F.S.) 445.007 (3), DEO, under the direction of CSF, will meet with each RWB annually to review the RWB's performance.

During the annual performance meetings, DEO will communicate with each RWB its performance standing for the report year as well as any monitoring report finding linked to performance standards to ensure that performance deficiencies have been adequately reported and communicated to the RWB.

Failure to Meet Local Performance Standards

Technical assistance must be provided to a RWB that fails to meet local performance after the first year. The RWB will be given an opportunity to develop measures designed to improve the RWB's local performance. These measures may take the form of a Performance Improvement Plan (PIP), a modified local plan, or other actions designed to improve the local area's performance.

If upon review of the annual performance data DEO determines that a RWB has failed to meet a negotiated performance standard for two consecutive program years, the RWB will be notified immediately. DEO will evaluate the RWB's performance for the years in which performance was not met and make a recommendation to CSF for corrective action. As part of the evaluation process, DEO will take into consideration extenuating circumstances and/or variables not within the RWB's control that may have impacted local performance such as:

- Natural disasters that impacted local program operations;
- State and/or local economic and labor market conditions; and
- Mass lay-offs in the region that may have impacted elements of local performance.

Performance Improvement Plans

20 CFR 666.420(b) outlines possible actions that CSF may take once it has been determined that a RWB failed to meet the negotiated levels of performance for two consecutive program years.

If a PIP is warranted for not meeting acceptable performance requirements, CSF in consultation with DEO, will develop and enforce elements of a PIP for the RWB. The PIP will be developed and may include one, a combination of several, or all of the PIP elements described in the PIP levels and corresponding actions.

Level 1

- Develop and implement a mandatory staff training plan that describes how the training helps to correct identified programmatic deficiencies and an assurance the training will be executed within the first three months of the PIP;
- Execute the mandatory staff training and provide supporting documentation to DEO that the mandatory training has been executed, including verification that all essential staff received the mandatory training;
- Participate in one or more mandatory technical assistance activities which will be provided in the deficient areas;
- Provide a report on when and how recommendations/suggestions resulting from participation in the technical assistance activities will be incorporated into the RWB's local operating procedures/program processes.
- Complete monthly self-assessment reviews and submit summary reports to DEO for the duration of the PIP; and
- Conduct quarterly performance status meetings with DEO for the duration of the PIP.

Level 2

- Require the RWB to assemble a team of experts or a workgroup to identify systemic issues that may have resulted in failure to meet performance;

- Using the workgroup's findings, develop strategies to address areas of poor performance that includes benchmarks, timelines with achievement/performance improvement milestones, and performance indicators to measure quarterly performance improvements;
- Submit a modified local plan that accurately reflects the revised mode of operation for the RWB; and
- Disqualification for performance incentives.

DEO will review the RWB's performance improvement efforts quarterly to determine if the RWB is making sufficient progress to achieve acceptable performance. DEO will evaluate all reports submitted by the RWB to verify accuracy and provide the results to CSF.

PIPs will be reviewed annually by CSF. Upon completion of the review, the following determinations may be made regarding the RWB's PIP status:

- **PIP Closure** – a RWB that has satisfactorily achieved performance standards through corrective action will be considered compliant and the PIP will be closed.
- **Continuance** - The RWB has not satisfactorily achieved performance compliance; however, is showing improvement. The RWB will be required to continue to work towards performance compliance under the original PIP conditions.
- **Continuance with Modifications** – The RWB has not satisfactorily achieved performance compliance and will remain on a PIP; however, modifications will be made to promote compliance efforts.
- **Reorganization** - The RWB has not satisfactorily achieved performance compliance and will undergo a reorganization plan.

Reorganization Plan

If the RWB's performance has not improved and the RWB is unable to achieve performance compliance, CSF will take appropriate action towards local reorganization, which could result in one or more of the following options:

1. Implement funding controls on the local funding allocation used to support the program areas in which the RWB has failed to meet performance standards;
2. Prohibit the use of particular service providers or One-Stop partners that have been identified as achieving poor levels of performance;
3. Require other appropriate measures designed to improve the performance of the RWB;
4. Require the appointment and certification of a new RWB.

CSF will determine the appropriate reorganization action based on the RWB's performance deficiency and standing after the PIP review. A PIP may last for a maximum of two years.

However, after the first annual review, CSF may impose one or all of the allowable reorganization options.

Appeal Process

The RWB may appeal, as allowed under 20 CFR 666.420(c), to CSF, acting on behalf of the Governor, to rescind or revise an imposed reorganization plan no later than 30 days of receiving notice of the plan. CSF must make a final decision within 30 days after receipt of the appeal. CSF's final decision may be appealed by the RWB to the United States Department of Labor (USDOL) Secretary under [20 CFR 667.650\(b\)](#) no later than 30 days after the RWB receives CSF's final decision. The USDOL Secretary will make its final decision within 30 days. The decision by CSF to impose a reorganization plan becomes effective at the time it is issued, and remains effective unless the Secretary rescinds or revises the reorganization plan.

V. DEFINITIONS (if applicable)

VI. ATTACHMENTS (if applicable)

VII. RESOURCES (if applicable)



SFWIB EXECUTIVE COMMITTEE

DATE: 6/9/2015

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: WORKFORCE SERVICES BALANCED SCORECARD UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

The region's Balanced Scorecard measures the performance of Service Partners and is attached for the period of July 1, 2014 through June 8, 2015. A performance summary of the Workforce Services Contractors for the same period is attached. The PY 2014-15 Balanced Scorecard summary indicates that 6 of the 14 Workforce Services locations are meeting the required 65 percent of the measures.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

WORKFORCE SERVICES CONTRACTORS PERFORMANCE SUMMARY				
Balanced Scorecard PY '14-'15 (July 1, 2014 through June 8, 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 ***	9	18	50.0%
City of Miami	City of Miami Career Center	11	18	61.1%
KRA Corp.	Carol City Career Center	11	18	61.1%
	Miami Beach Career Center	7	18	38.9%
	Opa-Locka Career Center	9	18	50.0%
Ser Jobs for Progress, Inc.	North Miami Beach Career Center	13	18	72.2%
Transition, Inc.	Transition ** Offender Service Center	10	16	62.5%
Youth Co-Op, Inc.	Florida Keys Career Center	13	18	72.2%
	Homestead Career Center	13	18	72.2%
	Little Havana Career Center	13	18	72.2%
	Northside Career Center	10	18	55.6%
	Perrine Career Center	13	18	72.2%
	South Miami Career Center	8	18	44.4%
	West Dade Career Center	13	18	72.2%
Region	All	12	18	66.7%

* Draft

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

*** Hialeah Downtown - New Contractor as of February 2015

Note: SNAP Performance Measure Waived for Career Centers. New Total Performance Measures 18.

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Regional

Performance			
	Measure	Standard	Region
1	Level of Services for Special Groups	88.938%	100.00%
2	Training Completion Rate	70%	95.565%
3	Training Completion Placement Rate	70%	87.342%
4	Training Related Placements	70%	91.787%
5	Job Openings Index	9,102	26,584
6	WP Entered Employment Rate	55%	59.147%
7	WIA Adult & Dislocated Worker EER	93%	99.881%
8	CAP Entered Employment Rate	38%	39.532%
9	CAP Participation Rate	55%	42.568%
10	Short-Term Veterans EER	51%	53.076%
11	SNAP EER	30%	8.996%
12	Number of Training Enrollments	1,036	911
13	Employment (Obtained and Direct)	57,024	54,044
14	Employment Average Wage	\$13.50	\$10.01
15	Employers Served	18,297	18,552
16	Employer Services (Level 1)	8,890	11,506
Economic Impact			
17	Cost Per Placement	\$627.46	\$581.36
18	Net Economic Benefit	\$27,452.54	\$20,231.90
19	Return on the Investment	\$43.75	\$34.82

Number of Performance Measures Met	12
Number of Performance Measures	18
Percent of Performance Measures Met	66.7%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Arbor E&T, LLC

Hialeah Downtown center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.485%	100.00%	7.221%
2	Training Completion Rate	70%	95.565%	100.00%
3	Training Completion Placement Rate	70%	87.342%	78.571%
4	Training Related Placements	70%	91.787%	72.727%
5	Job Openings Index	825	26,584	3,069
6	WP Entered Employment Rate	55%	59.147%	65.975%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	97.98%
8	CAP Entered Employment Rate	38%	39.532%	41.527%
9	CAP Participation Rate	55%	42.568%	46.766%
10	Short-Term Veterans EER	51%	53.076%	39.583%
11	SNAP EER	30%	8.996%	16.667%
12	Number of Training Enrollments	93	911	17
13	Employment (Obtained and Direct)	5,152	54,044	3,584
14	Employment Average Wage	\$13.50	\$10.01	\$10.00
15	Employers Served	1,660	18,552	1,235
16	Employer Services (Level 1)	806	11,506	849
Economic Impact				
17	Cost Per Placement	\$586.53	\$581.36	\$569.18
18	Net Economic Benefit	\$27,493.47	\$20,231.90	\$20,228.94
19	Return on the Investment	\$46.87	\$34.82	\$35.54

Number of Performance Measures Met	9
Number of Performance Measures	18
Percent of Performance Measures Met	50.0%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

City of Miami

City of Miami center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	5.892%	100.00%	7.493%
2	Training Completion Rate	70%	95.565%	100.00%
3	Training Completion Placement Rate	70%	87.342%	100.00%
4	Training Related Placements	70%	91.787%	93.333%
5	Job Openings Index	651	26,584	1,248
6	WP Entered Employment Rate	55%	59.147%	69.902%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	31.169%
9	CAP Participation Rate	55%	42.568%	36.807%
10	Short-Term Veterans EER	51%	53.076%	83.607%
11	SNAP EER	30%	8.996%	14.439%
12	Number of Training Enrollments	69	911	249
13	Employment (Obtained and Direct)	4,047	54,044	3,586
14	Employment Average Wage	\$13.50	\$10.01	\$10.77
15	Employers Served	1,307	18,552	1,353
16	Employer Services (Level 1)	635	11,506	1,155
Economic Impact				
17	Cost Per Placement	\$581.99	\$581.36	\$585.35
18	Net Economic Benefit	\$27,498.01	\$20,231.90	\$21,806.27
19	Return on the Investment	\$47.25	\$34.82	\$37.25

Number of Performance Measures Met	11
Number of Performance Measures	18
Percent of Performance Measures Met	61.1%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

KRA Corporation

Carol City center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.067%	100.00%	10.803%
2	Training Completion Rate	70%	95.565%	100.00%
3	Training Completion Placement Rate	70%	87.342%	87.50%
4	Training Related Placements	70%	91.787%	92.857%
5	Job Openings Index	779	26,584	3,778
6	WP Entered Employment Rate	55%	59.147%	48.454%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	37.868%
9	CAP Participation Rate	55%	42.568%	44.472%
10	Short-Term Veterans EER	51%	53.076%	45.865%
11	SNAP EER	30%	8.996%	8.696%
12	Number of Training Enrollments	88	911	28
13	Employment (Obtained and Direct)	4,859	54,044	4,974
14	Employment Average Wage	\$13.50	\$10.01	\$11.37
15	Employers Served	1,566	18,552	1,570
16	Employer Services (Level 1)	761	11,506	1,079
Economic Impact				
17	Cost Per Placement	\$585.73	\$581.36	\$475.85
18	Net Economic Benefit	\$27,494.27	\$20,231.90	\$23,167.30
19	Return on the Investment	\$46.94	\$34.82	\$48.69

Number of Performance Measures Met	11
Number of Performance Measures	18
Percent of Performance Measures Met	61.1%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

KRA Corporation

Miami Beach center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	4.922%	100.00%	5.363%
2	Training Completion Rate	70%	95.565%	96.00%
3	Training Completion Placement Rate	70%	87.342%	79.167%
4	Training Related Placements	70%	91.787%	100.00%
5	Job Openings Index	543	26,584	675
6	WP Entered Employment Rate	55%	59.147%	48.325%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	39.437%
9	CAP Participation Rate	55%	42.568%	44.242%
10	Short-Term Veterans EER	51%	53.076%	37.615%
11	SNAP EER	30%	8.996%	7.843%
12	Number of Training Enrollments	66	911	30
13	Employment (Obtained and Direct)	3,382	54,044	1,427
14	Employment Average Wage	\$13.50	\$10.01	\$13.44
15	Employers Served	1,092	18,552	643
16	Employer Services (Level 1)	530	11,506	470
Economic Impact				
17	Cost Per Placement	\$593.18	\$581.36	\$888.37
18	Net Economic Benefit	\$27,486.82	\$20,231.90	\$27,063.71
19	Return on the Investment	\$46.34	\$34.82	\$30.46

Number of Performance Measures Met	7
Number of Performance Measures	18
Percent of Performance Measures Met	38.9%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

KRA Corporation

Opa Locka center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	3.863%	100.00%	4.281%
2	Training Completion Rate	70%	95.565%	ND
3	Training Completion Placement Rate	70%	87.342%	ND
4	Training Related Placements	70%	91.787%	ND
5	Job Openings Index	426	26,584	1,544
6	WP Entered Employment Rate	55%	59.147%	37.772%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	44.672%
9	CAP Participation Rate	55%	42.568%	42.904%
10	Short-Term Veterans EER	51%	53.076%	57.895%
11	SNAP EER	30%	8.996%	6.061%
12	Number of Training Enrollments	48	911	4
13	Employment (Obtained and Direct)	2,650	54,044	755
14	Employment Average Wage	\$13.50	\$10.01	\$10.12
15	Employers Served	856	18,552	719
16	Employer Services (Level 1)	416	11,506	534
Economic Impact				
17	Cost Per Placement	\$586.73	\$581.36	\$1,012.38
18	Net Economic Benefit	\$27,493.27	\$20,231.90	\$20,028.07
19	Return on the Investment	\$46.86	\$34.82	\$19.78

<i>Number of Performance Measures Met</i>	9
<i>Number of Performance Measures</i>	18
<i>Percent of Performance Measures Met</i>	50.0%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

SER-Jobs For Progress, Inc.

North Miami Beach center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	8.624%	100.00%	9.008%
2	Training Completion Rate	70%	95.565%	100.00%
3	Training Completion Placement Rate	70%	87.342%	100.00%
4	Training Related Placements	70%	91.787%	100.00%
5	Job Openings Index	951	26,584	2,300
6	WP Entered Employment Rate	55%	59.147%	68.539%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	33.667%
9	CAP Participation Rate	55%	42.568%	41.002%
10	Short-Term Veterans EER	51%	53.076%	61.379%
11	SNAP EER	30%	8.996%	4.587%
12	Number of Training Enrollments	105	911	68
13	Employment (Obtained and Direct)	5,930	54,044	7,304
14	Employment Average Wage	\$13.50	\$10.01	\$10.98
15	Employers Served	1,912	18,552	2,346
16	Employer Services (Level 1)	929	11,506	1,334
Economic Impact				
17	Cost Per Placement	\$584.00	\$581.36	\$419.89
18	Net Economic Benefit	\$27,496.00	\$20,231.90	\$22,424.96
19	Return on the Investment	\$47.08	\$34.82	\$53.41

Number of Performance Measures Met	13
Number of Performance Measures	18
Percent of Performance Measures Met	72.2%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Transition Inc

Transition Offender Service center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	2.252%	100.00%	2.353%
2	Training Completion Rate	70%	95.565%	50.00%
3	Training Completion Placement Rate	70%	87.342%	100.00%
4	Training Related Placements	70%	91.787%	100.00%
5	Job Openings Index	62	26,584	195
6	WP Entered Employment Rate	55%	59.147%	44.81%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8				
9				
10	Short-Term Veterans EER	51%	53.076%	35.556%
11				
12	Number of Training Enrollments	14	911	14
13	Employment (Obtained and Direct)	384	54,044	469
14	Employment Average Wage	\$13.50	\$10.01	\$9.39
15	Employers Served	125	18,552	134
16	Employer Services (Level 1)	62	11,506	93
Economic Impact				
17	Cost Per Placement	\$2,398.20	\$581.36	\$1,797.32
18	Net Economic Benefit	\$25,681.80	\$20,231.90	\$17,724.73
19	Return on the Investment	\$10.71	\$34.82	\$9.86

Number of Performance Measures Met	10
Number of Performance Measures	16
Percent of Performance Measures Met	62.5%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Youth Co-Op

Florida Keys center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.328%	100.00%	2.786%
2	Training Completion Rate	70%	95.565%	90.00%
3	Training Completion Placement Rate	70%	87.342%	77.778%
4	Training Related Placements	70%	91.787%	85.714%
5	Job Openings Index	177	26,584	1,841
6	WP Entered Employment Rate	55%	59.147%	55.793%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	56.25%
9	CAP Participation Rate	55%	42.568%	35.714%
10	Short-Term Veterans EER	51%	53.076%	51.765%
11	SNAP EER	30%	8.996%	5.882%
12	Number of Training Enrollments	23	911	24
13	Employment (Obtained and Direct)	1,376	54,044	1,408
14	Employment Average Wage	\$13.50	\$10.01	\$11.45
15	Employers Served	355	18,552	436
16	Employer Services (Level 1)	172	11,506	218
Economic Impact				
17	Cost Per Placement	\$1,968.88	\$581.36	\$1,699.76
18	Net Economic Benefit	\$26,111.12	\$20,231.90	\$22,122.27
19	Return on the Investment	\$13.26	\$34.82	\$13.01

Number of Performance Measures Met	13
Number of Performance Measures	18
Percent of Performance Measures Met	72.2%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Youth Co-Op

Homestead center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	5.598%	100.00%	5.719%
2	Training Completion Rate	70%	95.565%	100.00%
3	Training Completion Placement Rate	70%	87.342%	83.333%
4	Training Related Placements	70%	91.787%	100.00%
5	Job Openings Index	618	26,584	1,091
6	WP Entered Employment Rate	55%	59.147%	57.392%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	48.292%
9	CAP Participation Rate	55%	42.568%	62.934%
10	Short-Term Veterans EER	51%	53.076%	46.269%
11	SNAP EER	30%	8.996%	14.286%
12	Number of Training Enrollments	70	911	70
13	Employment (Obtained and Direct)	3,844	54,044	4,043
14	Employment Average Wage	\$13.50	\$10.01	\$8.36
15	Employers Served	1,241	18,552	1,263
16	Employer Services (Level 1)	604	11,506	729
Economic Impact				
17	Cost Per Placement	\$586.62	\$581.36	\$591.85
18	Net Economic Benefit	\$27,493.38	\$20,231.90	\$16,791.33
19	Return on the Investment	\$46.87	\$34.82	\$28.37

Number of Performance Measures Met	13
Number of Performance Measures	18
Percent of Performance Measures Met	72.2%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Youth Co-Op

Little Havana center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.209%	100.00%	9.455%
2	Training Completion Rate	70%	95.565%	96.875%
3	Training Completion Placement Rate	70%	87.342%	90.323%
4	Training Related Placements	70%	91.787%	96.429%
5	Job Openings Index	795	26,584	2,795
6	WP Entered Employment Rate	55%	59.147%	65.207%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	49.853%
9	CAP Participation Rate	55%	42.568%	39.59%
10	Short-Term Veterans EER	51%	53.076%	57.143%
11	SNAP EER	30%	8.996%	0.00%
12	Number of Training Enrollments	90	911	65
13	Employment (Obtained and Direct)	4,972	54,044	5,147
14	Employment Average Wage	\$13.50	\$10.01	\$9.90
15	Employers Served	1,598	18,552	1,740
16	Employer Services (Level 1)	776	11,506	1,085
Economic Impact				
17	Cost Per Placement	\$586.77	\$581.36	\$548.92
18	Net Economic Benefit	\$27,493.23	\$20,231.90	\$20,047.24
19	Return on the Investment	\$46.86	\$34.82	\$36.52

Number of Performance Measures Met	13
Number of Performance Measures	18
Percent of Performance Measures Met	72.2%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Youth Co-Op

Northside center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	10.983%	100.00%	11.571%
2	Training Completion Rate	70%	95.565%	90.909%
3	Training Completion Placement Rate	70%	87.342%	83.333%
4	Training Related Placements	70%	91.787%	88.00%
5	Job Openings Index	1,211	26,584	3,180
6	WP Entered Employment Rate	55%	59.147%	64.33%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	32.258%
9	CAP Participation Rate	55%	42.568%	39.504%
10	Short-Term Veterans EER	51%	53.076%	66.949%
11	SNAP EER	30%	8.996%	7.317%
12	Number of Training Enrollments	136	911	133
13	Employment (Obtained and Direct)	7,564	54,044	6,551
14	Employment Average Wage	\$13.50	\$10.01	\$8.76
15	Employers Served	2,435	18,552	2,468
16	Employer Services (Level 1)	1,183	11,506	1,202
Economic Impact				
17	Cost Per Placement	\$585.73	\$581.36	\$588.48
18	Net Economic Benefit	\$27,494.27	\$20,231.90	\$17,636.28
19	Return on the Investment	\$46.94	\$34.82	\$29.97

Number of Performance Measures Met	10
Number of Performance Measures	18
Percent of Performance Measures Met	55.6%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Youth Co-Op

Perrine center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.343%	100.00%	12.032%
2	Training Completion Rate	70%	95.565%	94.444%
3	Training Completion Placement Rate	70%	87.342%	91.176%
4	Training Related Placements	70%	91.787%	90.323%
5	Job Openings Index	809	26,584	1,449
6	WP Entered Employment Rate	55%	59.147%	63.857%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	40.989%
9	CAP Participation Rate	55%	42.568%	49.197%
10	Short-Term Veterans EER	51%	53.076%	71.628%
11	SNAP EER	30%	8.996%	10.526%
12	Number of Training Enrollments	89	911	95
13	Employment (Obtained and Direct)	5,039	54,044	6,722
14	Employment Average Wage	\$13.50	\$10.01	\$9.90
15	Employers Served	1,628	18,552	1,623
16	Employer Services (Level 1)	791	11,506	829
Economic Impact				
17	Cost Per Placement	\$583.64	\$581.36	\$470.93
18	Net Economic Benefit	\$27,496.36	\$20,231.90	\$20,122.74
19	Return on the Investment	\$47.11	\$34.82	\$42.73

Number of Performance Measures Met	13
Number of Performance Measures	18
Percent of Performance Measures Met	72.2%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Youth Co-Op

South Miami

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	1.566%	100.00%	1.676%
2	Training Completion Rate	70%	95.565%	ND
3	Training Completion Placement Rate	70%	87.342%	ND
4	Training Related Placements	70%	91.787%	ND
5	Job Openings Index	174	26,584	461
6	WP Entered Employment Rate	55%	59.147%	62.254%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	40.777%
9	CAP Participation Rate	55%	42.568%	37.612%
10	Short-Term Veterans EER	51%	53.076%	42.857%
11	SNAP EER	30%	8.996%	20.00%
12	Number of Training Enrollments	22	911	16
13	Employment (Obtained and Direct)	1,083	54,044	967
14	Employment Average Wage	\$13.50	\$10.01	\$9.38
15	Employers Served	349	18,552	386
16	Employer Services (Level 1)	170	11,506	241
Economic Impact				
17	Cost Per Placement	\$596.41	\$581.36	\$566.86
18	Net Economic Benefit	\$27,483.59	\$20,231.90	\$18,933.14
19	Return on the Investment	\$46.08	\$34.82	\$33.40

Number of Performance Measures Met	8
Number of Performance Measures	18
Percent of Performance Measures Met	44.4%

CSSF Balanced Scorecard Report

Report Date: 7/1/2014 To 6/8/2015

Youth Co-Op

West Dade center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	9.808%	100.00%	9.965%
2	Training Completion Rate	70%	95.565%	93.333%
3	Training Completion Placement Rate	70%	87.342%	85.714%
4	Training Related Placements	70%	91.787%	87.50%
5	Job Openings Index	1,081	26,584	2,958
6	WP Entered Employment Rate	55%	59.147%	57.898%
7	WIA Adult & Dislocated Worker EER	93%	99.881%	100.00%
8	CAP Entered Employment Rate	38%	39.532%	51.416%
9	CAP Participation Rate	55%	42.568%	55.252%
10	Short-Term Veterans EER	51%	53.076%	39.801%
11	SNAP EER	30%	8.996%	2.92%
12	Number of Training Enrollments	123	911	98
13	Employment (Obtained and Direct)	6,742	54,044	7,089
14	Employment Average Wage	\$13.50	\$10.01	\$9.97
15	Employers Served	2,173	18,552	2,630
16	Employer Services (Level 1)	1,055	11,506	1,688
Economic Impact				
17	Cost Per Placement	\$586.29	\$581.36	\$534.33
18	Net Economic Benefit	\$27,493.71	\$20,231.90	\$20,203.48
19	Return on the Investment	\$46.89	\$34.82	\$37.81

Number of Performance Measures Met	13
Number of Performance Measures	18
Percent of Performance Measures Met	72.2%



SFWIB EXECUTIVE COMMITTEE

DATE: 6/11/2015

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: DEPARTMENT OF ECONOMIC OPPORTUNITY (DEO) OFFICE OF INSPECTOR GENERAL (OIG), REGION 23 INFORMATION SECURITY AUDIT.

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **EFFECTIVE DEMAND DRIVEN MANAGEMENT / CONTROL TOOLS**

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

BACKGROUND:

The Office of Inspector General (OIG) is initiating an audit of information security for the CareerSource South Florida Region. This audit will focus on the effectiveness of selected information technology (IT) controls related to information security. The audit is expected to include examinations of records and documentation from January 1, 2014 through May 31, 2015, with selected items after this period. DEO will conduct the audit on-site and remotely.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT