



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
Thursday, April 14, 2016
8:00 A.M.

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

AGENDA

1. Call to Order and Introductions
2. Approval Meeting Minutes
 - a. February 11, 2016
3. Recommendation as to Approval of the 2016-2020 Strategic Plan
4. Recommendation as to Approval of the 2016-20 WIOA Local Workforce Plan
5. Recommendation as to Approval to Allocate funds for the Summer Youth Employment Program
6. Recommendation as to Approval to Accept and Allocate funds for the City of Miami Gardens Summer Youth Employment Program
7. Recommendation as to Approval to Allocate funds for a TechHire Center and YOUmedia Miami Lab for the Digital Learning Center



SFWIB EXECUTIVE COMMITTEE

DATE: April 14, 2016

AGENDA ITEM NUMBER: 2A

MEETING MINUTES

February 11, 2016 at 8:15 A.M

CareerSource South Florida Headquarters

7415 Corporate Center Drive, Everglades Room

Miami, FL 33126

<p>EXECUTIVE COMMITTEE MEMBERS IN ATTENDANCE</p> <ol style="list-style-type: none"> 1. Piedra, Obdulio, <i>Chairman</i> 2. Ferradaz, Gilda 3. Gaber, Cynthia 4. Perez, Andy 	<p>EXECUTIVE COMMITTEE MEMBERS NOT IN ATTENDANCE</p> <ol style="list-style-type: none"> 5. Bridges, Jeff, <i>Vice-Chairman</i> 6. Ferradaz, Gilda 7. Garza, Maria 8. Gibson, Charles 9. del Valle, Juan Carlos <p>*****</p> <p>SFWIB STAFF</p> <p>Beasley, Rick Butowski, Dennis Alonso, Gustavo Garcia, Christine Graham, Tomara Jean-Baptiste, Antoinette Kavehersi, Cheri Smith, Marian</p>	<p>AUDIENCE:</p> <p>Perez- Borroto – Connie Youth Co-Op, Inc.</p> <p>Quiros, Vivian – <i>Sullivan & Cogliano Training Centers</i></p> <p>Rodriguez, Maria – <i>Youth Co-Op, Inc.</i></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 8:15am, asked all those present introduce themselves, and noted into record that a quorum had been achieved. He briefly advised all that an additional item would be discussed prior to meeting adjournment.

2. A. Approval of August 13, 2015 Meeting Minutes

Deferred

3. Information & Discussion – Local Workforce Development Area Vision and Strategic Goals

Chairman Piedra introduced the item and briefly shared with the Committee that he and Executive Director Rick Beasley recently attended the CareerSource Florida Board of Director's meeting which President and CEO Christ Hart discussed the next strategic phases of the Workforce Innovation Opportunity Act (WIOA).

Mr. Beasley noted that the WIOA requires each local workforce development board (LWDB) or local board) to develop and submit a comprehensive plan to the state. He went on to review with the Committee the local workforce development area vision and strategic goals then requested everyone's feedback on examples of groups with barriers to employment. The responses were the following:

- People with Disabilities
- Refugees/ those with language barriers
- Veterans
- Transportation
- Youth Population
- Ex-offenders and Juvenile ex-offenders
- Temporary Assistance for Needy Families (TANF) recipients
- Those with Language Barriers

Chairman Piedra stated those that lack soft skills as well. Chairman Piedra read the following State's vision statement into record:

- Increase the prosperity of workers and employers.
- Reduce welfare dependency
- Increase self sufficiency
- Meet employers' needs
- Enhance Worker's Productivity and Business Competitiveness

Mr. Beasley also requested everyone's feedback on how economic growth could be measured. Chairman Piedra commented that the current unemployment rate is at 4.9% and there might be some individuals that are still unemployed or underemployed. Mr. Beasley explained that the unemployment rate might not include those that have dropped out of the process of seeking employment.

Mr. Perez recommended focusing on entrepreneurship and youth employment development (career pathways). He further explained the challenges adults would face with seeking employment opportunities as a result of the various occupations that are currently being filled by youth population.

Mr. Beasley explained that unless one works from for an exponentially growth company, one's skills learned in school would potentially become obsolete.

Ms. Gaber advised the Board that the Department of Children and Families Vocational and Rehabilitation started focusing on the youth population by providing them with the necessary preemployment soft skills.

Mr. Beasley advised the Committee that he plans on holding a strategic planning meeting with the Board for the purpose of identifying how economic growth and economic self sufficiency would be defined. He additionally noted the three major key areas program funding impacts: (1) Education, (2) Employment and (3) Funding

Chairman Piedra inquired about the economic income threshold (wage considered for self sufficiency). SFWIB Youth Programs Manager, Tomora Graham responded \$15.00.

Chairman Piedra commented that in order to reduce welfare dependency, one's income must increase in order to attain self sufficiency.

Mr. Perez shared with the Committee on what's trending with regards to shared office space. He also explained that people are seeking/working multiple careers. He gave examples of doctors holding two careers, as well as those within his age group. He mentioned solutions of clustering occupations. He gave an example of a career in IT.

Chairman Piedra also added that the local talent market is slowly decreasing as companies from other cities are recruiting talent from Miami. He gave an example of Disney.

Mr. Beasley briefly discussed digital literacy. He later read the local workforce development area vision and strategic goals found on page 8 of agenda item number 3. He later discussed this year's local plan processes.

Mr. Perez asked could soft skills be included.

Chairman Piedra later asked those seated in the audience for their feedback.

He later asked Ms. Graham for her feedback and it was provided.

Mr. Beasley continued his discussion regarding the below three grants:

- Tech Hire Initiative
 - e-Merge (Chairman Piedra provided a brief overview)
- CareerPathways for youth grants
- Linking to Employment Activities (LEAP 2) through specialized America Job Centers

[Video Presentation]

Chairman Piedra shared with the Committee about a recent meeting he and Mr. Beasley attended in Tallahassee.

Mr. Beasley also shared with the Committee the Quaterly reports and noted that he met with Miami-Dade County Commissioners from each district.

There being no further business to come before the Committee, the meeting adjourned at 9:27am.



SFWIB EXECUTIVE COMMITTEE

DATE: 4/14/2016

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: 2016-2020 STRATEGIC PLAN

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Executive Committee to recommend to the Board to approve 2016-20 SFWIB Strategic Plan.

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

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

BACKGROUND:

On Thursday, March 17, 2016, the South Florida Workforce Investment Board (SFWIB) held its Strategic Planning Workshop at the CBRE 5 Star Conference Center. Board members attended the one-day session facilitated by Greg Newton, President of Greg Newton Associates to discuss and set policy goals for the agency.

With the implementation of the Workforce Innovation and Opportunity Act (WIOA), it was necessary for the Board to host the planning workshop to reevaluate the existing strategic goals. Moreover, it was an opportunity for SFWIB members to draft new 2016-2020 goals as required by the WIOA Local Plan.

The outcomes set for the workshop were as follows:

- Celebrate and build on the success of the Board's current strategic plan and identify opportunities for continuous improvement
- Develop new and enhanced strategic goals for 2016-20 that meet the needs of South Florida and aligns with the Florida WIOA state plan and federal WIOA expectations
- Discuss the roles and responsibilities of the Board in leading and supporting the attainment of the identified strategic goals
- Plan next steps to finalize and implement the strategic plan goals

The Board members, in collaboration with SFWIB Staff, reached a consensus and the session culminated with the formation of six strategic goals for Area 23:

1. Goal: Continue to Be the Premier National Provider of Employment and Career Services
2. Goal: Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery
3. Goal: Improve Services for Individuals with Barriers to Employment
4. Goal: Continue Dedicated Commitment to Youth Participation in the 21st Century Economy
5. Goal: Leverage Demand-Driven Management/Control Tools to Achieve Strong Performance with a High Return on Investment
6. Goal: Continue to Be a High-Performing Board with Strong Workforce System Leadership

The six goals are expected to influence future discussions and decisions. The revised strategic planning is attached for review.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

	GOAL 1	GOAL 2	GOAL 3
OBJECTIVES	Continue to be the Premier National Provider of Employment and Career Services Through Building a Demand-Driven System with High Employer Engagement and Quality Business Services	Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery	Improve Services for Individuals with Barriers to Employment
A	Engage employers and seek continuous feedback on how to better respond to workforce needs and inform the improvement of job-seeker preparation services	Develop integrated Business Service Teams across core program partners to better coordinate services to businesses and manage customer relations through a single point of contact system	Develop specific programs and initiatives with customized and responsive approaches to better serving individuals with barriers to employment, including individuals with disabilities, ex-offenders, English language learners, migrant and seasonal farm workers, and veterans
B	Ensure that all service providers and Career Centers implement the learning from employer engagement in their operations through procurement specifications, contract requirements, payment benchmarks, and monitoring standards	Encourage all workforce system partners to list all job openings and all job seekers in the Employ Florida Marketplace to develop an even more comprehensive and robust labor exchange system	Improve employment outcomes for individuals with barriers to employment through performance payment incentives to service providers
C	Partner with economic development and with "One Goal, One Community" to assist targeted industries in meeting their immediate and future talent pipeline needs	Strengthen the partnership with Vocational Rehabilitation, Blind Services, and Adult Education by seeking service linkages, encouraging job seeker co-enrollment through payment incentives, and identifying strategies to improve the performance of all programs on the WIOA common performance indicators	Ensure compliance with WIOA Section 188 Nondiscrimination and Equal Opportunity Regulations
D	Emphasize work-based learning and training by requiring that 20% of training money be expended on OJT and Paid Work Experience	Seek excellence in customer service through continued mystery shopping and applying the findings to improved service delivery	
E	Close the gap between digital skills of the workforce and business requirements	Conduct an analysis of the Career Center customer flow, identify process steps that can be simplified and made more efficient, and standardize the customer flow across all Centers	

OBJECTIVES	GOAL 4	GOAL 5	GOAL 6
	Continue CareerSource South Florida's Dedicated Commitment to Youth Participation in the 21 st Century Economy	Leverage Demand-Driven Management/Control Tools to Achieve Strong Performance with a High Return on Investment Through Continuous Improvement	Continue to Be a High-Performing Board with Strong Workforce System Leadership
A	Expand career exploration and career pathways programs for youth in demand occupations by building on the successful models developed in the Future Bankers Program and High-Tech Boot Camps	Continue to implement a comprehensive, integrated performance system through a standardized Balanced Scorecard tied to key performance indicators, performance-based procurement specifications and contract requirements, and service provider reporting and monitoring	Continue as the national leader in being a ROI-focused enterprise and using return-on-investment data to inform policy, strategy, and funding decisions
B	Convene youth serving organizations to develop vibrant partnerships, leverage resources, identify service linkages, and build joint contribution to the implementation of youth career pathway models	Improve credential outcomes for job seekers through adding credential attainment to the Balanced Scorecard, conducting an inventory of current programs resulting in industry-recognized credentials, and incentivizing licensure attainment through payment benchmarks	Utilize LMI data to influence decision-making and policy development through continuous updating of labor market trends, including the Occupational Supply/Demand Matrix
C	Implement youth entrepreneurial skills training programs to provide the basics of starting and operating a small business	Provide training and technical assistance to service providers on how to analyze Balanced Scorecard data to improve services and replicate promising and evidence-based practices that result in performance excellence	Be the state leader in developing and maximizing collaborative partnerships with all stakeholders and seek better representation on other boards
D	Improve service delivery and outcomes for the Title IB WIOA Youth Program through enhanced procurement specifications, performance-based contract requirements, and enhanced performance monitoring through a Youth Balanced Scorecard		Continue to hold the workforce system and programs accountable for efficient and effective operations through the leadership of the Board's three councils: Global Talent Competitiveness Council; Performance Council; and Finance and Efficiency Council
E			Improve Board leadership through conducting continuous self-assessment of board functioning, enhancing new member orientation, increasing board member workforce system knowledge, and setting and enforcing meeting attendance expectations



SFWIB EXECUTIVE COMMITTEE

DATE: 4/14/2016

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: 2016-2020 WIOA LOCAL WORKFORCE PLAN

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Executive Committee to recommend to the Board to approve the 2016-20 WIOA Local Workforce Plan.

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

STRATEGIC PROJECT: **Establish Employer Satisfaction Measure Standard**

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) requires each local workforce development board (LWDB) to develop and submit, in partnership with the local chief elected official, a comprehensive four-year plan on the current and projected needs of the workforce system to the State.

The law emphasizes the importance of collaboration and transparency in the development and submission of the plan. Plans should be a focused and deliberate collaboration among education, workforce, and economic development networks that will maximize the competitiveness of local businesses and the productivity of the area's workforce, thus increasing economic prosperity. The local plan must also lead to greater efficiencies by reducing duplication and maximizing financial and human resources.

The Local Workforce Plan must align with new WIOA priorities, the State's 2016-2020 Workforce Plan, and Governor Rick Scott's workforce development vision and goals.

Local plans must address how the Board will foster strategic alignment, improve service integration and ensure that the workforce system is:

- Industry-relevant
- Responds to the economic needs of the local workforce development area
- Matches employers with skilled workers

Area 23's local plan is scheduled to be submitted electronically to CareerSource Florida on April 29, 2016.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



COMMUNITY FORUM

2016-2020 SFWIB WORKFORCE SERVICE PLAN



Rick Beasley
Executive Director
CareerSource South Florida



PURPOSE

The Workforce Innovation and Opportunity Act (WIOA) requires each local workforce development board to develop and submit, in partnership with the local chief elected official, a comprehensive four-year plan on the current and projected needs of the workforce system to the State.





PURPOSE

The law emphasizes the importance of collaboration and transparency in the development and submission of the plan.

The local plan must lead to greater efficiencies by reducing duplication and maximizing financial and human resources.





STRATEGIC ALIGNMENT

The local plan addresses how the Board will foster strategic alignment, improve service integration and ensure that the workforce system is:

- Industry-relevant
- Responds to the economic needs of the local workforce development area
- Matches employers with skilled workers





STRATEGIC ALIGNMENT

The plan aligns with the business and market driven principles of the CareerSource Florida network.

It is a focused and deliberate collaboration among education, workforce, and economic development networks will maximize the competitiveness of local businesses and the productivity of the area's workforce, thus increasing economic prosperity.





STRATEGIC OBJECTIVES

The South Florida Workforce Investment Board dba CareerSource South Florida (CSSF) Local Workforce Plan aligns with new Workforce Innovation and Opportunity Act (WIOA) priorities, the State's 2016-2020 Workforce Plan, and Governor Rick Scott's workforce development vision and goals.





STRATEGIC OBJECTIVES

The local Board's 2016-20 strategic vision for WIOA implementation, consistent with the Governor's workforce development objectives, will be realized by accomplishing six goals:

1. Premier National Provider of Employment and Career Training
2. Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery
3. Improve Services for Individuals with Barriers to Employment
4. Dedicated Commitment to Youth Participation in the 21st Century
5. Leverage Demand Driven Management/Control Tools
6. High-Performing Board with Strong Workforce Leadership





AREA CHARACTERISTICS

- Largest of the state’s workforce development boards
- Most dynamic area in the nation in terms of its ethnic makeup as well as its vibrant targeted industry sectors:
 - ✓ Aviation
 - ✓ Banking & Finance
 - ✓ Creative Design
 - ✓ Hospitality & Tourism
 - ✓ Information Technology
 - ✓ Life Sciences & Healthcare
 - ✓ Trade & Logistics





AREA CHARACTERISTICS

The Area’s total population is **2,740,356**

Miami-Dade County has a total population of **2,662,874**:

- 77.9 percent are Caucasian
- 18.9 percent Black or African-American
- 0.3 percent American Indian and Alaska Native
- 1.7 percent Asian
- 1.2 percent Two or more races

Sixty-six percent of the total population is Hispanic or Latino.





AREA CHARACTERISTICS

Miami-Dade County

- Unemployment rate for February 2016 is **5.2** percent
- Youth ages 16-19 have the highest level of unemployment at 15.9%
- Over **58,521** residents are veterans
- First time career and unemployed job seekers with some or no college represents a growing trend in the Area and will be the target of **future tech hire** initiatives
- The majority of the populace earn between **\$20,000** to **\$49,999**

In terms of educational attainment of those age 25 and over:

- 20.5 percent are less than high school graduates
- 28.5 percent have a high school diploma or a GED
- 25 percent possess some college or associate’s degree and
- 26 percent have earned a Bachelor’s degree or higher





AREA CHARACTERISTICS

Monroe County has a population of **77,482**:

- 89.8 percent are Caucasian
- 6.6 percent African-American
- 1.3 percent Asian
- 1.8 percent two or more races
- 0.1 percent Native Hawaiian and other Pacific Islander
- 0.4 percent American Indian and Alaska Native

Hispanic or Latino of any race comprise 22.4 percent of Monroe's residents.





AREA CHARACTERISTICS

Monroe County

- Historically maintains one of the lowest unemployment rates in the State
- The February 2016 rate - 3.1 percent
- The county is primarily comprised of the Florida Keys, a string of island-based communities stretching from south of Miami at Biscayne Bay to Key West
- The largest of these keys include Key Largo, Islamorada, Marathon, Tavernier, Big Pine and Key West





Area Challenges

The local workforce area delivers workforce services responsive to the needs of its diverse populations, including those with barriers to employment, through its network of CareerSource Centers.

There are new challenges associated with the local area's population attaining the needed skills to obtain employment.

A supply of skilled/unskilled labor and the dynamic nature of the industries gaining the most new jobs has significantly added pressure on the talent acquisition process by demanding higher levels of education and technical skills to compete in today's workforce.





Area Challenges

Foreign Born:

An overwhelming majority of the Area's population is foreign born. While most are of Hispanic origin, over **170,000** are from the non-Spanish speaking West Indies. A sizeable portion of those from the non-Spanish speaking West Indies are Haitians who only speak Creole.

CSSF provides:

- Assessments in Spanish and Creole
- Career Pathways to employment and/or training
- ESOL courses
- Translation of diplomas/degrees
- Acculturation
- Referrals for Legal services
- Referrals for housing





Area Challenges

At-Risk Youth:

The FL Legislature determined that education is the most critical factor in rehabilitating adjudicated delinquent and foster care youth. CSSF has also prioritizes at-risk youth. To help break the cycle of low educational attainment and poverty, the Board partners with Miami-Dade County Public Schools and the Monroe County School District to help prepare high school students to enter the world of work.

Both youth populations also need social, personal and career counseling to become productive members of society and conform to the rule of law.

CSSF provides:

- Comprehensive Assessments
- Career Pathways to employment and/or training
- Career Guidance/Planning
- Mentoring
- Paid Work Experience (PWE)
- Leadership Development Opportunities
- Life skills
- Work Readiness Training
- Pre-Employment Skills Training





Area Challenges

Ex-Offenders:

A felony conviction or a prison or jail term can have a substantial negative impact on future job prospects, making the transition back into the community challenging.

CSSF Provides:

- Work Readiness
- Occupational Skills Training
- On-the-Job Training and Paid Work Experience Incentives for companies amenable to hiring
- Federal Bonding
- Access to Transportation
- Referral to Rehabilitative, Housing and Legal Services (e.g. expunge and seal)





Area Challenges

Individuals with Disabilities:

Over **240,000** of the region's residents are considered disabled under the Americans with Disabilities Act. Unemployment for individuals with disabilities is nearly three times the overall jobless rate.

Reasonable accommodations, including assistive equipment and/or technology, are needed by the subgroup to capitalize on training and employment opportunities.

CSSF Provides:

- Interpreters
- Other Auxiliary Aids and Services (Resource Rooms)
- Referrals to the Bureau of Deaf Services, Division of Blind Services, and Division of Vocational Rehabilitation





Area Challenges

Older Persons:

Older workers are finding it most difficult to rebound from unemployment. The number of unemployed workers age 55 and over has nearly increased in recent years.

CSSF Provides:

- Skills upgrade
- Digital literacy
- Productivity-enhancing skills and technologies
- Networking skills





Area Challenges

Veterans:

There are over **65,000** area veterans. Upon return from military service, many veterans face the challenging task of finding employment while adjusting to civilian life.

CSSF provides priority service for:

- Job Search Assistance
- Occupational Skills Training,
- Assessment and Career Counseling,
- Pre-employment and Work Readiness,
- Referrals to Mental Health Care





Business Development Strategies

SFWIB partners with local agencies in designing strategies to deliver the skilled workforce that meets the labor demand for new, expanding or relocating businesses.





Business Development Strategies

One Community One Goal:

CSSF is on the steering committee for the One Community One Goal (OCOG) initiative and is committed to closing the existing skills gaps through excellence in education, economic and workforce development. OCOG is a ten year plan that provides a roadmap for economic development, offering recommendations aimed at growing jobs and creating sustainable economic prosperity in the region.

CSSF aligned its targeted industries with the following industry sectors identified through the OCOG initiative.

- Aviation
- Creative Design
- Hospitality & Tourism
- International Banking & Finance
- IT/Telecommunications
- Life Sciences & Healthcare
- Trade & Logistics





Business Development Strategies

Business Roundtables:

CSSF's need for ongoing, real-time data and input from the business community resulted in the Business Incentive Roundtable and Focus Group series that began in 2010.

Both the Roundtable and Focus Group provide feedback on how to improve the services offered to the Area's businesses.

The feedback is provided to OCOG and incorporated in the Board's strategic plan to further assist in:

- Best practices when engaging the business community
- Align target industries with those in the OCOG report
- Set agendas and ensure high-performance and service delivery strategies





Business Development Strategies

Business Advisory Council:

SFWIB Business Advisory Council (BAC) was established as a result of feedback from the Roundtable Focus Group Series.

The purpose of the BAC is to provide a forum where heads of industry discuss how the local workforce board can best meet their needs (e.g. supplying a skilled workforce, sharing best practices and streamlining the delivery of services).

Information gathered through BAC meetings is shared with the OCOG initiative.





Business Development Strategies

Employ Miami Dade:

In partnership with the Honorable Miami Dade County Mayor Carlos A. Gimenez and other local agencies, CSSF launched the Employ Miami-Dade (EMD) initiative to provide training and employment opportunities for Miami-Dade County residents.

The objective is to strengthen the economic development of the community by educating and providing employment opportunities for traditionally overlooked and underserved job seekers residing in the highest areas of unemployment in the County.





Business Development Strategies

Employ Miami Dade:

The ultimate goal of the project is to reduce crime and poverty, while providing a talent supply to address the needs of the industry.

The initiative incorporates five service strategies to assist job seekers in obtaining and retaining employment:

- Recruitment
- Work Readiness
- Training
- Placement / Entrepreneurship / Apprenticeship
- Retention





Business Development Strategies

Employ Miami Dade:

Employ Miami Dade focuses on training in the One Community One Goal targeted industry sectors of the One Community One Goal strategic plan, where employment growth is essential to the continued success of the project.





Business Development Strategies

Demand-Driven Training:

Occupational Skills Training

CSSF allocates training resources based on an occupational area's quadrant:

- High Growth/High Wage - \$10,000
- High Growth/Low Wage - \$ 7,500
- Low Growth/High Wage - \$ 5,000
- Low Growth/Low Wage - \$ 2,500

This methodology ensures that the agency receives the largest possible return on its investment.





Business Development Strategies

Demand-Driven Training:

On-the-Job Training (OJT)

Reimburses companies up to 75 percent of the wages for training new hires

Employed Worker Training (EWT)

Provides a minimum 50 percent reimbursement of the training costs to upgrade the skills of a company's current workforce

Paid Work Experience (PWE)

Provides additional staff to a business at no cost for a specified period of time





Local Area Economic Outlook

The Area is showing promising signs of progress as of 4th Quarter:

- Leads the state in most jobs gained in the year with 17,500
- 22 months of consecutive job growth
- Jobless rate declined
- Unemployment rate is down to 5.2% from a rate of 6 percent





Local Area Economic Outlook

Compared to other parts of the state, plans for more new jobs are expected to flourish in the region. It is projected that an average of **40,000** jobs will open in the area annually from 2010 to 2019.

An analysis of current and emerging industries in WDA 23 indicates that the top five industries are; Leisure and Hospitality, Government, Education and Health Services, Professional and Business Services, and Trade, Transportation, and Utilities





Local Area Economic Outlook

An analysis of current and emerging industries in WDA 23 indicates that the top five industries are:

- Leisure and Hospitality
- Government
- Education and Health Services
- Professional and Business Services
- Trade, Transportation, and Utilities





Local Area Economic Outlook

Industries with the fastest projected growth over the same period of time:

- Construction of Buildings will see 38.2% growth
- Nursing and Residence Care will increase by 24.3%
- Ambulatory Health Care Services with a 24.2% gain
- Museums, Historical Sites, and Similar Institutions 23.7%
- Electronics and Appliance Stores by 21.4%.



Local Area Economic Outlook

FASTEST-GROWING INDUSTRIES

Workforce Development Area 23 - Miami-Dade and Monroe Counties

Rank	Industry Code	Title	Employment		2015 - 2023 Change
			2015	2023	
1	238	Construction of Buildings	10,512	14,522	4,013 38.2
2	623	Nursing and Residential Care Facilities	10,333	21,047	4,314 24.2
3	621	Ambulatory Health Care Services	59,121	73,405	14,284 24.2
4	712	Museums, Historical Sites, and Similar Institutions	1,536	1,900	364 23.7
5	443	Electronics and Appliance Stores	7,899	9,574	1,685 21.4
6	610	Educational Services	31,124	37,529	6,415 20.6
7	562	Waste Management and Remediation Service	1,831	2,317	486 26.6
8	538	Specialty Trade Contractors	24,851	29,206	4,355 17.5
9	624	Social Assistance	17,798	21,002	3,216 18.1
10	550	Management of Companies and Enterprises	10,177	12,028	1,851 18.2
11	523	Securities, Commodity Contracts, and Other Investments	8,329	9,742	1,413 17.0
12	448	Clothing and Clothing Accessories Stores	24,111	28,007	3,896 16.2
13	540	Professional, Scientific, and Technical Services	73,877	85,869	11,992 16.1
14	485	Travel and Other Passenger Transport	2,558	2,961	403 15.8
15	561	Administrative and Support Services	72,193	82,145	9,952 13.8
16	480	Support Activities for Transportation	25,194	29,208	2,914 12.9
17	428	Wholesale Electronic Markets and Agents and Brokers	9,799	11,010	1,211 12.4
18	462	General Merchandise Stores	25,693	28,321	2,628 11.3
19	930	Local Government	105,542	117,092	11,550 10.9
20	446	Health and Personal Care Stores	14,079	15,572	1,493 10.6

This table includes industries with a minimum of 500 jobs in 2015.



Skills Gap to Obtain Employment

Top five industries with the fastest projected growth and new jobs gain:

- Professional, Scientific, and Technical Services
- Local Government
- Food Services and Drinking Places and Administrative
- Support Services
- Ambulatory Health.

Collectively these industries represent over 57,000 new openings and multiple specific occupations.





Skills Gap to Obtain Employment

CSSF is going to increase the number and variety of pathways into post-secondary education and training in order to adapt to these changes, and enhance the Area's overall productivity and competitiveness.

Businesses have also identified a lack of soft skills necessary for job retention and advancement, as a shortfall.





Conclusion

CareerSource South Florida delivers its financial and training incentives and workforce programs in response to the needs of local businesses.





Presentation Title For This Slide

QUESTIONS & ANSWERS





SFWIB EXECUTIVE COMMITTEE

DATE: 4/14/2016

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: SUMMER YOUTH EMPLOYMENT PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Executive Committee to recommend to the Board the approval to allocate an amount not to exceed \$3,000,000 in Temporary Assistance for Needy Families (TANF) funds for the South Florida Workforce Investment Board Summer Youth Employment Program, as set forth below.

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

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

BACKGROUND:

SFWIB's Leading the CHANGE... "Inspiring our Youth – Building a Community" SYEP will invest \$3,000,000 dollars to provide 1,849 employment opportunities to assist youth in obtaining needed skills while gaining a better understanding of the workplace by linking participants to employers that will provide work experience and career advice.

The program is designed to provide entry-level positions with local businesses and community-based organizations to youth ranging from age groups 14-17. The youth participants will earn \$9.00 per hour for a total 140 that includes 20 hours of work readiness training. The program begins on June 13th and will end no later than August 14th, 2016.

In partnership with Miami-Dade County Mayor Carlos Gimenez's Youth Safety Initiative, the South Florida Workforce Investment Board (SFWIB) launches its Summer Youth Employment Program (SYEP). Through the Youth Safety Initiative the SYEP will provide opportunity to South Florida's future workforce while decreasing crime within one of Miami-Dade County's 20 targeted zip codes with the highest number of juvenile arrests:

- 33030, 33032, 33033, 33034, 33054, 33055, 33056, 33127, 33128, 33136
- 33142, 33147, 33150, 33157, 33161, 33162, 33168, 33169, 33170, 33174

By providing this opportunity, SFWIB will "Inspire our Youth and Build a Community one child at a time.

FUNDING: Temporary Assistance for Needy Families

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 4/14/2016

AGENDA ITEM NUMBER: 6

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

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Executive Committee to recommend to the Board the approval to accept \$100,000 from the City of Miami Gardens for a Summer Youth Employment Program for the youth of Miami Gardens and provide \$100,000 in matching Temporary Assistance for Needy Family (TANF) funds, as set forth below.

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

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

BACKGROUND:

On March 9, 2016, the City Council of the City of Miami Gardens, Florida, recommended the City Manager to pursue a partnership with the South Florida Workforce Investment Board (SFWIB) and comprehensive and the Greater Miami Gardens Chamber of Commerce to provide economic growth and summer employment opportunities for youth residents within the City of Miami Gardens.

The City of Miami Gardens Resolution No. 2015-51-2248 authorizes the City of Manager to enter into an agreement to provide the SFWIB with \$100,000 toward a summer jobs initiative, comprehensive program administration, and paid employability skills training for enrolled youth ages 14-17. The partnership requires a dollar-for-dollar match.

Accordingly, SFWIB staff request approval to provide matching funds in an amount not to exceed \$100,000 toward the initiative.

FUNDING: Temporary Assistance for Needy Family (TANF)

PERFORMANCE: N/A

ATTACHMENT

RESOLUTION NO. 2016-44-2943

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AUTHORIZING THE CITY MANAGER AND THE CITY CLERK TO EXECUTE AND ATTEST, RESPECTIVELY THAT CERTAIN PARTNERSHIP AGREEMENT WITH CAREER SOURCE SOUTH FLORIDA AND THE GREATER MIAMI GARDENS CHAMBER OF COMMERCE IN PROVIDING SUMMER EMPLOYMENT OPPORTUNITIES FOR YOUTH AND YOUNG ADULTS; APPROPRIATING FUNDING IN AN AMOUNT NOT TO EXCEED ONE HUNDRED THOUSAND DOLLARS (\$100,000.00), A COPY OF WHICH IS ATTACHED HERETO AS EXHIBIT "A"; PROVIDING FOR INSTRUCTIONS TO THE CITY CLERK; PROVIDING FOR THE ADOPTION OF REPRESENTATIONS; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Miami Gardens City Council has expressed the importance of creating economic growth and employment opportunities within the City, and

WHEREAS, Mayor Oliver Gilbert proposes entering into a partnership agreement with CareerSource South Florida and the Greater Miami Gardens Chamber of Commerce in providing summer employment opportunities for youth and young adults within the City of Miami Gardens, and

WHEREAS, CareerSource South Florida will provide summer job placement for youth within the age group between fourteen (14) to seventeen (17) year olds. CareerSource South Florida will provide comprehensive administration of the program utilizing their staff in preparing time sheets, recruitment, and payment of program participants, and

WHEREAS, CareerSource South Florida will further provide paid employability skills training for youth enrolled in the program, and

WHEREAS, the City of Miami Gardens will provide One Hundred Thousand Dollars (\$100,000.00) to CareerSource South Florida for the establishment of this partnership, and

WHEREAS, CareerSource South Florida will match the \$100,000 provided by the City with \$100,000, towards summer youth employment in the City of Miami Gardens, and

WHEREAS, Mayor Oliver Gilbert is recommending the City of Miami Gardens Council approves the request of appropriating One Hundred Thousand Dollars (\$100,000.00), for a summer employment partnership with CareerSource South Florida,

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 and the City Clerk to execute and attest, respectively that certain Agreement with CareerSource South Florida, for the creation of a summer youth employment partnership in an amount not to exceed One Hundred Thousand Dollars (\$100,000.00), a copy of which is attached hereto as Exhibit "A".

Section 3: INSTRUCTIONS TO THE CITY CLERK: The City Clerk is hereby authorized to obtain two (2) fully executed copies of the subject Agreement with one to be maintained by the City, and one to be delivered to CareerSource South Florida.

Section 4: 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 9, 2016.



OLIVER GILBERT, III, MAYOR

ATTEST:



RONETTA TAYLOR, MMC, CITY CLERK

PREPARED BY: SONJA KNIGHTON DICKENS, CITY ATTORNEY

SPONSORED BY: MAYOR OLIVER GILBERT

Moved by: GILBERT
Seconded by: ODOM

VOTE: 7-0

Mayor Oliver Gilbert, III	<input checked="" type="checkbox"/>	(Yes)	<input type="checkbox"/>	(No)
Vice Mayor Felicia Robinson	<input checked="" type="checkbox"/>	(Yes)	<input type="checkbox"/>	(No)
Councilwoman Lillie Q. Odom	<input checked="" type="checkbox"/>	(Yes)	<input type="checkbox"/>	(No)
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)



**ADD-ON ITEM:
Summer Employment
Opportunities**

18605 NW 27th Avenue
Miami Gardens, Florida 33056

**City of Miami Gardens
Agenda Cover Memo**

Council Meeting Date:	March 9, 2016		Item Type: <i>(Enter X in box)</i>	Resolution X	Ordinance	Other
Fiscal Impact: <i>(Enter X in box)</i>	Yes	No	Ordinance Reading: <i>(Enter X in box)</i>	1st Reading		2nd Reading
	X		Public Hearing: <i>(Enter X in box)</i>	Yes	No	Yes No
Funding Source:			Advertising Requirement: <i>(Enter X in box)</i>	Yes		No
Contract/P.O. Required: <i>(Enter X in box)</i>	Yes	No	RFP/RFQ/Bid #:			
	X					
Strategic Plan Related <i>(Enter X in box)</i>	Yes	No	Strategic Plan Priority Area: Enhance Organizational <input type="checkbox"/> Bus. & Economic Dev <input checked="" type="checkbox"/> Public Safety <input type="checkbox"/> Quality of Education <input type="checkbox"/> Qual. of Life & City Image <input type="checkbox"/> Communication <input type="checkbox"/>	Strategic Plan Obj./Strategy: <i>(list the specific objective/strategy this item will address)</i> N/A		
		X				
Sponsor Name	Oliver Gilbert, Mayor		Department: City Manager	Office of the Mayor & Council		

Short Title:

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AUTHORIZING THE CITY MANAGER AND THE CITY CLERK TO EXECUTE AND ATTEST, RESPECTIVELY THAT CERTAIN PARTNERSHIP AGREEMENT WITH CAREER SOURCE SOUTH FLORIDA AND THE GREATER MIAMI GARDENS CHAMBER OF COMMERCE IN PROVIDING SUMMER EMPLOYMENT OPPORTUNITIES FOR YOUTH AND YOUNG ADULTS; APPROPRIATING FUNDING IN AN AMOUNT NOT TO EXCEED ONE HUNDRED THOUSAND DOLLARS (\$100,000.00), A COPY OF WHICH IS ATTACHED HERETO AS EXHIBIT "A"; PROVIDING FOR INSTRUCTIONS TO THE CITY CLERK; PROVIDING FOR THE ADOPTION OF REPRESENTATIONS; PROVIDING FOR AN EFFECTIVE DATE.

Staff Summary:

The City of Miami Gardens City Council has expressed the importance of creating economic growth and employment opportunities within the City. To this end, Mayor Oliver Gilbert proposes entering into a

partnership agreement with CareerSource South Florida and the Greater Miami Gardens Chamber of Commerce in providing summer employment opportunities for youth and young adults within the City of Miami Gardens. CareerSource South Florida will provide summer job placement for youth within the age group between fourteen (14) to seventeen (17) year olds. CareerSource South Florida will provide comprehensive administration of the program utilizing their staff in preparing time sheets, recruitment, and payment of program participants. CareerSource South Florida will further provide paid employability skills training for youth enrolled in the program. The City of Miami Gardens will provide one hundred thousand dollars (\$100,000) to CareerSource South Florida for the establishment of this partnership. CareerSource South Florida will match the \$100,000 provided by the City with \$100,000, towards summer youth employment in the City of Miami Gardens.

Proposed Action:

The City of Miami Gardens Council approves the request of appropriating one hundred thousand dollars (\$100,000) for a summer employment partnership with CareerSource South Florida.

Attachment(s)

None.



SFWIB EXECUTIVE COMMITTEE

DATE: 4/14/2014

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: CAREERSOURCE SOUTH FLORIDA TECHHIRE CENTER

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Executive Committee to recommend to the Board to allocate \$250,000 to Big Brothers Big Sisters of Miami to establish a CareerSource TechHire Center and for the creation of the YOUmedia Miami Lab portion of the Digital Learning Center, as set forth below.

STRATEGIC GOAL: **IMPROVED DIGITAL LITERACY**

STRATEGIC PROJECT: **Close the Gap between Digital Literacy Skills**

BACKGROUND:

On March 9, 2016, the White House announced Miami-Dade County as one of two “TechHire” communities designated in the State of Florida; representing the only TechHire community in the South Florida. The designation is the result of an aggressive push by Miami-Dade County Mayor Carlos Gimenez, the South Florida Workforce Investment Board (SFWIB), Arnie Girmun Co-Chair TechHire, Miami LaunchCode, the Beacon Council, a group of employers, and accelerated training providers worked together to solidify the county’s standing as an information technology training and hiring hub.

The SFWIB and Big Brothers Big Sisters of Miami, Inc. (BBBSM) has partnered to establish the first CareerSource TechHire Center in South Florida that will be housed in the Carnival Center for Excellence. BBBSM will occupy 46,000 square feet on 4 floors. The building is centrally located at 550 NW Lejeune in the Little Havana area near major thoroughfares and the Dolphin Expressway. This facility has ample parking and is accessible by bus.

The CareerSource TechHire Center will be set up with computer tables classroom style and equipped with computers, printers, a smartboard, TV, projector, server, router/switches, and computer software programs. The center will occupy 882 square feet and will accommodate 30 to 40 individuals at one time. BBBSM is donating the space and is requesting \$250,000 from the SFWIB for equipment. The TechHire Center is expected to serve approximately 180 youth and 100 adults during its inaugural year, with a vision to grow and serve more than 500 individuals in year two.

The Knight Foundation will contribute \$250,000 towards the YouMedia Miami Lab portion of the Digital Learning Center and the creation of the CareerSource TechHire Center. BBBSM’s first priority is to launch the CareerSource TechHire Center by the fall of 2016.

To help close the digital literacy gap in the Miami-Dade County, SFWIB staff recommends to the Executive Committee to recommend to the Board to allocate \$250,000 to Big Brothers Big Sisters of Miami to establish the CareerSource Tech Center and for the creation of the Digital Learning Center.

FUNDING:

PERFORMANCE: N/A

NO ATTACHMENT