



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
EXECUTIVE COMMITTEE
MEETING
THURSDAY, AUGUST 11, 2022
8:15 A.M.**

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

The public may view the session online. **Registration required:**
https://us02web.zoom.us/webinar/register/WN_ISSH7LAzTdywsrtfD2Q3IA

AGENDA

1. Call to Order and Introductions
2. Approval of Executive Committee Meeting Minutes
 - A. June 9, 2022
 - B. June 16, 2022
3. Information – Youth Service Providers in Monroe County Request for Proposal
4. Information – One-Stop Operator Request for Proposal Update
5. Information – 2022-2023 and 2023-2024 WIOA Primary Performance Indicators
6. Information – USDOL_ETA Monitoring Report Update
7. Information – Rapid Response Policy for EconoVue™ Platform
8. Recommendation as to Approval to Allocate Funds for the Rapid Response & Layoff Aversion Project
9. Recommendation as to Approval to Allocate Funds to Miami Dade College for the Helpdesk Apprenticeship Program

South Florida Workforce Investment Board dba CareerSource South Florida is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

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



SFWIB EXECUTIVE COMMITTEE MEETING

DATE: 08/11/2022

AGENDA ITEM: 2A

AGENDA TOPIC: MEETING MINUTES

SFWIB EXECUTIVE COMMITTEE MEETING MINUTES

DATE: June 9, 2022

LOCATION: VIRTUAL ONLY

Zoom:

https://us02web.zoom.us/webinar/register/WN_ISSH7LAzTdywsrtfD2Q3IA

1. **CALL TO ORDER:** 8:26AM
2. **ROLL CALL:** 8 members; 5 required; 8 present: Quorum established.

SFWIB EXECUTIVE COMMITTEE MEMBERS PRESENT	SFWIB MEMBERS ABSENT	SFWIB STAFF
Canales, Dequasia Chi, Joe del Valle, Juan-Carlos, Vice-Chairman Ferradaz, Gilda Gibson, Charles, Chair Glean-Jones, Camela Roth, Thomas “Tom”	Loynaz, Oscar, M.D.	Beasley, Rick Bennett, Renee Gilbert, David Morgan, Ebony Petro, Basil Smith, Robert ADMINISTRATION/IT Almonte, Ivan Anderson, Francis
OTHER ATTENDEES		
Girnun, Arnie – New Horizons of South Florida Pou, Charlene – New Horizons of South Florida Rodanes, Carlos - New Horizons of South Florida		

Agenda items are displayed in the order they were discussed.



2A. Approval of Executive Committee Meeting Minutes – May 12, 2022

Chairman Gibson presented agenda item 2A. May 12, 2022 Executive Committee Meeting minutes for approval.

No changes or comments submitted to the record.

Motion by Vice-Chair del Valle to approve the South Florida Workforce Investment Board meeting minutes from May 12, 2022.

Ms. Glean-Jones seconded the motion; **item is passed without dissent.**

3. Information – CareerSource Florida Recommended 2022-23 In-State Allocations

Chairman Gibson introduced the item; Mr. Beasley further presented.

Mr. Beasley shared with the Executive Committee the allocations that have been submitted from CareerSource Florida and the Department of Economic Opportunity. The recommended allocations are scheduled to be approved by the board within the hour.

Mr. Beasley reviewed that allocation amounts for each program and explained how funding is determined for each of the programs for Miami-Dade and Monroe Counties. The South Florida Workforce Investment Board is projected to receive \$30.5M in new funding, which reflects an increase of 2.74% over last year. We received a reduction in funding for Dislocated Worker and TANF.

Mr. Roth inquired the State holding back a percentage of DOL funding. Mr. Beasley confirmed that 25% is held back and advised that the Dislocated Worker Supplement will come out of those funds.

Mr. Roth asked for clarification on the role of the U.S. Census and the state's allocation, as there have been reports that Florida may be one of the most undercounted states. Mr. Beasley clarified that the Census has an impact because it counts the labor force, however, the affect is not extensive because the formula used to calculate workforce in Miami-Dade County and seven (7) other Metropolitan Statistical Areas (MSA) is significantly different from what is done across the nation. Areas of substantial unemployment is also a large driver.

No further questions or concerns presented.

4. Information – SFWIB Fiscal Year 2022-23 Draft Budget

With permission of the Chair, Mr. Beasley introduced and further presented.

Mr. Beasley shared with the Executive Committee the draft budget, which is still in process and should be complete by the next board meeting.

Mr. Beasley reviewed the 2022-23 program budget and associated cost distributions which are broken down into four major cost categories: Headquarters (program and administrative), Training, Career Center Facility Costs, and Provider Contracts. He also summarized the year-over-year funding changes by program, which provides an overview of increases/decreases for each program.

Ms. Glean-Jones inquired about how reserves are determined for reserves, particularly with regard to programs and operations. Mr. Beasley advised that the former Chair of the Finance Committee, Mr. Al West, set a cap of 5% on the reserve.

Mr. Roth asked for clarification on the miscalculation of the 2MM expired NFA. Mr. Beasley advised that the previous controller missed the date of use for an NFA resulting in 2MM additional dollars being included in the reserves for the next program year despite. The monies were already allocated and used; as such, we did not have a reserve of 17MM, but 15MM. The error did not affect us and was caught later by Ms. Bennett and Mr. Petro. They have since designed a tool that will manage the NFAs to ensure that this does not happen again.

Mr. Roth suggested that there be a mid-year review of funds; if there is the potential for the expiration of allocated dollars, perhaps the Executive Committee members can find other programs to utilize those funds.

Mr. Beasley further explained that the CSSF staff keeps a close eye on NFAs. If an NFA is closing, we make a business decision to move expenditures to the fund to ensure monies be spent as budgeted. He also reminded members that the burn rate is presented to the Finance and Efficiency team bi-monthly and ensured the Executive Committee that if anything is of concern; it will be presented to the members accordingly.

Ms Glean-Jones asked to clarify, reviewing the year over year allocation chart, that the mishap from the previous controller had been adjusted in the net effect of the 3.2M. Mr. Beasley confirmed and reiterated that the error did not have a significant impact.

Ms. Ferradaz clarified that we had \$15M of carryover, which was allocated and not spent. Mr. Beasley explained that we set aside funds to ensure that we are able to support projects for the mayor's office and others within the community that may be presented to the Board at various

times throughout the year. In addition, we try to withhold some funding towards the purchase of scholarships for youth in the community.

Ms. Ferradaz followed up with an inquiry into what the percentage of the funding is administrative costs. Mr. Beasley advised that the state has moved administrative costs to an indirect rate. He further explained that CSSF uses 10% for administrative costs & 8% programmatic cost for headquarters. We do not use all of the administrative cost; approximately 7% is used by the providers.

Mr. del Valle asked if the layoff aversion fund plays into any discussions? Mr. Beasley advised that the layoff aversion fund was funded with dislocated worker supplement dollars. The NFA can only be used for certain activities. Other layoff aversion strategies that can be used, but there are state limitations. We asked the state for permission to expand the availability to use those dollars for the Layoff Aversion fund. We are not doing the program at this time because we do not have mass layoffs as we did, but we have established a framework should something like that happens again.

Mr. Chi inquired about the increased cost of real estate – has it impacted facility costs? Mr. Beasley advised that we have not been affected because we have contracts in place that will allow us to lease space with an agreed upon increase year over year for a certain period. He further advised that we are looking to modify and/or close some of the Career Centers; we will be providing services electronically and consolidating centers to enable us to better serve the community. He also noted all leased facility contracts have language that permits CSSF to exit a lease agreement if we are impacted by funding.

No further questions or comments presented from members.

5. Recommendation as to Approval to Extend the Contract of Youth Service Providers in Monroe County

With permission of the Chair, Mr. Beasley introduced and further presented.

The SFWIB re-issued the Youth Services Request for Proposal (RFP) because there was not a provider that bid for services in Monroe County. Youth Co-Op will no longer be providing services for Monroe County. CSSF staff seeks authorization to extend the Youth Services contract with Youth Co-Op, Inc., for Monroe County, until we receive the results of the second RFP which should be sometime in August.

Ms. Ferradaz asked why Youth Co-Op, Inc. is no longer interested in providing services for Monroe County. Mr. Beasley advised that key staff member is leaving the organization – in addition, it is difficult to recruit and maintain staff in Monroe County. As such, they decided not to move forward.

He further explained that a hybrid model (on sight part-time) may be implemented if we are unable to identify a provider via RFP. Alternately, if we are unable to find a direct provider, the SFWIB may contract directly with the Monroe County School District for in school youth and with the College of the Florida Keys for out of school youth. Both are considered government entities.

No further questions or comments presented from members.

Motion by Ms. Ferradaz to approve the extension of the Youth Co-Op, Inc. service contract until results of second RFP have returned.

Ms. Canales seconded the motion; **item is passed without dissent.**

6. Recommendation as to Approval to Accept and Allocate Funds for the City of Miami Gardens Summer Youth Employment Program

With permission of the Chair, Mr. Beasley introduced and further presented.

The City of Miami Gardens City Council agreed to enter into a partnership with the South Florida Workforce Investment Board (SFWIB) to provide summer employment opportunities for up to 112 youth residents of the City of Miami Gardens. The SFWIB will provide summer job placement for youth between the ages of 15 to 18. Youth enrolled in the Summer Youth Employment Program (SYEP) will also receive employability skills training. Participants will earn \$13.88 per hour for 140 hours, which includes 20 hours of work readiness training and financial literacy from Bank of America. Each participant will be provided a bank account where earned funds will be deposited.

The City of Miami Gardens will provide \$150,000 in general revenue funds to the SFWIB toward the SYEP. The SFWIB will provide a match of \$150,000 in Temporary Assistance for Needy Families (TANF) funds. Adult Mankind Organization, Inc. will be administering the program.

Motion by Mr. Chi to approve the acceptance and allocation of funds for the City of Miami Gardens Summer Youth Employment Program.

Ms. Ferradaz seconded the motion; **item is passed without dissent.**

7. Recommendation as to Approval to Accept and Allocate Funds for the City of Opa-Locka Summer Youth Employment Program

With permission of the Chair, Mr. Beasley introduced and further presented.

The City of Opa-Locka City Council agreed to enter into a partnership with the South Florida Workforce Investment Board (SFWIB) to provide summer employment opportunities for up to 40 youth residents of the City of Opa-Locka.

The SFWIB will provide summer job placement for youth between the ages of 15 to 18. Participants will earn \$13.88 per hour for 140 hours, which includes 20 hours of work readiness training and financial literacy provided by Youth Co-Op, Inc. Each participant will be required to have a bank account where earned funds will be deposited.

As part of the partnership, the City of Opa-Locka will provide \$50,000 in general revenue funds to the SFWIB toward the SYEP. The SFWIB will provide a match of \$50,000 in Temporary Assistance for Needy Families (TANF) funds. The total amount allocated for the SYEP is \$100,000. The program will provide entry-level positions with local businesses, public sector and community-based organizations to the City of Opa-Locka's future workforce.

Youth Co-Op, Inc. will be responsible for administering the program.

Motion by Vice-Chair del Valle to approve the acceptance and allocation of funds for the City of Opa-Locka Summer Youth Employment Program.

Ms. Glean-Jones seconded the motion; **item is passed without dissent.**

8. Recommendation as to Approval to Modify the Operation Schedule of the Monroe County American Job Centers

With permission of the Chair, Mr. Beasley introduced and further presented.

In alignment with the Interlocal Agreement, a schedule of operations must be established for the upcoming state fiscal year. The operations/holiday schedule is different for the one-stop operators located within Miami Dade College and the College of the Florida Keys, as such, SFWIB staff asks for approval to accept the proposed scheduling modifications.

Mr. Roth asked about the number of one-stop locations we currently have. Mr. Beasley advised that there are a total of twelve (12) one-stop operators; however, that does not include the eight (8) additional facilities we have with Miami Dade College and NBC Works. This is another reason why we are considering closing and/or consolidating some of our American Job Centers, which will free up more resources to put back into programs. Recommendations will be forthcoming.

Motion by Ms. Glean-Jones to approve the modification of operations schedule for Monroe County American Job Centers located in the college/university.

Mr. Chi seconded the motion; **item is passed without dissent.**

9. Recommendation as to Approval to Allocated fund for the Stanley G. Tate Florida Prepaid College Foundation, Inc.

With permission of the Chair, Mr. Beasley introduced and further presented.



Seeking approval and recommendation from the Executive Committee on the purchase of pre-paid scholarships from the Stanley G. Tate Florida Prepaid College Foundation. Options include:

Option #1: One hundred fifty (150) 2+2 FL Prepaid Scholarship Plans - 60 lower division credit hours of tuition and local fees at a Florida Public College + 60 credit hours of tuition, tuition differential fee, and local fees at a Florida Public University.

Option # 2: Three hundred ninety-five (395) 2-year FL Prepaid Scholarship plans - 60 lower division credit hours of tuition and local fees at a Florida Public College.

Take Stock in Children and Big Brothers Big Sisters of Miami (TSIC / BBBS Miami) will continue to manage the scholarship program and serve as the administrator and fiscal agent for participating organizations.

Vice-Chair del Valle asked for staff recommendations. Mr. Beasley advised that option #2 will provide more scholarships and services more youth, but would result in increased administrative costs to TSIC. Option #1 allows resources to attend up to 60 hours at Miami-Dade College to get their associates degree.

Mr. Roth voiced concern about the administration process; how do we know that the awards process is fair and equitable? Mr. Beasley advised that SFWIB purchases the scholarships from the Foundation directly and assigns them to TSIC for administration. Once the organizations receiving scholarships are identified and receives the scholarships, CSSF staff works with TSIC in ensure all participating youth meets eligibility qualifications and maintain a minimum GPA of 2.5. Scholarships are awarded to juniors who must complete a mentoring program and graduate high schools before they are able to access scholarship funds. Selected organizations work directly with TSIC to provide status updates on the participants to ensure they are in compliance.

Mr. Beasley shared the background and history behind many of the organizations we have worked with previously, which include TSCI/BBBS, 5000 Role Models, Mexican American Council, Amigos for Kids, Overtown Youth Center and Kiwanis Club. If selected to participate in this year's program, it will be presented to the Executive Committee and SFWIB for approval.

Ms. Glean-Jones inquired about the rate of success for this program.

Mr. Beasley advised that TSIC and participating organizations have done extremely well. There was a comparison report of TSIC population compared to regular population; students have a better completion rate with TSIC program. Mr. Beasley will forward this information



upon his return to the office. Staff will look to present additional stats at the August board meeting.

Ms. Canales explained when it comes to scholarship program, she would prefer to understand where there is a greater need and how can we make the largest impact? Is there a way we can have a mix of both offerings?

Ms. Ferradaz included a request for staff to review the program history to determine which option has resulted in best completion rates over time.

Mr. Beasley advised that we could look to do combination of both options and map it out with the organizations.

Mr. Roth asked why the agency responsible for administrative functions was not open to the procurement process. Mr. Beasley clarified that the procurement process was used to identify the organization in which to purchase the scholarships.

Ms. Ferradaz sought clarification on the agenda item – the 1.4MM is strictly for the purchase of scholarships and we will be receiving another agenda item for administrative costs in the future. Mr. Beasley advised that the Board has already approved administrative costs for TSIC earlier in the year. Next year, we will present another item for administrative costs.

Ms. Ferradaz inquired about scholarship expiration dates. Mr. Beasley advised scholarships must be used within 5 years of college enrollment. Any hours that have not been used may be re-packaged and provided to other participants.

Mr. Beasley further advised that we currently we have 215 youth attending college, 250 students have graduated, 250 participants are still in high school. We have allocated a total of 826 scholarships.

Motion by Mr. Chi to approve the item utilizing a hybrid model that includes both option one and two; scholarship purchase not to exceed 1.4M.

Ms. Canales seconded the motion; **item is passed with appropriate modifications without dissent.**

With no further business presented to the Committee, the meeting adjourned at 9:43 am.



SFWIB EXECUTIVE COMMITTEE MEETING

DATE: 08/11/2022

AGENDA ITEM: 2B

AGENDA TOPIC: MEETING MINUTES

SFWIB EXECUTIVE COMMITTEE MEETING MINUTES

DATE: June 16, 2022

LOCATION: The Landing at MIA
 5 Star Conference Center (**Everglades Room**)
 7415 Corporate Center Drive, Suite H
 Miami, FL 33126
 Zoom: https://us02web.zoom.us/webinar/register/WN_gKA-m86nSZSxCXUhvjFhIg

1. **CALL TO ORDER:** 9:42AM
2. **ROLL CALL:** 8 members; 5 required; 8 present: Quorum established.

SFWIB EXECUTIVE COMMITTEE MEMBERS PRESENT	SFWIB MEMBERS ABSENT	SFWIB STAFF
Canales, Dequasia (Zoom) Chi, Joe del Valle, Juan-Carlos, Vice-Chairman Ferradaz, Gilda Gibson, Charles, Chair (Zoom) Loynaz, Oscar, M.D. Roth, Thomas “Tom” SFWIB Members Clayton, Lovey Rod, Denis		Beasley, Rick Bennett, Renee Gilbert, David Kelly, Travis Morgan, Ebony (Zoom) Perrin, Yian Petro, Basil Smith, Robert ADMINISTRATION/IT Almonte, Ivan Anderson, Francis

OTHER ATTENDEES

Girnun, Arnie, FVI School of Nursing
 Holmes, Randy, Miami-Dade County Public Schools
 Malagon, Pamela, Bean Automotive
 Mitchell, Carlana, Miami-Dade County Public Schools
 Ovueraye, Loretta, Miami Dade College
 Perez-Borroto, Connie, Youth Co-Op, Inc. (Zoom)
 Perez, Jiselle, Bean Automotive
 Reyes, Enrique, Bean Automotive
 Rodanes, Carlos, New Horizons
 Rolle, Alexia, Miami Dade College
 Torres, Charles, Miami-Dade County Public Schools

Agenda items are displayed in the order they were discussed.

Presentation – Bean Automotive Group Apprenticeship Program

Mr. Beasley introduced Ms. Jiselle Perez, V.P., Human Resources, Bean Automotive Group, and her team, provided an overview of the CSSF/Bean Automotive Group Apprenticeship Program and the benefits available to those that graduate and stay with the company.

Enrique, a Miami-Dade College student participating in the program, provided testimonial in support of the program. He highly recommends the offering for anyone interested in building a career path in the automotive field.

They anticipate the next program cohort will be up to 25 apprenticeships. The program is a one-year roadmap, which will conclude with a GS1 Certification, which is an entry-level Service Repair Technician Certification. Apprentices have the opportunity to test for additional certifications; if they choose to test, they are reimbursed any out of pocket costs.

- Q:** When will the next cohort begin?
- A.** The next cohort will begin mid-September 2022

- Q.** When is the graduation for the current cohort?
- A.** September 16, 2022

Dr. Rolle thanked the Executive Committee for their support and shared that Miami-Dade College has written and received grants in excess of \$100,000.00 in support of the program. Monies received helps to provide toolkits and ASC books for students participating in the Bean Automotive Apprenticeship Program, which can be up to \$3,000.00 each.

Mr. Beasley advised that the Beacon Council Community Ventures is also a part of this program. He also shared with the Committee the subsidy that has been provided to offset labor costs.



No further questions or concerns presented.

6A. Recommendation as to Approval to Extend the Contract of Youth Service Providers in Monroe County

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

Mr. Beasley clarified that since we were not able to achieve quorum for the full board, By-laws state that the Executive Committee can move financial items only – not policy items

The SFWIB re-issued the Youth Services Request for Proposal (RFP) because there was not a provider that bid for services in Monroe County. Youth Co-Op will no longer be providing services for Monroe County. CSSF staff seeks authorization to extend the Youth Services contract with Youth Co-Op, Inc., for Monroe County, until we receive the results of the second RFP which should be sometime in August.

No further questions or concerns presented.

Motion by Ms. Ferradaz to approve the extension of the Youth Co-Op, Inc. service contract until results of second RFP have returned.

Mr. Chi seconded the motion; **item is passed without dissent.**

6B. Recommendation as to Approval to Accept and Allocate Funds for the City of Miami Gardens Summer Youth Employment Program

With permission of the Vice-chair, Mr. Beasley introduced and further presented the item.

The City of Miami Gardens City Council agreed to enter into a partnership with the South Florida Workforce Investment Board (SFWIB) to provide summer employment opportunities for up to 112 youth residents of the City of Miami Gardens. The SFWIB will provide summer job placement for youth between the ages of 15 to 18. Youth enrolled in the Summer Youth Employment Program (SYEP) will also receive employability skills training. Participants will earn \$13.88 per hour for 140 hours, which includes 20 hours of work readiness training and financial literacy from Bank of America. Each participant will be provided a bank account where earned funds will be deposited.

The City of Miami Gardens will provide \$150,000 in general revenue funds to the SFWIB toward the SYEP. The SFWIB will provide a match of \$150,000 in Temporary Assistance for Needy Families (TANF) funds. Adult Mankind Organization, Inc. will be administering the program.

No further questions or concerns presented.

Motion by Mr. Chi to approve the acceptance and allocation of funds for the City of Miami Gardens Summer Youth Employment Program.



Ms. Ferradaz seconded the motion; **item is passed without dissent.**

6C. Recommendation as to Approval to Accept and Allocate Funds for the City of Opa-Locka Summer Youth Employment Program

With permission of the Vice-chair, Mr. Beasley introduced and further presented.

The City of Opa-Locka City Council agreed to enter into a partnership with the South Florida Workforce Investment Board (SFWIB) to provide summer employment opportunities for up to 40 youth residents of the City of Opa-Locka.

The SFWIB will provide summer job placement for youth between the ages of 15 to 18. Participants will earn \$13.88 per hour for 140 hours, which includes 20 hours of work readiness training and financial literacy provided by Youth Co-Op, Inc. Each participant will be required to have a bank account where earned funds will be deposited.

As part of the partnership, the City of Opa-Locka will provide \$50,000 in general revenue funds to the SFWIB toward the SYEP. The SFWIB will provide a match of \$50,000 in Temporary Assistance for Needy Families (TANF) funds. The total amount allocated for the SYEP is \$100,000. The program will provide entry-level positions with local businesses, public sector and community-based organizations to the City of Opa-Locka's future workforce.

Youth Co-Op, Inc. will be responsible for administering the program.

No further questions or comments presented.

Motion by Mr. Chi to approve the acceptance and allocation of funds for the City of Opa-Locka Summer Youth Employment Program.

Ms. Ferradaz seconded the motion; **item is passed without dissent.**

6D. Recommendation as to Approval to Allocated fund for the Stanley G. Tate Florida Prepaid College Foundation, Inc.

With permission of the Vice-chair, Mr. Beasley introduced and further presented.

SFWIB staff seeks approval to purchase 275 Florida pre-paid scholarships from the Stanley G. Tate Florida Prepaid College Foundation. After the June 9, 2022 discussion with the Executive Committee, the program offerings have been modified to reflect a hybrid approach, which has increased the purchase amount to an amount not to exceed \$1,430,000.

Allocations have been changed to the following:



- Seventy-five (75) - 2+2 Florida Plan: 60 lower division credit hours of tuition and local fees at a Florida Public College + 60 credit hours of tuition, tuition differential fee, and local fees at a Florida Public University.
- Two Hundred (200) - 2-yr Florida College Plan: 60 lower division credit hours of tuition and local fees at a Florida Public College.

Mr. Beasley reviewed the scholarship distribution list with the Executive Committee.

Take Stock in Children and Big Brothers Big Sisters of Miami (TSIC / BBBS Miami) will continue to manage the scholarship program and serve as the administrator and fiscal agent for participating organizations.

No further questions or comments presented.

Motion by Ms. Ferradaz to approve the extension of the Youth Co-Op, Inc. service contract until results of second RFP have returned.

Dr. Loynaz seconded the motion; **item is passed without dissent.**

6E. Recommendation as to Approval to Accept Workforce System Funding

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

No further questions or comments presented from members.

Motion by Mr. Chi to approve the extension of the Youth Co-Op, Inc. service contract until results of second RFP have returned.

Ms. Ferradaz seconded the motion; **item is passed without dissent.**

6F. Recommendation as to Approval of the 2022-2023 Budget

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

On June 9, 2022, the members of the Executive Committee met to discuss the attached SFWIB PY 2022-2023 budget format, budget and cost distributions. As a part of the budget process, CSSF staff will link performance benchmarks to the PY20221-2023 budget.

The Financial & Efficiency Council is recommending a program budget of \$47.08 million dollars with a reserve of \$989,551 dollars for PY2022-2023.

Mr. Beasley reviewed the 2022-23 program budget and associated cost distributions which are broken down into four major cost categories: Headquarters (program and administrative), Training, Career Center Facility Costs, and Provider Contracts. He also summarized the year-over-year funding changes by program, which provides an overview of increases/decreases for each program.

No further questions or comments presented.

Motion by Mr. Chi to approve the 2022-2023 budget.

Ms. Ferradaz seconded the motion; **item is passed without dissent.**

6G. Recommendation as to Approval to Allocate Funds to Miami-Dade County Public School District for the Summer Youth Pre-Apprenticeship Internship Program

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

SFWIB staff recommends to the Executive Committee the approval to allocate an amount not to exceed \$7,500 in Workforce Innovation and Opportunity Act Youth funds for the Miami Dade Pre-Apprenticeship Internship Program.

The SFWIB will provide a paid summer youth internship opportunity for up to 23 eleventh and twelfth grade students who are currently participating in the program. Each participant will complete 150 hours and be paid \$13.88 per hour. Additionally, each student will open an account with the South Florida Educational Federal Credit Union or other financial institutions prior to the start of the internship. The eight-week summer internship opportunity is scheduled to take place June 13, 2022 through August 6, 2022.

No further questions or comments presented.

Motion by Ms. Ferradaz to approve the allocated amount not to exceed \$7,500 in WIOA funds for the Miami-Dade Pre-Apprenticeship Internship Program.

Mr. Chi seconded the motion; **item is passed without dissent.**

6H. Recommendation as to Approval of Workforce Services Contractors for Program Year 2022-2023

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

SFWIB staff recommends to the Board the authorization for staff to negotiate contracts with the providers for the requested career centers in Miami Dade and Monroe County.

Mr. Beasley advised that Opa-Locka CDC currently operates centers in both Opa-Locka and Carol City. He requests an amendment to the motion to allow SFWIB to contract with Opa-Locka CDC for up to three (3) months to allow for completion of the transition in Carol City. The time will allow new providers an opportunity to complete background checks and onboard incoming staff.

No further questions or comments presented.

Motion by Dr. Loynaz to approve the selected workforce services contractors and to begin contract negotiations for PY 2022-2023. The motion also permits SFWIB to contract with Opa-Locka CDC for an additional three (3) months to allow for transition.

Ms. Ferradaz seconded the motion; **item is passed without dissent.**

6I. Recommendation as to Approval of Youth Services Contractors for Program Year 2022-2023

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

SFWIB staff released a Youth Services RFP to the public on February 16, 2022, soliciting proposals from organizations capable of providing Youth Services within Local Workforce Development Area 23. Six (6) organizations responded to the RFP; four (4) were selected to be awarded a contract to service Miami-Dade County residents.

No further questions or comments presented.

Motion by Mr. Chi to approve selected Youth Services contractors for Program Year 2022-2023.

Ms. Ferradaz seconded the motion; **item is passed without dissent.**

6J. Recommendation as to Approval of the Career Development Center at Florida Memorial University and Miami Dade College

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

SFWIB staff recommends to the Executive Committee the approval to allocate an amount not to exceed \$1,350,000 in Workforce Services funds to renew contracts with Florida Memorial University and Miami-Dade College for Career Development Centers.

A breakdown of costs allocated to each location is included in the agenda item for further review.

No further questions or comments presented.

Motion by Ms. Ferradaz to approve the funds allocated to the Career Development Centers at Florida Memorial University and Miami Dade College.

Mr. Chi seconded the motion; **item is passed without dissent.**

6K. Recommendation as to Approval of the Warren Henry Apprenticeship Program

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

SFWIB staff recommends to the recommends Executive Committee the approval to allocate an amount not to exceed \$97,200.00 in WIOA funds for the Warren Henry Automobiles, Inc. Apprenticeship Program. SFWIB is subsidizing the wages to Warren Henry; they will pay the training cost to Miami Dade College.

Mr. Clayton inquired about wages provided to program participants.

Dr. Rolle advised that participants receive classroom training and participating in OJT simultaneously. Mr. Beasley further confirmed that program participants are employees of the company; Miami-Dade County is providing training on-site.

Dr. Rolle explained that the apprenticeship program includes classroom instruction, at the college or on-site and on-the-job training from Warren Henry Service Mechanics. The educational component may take place before or after their shift. This cohort is in two locations – North Miami and Cutler Bay with approximately ten (10) participants at each venue. Furthermore, to be considered a registered apprenticeship program, the employee must be on boarded through the employer’s regular HR processes, the employee must be enrolled with the College as a student, and they must earn a paid wage – all three are required to occur concurrently.

No further questions or comments presented.

Motion by Mr. Chi to approve funding for the Warren Henry Apprenticeship Program. Ms. Ferradaz seconded the motion; **item is passed without dissent.**

6L. Recommendation as to Approval of the Rapid Response and Layoff Aversion Initiatives

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

SFWIB staff recommends to the Executive Committee the approval to allocate an amount not to exceed \$450,000 in WIOA Dislocated Worker funding to the following business organizations: Miami-Dade Chamber of Commerce, CAMACOL, Florida State Minority Supplier Development Corps, South Florida Progress Foundation (GMCC), and The Beacon Council Economic Development Foundation. These entities will look to enhance Rapid Response & Layoff Aversion activities and serve as business intermediary teams for the SFWIB.

No further questions or comments presented.

Motion by Ms. Ferradaz to the allocated amount, not to exceed \$450,000 in WIOA Dislocated Worker funding for Rapid Response and Layoff Aversion initiatives. Dr. Loynaz seconded the motion; **item is passed without dissent.**

6M. Recommendation as to Approval of the Early Learning Coalition Apprenticeship Program

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



SFWIB staff recommends to the Executive Committee the approval to allocate an amount not to exceed \$191,295 in Workforce Innovation and Opportunity Act funds for the Early Learning Coalition Apprenticeship Program.

The program provides approximately three thousand (3,000) hours of On-The-Job training (OJT) and fifteen (15) credit hours of related technical instruction. The technical instruction will be provided by MDC and the OJT will be provided by local small business early education centers. Upon successful completion of the program, participants will earn their National Child Development Associate (CDA) certification. The SFWIB will subsidize the wages of the apprentice while they are completing the program.

Ms. Ferradaz inquired about why the program was only available in Miami-Dade County and not Monroe.

Dr. Rolle advised that there are five (5) participants, based in Monroe County, that are interested in the program, but they will be starting with the next cohort. Students must be enrolled with Miami Dade College – at this time, Monroe County is not ready to launch the MDC Live platform.

No further questions or comments presented.

Motion by Mr. Chi to approve to allocate an amount not to exceed \$191,295 in WIOA funds for the Early Learning Coalition Apprenticeship Program.

Ms. Ferradaz seconded the motion; **item is passed without dissent.**

Mr. Beasley advised that CSSF staff will reschedule the full board meeting within the next week or two. Items approved during the Executive Committee meeting will be ratified at the next Board session.

With no further business presented to the Committee, the meeting adjourned at 10:46 am.



SFWIB EXECUTIVE COMMITTEE

DATE: 8/11/2022

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: YOUTH SERVICE PROVIDERS IN MONROE COUNTY REQUEST FOR PROPOSAL

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Improve service delivery outcomes**

BACKGROUND:

SFWIB staff released a Youth Services Request for Proposal (RFP) to the public on June 6, 2022, soliciting proposals from organizations capable of providing In-School and Out-of-School services to youth in Monroe County. A total of one (1) organization responded by the prescribed deadline.

The respondent's proposal was submitted for In-School services only. The proposal was evaluated based on the criteria detailed in the RFP. SFWIB staff determined the respondent did not submit a complete proposal and there was not sufficient data to properly evaluate the respondent. A Public Review Forum was held on July 29, 2022 wherein the respondent was notified of the incomplete submission. SFWIB will also provide the respondent with written notification of their incomplete response and instructions, should they request an appeal.

A Youth Services RFP has been re-released to solicit organizations to provide In-School and Out-of-School services for Monroe County. SFWIB staff anticipates proposing a recommendation to the Board upon completion of the RFP process.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 8/11/2022

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: ONE STOP OPERATOR REQUEST FOR PROPOSALS UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

On February 16, 2022, SFWIB staff released a Request for Proposal (RFP) for the selection of a One-Stop Operator for Workforce Development Area 23. The first release did not yield any respondents. A subsequent RFP, re-released on May 11, 2022, likewise did not yield any respondents by the July 8, 2022 deadline.

The SFWIB now has the option of releasing a third RFP or submitting a request to CareerSource Florida (CSF) and the Florida Department of Economic Opportunity (DEO) for authorization to utilize the sole source procurement method. A Local Workforce Development Board may request authorization to use the sole source method under the following circumstances:

- After the solicitation of a number of sources;
- The competition is determined to be inadequate; or
- When the number or quality of proposals/bids fails to produce the needed results.

SFWIB staff released a third and final RFP for a One-Stop Operator on August 1, 2022. Any successful respondents will be presented at the Oct 20, 2022 board meeting. If the RFP is not successful, SFWIB staff will submit a request to CSF and DEO to utilize the sole source procurement process to select a One-Stop Operator.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 8/11/2022

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: WIOA PERFORMANCE INDICATORS AND MEASURES

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A.

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

STRATEGIC PROJECT: **Enhance CSSF performance system**

BACKGROUND:

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

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

The SAM is an objective regression model used to estimate levels of performance and adjusted levels of performance. Before the program year, the SAM determines estimates that are used as a factor in the negotiations process. After the program year, the estimates derived from the SAM are applied to the actual economic conditions and characteristics of participants served to determine the adjustment factors.

Future communications will be provided by the DEO and will outline the process for the SFWIB to either accept the proposed levels of performance or indicate whether the Board intends to negotiate. CSSF staff have attached the WDA 23 proposed negotiated performance tool for PY 2022-2023 and 2023-2024.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

WIOA Performance Negotiations

Setting negotiated levels of performance, or targets, must involve the following four (4) factors:

1. Comparison of negotiated targets to levels of performance negotiated or attained by other local workforce development areas (LWDAs).
2. Adjustment of negotiated targets using an objective statistical adjustment model (SAM).
3. Pursuit of continuous improvement in local performance, which can be defined in many ways. For example:
 - Attaining better levels of performance than previously attained
 - Reaching better positions in performance rankings either locally or among similar LWDAs
 - Changing service strategy and delivery to adopt more progressive or innovative approaches*
 - Serving customers more intensively or comprehensively*
 - Maintaining previous performance levels (if already among top performers)
4. Alignment of negotiated targets with performance goals established by the State to support the Government Performance and Results Act (GPRA) targets.

NOTE: None of these four factors carries more (or less) weight than the others.

** Changes to service strategy and delivery might not always lead to performance improvements. However, if LWDAs meet priority of service requirements and programs serve more individuals with barriers to employment (who may need more intensive services to achieve positive outcomes), the impact of serving more of these customers will be accounted for when adjusting levels of performance during performance assessments after the program year ends.*

References:

Training and Employment Guidance Letter (TEGL) 11-19. Pages 7-9 detail the negotiation process and the four factors above.

(https://wdr.doleta.gov/directives/attach/TEGL/TEGL_11-19_acc.pdf)

WIOA Negotiations Site

(<https://www.dol.gov/agencies/eta/performance/goals/negotiated-performance-levels>)

GPRA Targets

<https://www.dol.gov/agencies/eta/performance/goals/gpra>

Program Years (PY) 2022 and 2023 Local Performance Negotiations Tool

Tool Introduction

Purpose	This tool provides data on the four factors involved in the negotiation process of setting negotiated levels of performance for WIOA program years 2022 and 2023. It provides LWDAs with benchmarks provided by the SAM--as required by WIOA--along with an analysis of actual levels of historical performance. These benchmarks aim to help negotiating parties in making informed decisions as they are the product of rigorous analysis of the latest available data. The tool also provides performance rankings for the purpose of comparisons among LWDAs.
Use	Select a LWDA from the drop-down menu 'Select Local Area' on top of sheet 'Summary.' The dashboard in this sheet provides all estimated levels of performance for the area selected. An additional drop-down menu 'Select Measure Below' allows for displaying and charting historic performance for the measure of choice.
Inputs	The SAM in this file uses as inputs (a) Bureau of Labor Statistics labor-market data for PY 2020 (i.e., for the latest PY available), (b) actual PY 2018, 2019, and 2020 program participant data, and (c) coefficients obtained from SAM regressions run with actual data for the PY 2018, 2019, and 2020.
Outputs	Using the data inputs above, this workbook generates estimated levels of performance for each measure over the next two (2) program years. It does this by estimating forecasts of future levels of performance using the inputs above. The estimated level of performance can be found in rows 6-10 of the sheet 'Summary.'

Worksheet/Tab Index (click on name to jump to sheet)

Introduction	The starting point of this tool, which provides a quick overview of the negotiation process in order to provide context for the rest of the workbook.
User Guide	The current sheet, which provides information on the file purpose, structure, usage, sources, and outputs.
Summary	It displays the estimated levels of performance for upcoming program years for the LWDA named on top of the sheet. Changing the LWDA name on the drop down menu on top updates tables automatically. An additional drop-down menu below allows for displaying and charting historic performance for the measure of choice.
Adult DW Youth WP	These WIOA program sheets show in detail how each estimated level of performance is calculated. They include the coefficients estimated in the SAM, the latest participation outcomes and the latest available data on economic conditions.
Adult Rank DW Rank Youth Rank WP Rank	These sheets shows the rank of LWDAs' performance levels for each WIOA program and performance indicator in both PY 2019 and PY 2020. In addition, the color bands indicate the quartile ranges of the performance outcomes. These sheets are provided to support the evaluation of continuous improvement, and comparison or contrast with other areas.
Guidance Definitions	This sheet provides useful definitions for additional understanding and context. They reflect the definitions provided in TEGl 11-19 on negotiations.

Key Definitions

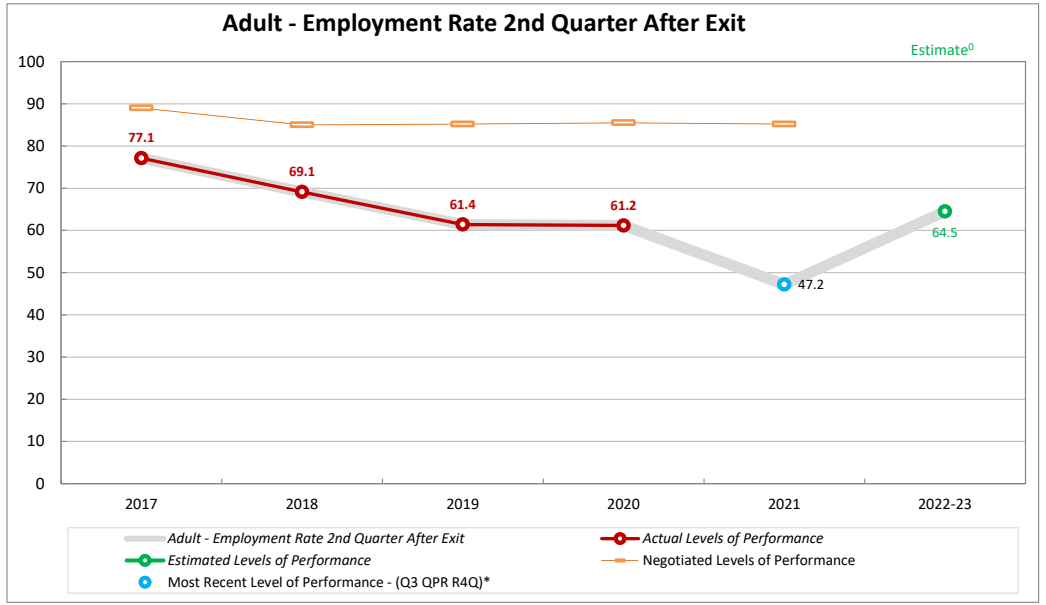
Logistic regression model	Logistic regression is a process of modeling the probability of a discrete outcome given an input variable.
Intercept	The intercept (sometimes called the "constant") in a regression model represents the mean (or average) value of the response variable (or outcome) when all of the predictor variables in the model are equal to zero.
Baseline	A baseline is a fixed point of reference that is used for comparison purposes. Baseline is the point at which other characteristics are measured from. Usually the dominant characteristics is reserved as the baseline.
Coefficient	The positive or negative effect applied to characteristics from the baseline characteristic.
N.S.S.	N.S.S. stands for not statistically significant. This represents characteristics evaluated by the statistical model where little to no statistical predictive value was found and therefor dropped from the model.

South Florida ← SELECT LOCAL AREA

PY2022-23 ESTIMATED LEVELS OF PERFORMANCE	ADULT	DW	YOUTH	WP
Employment Rate 2nd Quarter After Exit	64.5%	79.7%	75.8%	61.7%
Employment Rate 4th Quarter After Exit	66.1%	81.9%	73.9%	59.4%
Median Earnings 2nd Quarter After Exit	\$ 5,034	\$ 8,160	\$ 3,692	\$ 5,173
Credential Attainment 4th Quarter After Exit	50.6%	79.5%	58.5%	N / A
Measurable Skill Gains	24.9%	40.0%	50.3%	N / A

PY 2020 ACTUAL LEVELS OF PERFORMANCE	ADULT	DW	YOUTH	WP
Employment Rate 2nd Quarter After Exit	61.2%	66.7%	100.0%	58.1%
Employment Rate 4th Quarter After Exit	55.3%	82.1%	100.0%	57.5%
Median Earnings 2nd Quarter After Exit	\$ 4,335	\$ 5,446	\$ 5,679	\$ 5,042
Credential Attainment 4th Quarter After Exit	40.9%	66.7%	66.7%	N / A
Measurable Skill Gains	62.0%	85.7%	37.0%	N / A

AVERAGE PY 2017-2020 ACTUAL LEVELS OF PERFORMANCE	ADULT	DW	YOUTH	WP
Employment Rate 2nd Quarter After Exit	67.2%	76.2%	86.3%	61.3%
Employment Rate 4th Quarter After Exit	66.1%	79.6%	82.7%	61.2%
Median Earnings 2nd Quarter After Exit	\$ 4,945	\$ 7,213	\$ 4,506	\$ 5,108
Credential Attainment 4th Quarter After Exit	55.2%	77.6%	60.8%	N / A
Measurable Skill Gains	25.1%	33.2%	35.8%	N / A



SELECT MEASURE BELOW ↴	TIME-SERIES	2017 ^a	2018	2019	2020	2021	2022-23
Adult - Employment Rate 2nd Quarter After Exit		77.1	69.1	61.4	61.2	47.2	64.5
Actual Levels of Performance		77.1	69.1	61.4	61.2		
Most Recent Level of Performance - (Q3 QPR R4Q)*						47.2	
Estimated Levels of Performance							64.5
Negotiated Levels of Performance		89.0	85.0	85.2	85.5	85.2	

a. PY 2017 Employment Rate in the 4th Quarter after Exit and Credential Attainment Rate reflect only 2 quarters of outcomes, not a full 4-quarter period.
 * PY 2021 Q3 QPR outcomes reported (rolling-four-quarters basis). It includes quarterly results from PY 2020 Q4.

PY2022-23 STATE OF FLORIDA NEGOTIATED LEVELS OF PERFORMANCE	ADULT		DW		YOUTH		WP	
	2022	2023	2022	2023	2022	2023	2022	2023
Employment Rate 2nd Quarter After Exit	85.5%	85.5%	85.0%	85.0%	81.4%	81.4%	65.0%	65.0%
Employment Rate 4th Quarter After Exit	80.7%	80.7%	75.0%	80.2%	77.6%	77.6%	60.5%	64.2%
Median Earnings 2nd Quarter After Exit	\$ 8,411	\$ 8,411	\$ 10,093	\$ 10,093	\$ 3,864	\$ 3,864	\$ 5,659	\$ 5,659
Credential Attainment 4th Quarter After Exit	70.0%	75.0%	82.7%	82.7%	70.0%	80.0%		
Measurable Skill Gains	58.0%	60.0%	60.0%	60.0%	55.0%	60.0%		

South Florida

- TO CHANGE LWDB GO TO SHEET 'SUMMARY'

Performance Measure	Employment Rate 2nd Quarter After Exit		Employment Rate 4th Quarter After Exit		Median Earnings 2nd Quarter After Exit		Credential Attainment		Measurable Skill Gains	
Participant data PY used (2018, 2019, 2020)	(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)	
Estimated Level of Performance	64.5%		66.1%		\$5,034		50.6%		24.9%	
Parameter	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient
Intercept		-521.542		-633.831		\$ (438,991)		646.094		-1536.160
Gender: Female	53.2%	0.209	53.3%	0.235	53.8%	\$ (1,174)	47.0%	-0.231	48.0%	-0.035
Gender: Male	46.8%	Baseline	46.2%	Baseline	46.2%	Baseline	53.0%	Baseline	52.0%	Baseline
Age: Mean	35.8%	-0.017	35.7%	-0.016	35.4%	\$ 6	37.5%	0.002	36.4%	-0.004
Hispanic ethnicity	39.7%	0.035	46.8%	-0.008	41.8%	\$ (457)	35.1%	0.113	46.3%	-0.026
Race: Asian (not Hispanic)	0.4%	0.169	0.4%	-0.024	0.3%	\$ 74	0.8%	-0.070	0.5%	-0.239
Race: Black (not Hispanic)	57.9%	-0.004	50.7%	0.052	55.6%	\$ (1,536)	63.4%	-0.347	48.9%	-0.406
Race: Hawaiian/Pacific Islander (not Hispanic)	0.0%	-0.336	0.0%	-0.245	0.0%	\$ (246)	0.0%	-0.184	0.2%	0.061
Race: American Indian or Native Alaskan (not Hispanic)	0.5%	-0.315	0.4%	-0.071	0.4%	\$ (1,241)	0.7%	-0.559	0.6%	-0.368
Race: White (not Hispanic)	36.0%	Baseline	42.4%	Baseline	37.9%	Baseline	31.7%	Baseline	43.2%	Baseline
Race: More than one (not Hispanic)	0.6%	-0.169	0.5%	-0.105	0.4%	\$ 333	0.7%	0.627	0.5%	0.288
Race: Not Disclosed	5.8%	-0.018	6.5%	0.021	6.3%	\$ (442)	4.2%	-0.242	7.4%	-0.089
Highest grade completed: Less than High School	18.4%	-0.408	15.6%	-0.328	14.0%	\$ (1,810)	21.7%	-0.142	12.3%	-0.465
Highest grade completed: High School	74.3%	Baseline	76.4%	Baseline	77.4%	Baseline	65.4%	Baseline	73.1%	Baseline
Highest grade completed: Some College	2.8%	0.165	3.0%	0.183	3.4%	\$ 1,461	5.4%	0.198	5.8%	0.241
Highest grade completed: College Degree	4.5%	0.215	5.0%	0.211	5.2%	\$ 2,331	7.4%	0.368	8.7%	0.272
Employed at participation	8.7%	0.756	6.5%	0.641	11.8%	N.S.S.	3.4%	N.S.S.	4.0%	0.208
School status at participation	1.6%	0.189	1.8%	0.292	1.7%	N.S.S.	3.2%	0.305	7.5%	-0.041
Average Days Enrolled in Program	619	-0.001	505	-0.001	586	N.S.S.	983	0.000	1275	-0.002
Individual with a disability	1.3%	-0.222	1.0%	-0.151	0.6%	N.S.S.	0.9%	N.S.S.	1.2%	-0.198
Basic literary skills deficiency	12.7%	N.S.S.	13.3%	N.S.S.	12.5%	N.S.S.	7.8%	N.S.S.	19.0%	N.S.S.
Limited English-language proficiency	2.1%	N.S.S.	2.1%	N.S.S.	2.2%	N.S.S.	1.5%	N.S.S.	1.0%	0.045
Single parent	16.9%	N.S.S.	17.4%	0.083	16.7%	N.S.S.	14.7%	N.S.S.	14.0%	0.028
Low income	87.7%	-0.365	86.0%	-0.328	84.1%	N.S.S.	93.4%	-0.273	90.0%	-0.493
Foster care youth	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.
Homeless	10.5%	-0.157	8.8%	-0.430	8.6%	N.S.S.	4.6%	N.S.S.	6.8%	-0.252
Veteran	2.3%	N.S.S.	2.1%	-0.128	2.2%	N.S.S.	2.6%	N.S.S.	3.6%	-0.047
Offender	39.2%	-0.262	32.3%	-0.243	34.7%	N.S.S.	38.8%	N.S.S.	25.3%	-0.187
Displaced Homemaker	0.0%	12.234	0.0%	13.487	34.7%	N.S.S.	0.0%	N.S.S.	0.0%	0.213
Had earnings in 2nd preprogram quarter	44.1%	0.732	41.5%	0.617	52.2%	N.S.S.	35.4%	-0.118	39.8%	0.151
Long Term Unemployed (27+ weeks)	9.8%	N.S.S.	7.6%	0.194	8.1%	N.S.S.	2.4%	N.S.S.	15.9%	0.310
UI claimant, non-exhaustee	1.4%	N.S.S.	1.8%	0.367	1.7%	N.S.S.	2.5%	-0.301	2.8%	0.038
UI exhaustee	0.8%	N.S.S.	0.8%	N.S.S.	1.1%	N.S.S.	0.5%	N.S.S.	1.6%	-0.161
TANF Recipient	16.3%	-0.245	15.2%	-0.204	15.0%	N.S.S.	7.9%	-0.544	8.7%	0.043
Received Training Services	33.2%	0.313	29.5%	0.134	33.3%	N.S.S.	99.2%	2.975	93.9%	3.202
Received other public assistance	1.8%	N.S.S.	3.6%	N.S.S.	2.0%	N.S.S.	3.2%	N.S.S.	1.8%	-1.475
Received supportive services	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.
Received needs-related payments	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.
Received Supplemental Security Income	0.9%	-0.526	0.7%	-0.708	0.2%	N.S.S.	0.9%	-0.412	1.0%	-0.577
Received services financially assisted under the WP Act	99.6%	-0.135	99.7%	-0.182	99.4%	N.S.S.	99.7%	-0.518	99.9%	-0.019
Received pre-vocational activity services	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.
Received Pell Grant	0.1%	N.S.S.	0.2%	N.S.S.	0.1%	N.S.S.	0.5%	N.S.S.	0.1%	0.279
Established Individual Training Account (ITA)	22.6%	N.S.S.	19.6%	0.134	20.2%	N.S.S.	98.5%	0.689	64.2%	N.S.S.
Natural Resources Employment	0.8%	504.481	0.8%	624.882	0.8%	\$ 426,659	0.8%	-650.913	0.8%	1521.223
Construction Employment	4.6%	523.732	4.7%	634.548	4.6%	\$ 426,856	4.7%	-660.346	4.6%	1522.546
Manufacturing Related Employment	3.5%	524.960	3.5%	635.016	3.5%	\$ 441,845	3.5%	-649.742	3.5%	1532.495
Information Services Employment	1.6%	500.685	1.6%	619.834	1.6%	\$ 174,765	1.6%	-761.926	1.6%	1376.363
Financial Services Employment	6.9%	522.675	6.9%	640.921	6.9%	\$ 460,161	6.9%	-637.617	6.9%	1545.331
Professional and Business Services Employment	14.5%	520.282	14.5%	630.228	14.5%	\$ 463,734	14.5%	-639.845	14.5%	1542.002
Trade and Transportation Related Employment	25.4%	528.922	25.4%	638.859	25.4%	\$ 450,410	25.4%	-658.799	25.4%	1536.483
Educational, or Health Care Related Employment	21.7%	524.121	21.9%	635.529	21.7%	\$ 451,300	21.9%	-643.035	21.7%	1534.450
Leisure, Hospitality, or Entertainment Related Employment	11.9%	519.422	11.4%	633.903	11.9%	\$ 433,605	11.4%	-652.982	11.9%	1532.271
Other Employment	3.2%	538.429	3.2%	671.004	3.2%	\$ 493,788	3.2%	-618.690	3.2%	1569.847
Federal, State, or Local Government Employment	5.7%	525.723	5.9%	633.950	5.7%	\$ 447,315	5.9%	-639.455	5.7%	1535.655
Unemployment Rate not Seasonally Adjusted	4.54%	-2.232	4.6%	-2.663	4.5%	\$ 6,620	4.6%	14.376	5.0%	22.730
WFR.S	0.0%	0.809	0.0%	0.685	0.0%	\$ 2,301	0.0%	0.661	0.0%	1.438
WFR.M	0.0%	0.413	0.0%	0.355	0.0%	\$ 1,360	0.0%	0.996	0.0%	0.792
WFR.L	0.0%	0.767	0.0%	0.570	0.0%	\$ 2,831	0.0%	1.599	0.0%	1.599
WFR.23	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline

WIOA Adult Performance Rankings

Quartile	4th	3rd	2nd	1st
----------	-----	-----	-----	-----

Employment Rate 2nd Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
3	100.0%	7	100.0%
8	98.9%	8	97.2%
2	98.6%	4	96.0%
7	96.6%	3	95.2%
16	96.3%	2	95.0%
20	94.8%	1	94.6%
22	94.6%	14	94.5%
1	93.4%	19	93.6%
11	92.8%	20	92.7%
10	92.4%	16	92.3%
14	91.9%	22	91.8%
18	91.7%	11	91.7%
4	90.9%	18	91.1%
19	90.5%	6	90.6%
12	90.2%	13	89.3%
13	89.1%	10	88.6%
24	88.1%	5	87.3%
5	86.3%	17	86.8%
17	85.8%	12	86.2%
21	84.9%	24	84.7%
6	84.7%	9	79.5%
15	78.7%	15	77.4%
9	75.2%	23	61.2%
23	61.4%	21	58.5%

Employment Rate 4th Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
7	97.6%	2	97.3%
8	97.2%	8	97.1%
2	97.1%	1	94.0%
16	94.5%	20	92.0%
20	93.7%	19	91.5%
3	93.5%	16	90.7%
10	92.7%	22	89.9%
22	92.4%	3	89.7%
18	91.8%	13	88.8%
14	91.7%	4	88.3%
4	89.9%	14	87.5%
19	88.4%	11	86.7%
11	87.8%	24	85.1%
1	87.6%	12	83.8%
13	87.0%	6	83.7%
24	86.0%	7	83.3%
17	85.6%	18	83.3%
6	84.2%	5	81.3%
15	83.4%	10	81.1%
5	82.1%	17	79.4%
9	80.7%	9	77.7%
21	79.2%	15	75.8%
12	71.7%	21	69.2%
23	64.0%	23	55.3%

Median Wages 2nd Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
8	\$12,063	1	\$12,775
14	\$11,146	20	\$11,974
7	\$10,522	14	\$11,970
9	\$10,388	8	\$11,683
20	\$10,342	4	\$10,808
2	\$10,092	7	\$10,311
4	\$9,965	18	\$10,192
19	\$9,574	15	\$10,138
16	\$9,234	9	\$9,750
15	\$9,100	13	\$9,133
18	\$8,952	2	\$8,813
1	\$8,918	16	\$8,660
6	\$8,755	6	\$8,653
13	\$8,097	22	\$8,320
3	\$8,095	5	\$7,865
22	\$7,946	11	\$7,788
11	\$7,698	3	\$7,475
24	\$7,384	12	\$7,242
17	\$7,045	24	\$7,225
12	\$7,039	17	\$7,219
21	\$7,033	19	\$7,153
10	\$6,807	10	\$6,419
5	\$6,513	21	\$6,392
23	\$4,489	23	\$4,335

Credential Attainment			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
16	96.7%	20	98.4%
14	96.2%	22	96.6%
21	96.2%	8	95.2%
8	92.3%	19	94.4%
2	92.0%	4	93.5%
6	91.7%	11	93.3%
5	90.0%	2	93.0%
15	89.3%	6	92.9%
3	88.9%	21	90.4%
19	88.0%	10	89.3%
20	86.9%	12	81.4%
4	86.7%	7	76.9%
10	85.7%	14	76.6%
18	83.6%	24	75.4%
7	81.1%	13	75.0%
13	78.7%	15	73.6%
22	77.5%	1	72.3%
11	77.5%	18	70.6%
1	76.7%	16	68.6%
24	75.2%	3	66.7%
9	71.3%	17	65.5%
17	69.9%	23	62.0%
12	69.3%	9	57.5%
23	40.8%	5	23.6%

Measurable Skill Gains			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
8	84.5%	2	100.0%
20	81.2%	16	97.8%
4	76.1%	20	97.0%
2	74.1%	14	95.5%
7	73.9%	19	94.6%
11	73.2%	1	93.2%
21	69.2%	8	90.3%
1	66.5%	4	89.4%
19	65.9%	5	88.9%
13	65.1%	10	86.9%
6	63.8%	13	85.2%
10	62.9%	21	83.3%
18	59.4%	22	82.1%
14	57.1%	6	81.4%
3	57.1%	24	80.3%
15	57.1%	12	76.9%
17	56.3%	3	76.0%
24	49.4%	18	75.7%
12	48.3%	15	74.9%
16	48.0%	11	74.7%
5	43.0%	9	71.8%
22	37.5%	17	71.2%
9	25.1%	7	66.7%
23	12.6%	23	40.9%

Median 91.3% | Median 91.4%

Median 88.1% | Median 85.9%

Median \$8,836 | Median \$8,659

Median 86.2% | Median 76.7%

Median 61.2% | Median 82.7%

South Florida

- TO CHANGE LWDB GO TO SHEET 'SUMMARY'

Performance Measure	Employment Rate 2nd Quarter After Exit		Employment Rate 4th Quarter After Exit		Median Earnings 2nd Quarter After Exit		Credential Attainment		Measurable Skill Gains	
Participant data PY's used (2018, 2019, 2020)	(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)	
Estimated Level of Performance	79.7%		81.9%		\$8,160		79.5%		40.0%	
Parameter	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient
Intercept		-1063.134		-1869.398		\$ (3,251,690)		286.714		-2125.928
Gender: Female	49.7%	0.078	51.9%	0.203	47.8%	\$ (2,308)	35.4%	-0.145	33.5%	-0.236
Gender: Male	50.3%	Baseline	48.1%	Baseline	52.2%	Baseline	64.6%	Baseline	66.5%	Baseline
Age: Mean	44.2%	-0.022	43.7%	-0.017	43.1%	\$ 10	41.6%	0.005	42.2%	-0.002
Hispanic ethnicity	65.0%	-0.086	67.7%	-0.114	66.2%	\$ (267)	63.8%	-0.062	66.5%	-0.194
Race: Asian (not Hispanic)	0.5%	-0.156	0.6%	-0.064	0.6%	\$ 2,411	1.6%	0.168	1.3%	0.252
Race: Black (not Hispanic)	27.4%	0.016	24.6%	-0.081	28.0%	\$ (1,588)	29.9%	-0.064	23.8%	-0.444
Race: Hawaiian/Pacific Islander (not Hispanic)	0.5%	-0.253	0.3%	-0.746	0.6%	\$ 182	0.0%	-0.359	0.4%	0.022
Race: American Indian or Native Alaskan (not Hispanic)	0.0%	-0.448	0.0%	-0.599	0.0%	\$ (3,334)	0.0%	-0.734	0.5%	-0.171
Race: White (not Hispanic)	66.5%	Baseline	69.1%	Baseline	66.2%	Baseline	65.4%	Baseline	67.2%	Baseline
Race: More than one (not Hispanic)	0.0%	0.262	0.6%	0.873	0.0%	\$ 1,156	1.6%	0.314	0.2%	-0.206
Race: Not Disclosed	5.1%	-0.164	5.9%	0.010	4.5%	\$ (1,181)	4.7%	0.066	7.7%	-0.354
Highest grade completed: Less than High School	1.5%	-0.327	1.8%	-0.217	1.3%	\$ (2,003)	2.4%	0.230	1.4%	0.047
Highest grade completed: High School	69.0%	Baseline	67.4%	Baseline	66.2%	Baseline	58.3%	Baseline	61.8%	Baseline
Highest grade completed: Some College	6.1%	0.204	7.7%	0.073	6.4%	\$ 1,058	7.1%	0.217	10.3%	0.100
Highest grade completed: College Degree	23.4%	0.178	23.1%	0.163	26.1%	\$ 4,788	32.3%	0.306	26.5%	0.214
Employed at participation	0.0%	0.562	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.2%	-0.460
School status at participation	2.5%	0.359	2.4%	0.451	2.5%	N.S.S.	3.1%	N.S.S.	3.8%	N.S.S.
Average Days Enrolled in Program	557	-0.001	520	-0.001	500	N.S.S.	880	-0.001	1345	-0.002
Individual with a disability	0.0%	N.S.S.	0.0%	-0.200	0.0%	N.S.S.	0.0%	0.282	0.2%	-0.299
Veteran	3.0%	-0.326	3.0%	N.S.S.	2.5%	N.S.S.	4.7%	N.S.S.	3.1%	N.S.S.
Basic literary skills deficiency	12.7%	N.S.S.	18.1%	N.S.S.	15.3%	N.S.S.	18.1%	N.S.S.	16.8%	N.S.S.
Limited English-language proficiency	1.5%	-0.320	1.2%	N.S.S.	1.3%	N.S.S.	0.8%	-0.826	0.2%	N.S.S.
Single parent	5.1%	0.308	8.3%	N.S.S.	5.7%	N.S.S.	5.5%	-0.269	4.9%	-0.246
Low income	90.9%	-0.197	92.0%	-0.280	93.0%	N.S.S.	83.5%	-0.251	91.7%	N.S.S.
Homeless	0.0%	-0.536	0.3%	-0.632	0.0%	N.S.S.	0.8%	N.S.S.	0.0%	N.S.S.
Offender	8.1%	-0.226	5.9%	-0.201	7.6%	N.S.S.	5.5%	N.S.S.	5.2%	-0.232
Displaced Homemaker	0.0%	-0.665	0.0%	-0.875	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.
Had earnings in 2nd preprogram quarter	91.4%	0.500	89.9%	0.442	93.6%	N.S.S.	81.1%	-0.342	82.9%	0.504
Long Term Unemployed (27+ weeks)	4.1%	N.S.S.	5.3%	N.S.S.	4.5%	N.S.S.	6.3%	N.S.S.	10.8%	-0.240
UI claimant, non-exhaustee	87.8%	0.234	87.2%	0.152	88.5%	N.S.S.	85.0%	N.S.S.	83.8%	-0.205
UI exhaustee	9.6%	N.S.S.	11.0%	N.S.S.	8.9%	N.S.S.	11.8%	-0.227	14.2%	N.S.S.
TANF Recipient	0.0%	N.S.S.	0.9%	1.296	0.0%	N.S.S.	0.0%	N.S.S.	0.5%	N.S.S.
Received Training Services	37.6%	0.457	40.9%	0.221	36.9%	N.S.S.	100.0%	N.S.S.	98.6%	1.855
Received other public assistance	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.
Received Supplemental Security Income	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.2%	N.S.S.
Received services financially assisted under the WP Act	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	-0.811	100.0%	0.522
Received pre-vocational activity services	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.
Received Pell Grant	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.5%	N.S.S.
Established Individual Training Account (ITA)	35.5%	-0.179	37.7%	N.S.S.	34.4%	N.S.S.	100.0%	0.833	91.2%	0.338
Natural Resources Employment	0.8%	1054.156	0.8%	1878.916	0.8%	\$ 3,293,555	0.8%	-269.151	0.8%	2119.488
Construction Employment	4.6%	1063.796	4.8%	1866.161	4.6%	\$ 3,289,940	4.8%	-286.045	4.6%	2118.636
Manufacturing Related Employment	3.5%	1056.320	3.5%	1868.504	3.5%	\$ 3,242,938	3.5%	-332.956	3.5%	2119.158
Information Services Employment	1.6%	1066.857	1.6%	1864.643	1.6%	\$ 3,210,703	1.6%	-396.142	1.6%	2038.511
Financial Services Employment	6.9%	1048.300	6.9%	1864.601	6.9%	\$ 3,225,973	6.9%	-291.889	6.9%	2131.039
Professional and Business Services Employment	14.5%	1069.673	14.5%	1873.812	14.5%	\$ 3,316,625	14.5%	-246.735	14.5%	2129.241
Trade and Transportation Related Employment	25.4%	1067.544	25.4%	1875.359	25.4%	\$ 3,258,935	25.4%	-302.660	25.4%	2126.540
Educational, or Health Care Related Employment	21.7%	1073.625	21.9%	1873.777	21.7%	\$ 3,257,901	21.9%	-266.887	21.7%	2126.480
Leisure, Hospitality, or Entertainment Related Employment	11.9%	1058.672	11.3%	1867.957	11.9%	\$ 3,217,746	11.3%	-292.408	11.9%	2121.031
Other Employment	3.2%	1073.581	3.2%	1946.835	3.2%	\$ 3,340,626	3.2%	-407.729	3.2%	2138.440
Federal, State, or Local Government Employment	5.8%	1087.310	5.9%	1874.822	5.8%	\$ 3,271,021	5.9%	-204.891	5.8%	2144.651
Unemployment Rate not Seasonally Adjusted	4.6%	-10.619	4.6%	-16.853	4.6%	23041.299	4.6%	2.304	5.1%	7.359
WFR.S	0.0%	-1.564	0.0%	-0.172	0.0%	-1711.269	0.0%	-4.818	0.0%	-0.172
WFR.M	0.0%	0.082	0.0%	-0.193	0.0%	-1517.779	0.0%	-0.088	0.0%	0.777
WFR.L	0.0%	0.715	0.0%	-0.014	0.0%	-1604.237	0.0%	-0.087	0.0%	1.525
WFR.23	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline

WIOA DW Performance Rankings

Quartile	4th	3rd	2nd	1st
----------	-----	-----	-----	-----

Employment Rate 2nd Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
3	100.0%	5	100.0%
5	100.0%	1	100.0%
10	100.0%	2	100.0%
16	100.0%	8	100.0%
19	100.0%	24	91.7%
22	96.1%	14	90.1%
13	91.8%	22	89.6%
20	91.2%	16	88.9%
8	90.9%	13	87.9%
12	89.0%	12	84.8%
1	85.7%	4	83.3%
24	85.2%	15	83.0%
21	84.2%	17	79.2%
14	83.2%	20	78.9%
17	80.0%	18	77.8%
18	80.0%	6	71.4%
6	80.0%	19	66.7%
4	75.0%	23	66.7%
15	72.7%	21	64.9%
23	70.7%	10	60.0%
9	70.0%	11	59.1%
11	62.5%	9	44.4%
2	50.0%	3	0.0%
7	0.0%	7	0.0%

Employment Rate 4th Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
3	100.0%	1	100.0%
4	100.0%	2	100.0%
10	100.0%	5	100.0%
19	100.0%	13	92.4%
21	94.6%	8	90.9%
16	94.1%	22	89.2%
20	93.5%	24	88.9%
1	92.3%	16	86.6%
22	90.6%	23	82.1%
11	90.5%	10	80.0%
8	90.0%	21	79.4%
5	88.9%	12	78.5%
13	88.7%	20	76.9%
14	85.6%	18	75.0%
15	84.8%	4	75.0%
24	84.7%	14	72.9%
6	83.3%	15	68.9%
18	81.8%	6	66.7%
17	80.9%	17	65.9%
12	78.7%	19	50.0%
23	76.5%	3	50.0%
9	50.0%	9	45.5%
2	50.0%	11	41.2%
7	0.0%	7	0.9%

Median Wages 2nd Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
6	\$12,033	15	\$13,599
4	\$11,589	13	\$12,574
22	\$11,499	9	\$12,418
8	\$11,382	20	\$11,587
10	\$10,710	22	\$11,246
2	\$10,556	18	\$11,107
13	\$10,174	14	\$10,846
3	\$9,337	4	\$10,621
21	\$9,189	8	\$10,400
15	\$9,004	2	\$10,242
24	\$8,617	24	\$9,651
1	\$8,545	6	\$9,327
14	\$8,422	11	\$9,072
16	\$8,194	21	\$8,934
12	\$8,177	16	\$8,820
18	\$7,504	17	\$8,390
23	\$7,372	12	\$7,526
5	\$6,646	10	\$7,432
20	\$6,603	23	\$5,446
17	\$5,410	5	\$5,154
11	\$5,080	1	\$4,480
9	\$4,615	19	\$1,578
19	\$2,270	3	\$0
7	\$0	7	\$0

Credential Attainment			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
3	100.0%	1	100.0%
4	100.0%	2	100.0%
5	100.0%	3	100.0%
7	100.0%	10	100.0%
16	97.8%	5	100.0%
21	91.9%	19	100.0%
15	90.1%	20	100.0%
14	89.5%	21	97.1%
18	83.3%	16	96.8%
23	83.3%	24	94.1%
6	83.3%	14	87.6%
1	83.3%	15	85.7%
22	80.5%	12	85.4%
19	75.0%	22	84.9%
10	75.0%	6	83.3%
12	74.5%	4	83.3%
8	70.0%	8	81.8%
9	70.0%	9	80.0%
17	69.7%	11	75.0%
11	66.7%	13	69.4%
24	65.6%	23	66.7%
13	61.1%	17	66.7%
2	50.0%	18	57.1%
20	25.0%	7	0.0%

Measurable Skill Gains			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
7	100.0%	2	100.0%
8	85.7%	4	100.0%
19	75.0%	5	100.0%
3	66.7%	6	100.0%
14	65.1%	10	100.0%
20	63.6%	19	100.0%
11	59.5%	22	94.8%
21	51.4%	20	94.1%
24	50.0%	11	92.9%
17	49.1%	8	92.6%
13	48.8%	14	88.7%
15	45.3%	23	85.7%
22	42.9%	12	85.0%
12	41.3%	24	84.6%
2	37.5%	13	83.0%
1	33.3%	9	80.0%
4	33.3%	21	79.8%
18	33.3%	18	77.8%
6	28.6%	17	76.9%
16	21.5%	15	68.9%
10	20.0%	3	66.7%
23	13.6%	1	64.3%
5	0.0%	16	63.4%
9	0.0%	7	0.0%

Median 84.7% | Median 81.1%

Median 88.8% | Median 77.7%

Median \$8,483 | Median \$9,199

Median 81.9% | Median 85.5%

Median 44.1% | Median 85.3%

South Florida

- TO CHANGE LWDB GO TO SHEET 'SUMMARY'

Performance Measure	Employment Rate 2nd Quarter After Exit		Employment Rate 4th Quarter After Exit		Median Earnings 2nd Quarter After Exit		Credential Attainment		Measurable Skill Gains	
Participant data PY used (2018, 2019, 2020)	(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)	
Estimated Level of Performance	75.8%		73.9%		\$3,692		58.5%		50.3%	
Parameter	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient
Intercept		454.603		351.912		\$ (29,135)		-1050.936		-1346.762
Gender: Female	59.6%	0.146	58.0%	0.080	67.2%	\$ (491)	63.6%	0.056	54.9%	-0.003
Gender: Male	40.4%	Baseline	42.0%	Baseline	32.8%	Baseline	36.4%	Baseline	45.1%	Baseline
Age: Mean	18.6%	-0.014	18.5%	-0.010	18.5%	\$ 163	18.1%	-0.032	18.0%	-0.031
Hispanic ethnicity	20.2%	-0.053	22.3%	-0.249	22.4%	\$ 369	28.8%	-0.098	54.2%	-0.055
Race: Asian (not Hispanic)	1.0%	0.025	0.6%	0.101	0.0%	\$ 777	0.8%	-0.206	0.3%	0.039
Race: Black (not Hispanic)	75.8%	0.082	76.4%	-0.183	76.1%	\$ (546)	71.2%	-0.212	46.8%	-0.192
Race: Hawaiian/Pacific Islander (not Hispanic)	0.0%	0.123	0.0%	0.035	0.0%	\$ (306)	0.0%	-0.518	0.1%	-0.025
Race: American Indian or Native Alaskan (not Hispanic)	0.0%	-0.135	0.0%	-0.265	0.0%	\$ (423)	0.0%	-0.417	0.1%	0.032
Race: White (not Hispanic)	19.2%	Baseline	21.0%	Baseline	20.9%	Baseline	27.1%	Baseline	51.5%	Baseline
Race: More than one (not Hispanic)	1.0%	0.134	1.3%	0.114	0.0%	\$ 156	1.7%	0.463	0.2%	0.015
Race: Not Disclosed	5.1%	-0.072	3.2%	-0.133	3.0%	\$ (225)	2.5%	-0.111	1.5%	-0.060
Highest grade completed: Less than High School	76.8%	-0.288	70.7%	-0.276	74.6%	\$ (840)	72.0%	0.307	80.2%	0.126
Highest grade completed: High School	23.2%	Baseline	29.3%	Baseline	25.4%	Baseline	28.0%	Baseline	19.8%	Baseline
Highest grade completed: Some College	0.0%	0.334	0.0%	0.402	0.0%	\$ 956	0.0%	0.226	0.0%	0.380
Highest grade completed: College Degree	0.0%	0.360	0.0%	0.354	0.0%	\$ 1,769	0.0%	0.331	0.0%	0.803
Employed at participation	7.1%	1.028	7.6%	0.791	10.4%	N.S.S.	7.6%	0.357	6.9%	0.200
School status at participation	32.3%	N.S.S.	33.1%	-10.890	31.3%	N.S.S.	44.1%	N.S.S.	39.5%	1.833
Out of school Youth	67.7%	-0.478	66.9%	-11.390	68.7%	N.S.S.	55.9%	0.127	60.4%	1.502
Average Days Enrolled in Program	1891	0.000	1738	0.000	1764	N.S.S.	1541	-0.001	1646	-0.001
Individual with a disability	4.0%	-0.312	2.5%	-0.350	1.5%	N.S.S.	2.5%	N.S.S.	2.9%	-0.197
Veteran	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.
Basic literary skills deficiency	90.9%	-0.110	92.4%	-0.165	92.5%	N.S.S.	93.2%	-0.428	98.1%	N.S.S.
Limited English-language proficiency	3.0%	N.S.S.	1.9%	N.S.S.	3.0%	N.S.S.	2.5%	N.S.S.	5.7%	-0.289
Pregnant or parenting youth	8.1%	N.S.S.	12.1%	-0.101	6.0%	N.S.S.	11.9%	-0.173	7.3%	-0.090
Low income	100.0%	-0.243	99.4%	-0.369	100.0%	N.S.S.	99.2%	N.S.S.	99.8%	-0.318
Foster care youth	1.0%	-0.455	1.3%	-0.496	0.0%	N.S.S.	1.7%	N.S.S.	1.5%	-0.342
Homeless	1.0%	N.S.S.	1.3%	-0.249	1.5%	N.S.S.	1.7%	-0.286	1.0%	N.S.S.
Offender	22.2%	-0.406	22.3%	-0.436	19.4%	N.S.S.	16.1%	-0.357	6.0%	-0.319
Had earnings in 2nd preprogram quarter	0.0%	1.101	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.1%	N.S.S.
Long Term Unemployed (27+ weeks)	0.0%	-0.213	0.0%	-0.597	0.0%	N.S.S.	0.0%	N.S.S.	4.7%	0.201
UI claimant, non-exhaustee	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.
UI exhaustee	0.0%	N.S.S.	0.0%	1.416	0.0%	N.S.S.	0.0%	-1.758	0.0%	N.S.S.
Youth who needs additional assistance	70.7%	N.S.S.	68.2%	N.S.S.	65.7%	N.S.S.	64.4%	N.S.S.	49.3%	-0.074
TANF recipient	1.0%	N.S.S.	2.5%	N.S.S.	1.5%	N.S.S.	1.7%	N.S.S.	1.8%	-0.335
Established Individual Training Account (ITA)	12.1%	0.342	10.2%	0.325	10.4%	N.S.S.	13.6%	0.688	5.3%	0.797
Received Training Services	50.5%	0.147	61.1%	N.S.S.	52.2%	N.S.S.	81.4%	1.099	84.9%	0.461
Received supportive services	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.
Received services financially assisted under the WP Act	91.9%	-0.275	94.9%	N.S.S.	92.5%	N.S.S.	94.1%	0.265	87.5%	0.158
Received other public assistance	0.0%	N.S.S.	0.0%	-0.648	0.0%	N.S.S.	0.0%	N.S.S.	0.3%	N.S.S.
Received Pell Grant	0.0%	N.S.S.	0.0%	0.746	0.0%	N.S.S.	0.0%	N.S.S.	0.6%	N.S.S.
Received pre-vocational activity services	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.
Received Supplemental Security Income	2.0%	-0.387	1.9%	N.S.S.	1.5%	N.S.S.	2.5%	0.322	2.0%	N.S.S.
Natural Resources Employment	0.8%	-456.429	0.8%	-339.784	0.8%	\$ 37,534	0.8%	1073.859	0.8%	1344.207
Construction Employment	4.7%	-446.717	4.8%	-333.389	4.7%	\$ 56,580	4.8%	1007.189	4.7%	1315.491
Manufacturing Related Employment	3.5%	-448.150	3.5%	-335.789	3.5%	\$ 32,924	3.5%	1037.385	3.5%	1349.318
Information Services Employment	1.6%	-437.426	1.6%	-311.336	1.6%	\$ 16,301	1.6%	896.220	1.6%	1215.407
Financial Services Employment	7.0%	-455.095	7.0%	-343.107	7.0%	\$ 41,508	7.0%	1039.731	7.0%	1328.747
Professional and Business Services Employment	14.6%	-453.355	14.6%	-339.007	14.6%	\$ 39,142	14.6%	1064.806	14.6%	1337.884
Trade and Transportation Related Employment	25.4%	-451.049	25.4%	-334.506	25.4%	\$ 26,950	25.4%	1055.278	25.4%	1352.940
Educational, or Health Care Related Employment	21.8%	-453.808	22.0%	-339.669	21.8%	\$ 31,538	22.0%	1062.388	21.8%	1346.176
Leisure, Hospitality, or Entertainment Related Employment	11.7%	-453.653	11.1%	-341.840	11.7%	\$ 29,323	11.1%	1063.001	11.7%	1347.692
Other Employment	3.2%	-437.703	3.2%	-325.442	3.2%	\$ (2,007)	3.2%	1039.397	3.2%	1476.633
Federal, State, or Local Government Employment	5.8%	-456.338	5.9%	-343.123	5.8%	\$ 29,250	5.9%	1049.687	5.8%	1332.293
Unemployment Rate not Seasonally Adjusted	4.6%	-5.953	4.7%	-21.656	4.6%	\$ (5,775)	4.7%	22.585	5.1%	47.635
WFR.S	0.0%	0.682	0.0%	0.811	0.0%	\$ (938)	0.0%	-1.194	0.0%	0.560
WFR.M	0.0%	0.066	0.0%	0.243	0.0%	\$ (1,663)	0.0%	0.743	0.0%	0.358
WFR.L	0.0%	-0.218	0.0%	-0.082	0.0%	\$ (1,480)	0.0%	1.145	0.0%	1.322
WFR.23	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline

WIOA Youth Performance Rankings

Quartile	4th	3rd	2nd	1st
----------	-----	-----	-----	-----

Employment Rate 2nd Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
18	93.8%	23	100.0%
14	91.1%	4	100.0%
22	89.6%	18	92.6%
11	88.9%	19	90.7%
4	87.5%	14	89.8%
3	86.1%	7	85.1%
2	85.7%	11	84.7%
24	85.5%	24	83.5%
7	84.5%	10	83.3%
10	83.3%	3	83.3%
23	83.3%	13	82.6%
16	82.8%	8	81.8%
1	82.8%	1	80.0%
12	82.4%	2	77.8%
20	81.3%	12	77.4%
13	80.2%	6	77.2%
21	80.0%	16	76.7%
15	77.3%	21	75.2%
6	73.9%	20	74.3%
8	73.7%	22	74.2%
5	72.6%	5	74.1%
19	72.3%	9	73.2%
9	71.1%	17	71.9%
17	69.4%	15	71.4%

Employment Rate 4th Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
3	94.7%	23	100.0%
22	94.5%	2	93.3%
18	93.8%	18	89.2%
1	89.8%	19	88.0%
14	86.0%	11	86.7%
13	85.6%	14	86.0%
19	84.8%	3	85.7%
11	82.1%	7	83.6%
9	81.6%	24	80.6%
15	81.1%	4	80.0%
12	79.1%	1	79.7%
7	78.6%	20	79.6%
21	78.5%	13	78.5%
20	78.0%	22	77.4%
6	78.0%	6	77.2%
10	77.2%	17	77.1%
17	76.8%	12	74.8%
2	76.2%	9	74.4%
24	75.7%	10	73.8%
8	74.2%	21	72.4%
4	72.7%	8	72.3%
16	72.3%	16	71.8%
23	64.7%	15	71.2%
5	62.0%	5	71.2%

Median Wages 2nd Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
14	\$5,661	15	\$5,898
23	\$5,238	23	\$5,679
18	\$5,169	2	\$5,206
19	\$5,043	4	\$4,753
4	\$4,465	14	\$4,739
12	\$4,295	12	\$4,459
15	\$4,246	3	\$4,417
8	\$4,017	24	\$4,408
3	\$4,006	18	\$4,174
2	\$3,974	8	\$4,115
24	\$3,932	22	\$3,811
16	\$3,859	16	\$3,754
1	\$3,720	13	\$3,643
13	\$3,654	1	\$3,558
7	\$3,575	17	\$3,510
9	\$3,501	6	\$3,459
20	\$3,329	20	\$3,420
10	\$3,322	5	\$3,322
6	\$3,176	19	\$3,306
17	\$2,926	21	\$3,284
5	\$2,879	9	\$3,262
22	\$2,877	10	\$3,076
11	\$2,623	7	\$2,906
21	\$2,526	11	\$2,777

Credential Attainment			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
4	100.0%	16	99.2%
10	98.6%	20	99.1%
20	98.5%	10	98.5%
16	96.8%	19	97.9%
21	96.7%	11	95.3%
11	96.3%	21	94.8%
22	93.1%	12	92.7%
14	88.5%	8	89.6%
19	88.4%	9	88.4%
9	84.3%	4	86.7%
12	84.0%	18	85.0%
8	82.7%	17	83.5%
15	81.7%	24	80.6%
3	81.6%	2	80.0%
2	81.0%	1	79.3%
17	78.8%	14	76.0%
13	70.3%	13	73.0%
1	69.9%	6	70.2%
18	64.0%	5	68.3%
6	60.4%	23	66.7%
7	52.9%	22	66.4%
24	51.9%	7	65.5%
5	47.1%	3	63.3%
23	23.1%	15	45.1%

Measurable Skill Gains			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
10	86.5%	10	97.9%
8	82.3%	20	91.4%
19	79.8%	8	90.7%
20	78.0%	19	88.1%
11	65.9%	16	84.5%
24	65.4%	21	83.5%
14	61.6%	14	80.3%
21	61.4%	4	78.6%
4	61.0%	6	75.0%
13	58.1%	11	72.7%
16	50.6%	1	68.9%
17	50.6%	24	68.4%
6	44.0%	13	66.2%
1	41.4%	12	63.2%
22	37.7%	7	62.5%
12	36.4%	22	58.5%
3	32.3%	18	56.0%
23	30.1%	9	41.0%
2	29.8%	23	37.0%
9	26.4%	3	35.8%
7	24.7%	17	21.4%
18	24.1%	5	14.8%
15	22.0%	15	14.4%
5	11.7%	2	7.7%

Median 82.8% | Median 80.9%

Median 78.5% | Median 79.0%

Median \$3,789 | Median \$3,698

Median 82.2% | Median 82.0%

Median 47.3% | Median 67.3%

South Florida

- TO CHANGE LWDB GO TO SHEET 'SUMMARY'

Performance Measure	Employment Rate 2nd Quarter After Exit		Employment Rate 4th Quarter After Exit		Median Earnings 2nd Quarter After Exit	
Participant data PY used (2018, 2019, 2020)	(2018, 2019, 2020)		(2018, 2019, 2020)		(2018, 2019, 2020)	
Estimated Level of Performance	61.7%		59.4%		\$5,173	
Parameter	Latest	Coefficient	Latest	Coefficient	Latest	Coefficient
Intercept		-201.768		-166.100	\$	(94,132)
Gender: Female	51.4%	0.022	51.9%	0.045	51.6%	\$ (1,273)
Gender: Male	48.6%	Baseline	48.1%	Baseline	48.4%	Baseline
Age: Mean	40.0%	-0.017	39.9%	-0.019	39.2%	\$ 19
Hispanic ethnicity	63.4%	0.183	63.1%	0.155	63.4%	\$ (216)
Race: Asian (not Hispanic)	0.5%	0.008	0.6%	0.026	0.4%	\$ 446
Race: Black (not Hispanic)	28.1%	0.174	27.5%	0.184	29.1%	\$ (1,315)
Race: Hawaiian/Pacific Islander (not Hispanic)	0.2%	0.006	0.2%	0.020	0.2%	\$ (408)
Race: American Indian or Native Alaskan (not Hispanic)	0.5%	-0.152	0.5%	-0.136	0.4%	\$ (739)
Race: White (not Hispanic)	55.9%	Baseline	55.1%	Baseline	55.3%	Baseline
Race: More than one (not Hispanic)	0.5%	-0.025	0.6%	-0.051	0.5%	\$ 102
Race: Not Disclosed	15.4%	-0.118	16.7%	-0.140	15.1%	\$ (112)
Highest grade completed: Less than High School	11.2%	-0.241	12.8%	-0.308	9.7%	\$ (258)
Highest grade completed: High School	52.6%	Baseline	49.6%	Baseline	53.3%	Baseline
Highest grade completed: Some College	20.3%	0.101	21.2%	0.123	20.7%	\$ 788
Highest grade completed: College Degree	15.8%	0.180	16.4%	0.236	16.3%	\$ 3,186
Employed at participation	10.1%	0.530	9.7%	0.468	12.1%	N.S.S.
School status at participation	6.0%	0.055	7.7%	0.173	5.8%	N.S.S.
Average Days Enrolled in Program	143	-0.001	228	-0.001	125	N.S.S.
Individual with a disability	2.1%	-0.500	3.5%	-0.509	1.5%	N.S.S.
Veteran	1.6%	-0.046	1.6%	-0.050	1.3%	N.S.S.
Basic literary skills deficiency	0.3%	N.S.S.	0.2%	N.S.S.	0.2%	N.S.S.
Single parent	0.2%	N.S.S.	0.1%	0.099	0.0%	N.S.S.
Low income	7.5%	0.077	5.5%	0.080	0.2%	N.S.S.
Foster care youth	0.0%	N.S.S.	0.0%	N.S.S.	0.0%	N.S.S.
Homeless	0.9%	-0.221	0.5%	-0.266	7.2%	N.S.S.
Offender	1.5%	-0.110	0.8%	-0.177	0.7%	N.S.S.
Had earnings in 2nd preprogram quarter	57.9%	-0.030	56.4%	1.035	0.0%	N.S.S.
Long Term Unemployed (27+ weeks)	3.9%	1.134	2.0%	N.S.S.	3.9%	N.S.S.
UI claimant, non-exhaustee	14.6%	-0.248	9.8%	-0.136	14.3%	N.S.S.
UI exhaustee	2.1%	-0.112	2.4%	-0.050	1.9%	N.S.S.
Displaced Homemaker	0.1%	-0.106	0.1%	-0.147	1.2%	N.S.S.
TANF recipient	0.5%	-0.409	0.3%	-0.346	0.4%	N.S.S.
Received supportive services	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.
Received Training Services	0.7%	0.986	0.6%	0.949	0.8%	N.S.S.
Received pre-vocational activity services	100.0%	N.S.S.	100.0%	N.S.S.	100.0%	N.S.S.
Received Supplemental Security Income	0.1%	-0.436	0.0%	-0.488	0.0%	N.S.S.
Natural Resources Employment	0.8%	204.661	0.8%	168.106	0.8%	\$ 110,421
Construction Employment	4.5%	208.452	4.5%	170.557	4.5%	\$ 108,846
Manufacturing Related Employment	3.5%	200.818	3.5%	166.415	3.5%	\$ 95,486
Information Services Employment	1.6%	191.888	1.6%	161.098	1.6%	\$ 35,782
Financial Services Employment	6.7%	199.792	6.7%	165.128	6.7%	\$ 106,934
Professional and Business Services Employment	14.1%	204.318	14.1%	167.471	14.1%	\$ 117,778
Trade and Transportation Related Employment	25.3%	204.071	25.3%	168.453	25.3%	\$ 94,942
Educational, or Health Care Related Employment	21.5%	202.887	21.5%	167.692	21.5%	\$ 97,325
Leisure, Hospitality, or Entertainment Related Employment	12.8%	202.038	12.6%	167.234	12.8%	\$ 89,210
Other Employment	3.4%	196.986	3.4%	159.144	3.4%	\$ 94,021
Federal, State, or Local Government Employment	5.7%	202.718	5.7%	167.194	5.7%	\$ 102,755
Unemployment Rate not Seasonally Adjusted	4.5%	-10.318	4.4%	-11.286	4.5%	\$ 11,682
WFR.S	0.0%	-0.033	0.0%	-0.087	0.0%	\$ (793)
WFR.M	0.0%	0.019	0.0%	0.011	0.0%	\$ (9)
WFR.L	0.0%	0.120	0.0%	0.122	0.0%	\$ 233
WFR.23	100.0%	Baseline	100.0%	Baseline	100.0%	Baseline

WP Performance Rankings

Quartile	4th	3rd	2nd	1st
----------	-----	-----	-----	-----

Employment Rate 2nd Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
10	73.7%	24	69.6%
24	73.5%	9	67.2%
8	72.2%	4	66.7%
19	72.1%	17	66.6%
18	70.6%	7	66.5%
5	70.6%	3	66.4%
12	70.4%	15	65.8%
17	70.4%	2	65.6%
3	70.2%	8	65.6%
6	69.6%	10	65.5%
22	69.5%	19	64.9%
13	68.8%	18	64.3%
14	68.8%	5	63.8%
7	68.6%	6	63.7%
2	68.0%	11	63.2%
11	68.0%	1	62.3%
15	67.9%	13	61.9%
4	67.6%	21	61.9%
16	67.4%	12	61.5%
21	67.3%	20	61.3%
1	67.2%	22	60.3%
20	66.4%	14	59.5%
23	65.1%	16	58.4%
9	63.5%	23	58.1%

Employment Rate 4th Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
10	72.0%	8	67.1%
8	71.0%	3	66.5%
24	70.2%	24	66.4%
22	70.2%	10	66.0%
16	69.8%	17	65.9%
5	69.5%	9	65.9%
18	69.4%	19	65.5%
17	69.3%	15	65.4%
12	69.2%	7	64.5%
6	68.8%	2	64.5%
19	68.3%	4	64.3%
7	67.6%	5	64.3%
11	67.0%	6	63.5%
2	66.8%	11	63.5%
20	66.6%	12	63.3%
23	65.9%	18	63.1%
4	65.7%	22	63.1%
3	65.7%	1	62.9%
13	65.4%	13	62.9%
1	65.1%	14	61.2%
21	65.0%	20	60.7%
9	63.7%	21	59.1%
15	63.0%	23	57.5%
14	61.3%	16	57.4%

Median Wages 2nd Quarter after Exit			
PY 2019		PY 2020	
LWDB	Result	LWDB	Result
22	\$6,098	8	\$6,216
16	\$6,004	22	\$6,216
21	\$5,976	16	\$6,210
18	\$5,918	15	\$6,112
9	\$5,908	2	\$6,088
15	\$5,849	21	\$6,000
14	\$5,841	18	\$5,935
2	\$5,830	1	\$5,828
8	\$5,725	14	\$5,651
12	\$5,550	11	\$5,637
10	\$5,478	20	\$5,636
13	\$5,459	12	\$5,551
20	\$5,429	4	\$5,506
4	\$5,402	13	\$5,468
11	\$5,367	9	\$5,395
19	\$5,341	19	\$5,379
17	\$5,219	24	\$5,353
24	\$5,213	17	\$5,280
23	\$5,031	23	\$5,042
1	\$5,004	10	\$4,971
5	\$4,765	5	\$4,750
6	\$4,441	7	\$4,635
7	\$4,266	3	\$4,323
3	\$4,191	6	\$4,016

Median 68.8% | Median 64.0%

Median 67.3% | Median 63.9%

Median \$5,444 | Median \$5,528



SFWIB EXECUTIVE COMMITTEE

DATE: 8/11/2021

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: U.S.DEPARTMENT OF LABOR, EMPLOYMENT AND TRAINING REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **HIGH ROI THROUGH CONTINUOUS IMPROVEMENT**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

During the period of November 16, 2020 – September 1, 2021, the U.S. Department of Labor (DOL), Employment and Training Administration (ETA) conducted an Enhanced Desk Monitoring Review (EDMR) of the WIOA Formula grants administered through the Florida Department of Economic Opportunity (DEO), by CareerSource South Florida (CSSF), Local Workforce Area (LWA) #23. The purpose of the review was to determine the level of compliance with programmatic, fiscal, and administrative requirements. The initial report outlined 50 compliance findings and no questioned cost.

This more in-depth review was conducted based on risk analysis that determined it was necessary to further evaluate CSSF's management of the programs/grants. The follow-up review focused on compliance with requirements in the grant agreements, program statutes, regulations, departmental directives, and grant management requirements specified in the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

The SFWIB, along with the DEO, submitted a response to the review and a Corrective Action Plan (CAP). Since that time, the DOL has responded to the Corrective Action Plan by requesting additional information. SFWIB staff met with DEO staff and submitted the requested information. Additional information requested included items such as signed training logs, an updated calendar for the One-Stop Operator Request for Proposal, newly drafted policies and an updated contract structure. SFWIB Staff will inform the committee as to the final acceptance of the corrective action and resolution of the review findings.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

CareerSource South Florida

Corrective Action Plan Update

EXECUTIVE SUMMARY

During the period of November 16, 2020, through September 1, 2021, the U.S. Department of Labor (DOL), Employment and Training Administration (ETA) conducted an EDMR of the Workforce Innovation and Opportunity Act (WIOA) formula grants administered through the Florida Department of Economic Opportunity (DEO) by CareerSource South Florida, the Local Workforce Area (LWA) #23. The exit conference was held on September 30, 2021. The review resulted in six (6) compliance findings and questioned costs in the amount of \$14,826,812. The following grants were monitored during the review: WIOA Adult, Dislocated Worker (DW), and Wagner-Peyser AA-32210-18-55-A-12, AA-33223-19-55-A-12, ES-31841-18-55-A-12, ES33387-19-55-A-12.

During this review USDOL cited CareerSource South Florida (CSSF) with the following finding:

Finding #2: Lack of Required Policy, Procedures, and Written Agreements for the LWDB to Serve as the OSO through Sole Source Procurement.

CMG Indicator 2.d.1: Procurement Standards and 2.d.2 – Competition

As a result of this finding USDOL indicated the following corrective action was required to resolve this finding. To resolve this finding, the State must:

Corrective Action:

(a) ensure that CSSF expeditiously conducts a competitive process for the selection of a one-stop operator according to the requirements described in Training and Employment Guidance Letter (TEGL) 15-16 for all career centers where CSSF staff serve as the OSO.

(b) provide evidence to demonstrate that sufficient firewalls are in place and that CSSF is not involved in every part or stage of the competitive procurement process if it intends to compete or are part of a consortium that will compete and submit a bid.

(c) Provide a timeline for the OSO procurement, and evidence of a competitive process.

DEO Response (4/15/22): In response to corrective action items (a) and (c), CSSF advised they experienced delays in their process to procure a One-Stop Operator due to a misinterpretation of federal and state requirements for standard contract language.

As a result, CSSF provided the following revised timeline for procuring the One-Stop Operator:

- February 16, 2022 – RFP Issued
- February 28, 2022 – Deadline for Request for Clarification Inquiries
- March 3, 2022 – Offerors’ Conference
- March 24, 2022 – Deadline for Receipt of Proposals
- April 7, 2022 – Public Review Forum
- April 21, 2022 – Recommendations Approved at the Executive Committee Meeting
- June 30, 2022 – Execution of Contract
- July 1, 2022 – Contract Start Date

This RFP yielded no respondents and was re-released on the following timeline:

- May 23, 2022 – RFP Issued
- June 14, 2022 – Deadline for Request for Clarification Inquiries
- June 16, 2022 – Offerors’ Conference
- July 18, 2022 – Deadline for Receipt of Proposals
- July 21, 2022 – Public Review Forum
- August 18, 2022 – Recommendations Approved at the Executive Committee Meeting
- August 31, 2022 – Execution of Contract
- September 1, 2022 – Contract Start Date

The second release of this RFP also yielded no respondents. CSSF will release a third RFP on August 1, 2022 with the following timeline:

- August 1, 2022 – RFP Issued
- August 23, 2022 – Deadline for Request for Clarification Inquiries
- August 25, 2022 – Offerors’ Conference
- September 22, 2022 – Deadline for Receipt of Proposals
- October 6, 2022 – Public Review Forum
- October 20, 2022 – Recommendations Approved at the Executive Committee Meeting
- October 31, 2022 – Execution of Contract
- November 1, 2022 – Contract Start Date

To fully resolve corrective action item (c), USDOL is requesting supporting documentation to review the procurement process.

CSSF Response: CSSF provided the following additionally requested documentation where applicable for program years 2017-2018, 2018-2019, 2019-2020, and 2022.

1. Documentation to support method used to select contractor (vendor)
2. Documentation to support quotes obtained, if applicable
3. Copies of the RFQ/RFP/ITN
4. Proof of the announcement medium used/documentation of the public notices, specs, bids/proposals/ Q&A + responses, documentation of ratings, etc.
5. The name of the entity which the sole source is awarded, and documentation showing the entity has the capacity and ability to perform the one-stop operator function.
6. Conflict of interest disclosures/forms
7. Board/Governor approval as applicable
8. Other documented justification for method selected specifically sole source/non-competitive
9. Relevant Board Meeting Minutes
10. Other evidence specific to the circumstance to support the procurement process
11. One -Stop Operator RFP Timeline

CSSF has submitted their One-Stop Operator Procurement Policy and will ensure that the policy is in line with CSF One-Stop Operator policy as well as TEGl 15-16. CSSF has indicated that they do not intend to compete or be a part of any consortium serving as a One-Stop Operator.

Finding #4: Faulty Contract Administration Practices

CMG Indicator 2.d.5: Contract Administration

As a result of this finding USDOL indicated the following corrective action was required to resolve this finding.

(a) submit a CAP that ensures its procurement and contract administration practices comply with Federal statutes, regulations, and the terms and conditions of the Federal award.

CSSF Response: CSSF has reviewed their procurement and contract administration policies to ensure they comply with Federal statutes, regulations, and the terms and conditions of the Federal award. To further address this finding CSSF:

1. CSSF has submitted to DEO their standard operating procedures for conducting a competitive procurement process and reviewed their policy to ensure it is in alignment with CareerSource Florida's One-Stop Operator Procurement Policy and TEGl 15-16.
2. CSSF will competitively procure for One-Stop Operators, Workforce Service Providers and Youth Service providers in separate competitive processes. Timeline for current procure process is provided above.
3. CSSF has hired a new contracts officer whose focus is specifically on the procurement process and contract structure. A revised contract shell has been provided.
4. CSSF uses an award letter process in which CSSF gives the provider an award letter and a statement of work that specifically identifies the services that is being requested of the provider. The award letter is signed by both parties and contractually binds the provider to the agreed upon terms in the statement of work. This process is outlined in the contract shell and is used to allow sufficient time for a provider to prepare and submit the required documentation (i.e. their budget) which must be reviewed and approved prior to contract execution. Some of these items a provider would not be able to generate until they are provided with an actual award amount.

from the Agency for Workforce Innovation dated 5-29-2001 that provides guidance to all state workforce boards on the use of an award letter to permit the continuation of service to participants in anticipation of executed contracts.

(b) include in the CAP a review of its procurement practices, contract structure, boilerplate contract, and updated written procurement policies and procedures that outline a formal competitive process, and

CSSF Response: CSSF has changed their previous unit-based contracts to a more simplified cost reimbursement contract. As a result of which the contract does not require multiple pay points or a complex performance structure.

1. CSSF conducted an internal review of its procurement practices to ensure they were following the procurement policy. CSSF also compared their practice against a random sample of other LWDA boards in the state to detect any abnormalities. None were discovered.
2. CSSF will provide DEO a copy of their general procurement policy for review. CSSF will review that policy to ensure it is in alignment with all federal and state regulations as well as 2 CFR 200.317-327.
3. CSSF conducted a comparative study of their contract structure against those of other LWDB's in the State of Florida. CSSF was not able to determine a general standard, therefore the contract shell has been updated based on overall best practices and recommendations provided during the review.
4. CSSF will provide DEO with a copy of their boilerplate contract and the associated attachments for review.
5. Upon review by DEO, CSSF will make any recommended changes if said changes are approved for legal sufficiency.

(c) provide documentation that appropriate staff has received training on Federal statutes and regulations for procurement.

CSSF Response: CSSF's administrative staff receive procurement training from Miami Dade County. The training provided by Miami Dade County is in alignment with federal regulations to include 2 CFR 200.317-327.

(d) review the CAP and relevant documents before the plan is implemented in the local area.

CSSF Response: CSSF will implement any additional changes after this plan has been reviewed and approved by DEO.



SFWIB EXECUTIVE COMMITTEE

DATE: 8/11/2022

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: RAPID RESPONSE POLICY FOR ECONOVUE PLATFORM

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A.

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The SFWIB, through its strategic plan, established six Strategic Goals by which the board operates. One of the strategies for the second Strategic Goal, “Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery”, specifically tasks staff with the development and implementation of Integrated Business Service Teams. SFWIB staff began establishing these teams in program year 2019-2020 when the board contracted with five local chamber of commerce and economic development agencies.

In an effort to provide additional structure to the teams, staff developed a Rapid Response Policy. The policy provides guidance to staff as it relates to rapid response activities and the use of the EconoVue™ platform. EconoVue™ is an intuitive licensed data visualization platform that offers multi-dimensional views of a region’s business, workforce, and sector data for targeted business outreach.

The EconoVue™ platform utilizes Bureau of Labor Statistics and Dun & Bradstreet data to help establish an early warning system to identify businesses, regardless of size, that may be at risk of closing. The platform is interactive and provides information on businesses, including labor market data, standard identity and demographic information regarding size, location and operations, business health, and change dynamics. The Rapid Response Team will utilize the platform to identify troubled companies to develop and implement layoff aversion strategies.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



POLICY TRANSMITTAL

SUBJECT:	Layoff Aversion and Rapid Response	Policy/Guidance No.:
APPLIES TO:	Workforce Development Area 23	Effective Date: July 1,
		Revised Date:
		Expiration Date: Indefinite
REFERENCE:	<ul style="list-style-type: none"> • Workforce Innovation and Opportunity Act, §Section 134(d)(1)(A)(ix)(II)(cc). • Workforce Innovation and Opportunity Act Final Rule, 20 CFR 682.320. • Workforce Innovation and Opportunity Act Final Rule, 20 CFR 682.340. • Training and Employment Guidance Letter (TEGL) 19-16: “Guidance on Services provided through the Adult and Dislocated Worker Programs and the Wagner-Peyser Act Employment Services” (March 1, 2017). • Training and Employment Guidance Letter (TEGL) 26-14: “Workforce Innovation and Opportunity Act Transition Authority for Flexible Use of State Rapid Response Funds” (April 14, 2015). • Training and Employment Notice (TEN) 9-12: “Layoff Aversion in Rapid Response Systems” (August 31, 2012). • CareerSource Florida Administrative Policy Number 114: “Rapid Response Program Administration” 	

I. PURPOSE

The federal Workforce Innovation and Opportunity Act (WIOA) encourages states to implement and promote programs and strategies that are consistent, high quality, timely and provide innovative responses within a comprehensive economic transition model that supports a broad vision for Rapid Response and embraces Layoff Aversion as one of its central tenets.

CareerSource Florida Strategic Policy for Rapid Response and Layoff Aversion Systems encourages local workforce boards and local Rapid Response teams to develop high quality, comprehensive and effective Rapid Response and Layoff Aversion strategies that maximize their ability to assist businesses, especially small businesses, in their local community. Rapid Response and Layoff Aversion activities should be focused on proactively engaging with businesses to prevent layoffs as well as reacting to announced layoffs and assisting affected workers.

II. BACKGROUND

WIOA requires Local Workforce Development Area (WDA) Rapid Response activities to assist employers and impacted workers prior to and immediately following the announcement of a permanent closure, layoff or natural or other disaster resulting in a mass job dislocation. This requires informed, strategic local business engagement.

Small businesses represent a large percentage of the overall businesses within WDA 23. Accordingly, many layoffs do not fall within the federal Worker Adjustment and Retraining Notification Act (WARN) requirements and may go undetected because they affect fewer than 50 employees. A strong rapid response/layoff aversion program is critical to WDA 23 to better position the Local Workforce Development Board in assisting businesses of all sizes.

An effective Rapid Response and Layoff Aversion System promotes economic recovery and vitality by developing ongoing, comprehensive approaches to identifying, planning for, or responding to layoffs or dislocations and preventing or minimizing their impacts on workers, businesses, and communities. It includes engagement with employers of all sizes, economic organizations, chambers of commerce, small business development centers, business associations, and other critical partners in developing workforce solutions that improve the economic well-being and quality of life for a community, by creating and/or retaining jobs that facilitate growth, provide a stable tax base, and support a competitive, resilient local workforce.

III. STRATEGIC POLICY

CareerSource South Florida (CSSF) shall implement a comprehensive Rapid Response system with an emphasis on Layoff Aversion Activities that dedicate resources and efforts to the following:

1. Establishing formal partnerships with local chamber of commerce, economic development organizations, small business development centers, business associations and other critical partners.
2. Establish a Rapid Response Team comprised on members from collaborating agencies.
3. Gathering data and intelligence related to economic transition trends within industries, communities, or at specific employers, and planning strategies for intervention.
4. Identifying heavily concentrated industries and sectors and related training needs in the geographic area.
5. Connecting employers and workers with short- term, on-the-job, and customized training and apprenticeships before or after layoff and prior to new employment.
6. Design strategies to maintain effective business engagement with companies of all sizes and industries within the Local Workforce Development Area (LWDA)

7. Establish an early warning system utilizing the EconoVue™ data visualization system to identify businesses, regardless of size that may be of risk of closing, so that immediate support may be provided to avoid layoffs. Establishing local points of contact within the early warning system network to communicate and be accountable for Rapid Response services.
8. Outreach and education regarding the provision of comprehensive, employer-based Layoff Aversion services to include but not limited to Short-Time Compensation, federal emergency grant and loan programs, local and community assistance programs, and incumbent worker training to avert layoffs and facilitate connections to other support services.

IV. Rapid Response Team

CSSF shall establish a Rapid Response Team with collaborating agencies who members will be Business Intermediaries of the local board. The Rapid Response Team will concentrate their efforts on the following:

1. Utilize the EconoVue™ system to identify businesses that are considered high risk to provide outreach and education regarding the provision of comprehensive, employer-based Layoff Aversion services to include Short-Time Compensation, federal emergency grant and loan programs, local and community assistance programs.
2. Utilize the EconoVue™ system to identify businesses that are considered moderate to high risk to outreach and educate regarding incumbent worker training to avert layoffs and facilitate connections to other support services.
3. Utilize the EconoVue™ system to identify businesses that are in transition and may benefit from On-The-Job training, apprenticeship programs or pre-apprenticeship programs.
4. Define service level standards to include quantitative outcomes sought including but not limited to return on investment and economic impact to the LWDA.

V. DEFINITIONS

1. EconoVue™ Data Platform

A licensed data visualization and business outreach platform using Bureau of Labor Statistics and Dun & Bradstreet data that provides information on business locations, including standard identity and demographic information around size, location and operations, business health and change dynamics.

2. Incumbent Worker Training Program

The Incumbent Worker Training (IWT) Program is to provide grant funding for continuing education and training of incumbent employees at existing Florida businesses. The program will provide reimbursement grants to businesses that pay for pre-approved, direct, training related costs. The program helps established Florida businesses upgrade the skills of their current employees.

3. Layoff Aversion

A continuum of strategies targeted to specific employers or industries that are experiencing a decline and have the potential to undergo layoffs, or are experiencing a serious skills gap that impacts their ability to compete and retain workers. A layoff is considered to be averted when:

- a. A worker's job is saved at an existing employer facing a risk of downsizing or closing; or
- b. A worker at risk of dislocation faces a brief gap or unemployment when transitioning to a different job with the same employer or is hired at a new job with a different employer.

4. On the Job Training (OJT)

On the Job Training (OJT) is designed to provide resources for occupational training and development of eligible, prospective, full-time hires by helping to defray the cost of training. Businesses may recoup a percentage of the wages paid to each new hire during the agreed-upon training period.

5. Paid Work Experience (PWE)

Paid Work Experience (PWE) provides a business with workers for a specified period of time to gain work experience. The salary of the worker is paid, at no cost to the business, during the term of the agreement. This incentive allows new worker(s) to gain job-specific skills, while helping the business increase productivity.

6. Short-Time Compensation

The Short Time Compensation program helps employers retain their workforce in times of temporary slowdown by encouraging work sharing as an alternative to layoff. The program permits prorated reemployment assistance benefits to employees whose work hours and earnings are reduced as part of a Short Time Compensation plan to avoid total layoff of some employees.



SFWIB EXECUTIVE COMMITTEE

DATE: 8/11/2022

AGENDA ITEM NUMBER: 8

AGENDA ITEM SUBJECT: RAPID RESPONSE AND LAYOFF AVERSION INITIATIVES

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 \$50,000 in Workforce Innovation and Opportunity Act Dislocated Worker funding to continue Rapid Response & Layoff Aversion projects, as set forth below.

STRATEGIC GOAL: **BUILD DEMAND-DRIVEN SYSTEM W/ EMPLOYER ENGAGEMENT**

STRATEGIC PROJECT: **Develop integrated Business Service teams**

BACKGROUND:

During program year 2020-2021, the South Florida Workforce Investment Board (SFWIB) approved an allocation in Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker funding to implement the Rapid Response & Layoff Aversion Pilot Project. There were a total of five economic development entities that served as business intermediaries on behalf of the SFWIB. The five business intermediaries also served as an extension of the regional Rapid Response team to provide assistance to dislocated workers for businesses who were implementing layoffs or plant closings.

Subsequently, the SFWIB continued the partnerships in program year 2021-2022 due to the success of the initial pilot project. In an effort to continue strengthening, developing, and enhancing the Rapid Response Team, and to further extend the SFWIB's reach in the community, SFWIB staff recommends allocating an amount not to exceed \$50,000 in WIOA Dislocated Worker funding to the South Florida Hispanic Chamber of Commerce, Inc. to act as a business intermediary.

The South Florida Hispanic Chamber's mission is to promote the continued growth and development of the Hispanic business community and to serve as a resource center and forum to advocate for Hispanic and minority owned businesses.

In following the procurement process of Miami-Dade County, Administrative Order No. 3-38, it is recommended that the SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interest of SFWIB. A two-thirds (2/3) vote of the quorum present is required to waive the competitive procurement process and award the South Florida Hispanic Chamber of Commerce, Inc. an allocation in an amount not to exceed \$50,000; in Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Funds to provide business intermediary services in Workforce Development Area 23.

FUNDING: Workforce Innovation and Opportunity Act Dislocated Worker

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 8/11/2022

AGENDA ITEM NUMBER: 9

AGENDA ITEM SUBJECT: MIAMI DADE COLLEGE HELPDESK TECHNICIAN APPRENTICESHIP 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 \$149,976 in Workforce Innovation and Opportunity Act funds for the Miami Dade College Helpdesk Technician Apprenticeship Program, as set forth below.

STRATEGIC GOAL: **BUILD DEMAND-DRIVEN SYSTEM W/ EMPLOYER ENGAGEMENT**

STRATEGIC PROJECT: **Maximizing collaborative partnerships**

BACKGROUND:

As more jobs become remote, the demand for Helpdesk Technicians continues to grow. Miami Dade College and the Thrive Company are two employers that are seeing, first-hand, the growing need for Information Technology (IT) support. In response to this growing need, Miami Dade College will sponsor a Helpdesk Technician Apprenticeship Program for 15 eligible candidates.

A Help Desk Technician is responsible for providing technical support and assistance. Help Desk Technicians interact with customers, by phone or in-person, to resolve computer problems related to software and hardware issues.

The Help Desk Support Technician Apprenticeship program is designed to prepare apprentices with the technical knowledge and skills for employment as Help Desk and Support Technicians in commercial, industrial and government institutions. Apprentices have an opportunity to earn the Help Desk Support Technician College Credit Certificate (16 College Credits), the CompTIA A+ and Network + certifications, and a Registered Apprenticeship Certificate of Completion issued by the Florida Department of Education and recognized by the United States Department of Labor.

Miami Dade College will serve as the Apprenticeship Sponsor, related technical instruction provider and administer support for other relevant training services. Miami Dade College will employ 11 of the 15 candidates. The Thrive company will employ four apprentices. The total cost to the SFWIB for the program is \$149,976.

The SFWIB will reimburse 30 percent of the OJT apprentice salary for 2,000-hour program for the following companies:

- Thrive Company - Four (4) apprentices at a rate of \$17.50 per hour; and,
- Miami Dade College - Eleven (11) apprentices at a rate of \$16.36 per hour.

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE: N/A

NO ATTACHMENT