



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
EXECUTIVE COMMITTEE MEETING
THURSDAY, NOVEMBER 14, 2024
8:15 A.M.**

CareerSource South Florida
7300 Corporate Center Drive
Miami, Florida 33126

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

AGENDA

1. Call to Order and Introductions
2. Approval of Executive Committee Meeting Minutes
 - A. September 12, 2024
3. Information – NTIA Digital Equity Competitive Grant Program Application
4. Information – 2024 & 2025 Local Performance Levels Negotiation Response
5. Information – PY23-24 Earning Gain Analysis
6. Information – Layoff Aversion Analysis

CLOSED SESSION – Executive Director Evaluation

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



SFWIB EXECUTIVE COMMITTEE

MEETING DATE: 11/14/2024

AGENDA ITEM: 2A

AGENDA TOPIC: MEETING MINUTES

SFWIB EXECUTIVE COMMITTEE MEETING MINUTES

DATE: September 12, 2024

LOCATION: VIRTUAL ONLY

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

1. **CALL TO ORDER:** Chairman Gibson called to order the regular meeting of the SFWIB Executive Committee Meeting at 8:22AM on September 12, 2024.
2. **ROLL CALL:** 6 members; 4 required; 5 present: Quorum established.

SFWIB EXECUTIVE COMMITTEE MEMBERS PRESENT	SFWIB MEMBERS ABSENT/EXCUSED	SFWIB STAFF
(All attended via Zoom) del Valle, Juan-Carlos, Vice-Chairman Canales, Dequasia Ferradaz, Gilda Gibson, Charles, Chair Loynaz, Oscar, M.D.	Chi, Joe (Excused)	Beasley, Rick Bennett, Renee Morgan, Ebony Perrin, Yian Smith, Robert ADMINISTRATION/IT
OTHER ATTENDEES		

Agenda items are displayed in the order they were discussed.

In advance of the meeting, Ms. Canales provided an update on the Steward Healthcare System and the group's ongoing efforts to identify potential buyers and finalize the planning of a job fair to prevent possible layoffs. She further shared that an announcement has been made regarding

interim operators who will manage the hospitals to ensure their continued operation while the search for potential owners continues. Mr. Beasley explained that Ms. Canales, Mr. Chi, the Beacon Council, and the Greater Miami Chamber of Commerce have been meeting weekly to find ways to prevent the closure of three Steward Healthcare facilities and the layoff of over 1,900 employees.

2A. Approval of Executive Committee Meeting Minutes – August 8, 2024

Chairman Gibson presented agenda item 2A. August 8, 2024 Executive Committee Meeting minutes for review in advance of approval.

Motion for approval of the August 8, 2024 SFWIB Executive Committee Meeting minutes by Ms. Canales; Vice-Chairman del Valle seconded; **motion is passed without dissent.**

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

3. Information – Internal Control Questionnaire and Assessment

Chairman introduced the item; Mr. Beasley informed the members that the Internal Control Questionnaire and Assessment, created by the Department of Commerce Internal Controls Unit, is a self-assessment that must be completed and submitted to the State annually. He led members through the essential sections of the document, which includes: risk assessment awareness and management, operational effectiveness and efficiency, financial reporting reliability, and compliance adherence to applicable laws and regulations.

The form has been completed and sent to CSSF Finance for review in advance of being forwarded to the Chairman for signature.

Ms. Canales recognized CSSF staff for effectively communicating information to keep the Board informed, while also explaining the nature of the item or issue, its rationale, and any subsequent actions the team will undertake to address the matter.

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

4. Information – WIOA Regional Planning Requirements

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

The Workforce Innovation and Opportunity Act (WIOA), Section 106, mandates that each State Workforce Development Board must create and execute a State Workforce Development Plan. This involves regional planning that requires economic data for each local workforce development area. Towards the end of last year, the CareerSource Florida Board of Directors approved Administrative Policy 123 – Regional Planning Areas Identification and Requirements. This policy outlined the method used to identify regional planning areas for

groups of two or more Local Workforce Development Areas (LWDA) and the prerequisites for developing regional WIOA plans. As a result, Miami-Dade was paired with Broward County. Mr. Yian Perrin, our Assistant Director of Administration, will oversee this project.

Mr. Beasley commented on the potential outcomes of this process and the CSSF policies and procedures that may be revised due to this exercise. He concluded by stating that CSSF staff will oversee the logistics of collecting signatures from both boards before presenting the report to the Mayor's office for review and signature before sending it to the state.

Vice Chairman del Valle shared his perspective on Miami-Dade being paired with Broward and inquired about the potential alignment with Palm Beach, which may be considered in a tri-county regional planning effort. Rick explained that each grouping was reviewed based on several factors, such as commuter patterns, finances, industry mixes, and employer characteristics. These variables were examined and considered, leading to the pairing of Palm Beach with the Research Coast and Broward County with Miami-Dade County.

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

5. Information – PY 23-24 WIOA Quarter 4 Common Performance Measures

Chairman Gibson introduced the item; Mr. Beasley presented the PY 2023-2024 WIOA 4th quarter performance measures, highlighting significant improvements in various areas. He noted several improvements to data entry that have implemented with the providers to better and the use of the automated monitoring tool. He concluded by stating that the strategies implemented are working well and should continue to be refined to sustain success

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

6. Information – CSSF Common Measures Tool Presentation

Chairman Gibson introduced the item; Mr. Beasley was unable to conduct a demonstration of the Common Measures Tool. It will be rescheduled to take place at a later date.

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

7. Approval – The South Florida Hispanic Chamber of Commerce as Business Services Intermediary

With the Chairman's authorization, Mr. Beasley presented the recommendation to approve the South Florida Hispanic Chamber of Commerce as a business intermediary for CSSF. As an extension of our business services unit, this organization will offer rapid response and layoff aversion services to local businesses that may be facing financial difficulties.



Motion to recommend for approval to allocate an amount not to exceed \$75,000 in WIOA Dislocated Worker funding to the South Florida Hispanic Chamber of Commerce to serve as business services intermediary to expand CSSF's rapid response and layoff aversion services to local businesses submitted by Ms. Canales; Dr. Loynaz seconded; **motion is passed without dissent.**

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

New Business

SFWIB Member Recruitment

Mr. Beasley is working with the Greater Miami Chamber of Commerce and CAMACOL to find a new member, ideally from the healthcare sector, to succeed Mr. Thomas 'Tom' Roth, who recently resigned from the SFWIB. Mr. Beasley is hopeful that he will have a list of potential candidates ready for review before the October 10, 2024, SFWIB Executive Committee Meeting.

SFWIB Finance and Efficiency Council (FEC) – Chairman and Vice-Chairman Replacement

Following Mr. Roth's resignation, the FEC is without a Chairman. Mr. Gibson, the Chairman of the SFWIB, will continue to serve as the Council's Chair until a new Chair and Vice-Chair are appointed. Mr. Beasley will submit names to the SFWIB Chairman for review and consideration. We hope to have nominees selected for both roles before the next SFWIB Executive Committee Meeting. This will enable us to vote on a recommendation to present to the full board during the October 17, 2024 meeting.

CareerSource Florida Board Meeting Update

This week, the State Workforce Board met to review and discuss various items from the local workforce boards. Yesterday, the board approved two items for the South Florida Workforce Investment Board (SFWIB): the 40% training waiver request and the New Local Workforce Development Area Designation. This designation establishes Region 23 and acknowledges that SFWIB provides workforce services to Miami-Dade County exclusively.

CSSF Events – The Workforce Professional Summit, the FL Broadband Summit, and the 2024 SETA Conference,

Mr. Beasley and a number of CSSF staff members attending the Workforce Professional Summit and the FL Broadband during which they presented on apprenticeship models (with Dr. Rolle of Miami Dade College), the Common Measures Tool and the Automated Measuring Tool. All were well-received; however, the Automated Measuring Tool was an enormous success, as there is a substantial demand for the tool.



The Secretary of Commerce, Mr. Alex Kelly, requested that Mr. Beasley participate in a panel at the Broadband Summit. The discussion centered on Florida's workforce system and some of the services CSSF provides locally.

At the 2024 Southeastern Employment & Training Association (SETA) next week, Mr. Beasley, Mr. Washington, and Ms. Vice will deliver presentations on the Common Measures Tool and the apprenticeship models that are being used in Miami-Dade County. Dr. Rolle of Miami Dade College will accompany Mr. Beasley during the event.

With no further business presented to the Committee, the meeting adjourned at 9:09 am.

DRAFT



SFWIB EXECUTIVE COMMITTEE

DATE: 11/14/2024

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: NTIA DIGITAL EQUITY COMPETITIVE GRANT PROGRAM APPLICATION

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **IMPROVE SERVICES FOR INDIVIDUALS W/ BARRIERS**

STRATEGIC PROJECT: **Close the digital skills gap**

BACKGROUND:

On September 23, 2024, CareerSource South Florida (CSSF) partnered with Miami-Dade County and over 20 other agencies and community stakeholders to successfully submit an application for the Digital Equity Competitive Grant under the National Telecommunications and Information Administration (NTIA), a division of the U.S. Department of Commerce. This grant aims to address the digital divide by increasing access to technology, broadband internet, and digital literacy resources in underserved communities.

CSSF has submitted a proposal for \$400,000 as part of this initiative. The proposed funding includes:

- \$98,696 allocated for salaries for two mobile unit drivers, who will facilitate community outreach and provide workforce development services.
- \$95,500 to cover the occupational training costs for up to 40 women participating in the Women in Tech Program, which equips women from underrepresented communities with skills in high-demand fields such as cybersecurity and web development.
- 186,244 designated for wage reimbursements to participating employers, encouraging them to hire and train program participants.

Additionally, CSSF has committed a 5% matching contribution amounting to \$19,200 to provide one year of broadband access for all participants in the Women in Tech Program.

CSSF's project focuses on closing the digital equity gap in ten high-poverty zip codes across Miami-Dade County, where up to 40% of children live in poverty. The project's two key initiatives—the Mobile Broadband Access Initiative and the Women in Tech Program—will provide underserved populations with access to high-speed internet, digital literacy training, and workforce development support.

By deploying two mobile units equipped with broadband access and workforce services, CSSF will bring vital resources directly to these communities. The Women in Tech Program will provide participants with occupational training and connect them to employment opportunities in the emerging technology industry in Miami-Dade County. The partnership with local service providers and community organizations ensures that this project will have a lasting impact on digital inclusion and workforce participation.

CSSF's participation in this grant aligns with its mission to reduce barriers to employment and foster economic growth in underserved communities. By addressing digital inclusion and workforce development, this initiative empowers individuals to actively participate in the digital economy and improve their overall quality of life. The partnership with Miami-Dade County and other community stakeholders underscores the collaborative approach CSSF is taking to maximize the impact of this initiative in addressing digital disparities.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 11/14/2024

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: PY24-25 & PY25-26 WIOA NEGOTIATED PERFORMANCE LEVELS UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

In accordance with WIOA Section 107(d)(9), the local board, the chief elected official, and the Governor must negotiate and reach agreement on local performance accountability measures. The Florida Department of Commerce (FloridaCommerce) conducts bi-annual negotiations with the U.S. Department of Labor (USDOL) Employment and Training Administration to establish state-level performance requirements for Workforce Innovation and Opportunity Act (WIOA) Titles I and III funded programs.

The negotiated WIOA primary performance indicators measure the effectiveness of the Adult, Dislocated Worker, Youth, and Wagner-Peyser programs. These performance accountability indicators assess the effectiveness of local workforce development boards in providing workforce services within their respective areas. The measures are categorized as:

- Exceeded: Greater than 100% of negotiated
- Met: 90-100% of negotiated
- Not Met: Less than 90% of negotiated

On October 31, 2024, the South Florida Workforce Investment Board (SFWIB) and FloridaCommerce finalized the WIOA performance negotiations for Program Years (PY) 24-25 and 25-26. FloridaCommerce accepted the majority of the SFWIB's proposed WIOA performance measures. However, they proposed higher performance goals for the following measures:

- Dislocated Worker (PY25-26) - Medium Wage 2nd Quarter After Exit: \$10,209
- Dislocated Worker (PY24-25) - Measurable Skills Gain 77 %
- Dislocated Worker (PY25-26) - Measurable Skills Gain 77 %
- Youth Program (PY24-25) - Measurable Skills Gain 74 %
- Youth Program (PY25-26) - Measurable Skills Gain 74 %

The proposed measures were accepted by SFWIB staff. The accepted WIOA performance table is attached.

FUNDING: N/A

PERFORMANCE: Workforce Innovation Opportunity Act and Wagner Peyser

ATTACHMENT

PY 2024 & 2025 Local Performance Levels Negotiation Response

Local Workforce Development Board (LWDB): 23		Career Source South Florida
LWDB Contact Name: Rick Beasley, Executive Director		
LWDB Contact Email:	Rick.beasley@careersourcesfl.com	
LWDB Contact Email:		
LWDB Contact Email:		

Measures	PY 2024 Proposed Performance Levels	Accept Proposed Performance Levels? (Select Yes or No From Drop Down)	Proposed Level of Performance (Leave blank if accepting Performance Level)	Rationale for Proposed Level of Performance (Leave blank if accepting Performance Level)
Adults:				
Employed 2nd Qtr After Exit	57.7%	NO	64.5%	Proposed keeping the PY23-24 performance goal.
Employed 4th Qtr After Exit	56.7%	NO	66.1%	Proposed keeping the PY23-24 performance goal.
Median Wage 2nd Quarter After Exit	\$6,813	YES		
Credential Attainment Rate	42.2%	NO	50.6%	Proposed keeping the PY23-24 performance goal.
Measurable Skill Gains	15.6%	NO	24.9%	Proposed keeping the PY23-24 performance goal.

Measures	PY 2025 Proposed Performance Levels	Accept Proposed Performance Levels? (Yes or No)	Proposed Level of Performance (Leave blank if accepting Performance Level)	Rationale for Proposed Level of Performance (Leave blank if accepting Performance Level)
Adults:				
Employed 2nd Qtr After Exit	57.7%	NO	64.5%	Proposed keeping the PY23-24 performance goal.
Employed 4th Qtr After Exit	56.7%	NO	66.1%	Proposed keeping the PY23-24 performance goal.
Median Wage 2nd Quarter After Exit	\$6,813	YES		
Credential Attainment Rate	42.2%	NO	50.6%	Proposed keeping the PY23-24 performance goal.
Measurable Skill Gains	15.6%	NO	24.9%	Proposed keeping the PY23-24 performance goal.

Dislocated Workers:				
Employed 2nd Qtr After Exit	68.6%	NO	77.6%	The proposed goal is calculated as an average of three components: the PY23-24 goal, the PY23-24 actual average, and the PY24 proposed goal. This approach ensures that the goal is balanced and reflective of both past performance and future expectations.
Employed 4th Qtr After Exit	63.8%	NO	74.1%	Same rationale
Median Wage 2nd Quarter After Exit	\$10,476	NO	\$9,718	Same rationale
Credential Attainment Rate	92.8%	NO	85.9%	Same rationale
Measurable Skill Gains	81.1%	NO	77.0%	Same rationale

Dislocated Workers:				
Employed 2nd Qtr After Exit	68.6%	NO	77.6%	The proposed goal is calculated as an average of three components: the PY23-24 goal, the PY23-24 actual average, and the PY24 proposed goal. This approach ensures that the goal is balanced and reflective of both past performance and future expectations.
Employed 4th Qtr After Exit	63.8%	NO	74.1%	Same rationale
Median Wage 2nd Quarter After Exit	\$10,476	NO	\$10,209	Same rationale
Credential Attainment Rate	92.8%	NO	85.9%	Same rationale
Measurable Skill Gains	81.1%	NO	77.0%	Same rationale

Youth:				
Employed 2nd Qtr After Exit	86.5%	NO	81.0%	The proposed goal is calculated as an average of three components: the PY23-24 goal, the PY23-24 actual average, and the PY24 proposed goal. This approach ensures that the goal is balanced and reflective of both past performance and future expectations.
Employed 4th Qtr After Exit	81.8%	NO	77.5%	Same rationale
Median Wage 2nd Quarter After Exit	\$3,518	NO	3,799	Same rationale
Credential Attainment Rate	49.3%	NO	56.6%	Same rationale
Measurable Skill Gains	77.6%	NO	74.0%	Same rationale

Youth:				
Employed 2nd Qtr After Exit	86.5%	NO	81.0%	The proposed goal is calculated as an average of three components: the PY23-24 goal, the PY23-24 actual average, and the PY24 proposed goal. This approach ensures that the goal is balanced and reflective of both past performance and future expectations.
Employed 4th Qtr After Exit	81.8%	NO	77.5%	Same rationale
Median Wage 2nd Quarter After Exit	\$3,518	NO	3,799	Same rationale
Credential Attainment Rate	49.3%	NO	56.6%	Same rationale
Measurable Skill Gains	77.6%	NO	74.0%	Same rationale

Wagner-Peyser:				
Employed 2nd Qtr After Exit	57.8%	NO	61.7%	Proposed keeping the PY23-24 performance goal.
Employed 4th Qtr After Exit	56.4%	NO	59.4%	Proposed keeping the PY23-24 performance goal.
Median Wage 2nd Quarter After Exit	\$6,063	YES	0	

Wagner-Peyser:				
Employed 2nd Qtr After Exit	57.8%	NO	61.7%	Proposed keeping the PY23-24 performance goal.
Employed 4th Qtr After Exit	56.4%	NO	59.4%	Proposed keeping the PY23-24 performance goal.
Median Wage 2nd Quarter After Exit	\$6,063	YES		



SFWIB EXECUTIVE COMMITTEE

DATE: 11/14/2024

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: PY23-24 EARNING GAIN ANALYSIS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **IMPROVE SERVICES FOR INDIVIDUALS W/ BARRIERS**

STRATEGIC PROJECT: **Close the digital skills gap**

BACKGROUND:

For Program year 23-24, SFWIB conducted an earning gain analysis on all the agency programs. The provided table summarizes the outcomes of job placements across various workforce development funding streams, detailing pre- and post-wage earnings, salary variances, average earnings gain per individual, and the total additional salary generated in the community. A total of 8,442 individuals were placed into jobs through these funding streams. A total additional salary generated across all funding streams amounted to \$94,978,333.

Earnings Gain Table							
Funding Stream	# of individuals Place into a job	Pre-Wage	Post-Wage	Salary Variance	Average Earnings Gain	Additional Salary generated in the community	% Increase
WIOA Adult	404	\$14.37	\$19.37	\$5.00	\$10,400.00	\$ 4,201,600	34.8%
WIOA Dislocated Worker	72	\$25.63	\$28.81	\$3.18	\$6,614.40	\$ 476,237	12.4%
WIOA Youth	148	\$12.34	\$15.05	\$2.71	\$5,636.80	\$ 834,246	22.0%
SNAP	312	\$9.58	\$14.14	\$4.56	\$9,484.80	\$ 2,959,258	47.6%
TANF	588	\$11.91	\$14.52	\$2.61	\$5,428.80	\$ 3,192,134	21.9%
Wagner-Peyser	6,918	\$14.33	\$20.12	\$5.79	\$12,043.20	\$ 83,314,858	40.4%

\$ 94,978,333

- Pre-Wage and Post-Wage Comparison:
 - All funding streams showed an increase in wages post-placement.
 - Wagner-Peyser participants had the highest post-wage of \$20.12, starting from a pre-wage of \$14.33, reflecting the highest salary variance of \$5.79.
 - WIOA Dislocated Worker had the highest pre-wage at \$25.63, with a post-wage of \$28.81, resulting in a salary variance of \$3.18.

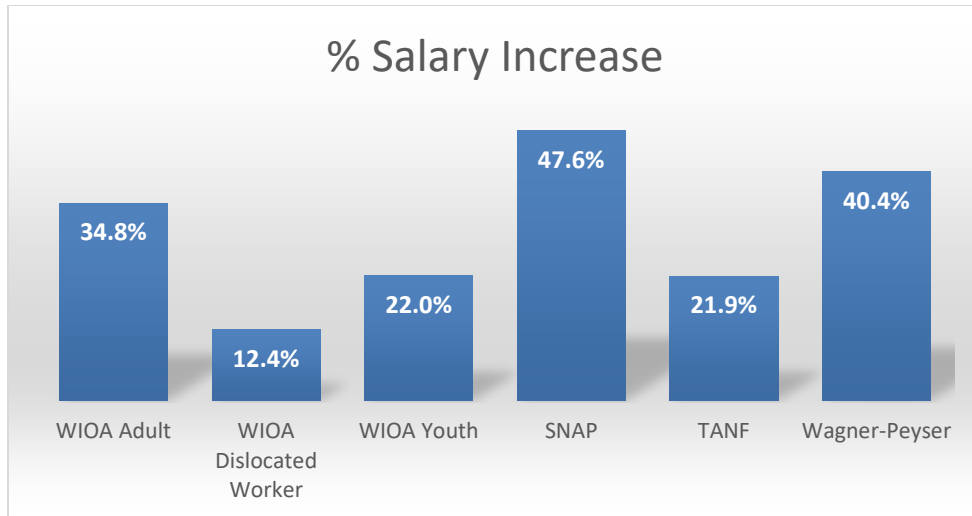
- Salary Variance:
 - Salary variance measures the increase in hourly wage after job placement.
 - The largest salary variance was observed in Wagner-Peyser (\$5.79), followed by WIOA Adult (\$5.00) and SNAP (\$4.56).
 - The smallest salary variance was in TANF participants (\$2.61).

- Average Earnings Gain:
 - The average earnings gain is the additional annual earnings per individual post-placement.
 - Wagner-Peyser participants had the highest average earnings gain at \$12,043.20.
 - The average earnings gain ranged from \$5,428.80 (TANF) to \$12,043.20 (Wagner-Peyser).

- Additional Salary Generated in the Community:
 - This represents the total increase in annual salary earnings generated by all individuals in the community post-placement.
 - Wagner-Peyser generated the highest additional salary in the community at \$83,314,858, owing to the high number of individuals placed (6,918) and the significant wage increase.
 - The total additional salary generated across all funding streams amounted to \$94,978,333.

The data demonstrates the significant impact of employment and training services provided by CSSF career centers on the earnings of individuals placed into jobs across various funding streams. Notably, the Wagner-Peyser funding stream contributed the most to community earnings, both in terms of total additional salary and average earnings gain per individual. The overall increase in wages and the substantial additional salaries generated in the community highlight the value and effectiveness of these workforce development programs.

The analysis of the Earnings Gain Table provides valuable insights into the effectiveness of various workforce development funding streams in increasing the wages of job seekers and their overall impact on the community. Each program has shown significant contributions towards enhancing the economic well-being of its participants, as reflected in the percentage increase in salary and the additional salary generated in the community.



The services provided by these programs have proven to be instrumental in assisting program participants by, enhancing employability, increasing economic stability, boosting community earnings, and providing career growth opportunities.

In conclusion, the workforce development programs analyzed have been highly effective in increasing the wages of job seekers and generating substantial additional income within the community. The percentage increase in salary across various programs underscores the importance of continued support and investment in these services, which not only benefit individual participants but also contribute significantly to the economic health of the community as a whole.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 11/14/2024

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: LAYOFF AVERSION ANALYSIS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **IMPROVE SERVICES FOR INDIVIDUALS W/ BARRIERS**

STRATEGIC PROJECT: **Close the digital skills gap**

BACKGROUND:

CSSF implemented the EconoVue™ platform to accelerate business engagement for workforce development and economic development across Miami-Dade County. EconoVue provides CSSF access to 267K employers in Miami-Dade county. Fueled by business intelligence, workforce data, and economic analytics, EconoVue is an intuitive data visualization platform being used to improve employer outreach.

The following analysis is provided using the EconoVue Financial Stress Score (FSS) categories—Low, Medium, and High—to assess industry risk levels and potential business strategies:

1) Overall Summary

- a) Total Businesses Analyzed: 227,660
- b) Financial Stress Scores Distribution:
 - i) Low: 155,090 businesses (68.1%)
 - ii) Medium: 69,854 businesses (30.7%)
 - iii) High: 2,716 businesses (1.2%)

This distribution shows that the majority of businesses are classified as Low Financial Stress, indicating lower risk. However, around a third fall into the Medium category, while a smaller portion faces High Financial Stress and potential closure risk.

2) Industry-Level Breakdown

- a) Industries with the Highest Counts in Each Category
 - Low Financial Stress Score:
 - Professional Services: 22,820

- Health Care: 15,968
- Administrative and Support Services: 15,108
- Services: 15,475
- Retail Stores: 13,083
- Medium Financial Stress Score:
 - Retail Stores: 9,113
 - Professional Services: 7,485
 - Administrative and Support Services: 5,829
 - Health Care: 5,794
 - Services: 5,864
- High Financial Stress Score:
 - Retail Stores: 409
 - Transportation: 485
 - Wholesale: 265
 - Construction: 336
 - Manufacturing: 155

b) Insights:

- Low-Risk Industries: Professional Services, Health Care, and Administrative Services present a significant proportion of low-risk businesses, suggesting they are viable for partnerships and expansion.
- Moderate-Risk Industries: Retail Stores, Services, and Health Care appear most in the Medium category, indicating a need for proactive outreach.
- High-Risk Industries: Retail Stores and Transportation have the highest number of businesses in the High category, signaling they may require immediate intervention and support for re-employment efforts.

3) Percentage Distribution by Industry

- Industries with High Resilience: Industries with a larger percentage in the Low Financial Stress Score category (above 75%) include:
 - Utilities (60.8% Low)
 - Public Administration and Education (59.3% Low)
 - Professional Services (74.8% Low)
- Industries with a High Portion of Medium Risk: Industries with notable Medium scores (above 40%) include:
 - Information-Based Industries (39.9%)
 - Retail Stores (40.3%)
 - Transportation (42.9%)
- High-Risk Industries:
 - Transportation stands out with 3.8% in High Financial Stress Score, indicating a higher likelihood of layoffs or closures.

4) Strategic Recommendations

- Expansion and Partnerships: The Professional Services, Health Care, and Administrative Services industries are strong candidates, as they lead in Low Financial Stress and exhibit stability.
- Proactive Outreach Needed: Retail Stores, Services, and Health Care should be approached proactively to mitigate risks and support businesses at moderate risk.
- Rapid Response/Re-employment Programs: Transportation and Retail Stores exhibit a higher proportion of businesses at risk of failure and may require assistance to manage workforce transitions.

This analysis should assist CSSF in directing efforts to strengthen partnerships and allocate resources effectively based on industry-specific risk levels.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Industry Sector	Financial Stress Indicator			Totals	Search Total	Industry Ratio	Financial Stress Indicator Ratio		
	Low	Medium	High				Low	Medium	High
Professional Services	22,820	7,485	216	30,521	31,947	13.5%	71.4%	23.4%	0.7%
Retail Stores	13,083	9,113	409	22,605	23,409	9.9%	55.9%	38.9%	1.7%
Administrative and Support Services	15,108	5,829	158	21,095	22,833	9.6%	66.2%	25.5%	0.7%
Health Care	15,968	5,794	120	21,882	22,189	9.3%	72.0%	26.1%	0.5%
Services	15,475	5,864	127	21,466	21,968	9.3%	70.4%	26.7%	0.6%
Construction	10,001	5,294	336	15,631	15,949	6.7%	62.7%	33.2%	2.1%
Wholesale	9,704	4,720	265	14,689	15,141	6.4%	64.1%	31.2%	1.8%
Transportation	6,750	5,468	485	12,703	13,259	5.6%	50.9%	41.2%	3.7%
Real Estate	8,003	2,039	36	10,078	10,573	4.5%	75.7%	19.3%	0.3%
Finance	7,221	2,066	37	9,324	9,717	4.1%	74.3%	21.3%	0.4%
Eating and Drinking	4,572	3,839	135	8,546	8,708	3.7%	52.5%	44.1%	1.6%
Manufacturing	4,478	2,305	155	6,938	7,376	3.1%	60.7%	31.3%	2.1%
Legal Services	4,651	1,282	14	5,947	6,008	2.5%	77.4%	21.3%	0.2%
Information-Base Industries	2,998	2,021	46	5,065	5,310	2.2%	56.5%	38.1%	0.9%
Public Administration and Education	2,426	1,644	18	4,088	5,106	2.2%	47.5%	32.2%	0.4%
Art, Entertainment, Recreation, Fitness	3,047	1,385	23	4,455	4,678	2.0%	65.1%	29.6%	0.5%
Insurance Carriers and Related Activities	2,309	673	14	2,996	3,044	1.3%	75.9%	22.1%	0.5%
Management of Companies	1,971	554	9	2,534	2,621	1.1%	75.2%	21.1%	0.3%
Rental and Leasing Services	1,051	579	12	1,642	1,777	0.7%	59.1%	32.6%	0.7%
Hotel and Accommodations	808	468	12	1,288	1,331	0.6%	60.7%	35.2%	0.9%
Agriculture, Fishing, Forestry, Hunting	691	290	12	993	1,033	0.4%	66.9%	28.1%	1.2%
Bioscience	631	338	16	985	1,008	0.4%	62.6%	33.5%	1.6%
Clean and Green	541	266	17	824	870	0.4%	62.2%	30.6%	2.0%
Warehousing and Delivery	374	239	17	630	731	0.3%	51.2%	32.7%	2.3%
Waste Management and Remediation	204	124	11	339	348	0.1%	58.6%	35.6%	3.2%
Utilities	178	109	6	293	309	0.1%	57.6%	35.3%	1.9%
Mining	27	66	10	103	107	0.0%	25.2%	61.7%	9.3%
TOTALS	155,090	69,854	2,716	227,660	237,350	100.0%	65.3%	29.4%	1.1%