



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
GLOBAL TALENT AND COMPETITIVENESS (GTC)  
COUNCIL MEETING  
THURSDAY, OCTOBER 19, 2023  
8:30 AM**

**The DoubleTree by Hilton Miami Airport Convention Center (Hotel Side)**  
The Palm Room  
711 NW 72nd Avenue  
Miami, FL 33126

The public may choose to view the session online via Zoom. **Registration is required:**  
<https://us02web.zoom.us/meeting/register/tZApcuCqDoiHdfQcKvvSUWUz1vGZliStRim>

**AGENDA**

1. Call to Order and Introductions
2. Approval of GTC Council Meeting Minutes
  - A. August 17, 2023
3. Information – Summer Youth Internship Program Update
4. Recommendation as to Approval to Allocate Funds for the 2024 Summer Youth Internship Program
5. Recommendation as to Approval to Add Occupations to the WDA 23 Targeted Occupations List
6. Recommendation as to Approval to Allocate Funds to His House Children's Home

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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."

Global Talent Competitiveness Council (GMCC) Attendance Roster  
 PY 2022 - 2024

**Quorum Standard 5**

#	Member First Name	Member Last Name	08/18/2022	10/20/2022	12/15/2022	02/16/2023	04/20/2023	06/15/2023	08/17/2023	Total Absences	Total Present
1	Gilda	Ferradaz	A	P	P	P	P	P	P	1	6
2	Juan-Carlos	del Valle	P	P	P	A	P	P	E	1	5
3	Bruce	Brecheisen	A	A	P	P	P	E	P	2	4
4	Clarence	Brown	A	P	P	P	P	P	A	2	5
5	Luis	Gazitua	A	A	A	A	A	A	A	7	0
6	Sonia	Grice						E	P	0	1
7	Obdulio	Piedra	A	P	P	A	P	P	P	2	5
8	Alvin	West*	P	A	A					2	1
9	Michelle	Coldiron	P	A	P	A	A	P	A	4	3
10	Oscar	Loynaz	A	P	P	A	P	P	E	2	4
<b>Total Present (P)</b>			<b>3</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>4</b>		
<b>Total Absences (A)</b>			<b>6</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>3</b>		
<b>Total Excused</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>		

\* Member removed from the Board December 2023

\*\* Member assigned to GMCC May 2023





Chairwoman Ferradaz explained that the Council anticipates the presence of additional members; however, a quorum has not yet been reached at the start of the session. The approval of the minutes from the August 20, 2023, GTCC meeting will be waived, and the group will revisit the matter if a quorum is subsequently attained.

Agenda items are displayed in the order they were discussed.

### **3. Information – Early Learning Coalition Early Childhood Apprenticeship Program Update**

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

Mr. Smith delivered a concise update regarding the program's progression, which the Board approved on June 30, 2022. Moreover, he elaborated that while the initial count for the program was anticipated to be fifteen (15) apprentices and four (4) employers, only three (3) employers and six (6) apprentices were in place at this time. Additionally, he disclosed that the wages for the participants has been increased from \$15.28 to \$15.81; nevertheless, the program will adhere to the fiscal limits previously approved by the Board.

Mr. Piedra inquired about the most significant obstacle that staff faced throughout the recruitment process.

Mr. Smith explained that wages were a matter of initial concern during the program's launch; nevertheless, employers were persuaded to raise wages to a minimum of \$15.00 per hour following a prolonged discussion. Mr. Smith introduced Dr. Rolle, from Miami Dade College, who was present to provide further clarification on the obstacles she believed could be affecting the program's participant count. She shared Mr. Smith's viewpoint on the wage dispute and elaborated on the historical factors that contributed to fueling the call for wage hikes. Moreover, Dr. Rolle disclosed that three of the seven employer partners who have signed the MOU have already hired apprentices; nevertheless, each of them reconsidered their initial decision to hire three to four apprentices in light of the wage increases. Conversely, all of them made the decision to move forward with one.

The Department of Education is currently facing a shortage that extends throughout the state of Florida and across the nation. Various initiatives have been implemented that aim to address the situation; nevertheless, the prevailing sentiment is that there is declining interest in pursuing a career in education. Although a complete turnaround will require some time, numerous initiatives are underway to generate greater enthusiasm for a return to the teaching profession.



Mr. Brecheisen asked if the funds eventually expire or sunset. According to Mr. Beasley, the apprenticeship program is unique. Recruiting for the initiative will continue until the objective set by the Board is achieved.

No further questions or comments were presented. Item closed.

#### **4. Information –Miami Dade College Helpdesk Technician Apprenticeship Program Update**

Mr. Smith further an update on the Miami Dade College Helpdesk Technical Apprenticeship Program.

The approval of the Helpdesk Technician Apprenticeship Program (HTAP) for Miami Dade College was granted by the Board at its meeting on August 18, 2022. Eleven apprentices were to be employed by two organizations, Miami Dade College and The Thrive Company. Following the program's approval, The Thrive Company decided to withdraw from the HTAP initiative. Although eleven (11) apprentices were the intended number of participants in this program, only nine (9) are presently active.

Due to their withdrawal from the program, Chairwoman Ferradaz asked whether Miami Dade County could accept the four apprentices who were originally assigned to work for The Thrive Company. MDC could, according to Mr. Smith, since the funds had already been approved. In further elaborating on Thrive's withdrawal, Dr. Rolle stated that the requirements set forth by WIOA and the Department of Labor for apprenticeship programs are rather outdated. This is because apprenticeship programs were originally intended for unions rather than higher education institutions or small businesses such as Thrive. Some businesses decided to forego extra steps to get reimbursement via the program. She elaborated that Thrive continues to be an employer partner; nevertheless, they have opted to abstain from receiving WIOA support.

Mr. Brecheisen commented that on average potentially 5-15K per apprentice. Employers must take into account the number of hurdles they must overcome and the potential areas where a mistake could lead to the complete non-reimbursement of expenses. Mr. Beasley discussed several advantages of an apprenticeship program, such as the financial support that employers are eligible to receive and the initiatives being undertaken by CSSF to reduce the volume of documentation needed for reimbursement. He also shared some of the work being done around the sixty-seven Opportunity Zones in Miami-Dade and Monroe County, which will help reduce the paperwork required by employers in the area.



Additional discourse occurred regarding the historical context of opportunity zones in the state of Florida.

No further questions or comments were presented. Item closed.

As a quorum has not been attained, Chairwoman Ferradaz announced that the council would hear the items for approval and move them by consensus of those present.

## **5. Approval – Revisions to the Support Services and Incentives Matrix**

### **Limits**

Chairwoman Ferradaz introduced the item; Mr. Smith further presented the Support Services and Participant Incentives limits increase request.

Mr. Brecheisen inquired as to when the last increase to support services occurred. It was last updated in 2011, according to Mr. Smith. Following this, Mr. Brecheisen inquired about the methodology used for calculating the value of each of the increases. Mr. Smith explained that a full assessment was carried out for every service rendered, whereby the rate of usage was also taken into account. He further advised that no modifications were recommended in the absence of a price increase since the 2011 update.

**Item moved by consensus of members present.**

No further questions or comments were presented. Item closed.

## **6. Approval – Self-Sufficiency Policy**

Chairwoman Ferradaz introduced the item; Mr. Smith further presented the new WIOA Self-Sufficiency Policy.

A continuous dialogue ensued with the goal of clarifying the purpose of the policy and providing concrete illustrations of its potential future applications. Regarding eligibility, Mr. Beasley clarified that the WIOA Self Sufficiency Policy will take precedence over any other eligibility guidance we may have.

**Item moved by consensus of members present.**

No further questions or comments were presented. Item closed.



## 7. Approval – Self-Attestation Policy

Chairwoman Ferradaz introduced the item; Mr. Smith further presented the new WIOA Self-Attestation Policy.

Further, Mr. Smith elaborated that self-attestation could be utilized as a means of advancing the case in any circumstance where it becomes challenging a constituent to provide documentation. This carries significance in situations whereby former educational institutions have ceased operations or other vital documentation may be no longer accessible. Mr. Beasley continued by stating that documentation and evidence can be obtained in the majority of situations; nevertheless, the objective is to optimize the process and ensure prompt and effective assistance is extended to our constituents.

**Item moved by consensus of members present.**

No further questions or comments were presented. Item closed.

## 8. Approval – Allocate Funds for Amerant Bank Personal Banking Representative Apprenticeship

Chairwoman Ferradaz introduced the item; Mr. Smith further presented and introduced Dr. Rolle, of Miami Dade College to further elaborate on the apprenticeship.

**Item moved by consensus of members present.**

No further questions or comments were presented. Item closed.

## 9. Approval – Apprenticeship Navigators

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

Mr. Brecheisen inquired as to how progress on the program would be monitored. Dr. Rolle advised that progress would be monitored by performance. Miami Dade College intends to carry out the following: quarterly employer site visits, monthly apprentice check-ins, and classroom attendance/on-the-job hours monitoring.

Additionally, Mr. Beasley disclosed that CSSF staff will provide the Council with regular updates concerning performance. Further, he requested that Board members support the expansion of apprenticeship programs by encouraging the potential employer partnership of businesses with which they are affiliated.

**Item moved by consensus of members present.**



No further questions or comments were presented. Item closed.

Being as there were no further questions or concerns, the meeting adjourned at 9:51am.

DRAFT



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/19/2023

**AGENDA ITEM NUMBER:** 3

**AGENDA ITEM SUBJECT:** SUMMER YOUTH INTERNSHIP PROGRAM UPDATE

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Emphasize work-based learning and training**

### **BACKGROUND:**

In its eighth year of operation, the Summer Youth Internship Program (SYIP) continues to serve our community by providing employment opportunities for youth throughout Miami Dade County. The partnership that makes the SYIP possible includes Children's Trust, Miami-Dade County, Miami-Dade County Public Schools, the South Florida Workforce Investment Board d/b/a CareerSource South Florida (SFWIB), EdFed - The Educational Federal Credit Union, Kenneth C. Griffin Charitable Foundation, and the Foundation for New Education Initiatives. To date, this county-wide initiative has provided employment activities and services to 3,060 of South Florida's future workforce. The SYIP is designed to provide employment in entry-level positions with local businesses, the private sector, and community-based organizations.

As part of the initiative, the SFWIB invested \$1.5 million in Temporary Assistance for Needy Families funds to serve up to 900 of the youth. As part of its continued commitment to the initiative, the SFWIB invested an additional \$500,000 in Temporary Assistance for Needy Families funds to serve up to 300 Charter School youth. The funds provided employment opportunities for youth with barriers to employment, particularly those whose families' receive cash assistance and free or reduced lunch.

The SYIP participants, ages 15-18, were also provided with 30 hours of work per week with a total wage subsidy of \$1,500.00 over a period of five weeks. In addition, participants earned high school course credits and were given an opportunity to earn college credits. The wage subsidy consisted of the two payments of \$750.00 each during the specified period.

The SFWIB served approximately 1,009 participating youth; which is 190 more SYIP participants than served in the previous program year. Of the 1,009 youth served, all of the SYIP participants received free or reduced lunch.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



# SUMMER YOUTH INTERNSHIP PROGRAM

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# 2023 Accomplishments



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# SYIP 2023 Impact



## NUMBERS AT A GLANCE



**4,657** youth applied for the Summer Youth Internship Program



**3,060** youth were placed with **705** participating companies



**937** or **31%** of youth placed in Internships were ESE students



**99%** completed the program working a total of **481,580** hours



**473** youth earned dual enrollment credit from Miami-Dade College and FIU

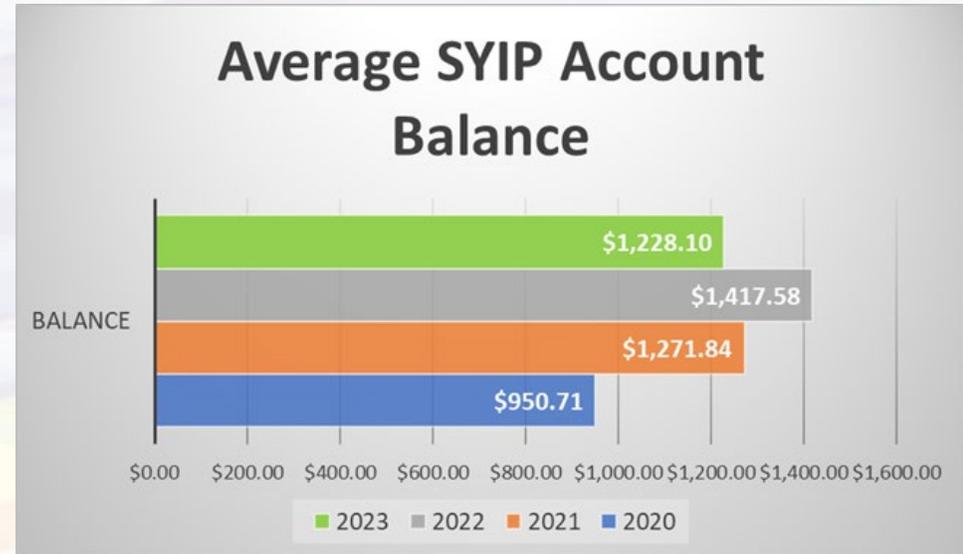
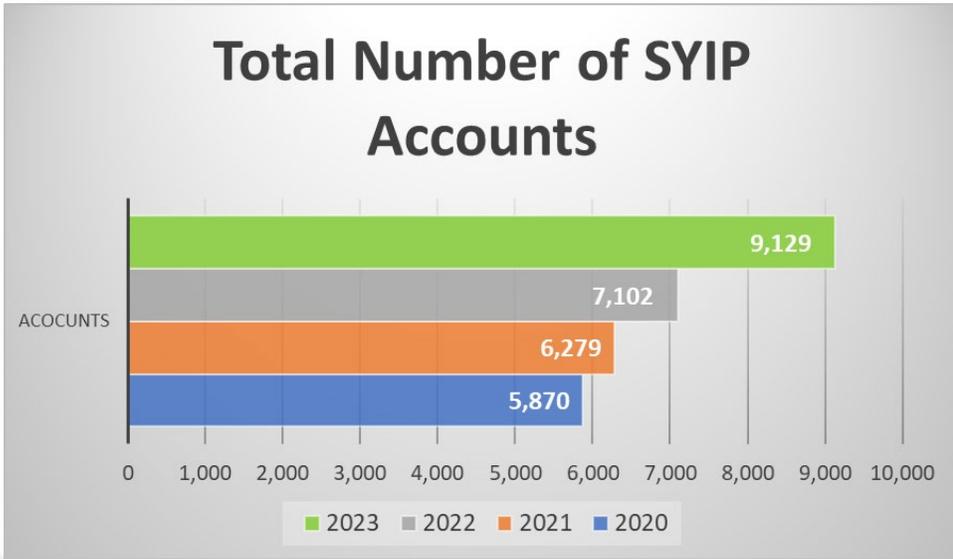


**73%** of youth enrolled qualified for free/reduced price lunch



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# SYIP EdFed



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# SYIP Demographics



Student Demographics								
Gender	SYIP Totals	Career Source	Age	SYIP Totals	Career Source	Grade	SYIP Totals	Career Source
Female	1835	671	15	211	102	9	441	133
Male	1225	339	16	819	307	10	1074	330
Total	3060	1010	17	1318	497	11	1528	545
			18	577	95	12	17	2
Ethnicity	SYIP Totals	Career Source	19	58	3	Total	3060	1010
Hispanic	1903	625	20	32	1			
Other	1157	385	21	27	3			
Total	3060	1010	22	18	2			
			Total	3060	1010			



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# SYIP Demographics



SYIP Student Demographics (continued)					
Race	SYIP Totals	Career Source	Report	SYIP Totals	Career Source
Caucasian	1596	504	Homeless	36	11
Black/African American	1030	373	Foster Care	26	5
American Indian	11	5	ELL	166	58
Asian	61	12	Truancy	0	0
Other	362	116	ESE	937	238
Total	3060	1010	Juvenile Justice	6	2
			Free/Reduced Lunch	2218	1010



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# SYIP ESE Breakdown



ESE Breakdown by Exceptionalities					
Exceptionalities	SYIP Totals	Career Source	Exceptionalities	SYIP Totals	Career Source
Orthopedic Impairment	2	0	Specific Learning Disability	248	59
Speech Impairment	13	3	Autism Spectrum Disorder	170	38
Language Impairment	7	1	Other Health Impairment	65	10
Deaf-or-Hard-of-Hearing	7	3	Intellectual Disorder	74	4
Emotional or Behavioral Disability	20	6	Gifted	331	114
			<b>Total</b>	<b>937</b>	<b>238</b>



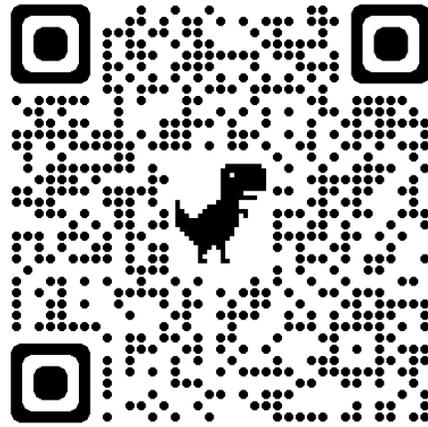


# Contact Information

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*Department of Career and Technical Education*

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Kenneth C. Griffin



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/19/2023

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** SUMMER YOUTH INTERNSHIP PROGRAM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitive Council to recommend to the Board the approval to allocate an amount not to exceed \$2,500,000 in Temporary Assistance for Needy Families funds to Miami Dade County Public Schools for the 2024 Summer Youth Internship Program, as set forth below.

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

**STRATEGIC PROJECT:** **Emphasize work-based learning and training**

### **BACKGROUND:**

The Summer Youth Internship Program (SYIP) initiative is a partnership that includes Miami-Dade County, The Children's Trust, the Educational Federal (EdFed) Credit Union, the Kenneth C. Griffin Charitable Foundation, the Foundation for New Education Initiatives, Miami-Dade County Public Schools (The School Board), and the South Florida Workforce Investment Board (SFWIB). Launched in 2016, the SYIP initiative provides employment opportunities to South Florida's future workforce, while decreasing crime within Miami-Dade County.

As part of the partnership, the SFWIB and The Children's Trust will each provide \$2,500,000 toward the 2024 Summer Youth Internship Program for an overall total of \$5,000,000. SFWIB staff is recommending to the Council to recommend to the Board to invest Temporary Assistance for Needy Families funds to cover summer youth employment activities and services for youth with barriers to employment, particularly those youth whose families are receiving cash and or free/reduced lunch. The SYIP will provide participants ages 15-18 with 30 hours of work per week and a stipend of \$1,500.00 over a five week period. In addition to receiving a stipend for summer work experience, participants can earn high school course credits and college credits through dual enrollment.

Participating youth will earn stipends that will consist of two subsequent payments of \$750.00. The funds will be distributed via direct deposit through collaboration with the EdFed Credit Union and the Foundation for New Education Initiatives, Inc.

The 2024 SYIP plans to enroll up to a total of 3,000 youth interns, 15 percent of whom will be youth with disabilities. Of the 3,000 youth interns to be enrolled, up to 1,250 will be funded by the SFWIB for a total cost of \$2,500,000 at a cost per of \$2,000 per intern.

Recruitment for the program will begin in April 2024 and the program will end in August 2024.

Below are some of the most notable program results from the 2023 SYIP:

- Of the 4,657 youth who were recruited and applied to the internship program, 3,060 were enrolled (which is the highest number in the program's history).
- Of the 3,060 enrolled, 99 percent successfully completed the program.
- The program intentionally recruited participants from high risk populations. Of those that enrolled in the program, 73 percent (2,234) qualified for free/reduced price lunch and 31 percent (937) were exceptional youth.

As shown in the results, the SYIP speaks to the importance of early work experience that extends well beyond the weeks of summer employment. These work experiences are linked to positive short- and long-term outcomes for teens, such as increased school-year attendance, higher graduation rates, decreased incidences of youth-involved violence, improved future employment prospects, and increased earnings later in life.

In the following procurement process of Miami-Dade County Administrative Order No. 3-38, it is recommended that the SFWIB waive the competitive procurement as it recommended by the Executive Director that this is in the best interest of the SFWIB. A two-thirds (2/3) vote of a quorum present is required to waive the competitive procurement process and award Miami-Dade County Public Schools, an allocation not to exceed \$2,500,000 in Temporary Assistance for Needy Families funds for the Summer Youth Internship Program.

**FUNDING:** Temporary Assistance for Needy Families

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/19/2023

**AGENDA ITEM NUMBER:** 5

**AGENDA ITEM SUBJECT:** 2022-2023 WDA 23 DEMAND OCCUPATIONS LIST (TOL) ADDITION

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to add new occupations to the 2023-2024 Targeted Occupations List, as set forth below.

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

**STRATEGIC PROJECT:** **Improve credential outcomes for job seekers**

### **BACKGROUND:**

On June 9, 2023, the Florida Department of Commerce released the 2023-2024 Demand Occupations List for the 24 workforce development areas (WDA) in the State of Florida. In accordance with CareerSource Florida's Administrative Policy #82, local areas may revise the list, as needed, based on local demand in support of an occupation's addition.

SFWIB staff received requests with supporting documentation from two education providers to add Standard Occupational Classification (SOC) codes to the 2023-2024 Targeted Occupations List (TOL) for WDA 23.

The SOC codes requested to be added to the 2023-2024 TOL for WDA 23 are as follows:

1. Miami Dade County Public Schools:
  - SOC code 49-9031 – Home Appliance Repairers
2. Miami Dade College
  - SOC code 25-2011 – Preschool Teachers, Except Special Education

SFWIB staff completed the review process and is presenting the requested additions to the Global Talent and Competitiveness Council for a recommendation to the Board for approval.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/19/2023

**AGENDA ITEM NUMBER:** 6

**AGENDA ITEM SUBJECT:** HIS HOUSE CHILDREN'S HOME

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$50,000 in Workforce Innovation and Opportunity Act Youth funds to Adults Mankind Organization, Inc. (AMOR) to hire a youth programs staff to provide onsite services for His House, Inc., as set forth below.

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

**STRATEGIC PROJECT:** **Joint contribution for youth career pathway models**

### **BACKGROUND:**

His House, Inc. d/b/a His House Children's Home is a private non-profit, faith-based organization dedicated to restoring the lives of children from newborn to 18 years of age. The organization was founded on the principles that every child should have a place to call home. As a result, His House, Inc. has successfully brought stability to the lives of over 20,000 children and remains a frontline provider of residential and child placement services for more than 31 years.

The His House, Inc. Children's Home is licensed by the Florida Department of Children and Families, and is contracted by the Citrus Family Care Network in Miami-Dade and Monroe Counties and ChildNet, Inc. in Broward County.

SFWIB staff recommends allocating funding to Adult Mankind Organization, Inc. (AMOR) to hire a full-time, onsite staff person to provide workforce services at His House Children's Home for program year 2023-24. The projected salary and fringe benefits for the position is up to \$50,000. The AMOR youth staff will also be responsible for providing Workforce Innovation and Opportunity Act In-School Youth services.

**FUNDING:** Workforce Innovation and Opportunity Act Youth

**PERFORMANCE:** N/A

*NO ATTACHMENT*