



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
GLOBAL TALENT AND COMPETITIVENESS (GTC)
COUNCIL MEETING
THURSDAY, APRIL 18, 2024
8:30 AM**

The Landing at MIA
5 Star Conference Center (Florida Key Room)
7415 Corporate Center Drive, Suite H,
Miami, Florida 33126

The public may choose to view the session online via Zoom. **Registration is required:**
<https://us02web.zoom.us/meeting/register/tZApcuCuqDoiHdfQcKvvSUWUz1vGZliStRim>

AGENDA

1. Call to Order and Introductions
2. Approval of GTC Council Meeting Minutes
 - A. February 15, 2024
 - B. December 21, 2023
3. Recommendation as to Approval of a new Demand Occupation List Addition
4. Recommendation as to Approval of a new Training Provider and New Program
5. Recommendation as to Approval of a new Registered Apprenticeship Program
6. Recommendation as to Approval of a new Culinary Skills Training Program
7. Recommendation as to Approval of a One-Stop Operator Memorandum of Understanding
8. Recommendation as to Approval of an Apprenticeship Employer Reimbursement for Miami EdTech
9. Recommendation as to Approval of an Apprenticeship Employer Reimbursement for Hellman
10. Recommendation as to Approval of an Apprenticeship Employer Reimbursement for City of North Miami Beach

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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 GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING

DATE: 4/18/2024

AGENDA ITEM: 2A

AGENDA TOPIC: MEETING MINUTES

SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING MINUTES

DATE/TIME: February 22, 2023, 8:30AM

LOCATION: ARPEC School/UA Local 725 Pipefitters
Room #2
13201 N.W. 45th Avenue
Opa Locka, FL 33054

Zoom: <https://us02web.zoom.us/meeting/register/tZApcuCuqDoiHdfQcKvvSUWUz1vGZLIStRim>

1. **CALL TO ORDER:** Mr. Piedra, in lieu of Chairwoman Ferradaz’s absence, called to order the regular meeting of the SFWIB Global Talent and Competiveness Council on February 22, 2024 at 8:36am.
2. **ROLL CALL:** 10 members; 6 required; 4 present: No Quorum

SFWIB GTCC MEMBERS PRESENT	SFWIB GTCC MEMBERS ABSENT	SFWIB STAFF
Brown, Clarence Del Valle, Juan-Carlos Gazitua, Luis Piedra, Obdulio	Grice, Sonia Lincoln, Michelle, Commissioner Whitaker, David SFWIB GTCC MEMBERS EXCUSED Brecheisen, Bruce Ferradaz, Gilda, Chair Loynaz, Oscar M.D., Vice-Chair	Beasley, Rick (Zoom) Parson, Robert Smith, Robert
OTHER ATTENDEES		



Agenda items are displayed in the order they were discussed.

3. Approval – New Demand Occupation List Addition

Mr. Piedra introduced the item; Mr. Smith presented the request for five additional SOC codes to be added to the Target Occupation List, which was made by two training providers, Hollywood Institute and Miami-Dade County Public Schools

Mr. Smith informed the Board that Hollywood Institute is not currently an active CSSF provider; nevertheless, the organization will be re-presented for approval to the Board once the state has approved the SOC codes.

Item moved by consensus by members present.

4. Approval – Revisions to the Individual Training Account Policy

Mr. Piedra introduced the item; Mr. Smith further discussed revisions to the Individual Training Account Policy. The policy, first released in 2019, needed revision to comply with the implementation of the REACH Act and changes to higher education requirements. For ease of review, staff has indicated all changes implemented in the agenda item. He further reviewed the four quadrants associated with the established ITA amounts for occupational training areas. Staff recommends an increase in those amounts to accommodate an increase in tuition and other costs associated with education.

There was further discussion around the increases and the requested increase in ITAs. Mr. Beasley explained why there is a difference in the quadrants with regards to wage growth.

[Mr. del Valle joined the meeting.]

Item moved by consensus by members present.

No further questions or comments were presented. Item closed.

Vice-Chairman del Valle assumed responsibility for facilitating the meeting upon his arrival.



5. Approval – Temporary Assistance to Needy Families Work and Pre-Penalty Policy

Vice-Chairman del Valle introduced the item; Mr. Smith further presented a new policy to provide guidance to Local Workforce Development Area (LWDA) 23 regarding the work penalties and pre-penalty counseling requirements for non-compliant Welfare Transition (WT) participants in the Temporary Assistance for Needy Families (TANF) program.

Item moved by consensus by members present.

No further questions or comments were presented. Item closed.

6. Approval – Modifications to the Support Services Matrix

Vice-Chairman del Valle introduced the item; Mr. Smith further presented changes to the Support Service Matrix which covers changes to the Support Service and Incentives Matrix, which specifically addresses rising costs associated with employment drug tests, physical exams, and occupational licenses and certifications.

Item moved by consensus by members present.

No further questions or comments were presented. Item closed.

Being as there were no further questions or concerns, the meeting adjourned.



SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL

MEETING DATE: 4/18/2024

AGENDA ITEM: 2B

AGENDA TOPIC: MEETING MINUTES

SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING MINUTES

DATE/TIME: December 21, 2023, 8:30AM

LOCATION: ARPEC School/UA Local 725 Pipefitters
Room #2
13201 N.W. 45th Avenue
Opa Locka, FL 33054

Zoom: <https://us02web.zoom.us/meeting/register/tZApcuCuqDoiHdfQcKvvSUWUz1vGZLiStRim>

1. **CALL TO ORDER:** Chairwoman Ferradaz called to order the regular meeting of the SFWIB Global Talent and Competiveness Council on December 21, 2023 at 8:47am.
2. **ROLL CALL:** 10 members; 6 required; 7 present: Quorum Achieved

SFWIB GTCC MEMBERS PRESENT	SFWIB GTCC MEMBERS ABSENT	SFWIB STAFF
Brecheisen, Bruce Brown, Clarence Ferradaz, Gilda, Chair Grice, Sonia Lincoln, Michelle, Commissioner Loynaz, Oscar M.D., Vice-Chair Whitaker, David	Gazitua, Luis SFWIB GTCC MEMBERS EXCUSED Del Valle, Juan-Carlos Piedra, Obdulio	Parson, Robert Smith, Robert
OTHER ATTENDEES		
Acosta, Eragmo, Florida State Minority Supplier Garcia, Joe, CAMACOL Pigett, Matthew, Miami-Dade Chamber of Commerce		

Agenda items are displayed in the order they were discussed.

2A. Approval of GTCC Meeting Minutes – October 19, 2023

Motion by Dr. Loynaz to approve the SFWIB GTCC Meeting minutes from October 19, 2023. Motion was seconded and **passed without dissent.**

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

2B. Approval of GTCC Meeting Minutes – August 17, 2023

Motion by Dr. Loynaz to approve the SFWIB GTCC Meeting minutes from August 17, 2023. Motion was seconded and **passed without dissent.**

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

3. Approval – Florida College Plan Scholarships

Chairwoman Ferradaz introduced the item; Mr. Smith Mr. Smith introduced modifications to the composition and structure of the Florida College Plan Scholarships that are currently available for disbursement.

Initially, the board approved the purchase of 275 scholarships, which included, two-plus-two scholarships that were assumed transferable. Since that time, CSSF staff have been informed that the two-plus-two scholarships are now categorized as non-transferable. Because of this, the previously approved purchasing bundle has been modified to reflect 186 fully transferable two-year scholarships. Mr. Beasley further clarified that, although the structure of the scholarships have changed, the finances associated with this agenda item will remain at the pre-approved amount, which was \$1.4 million.

There was further discussion around scholarship structure and allocations.

[Mr. Whitaker was recused from the vote.]

Motion was moved and seconded. **Item passed without dissent.**



Due to Dr. Loynaz's necessity to recuse himself from the discussion and vote, the subsequent three matters were discussed and voted on out of sequence. This will effectively minimize the number of times he is required to exit and reenter the room.

[Mr. Whitaker returned to the meeting.]

4. Approval – 2024 Future Bankers Training Camp Program

Chairwoman Ferradaz introduced and reviewed the item; Mr. Smith further presented the funding recommendation for the Miami Dade College Future Bankers Training Camp Program.

Motion by Mr. Brown to approve the item. Seconded by Mr. Brecheisen and **passed without dissent**.

No further questions or comments were presented. Item closed.

6. Approval – Occupations to the WDA 23 Targeted Occupations List

The item was introduced by Chairwoman Ferradaz, and Mr. Smith further presented the request to add new SOC codes for new occupations to the 2023-24 Target Occupation List.

Motion by Mr. Whitaker to approve the item. Seconded by Mr. Brecheisen and **passed without dissent**.

A subsequent conversation followed regarding the TOL and the potential additions or removal of SOC codes.

No further questions or comments were presented. Item closed.

7. Approval - New Training Provider and Programs/New Programs for an Existing Training Provider

Chairwoman Ferradaz introduced the item; Mr. Smith presented a new provider and its associated programs, in addition to new training programs for an existing provider.

Motion by Mr. Brown to approve the item. Seconded by Mr. Brecheisen and **passed without dissent**.



No further questions or comments were presented. Item closed.

[Dr. Loynaz returned to the meeting.]

5. Approval – Additional In-School Youth Program Paid Work Experience Funds

Chairwoman Ferradaz introduced the item; Mr. Smith presented the request additional funding for the In-School Youth Paid Work Experience Program.

Motion by Mr. Brown to approve the item. Seconded by Mr. Brecheisen and **passed without dissent.**

A request was made to have Adult Mankind Organization (AMO) present to the group post-funding approval.

No further questions or comments were presented. Item closed.

8. Approval – On-the-Job Training Policy Revisions

Chairwoman Ferradaz introduced the item; Mr. Smith presented revisions to the existing On-the-Job Training Policy.

Mr. Smith advised that the OJT Policy needed revision to ensure compliance with state reviews and observations. Additionally, he emphasized the significance of distinctively delineating a legitimately registered apprenticeship in contrast to practical work experience. Eligibility requirements for businesses were also addressed, including the need for insurance coverage and compliance with the new E-verify system. Finally, he discussed compensation, revealing the intention to prepare for an hourly minimum wage from \$12 to \$15 increases in the coming years.

Motion was moved and seconded. **Item passed without dissent.**

No further questions or comments were presented. Item closed.

9. Approval – Support Services Policy

Chairwoman Ferradaz introduced the item; Mr. Smith presented the new Support Services Policy, which defines the parameters, eligibility criteria, and limitations of supportive services, with the intention of removing barriers to employment and training.



Mr. Smith discussed the supportive services provided to adults and dislocated workers, which included transportation, housing assistance, childcare, education, and testing assistance. He also touched upon the topic of funding for these services, mentioning that there are limits on the amount an individual can receive.

A lack of specificity in the policy was a source of concern, with the phrase "other support purposes" garnering extra scrutiny. Mr. Beasley reminded the group that the policy's limitations are outlined in the support services matrix that was adopted by the Council at the last board meeting. The staff will need to make a revision to the policy which references the matrix.

Mr. Brecheisen presented a motion to approve the policy with a revision to incorporate the Support Services Matrix, which was approved during the August 17, 2023 board meeting. .
Seconded by Mr. Brown and **passed without dissent.**

Being as there were no further questions or concerns, the meeting adjourned at 9:46am.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/18/2024

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: 2023-2024 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 Target Occupation, as set forth below.

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

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

BACKGROUND:

The Department of Commerce released the 2023-2024 Demand Occupation 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 the occupation's addition.

Staff have reviewed the documentation submitted and recommend to the council to recommend to the board the approval of the following Standard Occupational Classification (SOC) to be added to LWDA 23's Target Occupation List.

1. Camacol:
 - SOC Code 27-1014, Special Effects Artists and Animators

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 04/18/2024

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: NEW TRAINING PROVIDER AND PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of a new training provider and a new program for an existing training provider, as set forth below.

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

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

BACKGROUND:

In accordance with Section 122 of the Workforce Innovation and Opportunity Act, regional workforce boards are permitted to independently develop criteria for the selection and subsequent eligibility of training providers and programs. The South Florida Workforce Investment Board (SFWIB) developed processes to evaluate an applicant's programmatic capabilities.

SFWIB staff completed the review process and recommends to the council to approve Hollywood Career Institute as a new training provider and the following new program for the Academy of South Florida.

Request to be added as a New Training Provider and Program:

1. Hollywood Career Institute, LLC.
 - Home Health Aide
 - Medical Billing and Coding Specialist
 - Patient Care Technician
 - Phlebotomy Technician

Request from Existing Training Provider(s) to add New Program(s):

2. The Academy of South Florida, Inc.
 - Full Stack Web Developer Test Prep to location Miami Campus #3051
 - Full Stack Web Developer Test Prep to location Fort Lauderdale Campus #3409
 - Cyber Security Professional to location Fort Lauderdale Campus #3409

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/18/2024

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: NEW REGISTERED APPRENTICESHIP PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of a new registered apprenticeship program, as set forth below.

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

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

BACKGROUND:

In accordance with Section 122 of the Workforce Innovation and Opportunity Act, regional workforce boards are permitted to independently develop criteria for the selection and subsequent eligibility of training providers and programs. The South Florida Workforce Investment Board (SFWIB) developed processes to evaluate an applicant's programmatic capabilities.

SFWIB staff completed the review process and recommends to the Council to approve the following new apprenticeship program.

1. Miami EdTech Apprenticeship STEM Program, GNJ (2024-FL-126174)
 - Data Scientist (Artificial Intelligence/Machine Learning Developer) (CB); User Experience Designer (User Experience Designer (User Experience and Interface Designer)(CB) – Registered Apprenticeship Certificate

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/18/2024

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: CULINARY SKILLS TRAINING

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 \$120,000 in Workforce System funds to Miami Dade College (Miami Dade College Culinary Institute) for a culinary & catering skills training, as set forth below.

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

STRATEGIC PROJECT: **Improve employment outcomes**

BACKGROUND:

Hospitality and Tourism is an ever-growing economic engine in South Florida. This industry sector has and continues to be faced with entry level labor and skills readiness shortages. Since its inception, the Miami Dade College Culinary Institute has been a bridge to help close the gap between the under served population and the workforce deficit faced by the industry; specifically in the areas of accommodations, food service and retail.

The Culinary and Catering Employment Training (CCET) Program is a collaborative partnership between the South Florida Workforce Investment Board (SFWIB), Miami Dade College (MDC), and the AGAPE Network. The program will assist participants in returning to the workforce. The training will take place at AGAPE Network in a fully equipped kitchen. Classes will be taught by experienced Miami Dade College instructors and expert industry trainers. The SFWIB will provide training and training-related funding; and MDC will provide relevant training services.

The American Culinary Federation standards and American Hotel & Lodging Educational Institute (AHLEI) Kitchen Cook program will be used to structure the curriculum components. Participants will receive an extensive overview of the food and beverage industry and training in the job skills necessary for the position of entry/line level cook. A catering component has been added to the curriculum due to the high demand for events and banquet catering in South Florida. To enhance participants' employability, educational experiences including hands-on training, industry related workforce readiness training, guest speakers and site visits are an essential part of the overall program.

The CCET consists of 8 weeks of instruction in culinary and job skills training for a total of 200 hours. The program will prepare up to forty-five (45) South Florida Workforce Investment Board (SFWIB) eligible participants to successfully complete the course and receive practical experience in basic culinary skills with associated certifications to become employable and placed in entry level positions within the industry.

In following the procurement process of Miami-Dade County Administrative Order No. 3-38, it is recommended that 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 to Miami Dade College (Miami Dade College Culinary Institute) an allocation not to exceed \$120,000.00 in Workforce Investment (WIOA) funds for Basic Culinary Skills Training.

FUNDING: Workforce Innovation and Opportunity Act (WIOA)

PERFORMANCE:

Project Performance Indicators	Project Performance Goals
Community Investment (Project Cost)	\$120,000
Number of Participants	45
Number of Placements	38
Cost to Train	\$2,667
Cost Per Participant	\$3,158
Average Wage	\$14.57
Net Economic Benefit	\$27,148
ROI (Net Economic Benefit / Cost Per Placement)	\$8.60
Community Impact	\$1,031,624

ATTACHMENT

Miami Dade College – Wolfson Campus
Miami Culinary Institute / Hospitality Institute
Kitchen Cook Employment Training
Proposal for Career Source
on behalf of AGAPE

Program Overview

Miami Culinary Institute / Hospitality Institute in partnership with AGAPE will offer a pilot comprehensive employment training which will: (1) provide qualified eligible individuals with the necessary skills training for entry into a career in the Food and Beverage industries; (2) help address current and future labor shortages; (3) increase participants' employment opportunities upon course completion. Graduates are ready to perform the acquired job skills and customer relations skills at a new level of service excellence and are prepared for entry level employment. In addition, participants may have the option to transition the KCET training to one or two three-credit courses at MDC/MCI upon successful completion, application and approval.

For 2023-2024, MCI/MIH is proposing to offer the following employment trainings:

- Kitchen Cook Employment Training (KCET)
 - Three Cohorts – Term TBD

Culinary and Catering Employment Training (CCET)

KCET consists of a total of 8 weeks / 200 hours of instruction in basic cooking and job skills training: orientation and workforce readiness training, classroom instruction, hands-on kitchen lab training, food safety and sanitation training, and industry related workforce readiness training.

The training will take place at AGAPE in a fully equipped kitchen at AGAPE, or in other locations throughout Miami-Dade County agreed upon by Miami Dade College and CareerSource South Florida. Classes will be taught by experienced Miami Dade College instructors and expert industry trainers.

The American Culinary Federation standards and American Hotel & Lodging Educational Institute (AHLEI) Kitchen Cook program will be used to structure the curriculum components. Participants will receive an extensive overview of the food and beverage industry, and training in the job skills necessary for the position of entry/line level cook. A catering component has been added to the curriculum due to the high demand for events and banquet catering in South Florida. To enhance participants' employability, educational experiences including hands-on training, industry related workforce readiness training, guest speakers and site visits are an essential part of the overall program.

CCET will recruit, train and prepare up to forty-five (45) qualified eligible participants to successfully complete training, receive practical experience in kitchen cook skills with associated certifications, and become employable and find employment in entry level positions within the industry.

Program Summary

- Number of participants: 10-15 participants per cohort / 45 participants maximum
- Program Cost: \$120,000
- Number of cohorts: 3 cohorts
- Cohort length: 8 weeks / Monday through Thursday from 9:00 am to 3:00 pm daily
Offer evening sessions for remote lecture classes for Culinary Terminology, Food Cost Controls, Customer Service, Employment Skills, Employability Skills
- Program Term: TBD

Main Program Components

- Coordination, orientation and workforce and employability readiness training
- Classroom instruction, hands-on kitchen lab training, food safety and sanitation training, catering, industry related workforce readiness training
- AHLEI training, testing and Kitchen Cook certification (if the participant achieves a score of 70% or better on the written exam graded by AHLEI) and record keeping
- State mandated Florida Safe Staff Food Handler Certification or ServSafe as needed
- Job placement assistance in coordination with CareerSource South Florida

Program Offerings

- Orientation, workforce readiness skills, financial literacy
- Potential for GED if necessary
- Classroom training based on American Culinary Federation standards and American Hotel & Lodging Educational Institute (AHLEI) Kitchen Cook program.
- Remote classroom instruction and skills training in cooking, food service, food safety and sanitation, and related industry operations, food cost controls
- Customer service skills training
- Hands on experience and participation in industry and college events as possible to schedule based on transportation availability and AGAPE approval
- Vocabulary and terminology in the culinary industry
- Employability skills, professionalism and work ethics
- Enhanced communication and interview skills
- Instruction on the proper dress code and industry code of professionalism
- Testing during and at the end of the instructional period
- AHLEI testing and certification (if the participant achieves a score of 70% or better on the written exam graded by AHLEI)
- Florida Safe Staff Food Handler Training, Testing and Certification
- Miami Dade College Certificate of Completion
- Industry Site Field Trips when possible

Training Overview

- Four eight-week cohorts of Kitchen Cook Employment Training to be scheduled within the program term that aligns with CareerSource South Florida's fiscal year
- The training will take place onsite at AGAPE in a fully equipped training kitchen. Evening lecture classes will take place both onsite and remotely via ZOOM based on content.
- Training will consist of orientation and work readiness training, food safety & certifications, food cost controls, customer service, food service skills, to prepare participants to successfully complete the entire eight-week training. Participants will be on probation during week one. Upon successful completion of week one, participants will progress to week two of the training.
- AGAPE will recruit an adequate number of participants to ensure that a minimum of ten (10) up to fifteen (15) qualified eligible participants are enrolled per cohort.
- Participants must be enrolled as Miami Dade College students before beginning class.
- Before each cohort, during breaks between cohorts, and after each cohort, AGAPE employees will continue to work on case management, recruitment and screening of new participants, job referrals and job placement tracking, curriculum development, record-keeping, reporting, ordering supplies, scheduling and other matters pertaining to the management of the Kitchen Cook Employment Training.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/18/2024

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: ONE-STOP OPERATOR MEMORANDUM OF UNDERSTANDING

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of a Memorandum of Understanding with the County Mayor to serve as the One-Stop Operator for Local Workforce Development Area 23, as set forth below

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

At the February 22, 2024 board meeting, SFWIB approved for SFWIB staff to serve as the One-Stop Operator for Local Workforce Development Area 23. CareerSource Florida (CSF) subsequently approved SFWIB to serve as the One-Stop Operator. In accordance with Federal Regulation 20 CFR. 679.430 and CSF Administrative Policy #097, the SFWIB must enter into a formal agreement with the Chief Local Elected Official. The agreement is to clarify how the organization will carry out its responsibilities to comply with the Workforce Innovation and Opportunity Act, Office of Management and Budget circulars and Florida State statutes.

SFWIB staff drafted a Memorandum of Understanding (MOU) that outlines the responsibilities of One-Stop Operator staff. The MOU's Statement of Work also delineates the activities by the One-Stop Operator to ensure compliance with CSF #097 and all other federal and state regulations.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
AND
MIAMI-DADE COUNTY, FLORIDA**

This Memorandum of Understanding (hereinafter “MOU” or “Agreement”) is made and entered into by and between the South Florida Workforce Investment Board d/b/a CareerSource South Florida (“SFWIB” or “CareerSource”), and Miami-Dade County, Florida. Individually referred to as the “Party” or collectively referred to as the Parties.

WITNESSETH:

WHEREAS, the Workforce Innovation and Opportunity Act of 2014 (“WIOA” or the “Act”) establishes a One-Stop Service Delivery System (“One-Stop System”) assuring coordination between the activities authorized in and linked to the Act.

WHEREAS, SFWIB provides workforce development services in Workforce Area 23 of the state of Florida (“Area”), which is comprised of Miami-Dade County.

WHEREAS, SFWIB’s services and resources are available through a network of CareerSource centers and access points which comprise the Area’s One-Stop System to provide a seamless and comprehensive array of education, job training, economic development efforts, and other workforce development services to persons within the Area.

WHEREAS, the CareerSource Florida Board has approved a recommendation from the Florida Department of Commerce, that CareerSource South Florida be authorized to serve as the One-Stop Operator for Local Workforce Area 23.

WHEREAS, CareerSource South Florida is a sub recipient of federal funding to provide workforce services for Local Workforce Area 23.

WHEREAS, CareerSource South Florida shall provide space for One-Stop Operator staff to provide oversight of the Local Workforce Development Board’s One-Stop system.

WHEREAS, the Parties desire to build a workforce development system, which will dramatically upgrade all Floridians’ workplace skills and economically benefit the workforce, employers, and State.

WHEREAS, the Parties desire to ensure compliance and that coordinated efforts are consistent with all federal, state and local requirements to establish and maintain an effective and successful “One-Stop delivery system” (20 CFR Section 678.300).

NOW THEREFORE, in consideration of the mutual terms, conditions, promises, and covenants herein set forth, the Parties agree as follows:

I. SCOPE OF WORK

SFWIB agrees to provide services in accordance with **Exhibit A, Scope of Work**, attached hereto and incorporated by reference as if fully set forth herein. Any modifications to the Scope of Work shall only be valid when they have been reduced to writing, duly approved and signed by both parties.

II. RESOURCE SHARING AGREEMENT

The applicable cost sharing provisions are set forth in the **Exhibit B, Resource Sharing Agreement**, attached hereto and incorporated by reference as if fully set forth herein. Any modifications to the Cost Sharing Agreement shall only be valid when they have been reduced to writing, duly approved and signed by both parties

III. PERIOD OF PERFORMANCE

This MOU shall commence upon **March 1, 2024**, irrespective of the date of execution, and terminate at the close of business on **June 30, 2027**, unless earlier terminated as provided below.

IV. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

As a condition of the award of financial assistance from the Department of Labor under Title I of the WIOA, and the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, the Contractor assures that it shall comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- A. Section 188 of the WIOA, which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex gender identity, gender expression or sex stereotyping (except as otherwise permitted under title IV of the Education Amendments of 1972), national origin, age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIOA Title I - financially assisted program or activity;
- B. Title VI of the Civil Rights Act of 1964 (42 U.S.C 2000d et seq.), as amended, which prohibits discrimination against qualified individuals on the basis of race, color and national origin;
- C. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), as amended, which prohibits discrimination against qualified individuals with disabilities;
- D. Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.), as amended, which prohibits discrimination on the basis of sex in educational programs;
- E. The Age Discrimination Act of 1975 (42 U.S.C. 6101), as amended, which prohibits discrimination on the basis of age;
- F. Section 654 of the Omnibus Budget Reconciliation Act of 1981 (42 U.S.C. 9849), as amended, which prohibits discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation or beliefs;
- G. The Americans with Disabilities Act of 1990, (42 U.S.C. 12101 et seq.), as amended, which prohibits discrimination by public and private entities on the basis of disability in employment, public accommodations, transportation, state and local government services and telecommunications;
- H. Executive Order (“EO”) No. 11246, “Equal Employment Opportunity” (30 FR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by EO No. 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and as supplemented by regulations at 41CFR Part 60, “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor”; and in Department of Labor regulation 29 CFR Parts 33 and 37 as well as 45 CFR Part 80;

and Part 92, if applicable;

- I. Equal Employment Opportunity in Apprenticeship and Training (29 CFR Part 30); and
- J. Chapter 11A of the Code of Miami-Dade County, Florida, which, among other things, prohibits discrimination in employment and places of public accommodations on the basis of race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, actual or perceived status as a victim of domestic violence, dating violence and stalking, gender identity, gender expression, or sexual orientation.

The Contractor also assures that it shall comply with 29 CFR Part 37 and all other regulations implementing the laws listed above. This assurance applies to the Contractor's operation of the WIOA Title I and TANF – financially assisted program or activity and to all agreements the contractor makes to carry out the WIOA Title I and TANF – financially assisted program or activity. The contractor understands the United States has the right to seek judicial enforcement of this assurance.

V. IMMIGRATION REFORM AND CONTROL ACT

The Contractor shall comply with the requirements of the Immigration Reform and Control Act of 1986, which requires employment verification and retention of verification forms for any individuals hired who will perform any services under this Agreement.

VI. CONFIDENTIALITY

- A. The Contractor shall maintain the confidentiality of any information regarding program participants that identifies or may be used to identify program participants and which may be obtained through proposal forms, interviews, tests, reports from public agencies or counselors, or any other source. The Contractor shall not divulge such information without the written permission of the participant, or participant's custodial parent or guardian when authorized by law, if applicable, except that such information which is necessary, as determined by the SFWIB, for purposes related to the performance or evaluation of this MOU may be divulged to the SFWIB or such other persons as the SFWIB may designate, who are responsible for monitoring or evaluating the services and performances under the MOU, or to governmental authorities to the extent necessary for the proper administration of the law and the provision of services.

All releases of information shall be in accordance with applicable federal and state laws as well as the policies and procedures of the SFWIB. The Contractor shall provide a completed **Confidentiality Agreement, Attachment 1**, prior to the execution of the MOU.

- B. **Confidentiality Forms.** The Contractor, in the course of receiving and utilizing confidential workforce program information for the purpose of performing its duties under this MOU, shall ensure that all staff, security officers, contractors, and subcontractors, and their employees complete the following certification and acknowledgement forms prior to permitting those individuals to perform any work under or relating to this MOU:
 - a. **Individual Non-Disclosure and Confidentiality Certification Form, Attachment 2**, attached hereto and incorporated herein. The Contractor shall maintain the completed confidentiality forms in each employee's personnel file.
 - b. A universal **Authorization to Obtain Confidential Information Form, Attachment 3**, attached hereto and incorporated herein, for use within the CareerSource center system, shall be filled out and maintained for every job seeker who is referred to employment and/or training opportunities.

- c. A universal **Authorization to Obtain Confidential Employment Information Form, Attachment 4**, attached hereto and incorporated by reference herein, for use within the CareerSource center system, shall be filled out and maintained for every job seeker who is referred to employment and/or training opportunities.
- d. A universal **Authorization to Release Confidential Information Form, Attachment 5**, attached hereto and incorporated herein, for use within the CareerSource center system, shall be filled out and maintained for every job seeker who is referred to employment and/or training opportunities.

VII. COMPLIANCE WITH THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (“HIPAA”)

The Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) requires that covered entities have and apply appropriate sanctions against members of their workforce who fail to comply with privacy policies and procedures of the entity or the requirements of 45 CFR § 164.530 (e) (1). Accordingly, it is the intention of the SFWIB to seek to ensure the confidentiality and integrity of consumer or employee Protected Health Information (“PHI”) as required by law, professional ethics, and accreditation or licensure requirements.

Any person or entity that performs or assists the SFWIB with a function or activity involving the use or disclosure of Individually Identifiable Health Information (“IIHI”) and/or PHI shall comply with HIPAA and the Miami-Dade County Privacy Standards Administrative Order (“AO”) 10-11. HIPAA mandates privacy, security and electronic transfer standards which include but are not limited to:

1. Use of information only for performing services required by the Contract or as required by law;
2. Use of appropriate safeguards to prevent unauthorized disclosures;
3. Reporting to the SFWIB of any unauthorized use or disclosure;
4. Assurances that any agents and subcontractors of the Parties agree to the same restrictions and conditions that apply to the Parties and provide reasonable assurances that IIHI/PHI will be held confidential;
5. Making PHI available to the customer for review and amendment; and incorporating any amendments requested by the customer;
6. Making PHI available to the SFWIB for an accounting of any authorized and unauthorized disclosures; and
7. Making all internal practices, books and records related to PHI available to the SFWIB for compliance audits.

PHI shall be maintained in its protected and confidential status regardless of the form or method of transmission (paper records, and/or electronic transfer of data). The Parties shall give their customers written notice of its privacy information practices including, specifically, a description of the types of uses and disclosures that may be made with PHI.

Customer and employee PHI shall be regarded as confidential and may not be used or disclosed except to authorized persons for authorized purposes. Access to PHI shall only be permitted for direct customer care, approved administrative or supervisory functions or with approval of the respective Parties’ appropriate staff designated as the Privacy Officer, Executive Director or Human Resource Director of the Parties.

VIII. INDEMNIFICATION

The Parties shall be fully responsible for their own acts of negligence, or their respective agent’s acts of

negligence when acting within the scope of their employment, and shall be liable for all attorneys' fees and damages proximately caused thereby; provided, however, that the Parties' liability is subject to the limitations of section 768.28, Florida Statutes. Nothing herein is intended to serve as a waiver of sovereign immunity by the Parties, nor shall anything herein be construed as consent by the parties to be sued by any third party for any cause or matter arising out of or related to this Agreement.

Term of Indemnification. The provisions of this indemnification shall survive the expiration or termination of this MOU.

IX. TERMINATION

This MOU may be terminated without cause by any party hereto upon providing thirty (30) days' prior written notice to the other Parties.

X. NOTICE

It is understood and agreed between the Parties that written notice shall be mailed and delivered to the addresses set forth below and same shall constitute sufficient written notice. The Parties designate the following:

For South Florida Workforce Investment Board:

Rick Beasley, Executive Director
South Florida Workforce Investment Board
The Landing at MIA
7300 Corporate Center Drive, Suite 500
Miami, Florida 33126-1234

Miami-Dade County, Florida:

Daniella Levine Cava, Mayor
Office of the Mayor, Miami Dade County
111 NW 1 Street, 29th Floor
Miami, Florida 33128

XI. AMENDMENTS

Any alteration, amendment, variation, modification, extension or waiver of provisions of this MOU shall only be valid when it has been reduced to writing, duly approved and signed by the authorized agent of each of the Parties.

XII. PRIOR AGREEMENTS

This Agreement, and its attachments and exhibits specified below incorporate and include all prior negotiations, correspondence, conversations, agreements, and understandings applicable to the matters contained herein and the Parties agree that there are no other commitments, agreements or understandings concerning the subject matter of this Agreement that are not contained in this Agreement or in its attachments and exhibits. Accordingly, the Parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

The following is a List of Attachments and Exhibits that are incorporated into this Agreement:

<u>Type</u>	<u>Letter/Number</u>	<u>Description</u>
Exhibit	A	Scope of Work
Exhibit	B	Cost Sharing Agreement
Attachment	1	Confidentiality Agreement
Attachment	2	Individual Non-Disclosure and Confidentiality Certification Form
Attachment	3	Authorization to Obtain Confidential Information
Attachment	4	Authorization to Obtain Confidential Employment Information
Attachment	5	Authorization to Release Confidential Information
Attachment	6	Certification Regarding Environmental Tobacco Smoke
Attachment	7	Assurances and Certifications
Attachment	8	Assurances Non-Construction Programs
Attachment	9	Florida Clean Indoor Air Act
Attachment	10	The Florida Department of Economic Opportunity Memorandum dated July 1, 2021

XIII. GRIEVANCE PROCEDURES

The Contractor shall comply with all of the SFWIB’s applicable Grievance and Complaint Procedures and as required by state and federal law.

XIV. ASSOCIATION OF COMMUNITY ORGANIZATIONS FOR REFORM NOW (ACORN) FUNDING RESTRICTIONS ASSURANCE

As a condition of this Agreement, the Contractor assures that it will comply fully with the federal funding restrictions pertaining to ACORN and its subsidiaries per the Consolidated Appropriations Act of 2010, Division E, Section 511 (Pub. L. 111-117). The Continuing Appropriation Act, 2011, Section 101 and 103 (Pub. L. 111-242), provides that appropriations made under Pub. L. 111-117 are available under the conditions provided by Pub. L. 111-117.

XV. COMPLIANCE WITH SECTION 6002 OF THE SOLID WASTE DISPOSAL ACT, AS AMENDED BY THE RESOURCE CONSERVATION AND RECOVERY ACT (“RCRA”) FOR THE PROCUREMENT OF RECOVERED MATERIALS

The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (“EPA”) at 40 CFR part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired during the preceding fiscal year exceeded \$10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines. The Contractor shall comply with Section 6002 of the Solid Waste Disposal Act, as amended by the RCRA.

XVI. EQUAL TREATMENT FOR FAITH-BASED ORGANIZATIONS

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits any state or local government receiving funds under any United States Department of Health and Human Services program, or any intermediate organization with the same duties as a governmental entity, from discriminating for or against an organization on the basis of the organization’s religious character or affiliation.

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits religious organizations from

engaging in inherently religious activities, such as worship, religious instruction, or proselytization, as part of the programs or services funded with direct financial assistance.

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits an organization that participates in programs funded by direct financial assistance from the Department, in providing services, from discriminating against a program beneficiary or prospective program beneficiary on the basis of religion or religious belief.

XVII. ENVIRONMENTAL TOBACCO SMOKE

In accordance with Part C of P.L. 103-227, the “Pro-Children Act of 1994”, smoking is prohibited in any portion of any indoor facility owned or leased or contracted by an entity and used regularly for the provision of health, day care, education, or library services to children under the age of 18, if the services are funded by federal programs whether directly or through state or local governments. Federal programs include grants, cooperative agreements, loans, and loan guarantees, and contracts. The law does not apply to children’s services provided in private residences, facilities funded solely by Medicare or Medicaid funds, and portions of facilities used for inpatient drug and alcohol treatment. The Contractor shall provide a completed **Certification Regarding Environmental Tobacco Smoke, Attachment 6**.

XVIII. PUBLIC ANNOUNCEMENTS AND ADVERTISING

When issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with federal funds, the Contractor shall clearly state (1) the percentage of the total costs of the program or project which will be financed with federal funds, (2) the dollar amount of federal funds for the project or program, and (3) percentage and dollar amount of the total costs of the project or program that will be financed by nongovernmental sources.

The Contractor shall incorporate “**a proud partner of the American Job Center network**” on all primary electronic resources, including websites, used by the one-stop delivery system (20 CFR section 662.100), and on any newly-printed, purchased, or created materials pursuant to 20 CFR 678.900. Each one-stop delivery system must include “**a proud partner of the American Job Center network**” identifier on all:

- Primary electronic resources used by the one-stop delivery system, and on any newly printed, purchased, or created materials.
- Products, programs, activities, services, facilities, and related property and new materials used in the one-stop delivery system.

XIX. UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS

The Contractor shall comply with 2 CFR Chapter II, Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (superseded OMB Circulars A-21, A-87, A-89, A-102, A-110, A-122, A-133 – see, 78 FR 78590-01 (Dec. 26, 2013)).

XX. CODES OF CONDUCT

The Contractor shall maintain written standards of conduct governing the performance of its employees engaged in the award and administration of contracts. No employee, officer, or agent shall participate in the selection, award, or administration of a contract supported by federal funds if a real or apparent conflict of interest would be involved. Such a conflict would arise when the employee, officer, or agent, any

member of his or her immediate family, his or her domestic partner, or an organization which employs or is about to employ any of the Parties indicated herein, has a financial or other interest in the firm selected for an award. The officers, employees, and agents of the recipient shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, or parties to sub-agreements.

XXI. GOVERNMENT-WIDE REQUIREMENTS FOR DRUG-FREE WORKPLACE

The Contractor shall comply with drug-free workplace requirements in Subpart B (or Subpart C, if the recipient is an individual) of 29 CFR part 94.

XXII. VETERAN'S PRIORITY PROVISIONS

Federal grants for qualified job training programs funded, in whole or in part, by the U.S. Department of Labor are subject to the provisions of the "Jobs for Veterans Act" ("JVA"), P.L. 107-288. The JVA provides priority services to veterans and spouses of certain veterans for the receipt of employment, training, and placement services. To obtain priority service, a person must meet the program's eligibility requirements. 20 CFR Part 1010 provides general guidance on the scope of the veterans' priority statute.

XXIII. INTERGOVERNMENTAL PERSONNEL ACT

The Contractor shall comply with the requirements of the Intergovernmental Personnel Act (42 U.S.C. Chapter 62 Sec. §4701).

XXIV. ADMINISTRATIVE PROVISIONS UNDER TITLE I OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT ADMINISTRATIVE RULES, COSTS AND LIMITATIONS

The Contractor shall comply with the requirements of the administrative provisions under Title I of the WIOA Administrative Rules, Costs and Limitations (20 CFR Part 683, Subpart B).

XXV. CERTIFICATION

By signing this Agreement, the Parties agree that the provisions contained herein are subject to all applicable, federal, state and local laws, regulations and guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information relating to access point customers.

XXVI. GOVERNING LAW AND VENUE

This MOU shall be interpreted and construed in accordance with and governed by the laws of the State of Florida. Any legal controversies or legal issues arising out of this Agreement and any action involving the enforcement or interpretation of any rights hereunder shall be submitted to and resolved under the jurisdiction of the state courts of the Eleventh Judicial Circuit of Florida, to the exclusion of all others, with venue for such dispute(s) to lie in Miami-Dade County, Florida

XXVII. FLORIDA PUBLIC RECORDS LAW

The Parties understand the broad nature of Florida's public records laws and shall comply with same and other laws relating to records retention. The Parties shall keep and maintain public records as required by law for performance of services encompassed in this Agreement. The Parties shall keep records to show their compliance with program requirements in accordance with this Agreement. The Parties and their subcontractors must make available, upon request of a Federal grantor agency, the

Comptroller General of the United States, or any of their duly authorized representatives, any books, documents, papers, and records in their possession that are directly pertinent to this Agreement for the purpose audits, examinations, excerpts, and transcriptions. Upon request from the any of the Parties' custodian of public records, the Parties must provide a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in in Chapter 119, Florida Statutes, or as otherwise provided by law. The Parties shall ensure that public records that are exempt and/or confidential from public records disclosure requirements are not disclosed except as authorized by law. The Parties shall retain all records for five (5) years after final payment is made or received and all pending matters are completed pursuant to Title 34, Sections 80.36(b)(1). Exempt or confidential information should not be disclosed unless authorized by law. Upon completion of the Agreement, the Parties shall transfer, at no cost, all public records in their possession that belong to another party or keep and maintain public records required by the Parties. If the Parties transfer public records to another party during the term of this Agreement or upon completion of the term, the Parties shall destroy any duplicate public records that are exempt and/or confidential from public records disclosure requirements. All records stored electronically must be provided to the any of the Parties, upon request from the Parties' custodian of public records, in a format that is compatible with the information technology systems of the requesting party.

IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:

**Via e-mail: recordsrequest@careersourcesfl.com
Telephone: 305-929-1500
South Florida Workforce Investment Board
The Landing at MIA
7300 Corporate Center Drive, Suite 500
Miami, Florida 33126-1234**

XXVIII. SEVERABILITY

If any portion of this MOU is determined by a court of competent jurisdiction to be invalid, the remaining provisions shall continue to be effective.

XXIX. AUTHORITY TO EXECUTE AGREEMENT

Each person executing this Agreement represents and warrants that he or she is duly authorized and has full legal authority to execute and deliver this Agreement. Each party represents and warrants to the other that the execution and delivery of the Agreement and the performance of such party's obligations hereunder have been duly authorized and that the Agreement is a valid and legal agreement binding on the other party and enforceable in accordance with its terms.

XXXI. DEBARMENT AND SUSPENSION (EXECUTIVE ORDERS 12549 AND 12689)

A contract award (see 2 CFR 180.220) must not be made to parties listed on the government-wide exclusions in the System for Award Management ("SAM"), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR

part 1989 Comp., p. 235), “Debarment and Suspension.” SAM Exclusions contain the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, inclusive of the certification required in this section, prior to the execution of this Agreement

XXX. GRATUITIES

The Contractor shall not accept a gift from, offer to give, or give any gift to any **SFWIB member, SFWIB employee, SFWIB approved Vendor**, or to any **family member** of an SFWIB member, SFWIB employee, or SFWIB approved Vendor.

The term “family member” includes, but is not limited to father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, grandfather, grandmother, grandson, granddaughter and domestic partner.

The term “gift” shall refer to the transfer of anything of economic value, whether in the form of money, service, loan, travel, food, beverage, entertainment, hospitality, item or promise, or in any other form, without adequate and lawful consideration.

Violation of this provision will constitute a breach of this Agreement. In addition to any other remedies available to the SFWIB, any violation of this provision will result in referral of Contractor’s name and description of the violation of this term to the state of Florida, Department of Management Services for the potential inclusion of Contractor’s name on the suspended vendors list for an appropriate period. This provision will survive the Agreement for a period of two (2) years after its expiration or termination.

XXXI. CERTIFICATION REGARDING FLORIDA CLEAN INDOOR AIR ACT

The purpose of the Florida Clean Indoor Air Act is to protect people from the health hazards of second hand tobacco smoke and to implement the Florida Health initiative in Section 20, Article X of the State Constitution. However, the intent of this legislation is not to inhibit, or otherwise obstruct, medical or scientific research or smoking-cessation programs approved by the Florida Department of Health. Contractor shall provide a completed **Certification Regarding the Florida Clean Indoor Air Act, Attachment 9**, inclusive of the certification required in this section, prior to the execution of this Agreement.

XXXII. CHILD LABOR LAWS

Contractor shall comply with all applicable federal, state and local child labor laws in carrying out the terms and conditions of this Contract or modifications hereto.

XXXIII. PUBLIC ENTITY CRIMES (SECTION 287.133, FLORIDA STATUTES)

Contractor shall comply with the Public Entity Crimes Act (section 287.133, Florida Statutes) and certifies that neither it, nor any person or affiliate, has been convicted of a Public Entity Crime as defined in section 287.133, Florida Statutes, nor placed on the convicted vendor list. Contractor understands and agrees that Contractor is required to immediately inform the SFWIB upon any change of circumstances regarding this status. Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, prior to the execution of this Agreement.

XXXIV. SCRUTINIZED COMPANIES LIST

The SFWIB's agreement with the Florida Department of Economic Opportunity provides:

If the [SFWIB] enters into a contract in the amount of \$1,000,000 or more, in accordance with the requirements of section 287.135, Florida Statutes, the [SFWIB] will obtain a certification that the Contractor is not listed on the Scrutinized Companies that Boycott Israel List or is engaged in a Boycott of Israel, the Scrutinized Companies with Activities in Sudan List, the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, engaged in business operations in Cuba or Syria, or meets the conditions for exemptions as provided in section 287.135(4), Florida Statutes. The Contractor shall provide a completed **Assurances and Certifications, Attachment 7**.

XXXV. DISCRIMINATORY VENDORS

The Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, in compliance with this section, prior to the execution of this MOU.

XXXVI. RELATED PARTY CONTRACTS

The Contractor shall comply with the requirements of the Reimagining Education and Career Help (REACH) Act, Chapter 2021-164, Laws of Florida (House Bill 1507) as specified in **Attachment 10 (The Florida Department of Economic Opportunity Memorandum dated July 1, 2021)** attached hereto and incorporated herein by reference.

XXXVII. TRAFFICKING VICTIMS PROTECTION ACT OF 2000

Contractor shall comply with the Trafficking Victims Protection Act of 2000, as amended (22 U.S.C. 7104(g)). The full text of **2 CFR 175.15, Award Term**

XXXVIII. PURCHASE OF AMERICAN-MADE EQUIPMENT AND PRODUCTS

Contractor assures that, to the greatest extent practicable, all equipment and products purchased with funds made available in this Act (P.L. 113-128 S. 502) will be American-made.

XXXIX. NO ASSIGNMENT

The Contractor shall not assign this Contract or any rights accruing hereunder in whole or in part without the express written authorization of the SFWIB, which authorization may be withheld in the sole discretion of the SFWIB.

XL. BYRD ANTI-LOBBYING AMENDMENT (31 U.S.C. §1352)

The Contractor that apply or bid for an award exceeding \$100,000.00 must file the required certification as described in this section. Each tier certifies to the tier above that it will not and has not used federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-federal funds that takes place in connection with obtaining any federal award. Such disclosures are forwarded from tier to tier up to the non-federal award. Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, prior to execution of this MOU.

XLI. ASSURANCES – NON-CONSTRUCTION PROGRAMS

The Contractor shall provide a completed **Assurances - Non-Construction Programs, Attachment 8**, prior to the execution of this MOU.

XLII. ASSURANCES OF COMPLIANCE

The Contractor assures that it is currently in compliance with, and shall maintain and ensure its compliance, as applicable, with federal, state, and local laws, which include, but are not limited to, adherence to IRS rules and regulations requiring timely filing of tax returns and payment of payroll taxes, as applicable, throughout the term of this Agreement.

XLIII. VERIFICATION OF EMPLOYMENT ELIGIBILITY (E-VERIFY)

E-Verify is an Internet-based system that allows an employer, using information reported on an employee's Form I-9, Employment Eligibility Verification, to determine the eligibility of all new employees hired to work in the United States. There is no charge to employers to use E-Verify.

By entering into this Contract, the Contractor and its Subcontractors are jointly and severally obligated to comply with the provisions of Section 448.095, Florida Statutes, as amended, titled "Employment Eligibility." The Contractor affirms that (a) it has registered and uses the U.S. Department of Homeland Security's E-Verify system to verify the work authorization status of all new employees of the Contractor; (b) it has required all Subcontractors to this Contract to register and use the E-Verify system to verify the work authorization status of all new employees of the Subcontractor; (c) it has an affidavit from all Subcontractors to this Contract attesting that the Subcontractor does not employ, contract with, or subcontract with, unauthorized aliens; and (d) it shall maintain copies of any such affidavits for duration of the Contract.

If County has a good faith belief that Contractor has knowingly violated Section 448.09(1), Florida Statutes, then County shall terminate this contract in accordance with Section 448.095(5)(c), Florida Statutes. In the event of such termination the Contractor agrees and acknowledges that it may not be awarded a public contract for at least one (1) year from the date of such termination and that Contractor shall be liable for any additional costs incurred by the County because of such termination.

In addition, if County has a good faith belief that a Subcontractor has knowingly violated any provisions of Sections 448.09(1) or 448.095, Florida Statutes, but Contractor has otherwise complied with its requirements under those statutes, then Contractor agrees that it shall terminate its contract with the Subcontractor upon receipt of notice from the County of such violation by Subcontractor in accordance with Section 448.095(5)(c), Florida Statutes.

Any challenge to termination under this provision must be filed in the Circuit or County Court by the County, Contractor, or Subcontractor no later than twenty (20) calendar days after the date of contract termination. Public and private employers must enroll in the E-Verify System (<http://www.uscis.gov/e-verify>) and retain the I-9 Forms for inspection.

The Department of Homeland Security's E-Verify system can be found at:

http://www.dhs.gov/files/programs/gc_1185221678150.shtm

The Contractor shall maintain evidence of the use of the E-Verify system in the employee's personnel file. The Contractor shall maintain a personnel file for each staff person funded under this Contract in

accordance with the SFWIB's Policies and Procedures, state and federal laws.

XLIV. WHISTLEBLOWER'S ACT

In accordance with section 112.3187(2), Florida Statutes, the Contractor shall not retaliate against an employee for reporting violations of law, rule, or regulation that creates substantial and specific danger to the public's health, safety, or welfare to an appropriate agency. Furthermore, agencies or independent contractors shall not retaliate against any person who discloses information to an appropriate agency alleging improper use of governmental office, gross waste of funds, or any other abuse or gross neglect of duty on the part of an agency, public officer, or employee. The Contractor shall inform its employees that they and other persons may file a complaint with the Office of Chief Inspector General, Agency Inspector General, the Florida Commission of Human Relations or the Whistle-blower's Hotline number at 1-800-543-5353

INTENTIONALLY LEFT BLANK

THE PARTIES ARE DULY AUTHORIZED TO EXECUTE THIS AGREEMENT ON BEHALF OF THE RESPECTIVE PARTIES:

AUTHORIZED SIGNATURES FOR: **Miami-Dade County, Florida**
AGREEMENT NUMBER: **MOU-SP-PY'24-01-00**

1a. _____
Signature of Authorized Representative

Date

Daniella Levine Cava
2a. _____
Typed Name of Authorized Representative

Mayor
3a. _____
Full Title of Authorized Representative

South Florida Workforce Investment Board

BY: _____
Rick Beasley
Executive Director
South Florida Workforce Investment Board

Date



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/18/2024

AGENDA ITEM NUMBER: 8

AGENDA ITEM SUBJECT: APPRENTICESHIP PROGRAMS ON-THE-JOB TRAINING EMPLOYER REIMBURSEMENTS

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 \$27,200 in workforce system funding for on-the-job training reimbursements for apprenticeship programs in Data Scientist and User Experience Designer, as set forth below.

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

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

BACKGROUND:

Miami EdTech is an education technology non-profit organization on a mission to address the biggest challenges faced in education through innovation and technology. The organization provides professional development in the areas of Computer Science & Entrepreneurship, develops curriculum and tech-enabled learning environments, and supports edtech innovation through pilots, consulting, and mentorship.

Miami EdTech has launched two apprenticeship programs - Data Scientist (Alternate Title: Artificial Intelligence/ Machine Learning Developer) and User Experience Designer (alternate title: User Experience and Interface Designer). The apprenticeship programs will lead to a career pathway that combines coursework, mentoring, on-the-job training (OJT), and paid wages that increase as the apprentice learns new skills and take on more responsibilities. Apprentices will learn key responsibilities and skills required to become proficient in the occupation. Upon program completion, apprentices will receive industry recognized credentials in Azure AI Fundamentals and Google Data Analytics (Data Scientist) or UX Design (User Experience Designer).

The Data Scientist (Alternate Title: Artificial Intelligence/ Machine Learning Developer) apprenticeship program prepares individuals to harness the power of machine learning, data analysis, and automation to solve complex problems and drive innovation across various industries. Under the guidance of experienced mentors, AI apprentices gain hands-on experience in developing cutting-edge algorithms, designing intelligent systems, and utilizing big data to create impactful solutions. Miami EdTech will hire one apprentice with a starting wage at \$17.00 per hour, which will be increased to \$19.00 after 1,000 hours have been completed. The SFWIB will provide a 40 percent reimbursement to Miami EdTech for gross wages, which includes 2,000 hours of OJT. The total amount of reimbursement is \$14,400.

Data Scientist (Alternate Title: Artificial Intelligence/ Machine Learning Developer) Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$17.00	1,000	\$6.80	\$6,800	\$6,800
\$19.00	1,000	\$7.60	\$7,600	\$7,600
			Total Project Cost	\$14,400

The User Experience Designer (alternate title: User Experience and Interface Designer) program is designed to prepare apprentices to create seamless, intuitive, and visually appealing digital experiences for users. Under the mentorship of seasoned UX/UI experts, apprentices immerse themselves in the art of user research, wireframing, prototyping, and interface design, all while promoting accessibility and user satisfaction. Miami EdTech will hire one apprentice with a starting wage at \$15.00 per hour, which will be increased to \$17.00 after 1,000 hours have been completed. The SFWIB will provide a 40 percent reimbursement to Miami EdTech for gross wages, which includes 2,000 hours of OJT. The total amount of reimbursement is \$12,800.

User Experience Designer (Alternate Title: User Experience and Interface Designer) Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$15.00	1,000	\$6.00	\$6,000	\$6,000
\$17.00	1,000	\$6.80	\$6,800	\$6,800
			Total Project Cost	\$12,800

The North Miami Beach American Job Center (AJC) staff will assist with recruitment and administration. Miami EdTech will serve as the apprenticeship sponsor for all programs, deliver the related technical instruction, and provide support for other relevant training tools and services to program participants.

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE: Performance Chart Attached

ATTACHMENT

**Miami EdTech Data Scientist (AI/ML) Apprenticeship Program
Performance**

Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	1	1
Number of Participants to Complete Training	1	1
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	1	1
Employment Rate	100.00%	100.00%
Average Wage	\$18.00	\$18.00
Cost Per	\$14,400	\$14,400
Net Economic Benefit	\$23,040	\$23,040
Return-On-Investment	\$1.60	\$1.60
Economic Impact	\$23,040	\$23,040

State and Federal Performance (Achieved and Projected)

Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$5,034.00	\$9,360.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$5,173.00	\$9,360.00

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)

Miami EdTech User Experience Designer (UX/UI) Apprenticeship Program Performance

Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	1	1
Number of Participants to Complete Training	1	1
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	1	1
Employment Rate	100.00%	100.00%
Average Wage	\$16.00	\$16.00
Cost Per	\$12,800	\$12,800
Net Economic Benefit	\$20,480	\$20,480
Return-On-Investment	\$1.60	\$1.60
Economic Impact	\$20,480	\$20,480

State and Federal Performance (Achieved and Projected)

Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$5,034.00	\$8,320.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$5,173.00	\$8,320.00

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/18/2023

AGENDA ITEM NUMBER: 9

AGENDA ITEM SUBJECT: APPRENTICESHIP PROGRAMS ON-THE-JOB TRAINING EMPLOYER REIMBURSEMENTS

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 \$13,632 in workforce system funding for on-the-job training reimbursements for a Transportation and Logistics Specialist apprenticeship program, as set forth below.

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

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

BACKGROUND:

The South Florida Workforce Investment Board (SFWIB) in collaboration with Miami Dade College offers employer-driven apprenticeship programs. Apprentices learn the technical side of a given trade while simultaneously acquiring the mechanical skills required to become proficient in that trade. Upon program completion, apprentices will receive a Florida Department of Education Registered Apprenticeship Certificate of Completion, recognized by the United States Department of Labor.

The Storage and Distribution Manager (Alternate Title: Transportation and Logistics Specialist) apprenticeship prepares participants to perform various tasks such as; receiving, storing, testing, and shipping products or materials, planning, developing, and implementing warehouse safety and security programs and activities. Hellmann Worldwide Logistics will hire one apprentice with a starting wage at \$16.50 per hour, which will be increased to \$18.00 per hour after 1,280 hours have been completed. The SFWIB will provide a 40 percent reimbursement to Hellmann Worldwide Logistics, for gross wages, which includes 2,000 hours of OJT. The total amount of reimbursement is \$13,632. The Miami-Dade College Works staff will assist with recruitment and administration.

Hellman Transportation and Logistics Apprenticeship

Project Wage	OJT Hours	40 % Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ One Apprentice
\$16.50	1,280	\$6.60	\$8,448	\$8,448
\$18.00	720	\$7.20	\$5,184	5,184

Total Project Cost: \$13,632

Miami Dade College will serve as the apprenticeship sponsor for all programs, deliver the related technical instruction, and provide support for other relevant training tools and services to program participants.

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE: Performance Chart Attached

ATTACHMENT

Hellman Transportation and Logistics Program Performance

Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	1	1
Number of Participants to Complete Training	1	1
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	1	1
Employment Rate	100.00%	100.00%
Average Wage	\$17.25	\$17.25
Cost Per	\$13,632	\$13,632
Net Economic Benefit	\$22,248	\$22,248
Return-On-Investment	\$1.77	\$1.77
Economic Impact	\$22,248	\$22,248

State and Federal Performance (Achieved and Projected)

Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$5,034.00	\$8,970.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$5,173.00	\$8,970.00

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/18/2023

AGENDA ITEM NUMBER: 10

AGENDA ITEM SUBJECT: PRE-APPRENTICESHIP PROGRAMS ON-THE-JOB TRAINING EMPLOYER REIMBURSEMENTS

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 \$67,824 in Workforce Innovation and Opportunity Act funding for on-the-job training reimbursements for pre-apprenticeship programs in Electrical and Plumbing, as set forth below.

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

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

BACKGROUND:

The South Florida Workforce Investment Board (SFWIB) in collaboration with Miami Dade College offers employer-driven pre-apprenticeship programs. The partnership developed two pre-apprenticeship programs with the City of North Miami Beach as the participating employers. The apprenticeship programs are Electrician and Plumber. These pre-apprenticeship programs will lead to a career pathway that combines coursework, mentoring, on-the-job training (OJT), and paid wages that increase as the apprentices learn new skills and take on more responsibilities. Apprentices will learn key responsibilities and skills required to become proficient in the occupation. Upon program completion, apprentices will receive a Florida Department of Education Registered Apprenticeship Certificate of Completion, recognized by the United States Department of Labor.

The Electrician pre-apprenticeship prepares participants to perform various tasks such as installing circuit layouts, light power wiring, installing panel boards, and rigid conduit installations. The City of North Miami Beach will hire one apprentice for the Electrical pre-apprenticeship with wages at \$18.00 per hour. The SFWIB will provide a 40 percent reimbursement to City of North Miami Beach for gross wages, which includes 1,880 hours for OJT. The total amount of reimbursement is \$13,536.

NMB Electrical Pre-Apprenticeship

Project Wage	OJT Hours	40% Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ One Apprentice
\$18.00	1,880	\$7.20	\$13,536	\$13,536

Total Project Cost: \$13,536

The Plumbing pre-apprenticeship prepares participants to perform various tasks such as installing fixtures and drains, installing flooring, and navigating water distribution systems and its required repairs. The City of North Miami Beach will hire four apprentices for the Plumbing pre-apprenticeship with wages at \$18.00 per hour. The SFWIB will provide a 40 percent reimbursement to City of North Miami Beach for gross wages, which includes 1,855 hours for OJT. The total amount of reimbursement is \$54,288.

NMB Plumbing Pre-Apprenticeship

Project Wage	OJT Hours	40% Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ One Apprentice
\$18.00	1,885	\$7.20	\$13,572	\$54,288

Total Project Cost: \$54,288

The Miami-Dade College Works staff will assist with recruitment and administration. Miami Dade College will serve as the pre-apprenticeship sponsor for all programs, deliver the related technical instruction, and provide support for other relevant training tools and services to program participants.

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE: Performance Chart Attached

ATTACHMENT

NMB Electrical Apprenticeship Program Performance

Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	1	1
Number of Participants to Complete Training	1	1
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	1	1
Employment Rate	100.00%	100.00%
Average Wage	\$18.00	\$18.00
Cost Per	\$13,536	\$13,536
Net Economic Benefit	\$23,904	\$23,904
Return-On-Investment	\$1.77	\$1.77
Economic Impact	\$23,904	\$23,904

State and Federal Performance (Achieved and Projected)

Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$5,034.00	\$9,360.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$5,173.00	\$9,360.00

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

NMB Plumbing Apprenticeship Program Performance

Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	4	4
Number of Participants to Complete Training	4	4
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	4	4
Employment Rate	100.00%	100.00%
Average Wage	\$18.00	\$18.00
Cost Per	\$13,536	\$13,536
Net Economic Benefit	\$23,904	\$23,904
Return-On-Investment	\$1.77	\$1.77
Economic Impact	\$95,616	\$95,616

State and Federal Performance (Achieved and Projected)

Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$5,034.00	\$9,360.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$5,173.00	\$9,360.00

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)