



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
GLOBAL TALENT AND COMPETITIVENESS (GTC)
COUNCIL MEETING
Thursday, February 16, 2017
8:00 AM**

Doubletree by Hilton Miami Airport Hotel &
Convention Center
711 NW 72nd Avenue
Miami, Florida 33126

AGENDA

1. Call to Order and Introductions
2. Approval of GTC Council Meeting Minutes
 - A. August 18, 2016
 - B. October 20, 2016
 - C. December 15, 2016
3. Recommendation as to Approval of the TechHire Training (THT) Policy
4. Recommendation as to Approval of New Training Vendors and Programs



SFWIB GLOBAL TALENT AND COMPETITIVENESS COUNCIL

AGENDA ITEM NUMBER: 2A

DATE: February 16, 2017 at 8:00AM

AGENDA ITEM SUBJECT: MEETING MINUTES

August 18, 2016 at 8:00 A.M.
 Doubletree Hotel – Exhibition Center
 711 N.W 72nd Avenue
 Miami, FL 33126

COMMITTEE MEMBERS IN ATTENDANCE	SFWIB STAFF	OTHER ATTENDEES (AUDIENCE)
1. Ferradaz, Gilda– <i>Chairwoman</i> 2. del Valle, Juan Carlos, <i>Vice-Chairman</i> 3. Brecheisen, Bruce 4. Brown, Clarence 5. Ludwig, Philipp 6. Piedra, Obdulio 7. Roth, Thomas	Beasley, Rick Graham, Tomara Kavehersi, Cheri	Campbell, Matt - <i>Wyncode</i> Mikkola, Juha – <i>Wyncode</i> Mona, Bianca - <i>Wyncode</i> Perez, Chris – <i>The Academy</i> Rodanes, Carlos – <i>New Horizons of South Florida</i>
COMMITTEE MEMBERS NOT IN ATTENDANCE 8. Gazitua, Luis 9. Russo, Monica 10. West, Alvin		Scheiden, David – <i>Miami-Dade County Public Schools (M-DCPS)</i> Wade, Krista – <i>New Horizons of South Florida</i>

Agenda items are displayed in the order they were discussed.

1. Call to Order

Global Talent and Competitiveness (GTC) Council Chairwoman, Gilda Ferradaz called the meeting to order at 8:37am, asked all those present introduce themselves.

2. Approval of Global Talent Competitiveness Council Meeting Minutes of June 23, 2016

Chairwoman Ferradaz noted into record a total of three (3) sets of minutes (February 18, 2016, April 21, 2016 and June 23, 2016) required approval.

Mr. Thomas Roth moved the approval of February 18, 2016, April 21, 2016 and June 23, 2016 meeting minutes. Motion seconded by Mr. Phillip Ludwig; **Motion Passed Unanimously**

3. Information – Summer Youth Employment Program

Chairwoman Gilda Ferradaz introduced the item and Youth Programs Manager, Tomara Graham further presented.

SFWIB Chairman Piedra asked how outcomes/success would be measured. Ms. Graham noted that surveys would be distributed to employers in order to gather feedback. She further noted that the information obtained would be used as best practices for next year's program. Chairman Piedra asked whether participants (students) would also receive surveys. Ms. Graham further explained. He additionally inquired about a career pathway mechanism used for evaluation purposes. Ms. Graham explained that this year's program consisted of students being placed into targeted industry related jobs based on information provided by the Beacon Council's One Community One Goal Targeted Industry report. He furthermore asked whether student's academic performances would be tracked throughout the school year. Ms. Graham responded "Yes" and provided further details on CSFF's database. He furthermore recommended a communication strategy to reach out to students throughout the year in order to provide them resources. Ms. Graham responded that this would be implemented. She additionally advised that the information obtained from the database would be provided to service providers for enrollment purposes for in-school program.

4. Information – National Flight Academy

Chairwoman Gilda Ferradaz introduced the item and Ms. Graham further presented and read the item into record.

SFWIB Chairman Piedra shared his disappointment regarding the low attendance of youth participants. He recommended allocating more funding to those entities that met or exceeded 40% in attendance.

GTC Vice-Chairman del Valle asked whether if the recruitment pool could be expanded to other organizations. Mr. Beasley explained a prior issue with Miami-Dade County School Board and the number of drop out of participants.

Chairman Piedra recommended partnering with American Airlines for subsidized or lower cost flights to Pensacola, FL for Youth Participants. He explained that this would avoid the 12 hour road trip. He requested staff research associated costs.

GTC Council Vice-Chairman del Valle commented that the long commute of driving could probably be the cause of low turnout of participants.

SFWIB Chairman Piedra asked whether staff would follow-up with participants after program completion. Ms. Graham explained there would be follow-ups. She further explained that participants would receive a certificate of completion from the National Flight Academy (NFA).

5. Recommendation as to Approval to Allocate Funding to the PACE Center for Girls, Inc.

Chairwoman Ferradaz introduced the item and Executive Director Rick Beasley appeared before the Council and presented. Mr. Beasley additionally stated that Temporary Assistance for Needy Families (TANF) funds would be allocated to this program.

Mr. Brecheisen inquired about the language stated in the agenda item that reads, "To Pilot a Program" which he questioned the fact it seems that the program is already in existence. Mr. Beasley explained that although the program is already in existence, the funding piece by CSSF would consist of a pilot launch to be funded in the future contingent upon performances.

SFWIB Chairman Piedra suggested this be would also serve as a great opportunity to partner with PACE to recruit additional students to attend the National Flight Academy. Mr. Beasley responded, "Yes" then further gave an update on his recent meeting regarding scholarships for PACE students providing a ("2 + 2") two year opportunity at a community college and remaining two years at a four year university (institution). He advised that this is considering the fact this particular population may face barriers to employment.

Chairwoman Ferradaz inquired about the total number of students that would be served. Mr. Beasley responded a total of 60 students at cost per service of \$4,300. He further explained that the entity does expect to see an increase in attendance as a result of the additional resources that would be provided for better outreach. He additionally noted that one of the goals is to reach out to parents to offer employment opportunities as well.

Chairwoman Ferradaz commended the program. She wanted to know the correlation between performance outcome and CSSF's involvement. Mr. Beasley explained via pre and post evaluations (evaluating performance outcome prior to CSSF's involvement). She inquired about the total amount of students and staff responded a total of 112. Chairwoman Ferradaz furthermore asked whether all of the students participated in the program. Ms. Graham explained that although the school specifically serves student ages 11 to 18 year olds. CSSF's youth program population consists of ages 14 to 18 year olds as this would be the only age group targeted).

Vice-Chairman Juan Carlos del Valle moved the approval to Allocate Funding to PACE Center for Girls, Inc. Motion seconded by SFWIB Chairman Piedra; **Motion Passed Unanimously**

6. Recommendation as to Approval to Allocate Funds to United Way of Miami-Dade County

Chairwoman Ferradaz introduced the item and Mr. Beasley further presented. Adults Program Manager Robert Smith explained that the item had been approved in April. However, the item was brought back to provide information on statement of work to clearly define the agency's roles and responsibilities. Mr. Beasley further explained that the program had been initially launched by United Way of Broward County.

Mr. Beasley further explained that General Frazier had been very actively involved.

Chairwoman Ferradaz asked whether CSSF would be partnering with Homeless Trust or any of their providers for referrals. Mr. Smith responded that they would work with all homeless agencies. He provided additional details.

SFWIB Chairman Piedra moved the approval to allocated funds to United Way of Miami-Dade County. Motion seconded by Mr. del Valle; **Motion Passed Unanimously**

7. Recommendation as to Approval to Allocate Funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology & Forklift Training

Chairwoman Gilda Ferradaz introduced the item and Mr. Beasley further presented.

GTC Vice-Chairman del Valle moved the approval to allocate funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology & Forklift Training. Motion seconded by SFWIB Chairman Piedra; **Motion Passed Unanimously**

8. Recommendation as to Approval to Allocate Funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology Training

Mr. Beasley presented the item.

GTC Vice-Chairman del Valle requested information on the difference between this item and the prior being recommended. Business Services Manager, Cheri Kavehersi provided further explanation.

GTC Vice-Chairman del Valle moved the approval to allocate funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology Training. Motion seconded by SFWIB Chairman Piedra; **Motion Passed Unanimously**

9. Recommendation as to Approval to Allocate funds to Miami-Dade County Public Schools (M-DCPS) for Private Security Officer Training

Chairwoman Ferradaz introduced the item and Mr. Beasley further presented.

SFWIB Chairman Piedra inquired about efforts to increase wage rates. Mr. Beasley further explained the efforts of focusing on the underemployed population as the economy starts to improve.

There was continued discussion specifically regarding Monroe County's unemployment rate.

GTC Vice-Chairman del Valle requested clarification on the 3rd and 4th bullets that states "articulate to a post-secondary program" and "articulate to an apprenticeship program." Mr. Beasley further explained.

SFWIB Chairman asked whether the conversion rate to employment has been satisfactory. Mr. Beasley further explained.

Mr. Philipp Ludwig moved the approval to allocate funds to Miami-Dade County Public Schools (M-DCSP) for Private Security Officer Training. Motion seconded by GTC Vice-Chairman del Valle; **Motion Passed Unanimously**

10. Recommendation as to Approval of New Training Vendor and Programs

Chairwoman Ferradaz introduced the item and Mr. Beasley further discussed.

Chairwoman Ferradaz asked whether the recommended programs are both new and existing. Mr. Beasley explained the new program is with JMJ Clutch Enterprises, LLC dba Wyncode Academy. He shared with the Council of his recent tour of the school and explained the accelerated 9-week training. Representatives from Wyncode Academy appeared before the Council and provided a brief overview of the program.

SFWIB Chairman Piedra inquired about the amount of application and average wage. The representative explained that the average salary is \$47,500 soon after completing the program. He furthermore provided details.

SFWIB Chairman Piedra shared with the Council how impressed he was with the technology program developments. He noted how this is needed in the southern parts of Florida.

Mr. Beasley also shared recent updates regarding the application process with building and enhancing an eco-system in Miami-Dade and Monroe counties.

SFWIB Chairman Piedra inquired about the percentages of those venturing out to entrepreneurship after completing the program. The representative explained this is the easiest and most economical time to start a business in this day in age. He further noted that since the program began, there have been a total of 14 start-ups. He additionally noted the high return on investment for entrepreneurs.

Mr. Beasley noted into record the following additional recommendations to add new programs for existing training vendors:

The Academy of South Florida, Inc. dba The Academy (Miami and FT. Lauderdale Campuses)

- Cyber Security Professional Diploma
- Office Administrator – Diploma
- Project Manager Professional (Security+, Project+, and PMP) - Diploma
- The Network Technician – Diploma

Mr. Brecheisen inquired about the average age. It was explained ages 18-35 years. Mr. Brecheisen furthermore inquired about the percentage of graduates that remain in Miami-Dade County. It was explained that the majority in remain in South Florida and find local opportunities. Additionally, the entities have a total of 88 hiring partners and a total of 75 have hired locally.

Mr. Roth asked whether the entity's goal is to expand outside of Miami-Dade County. The representative further explained.

SFWIB Chairman Piedra moved the approval of New Training Vendor and Programs. Motion seconded by GTC Vice-Chairman de Valle; **Motion Passed Unanimously**

There being no further business to come before the Committee, the meeting adjourned at 9:25am.



SFWIB GLOBAL TALENT AND COMPETITIVENESS COUNCIL

AGENDA ITEM NUMBER: 2B

DATE: February 16, 2017 at 8:00AM

AGENDA ITEM SUBJECT: MEETING MINUTES

October 20, 2016 at 8:00 A.M.
 Doubletree Hotel – Exhibition Center
 711 N.W 72nd Avenue
 Miami, FL 33126

COMMITTEE MEMBERS IN ATTENDANCE	SFWIB STAFF	OTHER ATTENDEES (AUDIENCE)
1. del Valle, Juan Carlos, <i>Vice-Chairman</i> 2. Brecheisen, Bruce 3. Brown, Clarence 4. Piedra, Obdulio 5. Roth, Thomas	Graham, Tomara Kavehersi, Cheri Smith, Robert	Gavira, Beatriz – <i>SER Jobs for Progress, Inc.</i> Kos. Claudia – <i>Youth Co-Op, Inc.</i> Mendez, Jessy – <i>Community Coalition, Inc.</i>
COMMITTEE MEMBERS NOT IN ATTENDANCE 6. Ferradaz, Gilda– <i>Chairwoman</i> 7. Gazitua, Luis 8. Ludwig, Philipp 9. Russo, Monica 10. West, Alvin		Messing, Joanne – <i>Take Stock in Children</i> Mitchelle, Carlana – <i>Sullivan & Cogliano</i> Quiros, Vivian – <i>Sullivan & Cogliano</i>

Agenda items are displayed in the order they were discussed.

1. Call to Order

Global Talent and Competitiveness (GTC) Council Vice-Chairman Juan Carlos del Valle called the meeting to order at 8:38am, asked all those present introduce themselves. He noted that a quorum had not been achieved.

2. **Approval of Global Talent Competitiveness Council Meeting Minutes of August 18, 2016**
Deferred due to lack of quorum.

3. **Recommendation as to Approval to Allocate funds to Florida Keys Community College for Career Pathways Re-entry Hospitality Training**

GTC Vice-Chairman del Valle introduced the item. Youth Programs Manager, Tomara Graham further presented and read the item into record.

SFWIB Chairman Piedra asked whether if this is the program's second year since implementation. Ms. Graham responded, "Yes."

Mr. Brecheisen asked whether if the \$250,000 allocation is strictly variable based on the number of participants. Ms. Graham responded, "Yes" then she further explained.

Vice-Chairman del Valle asked whether if the number fluctuates based on the number of participants.

Mr. Brecheisen rephrased his question. Ms. Graham responded that more details would be provided at a later date.

Mr. Roth noted that he supports this initiative.

There was continued discussion.

Mr. Roth noted into record that he had to leave to attend the Nominating Committee meeting.

[Mr. Thomas Roth left the meeting room]

Mr. del Valle asked whether if the funding amount of \$250,000 would remain constant should the number of participants increase.

Chairman Piedra explained that the allocation would be up to \$250,000.

Mr. Brown briefly commented that the numbers are not agreeing.

Vice-Chairman del Valle noted into record that he had to leave to attend the Nominating Committee meeting. However, he noted that he is in support of this item, but suggested that the budget piece be revised.

[Vice-Chairman del Valle left the meeting room]

SFWIB Chairman Piedra requested the committee discuss item#4.

(See item #5 for additional discussion regarding this item. Item had been moved by consensus of the members present)

4. **Recommendation as to Allocate Funds to the Take Stock in Children Scholarships Program**

Youth Programs Manager Tomara Graham presented the item.

SFWIB Chairman Piedra requested the following information be provided since the implementation of the program through SFWIB's funds:

- How many scholarships have been awarded?
- How many scholarship recipients have graduated?

And further details regarding its success rate.

Mr. Brown explained that detailed report had been provided to the Youth Council in the past. He requested the same report be provided to the GTCC members as well.

Chairman Piedra requested information on local administration function in Take Stock in Children. Ms. Graham further explained. Mr. Brown additionally explained that the budgeted amount covers both programmatic and administrative costs.

There was continued discussion.

Representative of Take Stock in Children appeared before the Council and presented.

Chairman Piedra asked whether if the 300 students were funded by SFWIB. The representative responded, "No" then further explained.

Chairman Piedra requested the information on their definition of "direct services". The representative explained.

He inquired about the number of college success coaches. The representative responded a total of three. The representative additionally explained there would be a fourth coach hired should this item gets approved. He later asked which TSIC has the largest program in Florida. The representative responded, Pinellas County.

The consensus of the members present moved the approval of this item.

5. Recommendation as to Approval to Allocate Twenty (20) PCs to Centro Campesino Farmworker Center, Inc. to establish CareerSource Access Point

Chairman Piedra introduced the item and Ms. Graham further presented.

Mr. Brecheisen inquired about the term, "PCs" as well as information on the budgeted amount. Chairman Piedra explained that the PCs are recycled. SFWIB Adults Program Supervisor Robert Smith further explained. Mr. Brecheisen inquired about the farmworker center. Mr. Smith explained. Mr. Brecheisen inquired about additional licensing both Chairman Piedra and Mr. Smith further explained.

There was continued discussion.

Business Services Manager Cheri Kavehersi explained that the PCs are new.

Mr. Smith provided additional information regarding item#3. Mr. Brown inquired about the language, "up to 178 participants". Mr. Smith explained it was a typo. There was continued discussion regarding item#3.

The consensus of the members present moved the approval of item#s 3 and 5.

6. Recommendation as to Approval to Allocate Fifteen (15) PCs to the Ecotech Vision Foundation to establish a TechHire Computer Lab

The consensus of the members present moved the approval of this item.

There being no further business to come before the Committee, the meeting adjourned at 9:20am.



SFWIB GLOBAL TALENT AND COMPETITIVENESS COUNCIL

AGENDA ITEM NUMBER:

DATE: February 10, 2017 at 8:00AM

AGENDA ITEM SUBJECT: MEETING MINUTES

December 15, 2016 at 8:00 A.M.
 Doubletree Hotel – Exhibition Center
 711 N.W 72nd Avenue
 Miami, FL 33126

COMMITTEE MEMBERS IN ATTENDANCE	SFWIB STAFF	OTHER ATTENDEES (AUDIENCE)
1. Ferradaz, Gilda– <i>Chairwoman</i> 2. Brecheisen, Bruce 3. Brown, Clarence	Graham, Tomara Kavehersi, Cheri	Lherisson, Fabiah – APEX Training Center Lherisson, Stephane G. APEX Training Center
COMMITTEE MEMBERS NOT IN ATTENDANCE 4. del Valle, Juan Carlos, <i>Vice-Chairman</i> 5. Gazitua, Luis 6. Ludwig, Philipp 7. Piedra, Obdulio 8. Roth, Thomas 9. Russo, Monica 10. West, Alvin		Lherisson, Stephane W. APEX Training Center

Agenda items are displayed in the order they were discussed.

1. Call to Order

Global Talent and Competitiveness (GTC) Council Chairwoman Gilda Ferradaz called the meeting to order at 8:53am, asked all those present introduce themselves. She noted that a quorum had not been achieved.

2. Approval of Global Talent Competitiveness Council Meeting Minutes of October 20, 2016

Deferred due to lack of quorum.

3. Recommendation as to Approval of New Training Vendors and Programs

Chairwoman Gilda Ferradaz introduced the item and Business Services Manager Cheri Kavehersi further presented.

Mr. Brecheisen inquired about credentials and representatives of APEX Training Center appeared before the Council and further explained. Mr. Brecheisen inquired about the normal course after program completion and the representative explained.

Chairwoman Ferradaz inquired about other entry level programs and the process for being accepted into the mechanic program. She wanted details on prerequisites. The representatives provided details.

There was continued discussion regarding prerequisites and payment allocation.

Mr. Brecheisen asked whether there is training offered to be a certified refrigerator mechanic. The representative responded that it is included in the program.

Mr. Brown asked staff whether student success rate and placement rate had been reviewed. Ms. Kavehersi responded, "Yes." The representatives further explained the percentages of graduates that were placed and pursued higher level endeavors. Mr. Brown inquired about outcomes in comparison to other programs. Ms. Kavehersi explained.

Chairwoman Ferradaz inquired about training related placement standards and Ms. Kavehersi explained.

Mr. Brecheisen asked whether if this program is geared towards those individuals in entry-level positions.

Mr. Brown shared his concern regarding training center's low percentage earned. He wanted to ensure a higher return on Investment (ROI).

The consensus of the members present moved the approval of this item.

4. Recommendation as to Approval of a Youth High Poverty Area Recruitment Policy

SFWIB Chairwoman Gilda Ferradaz introduced the item. Youth Programs Manager Tomara Graham presented and read the item into record.

Chairwoman Ferradaz asked whether if the Policy focuses on eligibility. Ms. Graham responded, "Yes."

Mr. Brecheisen provided his comments on the Policy. He recommended minor revisions.

The consensus of the members present moved the approval of this item.

There being no further business to come before the Committee, the meeting adjourned at 9:31am.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/16/2017

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: TECHHIRE TRAINING POLICY

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Competitiveness Council to recommend to the Board the approval of a TechHire Training Policy, as set forth below.

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

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

BACKGROUND:

On March 10, 2015, President Obama announced plans for a new, multi sector workforce development program known as the “TechHire Initiative”. TechHire was launched as a campaign to expand local tech sectors by building tech talent pipelines in communities across the country.

In March 2016, the White House announced Miami-Dade County as one of two “TechHire” communities designated in the State of Florida; representing the only TechHire community in South Florida. The designation is the result of an aggressive push by the South Florida Workforce Investment Board (SFWIB), County Government, local economic development organizations, a group of employers, and accelerated training providers who worked together to enhance the talent supply within the Technology industry.

In an effort to further progress the TechHire initiative, CSSF staff met with Training Providers whose focus is Information Technology (IT) training to discuss best practices and processes, as well as to solicit feedback. The common goal of the SFWIB and the Training Providers is to ensure job seekers in the region is equipped through accelerated to acquire the skills required for successful employment in the Technology Industry.

The resulting policy, in alignment with the SFWIB 2016-2020 Strategic Goals Operational Plan, is put forth to guide Training Providers in the delivery of customized accelerated IT training for eligible individuals, to help fill the employment gap in the area of technology.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

SFWIB TECHHIRE TRAINING (THT) POLICY

I. **OF INTEREST TO**

The TechHire Training (THT) Policy should be of interest to members of the South Florida Workforce Investment Board (SFWIB) dba CareerSource South Florida (CSSF), SFWIB staff, Training Providers, Contractors (Service Providers), Businesses, and Job Seekers in Workforce Development Area (WDA) 23 (Miami-Dade and Monroe counties).

II. **SUBJECT**

TechHire Training (THT)

III. **PURPOSE**

The purpose of the THT Policy is to provide all SFWIB stakeholders with parameters regarding the use of training funds for purposes of recruitment and the delivery of customized accelerated Information Technology (IT) training and employment services for eligible individuals that will help fill the employment gap in the area of technology.

IV. **STATUTORY AUTHORITIES**

Workforce Innovation and Opportunity Act (WIOA), Public Law (Pub. L.) 113-125 enacted July 22, 2014, supersedes Public Law 105-220, Workforce Investment Act of 1998 (WIA)

WIOA of 2014 Title 20 Code of Federal Regulations (Title 20 CFR)

U.S. Department of Labor, Employment and Training Administration 03-15

"Tech Hire." *National Archives and Records Administration*. National Archives and Records Administration, 10 Mar. 2015. Web. 27 Jan. 2017.

<<https://obamawhitehouse.archives.gov/issues/technology/techhire>>

Florida Statutes, Title XXXI, Chapter 445

CareerSource Florida Administrative Policies FG-OSPS 89, January 11, 2016, and 90, March 1, 2016

Scott, L. (n.d.). WIOA–Youth Living in High Poverty Areas and Poverty Rate Map [Memorandum]. Tallahassee, FL: Department of Economic Opportunity

BACKGROUND

On March 10, 2015, President Obama announced plans for a new, multi sector workforce development program known as the “TechHire Initiative”. TechHire was launched as a campaign to expand local tech sectors by building tech talent pipelines in communities across the country.

In March 2016, the White House announced Miami-Dade County as one of two “TechHire” communities designated in the State of Florida; representing the only TechHire community in South Florida. The designation is the result of an aggressive push by the South Florida Workforce Investment Board (SFWIB), County Government, local economic development organizations, a group of employers, and accelerated training providers who worked together to solidify WDA 23’s standing as an information technology training and hiring hub.

The WIOA § 2(1)(3)(4)(5)(6) recognizes that individuals, specifically those with barriers to employment, may require assistance in order to obtain high skill/high wage jobs that lead to self-sufficiency. SFWIB provides THT in the form of customized short term training via cohorts with a business (public, private non-profit or private for-profit), Training Provider, and an eligible participant. Through THT, eligible training providers may receive funding to deliver IT skills training to participants that will foster self-sufficiency opportunities to enter the technology field and to meet the industry's growing demand for skilled workers.

V. DEFINITIONS

A. *TechHire Training (THT)*

1. A multi-sector initiative and call to action to empower Americans with skill sets necessary to meet the demands of the technology industry, "Tech Hire." National Archives and Records Administration. National Archives and Records Administration, n.d. Web. 10 March 2015.
2. Put forth to create economic opportunity and upward mobility through training and placement in technology jobs, with a specific focus on individuals who have the capacity and drive to succeed, but lack the traditional credentials.
3. Provides IT training delivered by universities and education institutions, through high-quality nontraditional approaches such as "coding boot camps" that can rapidly train workers for high growth/high wage jobs within a few months.
- 4.

B. *Self-Sufficiency*

Self-Sufficiency is an SFWIB-identified wage that allows an individual to provide for oneself without assistance. The local definition of "self-sufficiency" may be different for adult and dislocated workers, and should take into account individuals with barriers.

C. *Conflict of Interest*

1. SFWIB will not favor a grant application/proposal from and/or for a member of the SFWIB over another training provider or business in the community. THT shall be made based upon what will be most beneficial to the participant and business.
2. The SFWIB shall be notified whenever a THT application/proposal is connected to a SFWIB member, Training Provider or employee.
3. Training Providers are prohibited from recommending a THT grant application/proposal, or making THT referrals to individuals/businesses who are members of their immediate family or members of families of other Training Provider staff or SFWIB staff.
4. The contracted THT training provider shall not train a participant who is a relative (member of the family) of the Training Provider. Relative is defined as: 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, or half-sister. (Florida Statutes § 112.3135)

D. Credentials

A formalized recognition (i.e., certification, license, certificate) of an individual's attainment of measurable technical or occupational skills necessary to obtain employment or advance within an occupation, the technical or occupational skills being generally based on standards developed and /or endorsed by employers. A credential can be stacked with other credentials as part of a sequence to move an individual along a career pathway, or up a career ladder. A "work readiness" certificate is not included in this definition as it does not document measurable technical or occupational skills necessary to gain employment or advance within an occupation.

E. Employed Worker

WIOA § 134(c)(3)(A), § 3(36), and FS-OSPS 89 § IV, describes an employed worker as:

1. An individual currently working who has been determined by the one-stop operator to be in need of employment and services in order to obtain employment that allows for self-sufficiency in accordance with locally established definition of that term.
2. Provides training for an employed worker who currently meets the local definition of self-sufficiency, but needs services in order to retain their self-sufficient employment, and may also be served if documentation is obtained from the business that the employee will not be retained unless additional training or services are received.
3. Dislocated workers who have become re-employed in "income maintenance" jobs (a job with a lower rate of pay than the job of dislocation) if training is determined necessary in order to obtain or retain employment that leads to economic self-sufficiency.
4. The individual must have the skills and qualifications to successfully participate in the selected program of training services.

F. Youth

WIOA § 3(18), defines Youth as an individual who is either In-School or Out-of-School between 14-24 years of age at the time of eligibility determination. Both in-school youth (ISY) and out-of-school youth (OSY), are eligible for youth services. (WIOA § 129(a)(1)(B) and 129(a)(1)(C)).

G. High Poverty Area (HPA)

A high poverty area is a Census tract, a set of contiguous Census tracts, an American Indian Reservation, Oklahoma Tribal Statistical Area (as defined by the U.S. Census Bureau), Alaska Native Village Statistical Area or Alaska Native Regional Corporation Area, Native Hawaiian Homeland Area, or other tribal land as defined by the Secretary in guidance or county that has a poverty rate of at least 25 percent as set every 5 years using American Community Survey (ACS) 5-Year data, (Scott, n.d.).

H. Targeted Occupations List (TOL)

A Statewide Demand Occupations list identifies the labor market needs of Florida’s business community and encourages job training based on those needs, with emphasis on jobs that are both high demand and high skill/high wage and is used as a baseline for establishing Regional Targeted Occupations Lists (RTOLs).

WDA 23’s TOL is developed and used to identify occupations for which eligible adults, dislocated workers, and youth may receive training assistance under the WIOA. For purposes of this policy, the focus will be for technology based occupations and training.

I. Guaranteed Placements

A pre-negotiated number of graduate participants a company will hire and provide paid on-the-job training, internship or apprenticeship at the completion of the training in the form of an executed agreement between the training provider and the employer.

J. Supply/Demand Matrix

A system created by the Florida Department of Economic Opportunity, Bureau of Labor Market Statistics which shows the gaps between occupational supply and demand, based on long-term and short-term demand indicators.

K. Poverty Rate Map

A map developed by the Department of Economic Opportunity which allows an individual to identify if an area qualifies as a high poverty area based on the 30 percent threshold using the most recent ACS five-year data. (Scott, n.d.).

L. On-the-Job Training (OJT)

Placement of participant graduates with a local technology, or other company, after the successful completion of training through a paid OJT, internship, or Apprenticeship with the potential of long term full-time employment.

M. Eligible Provider of Training Services

Under WIOA §§ 122 (a) (1-3) and 133(b), a provider of training services programs who has met the eligibility requirements to receive WIOA Title I-B funds for the provision of training services for eligible adult/dislocated worker participants. Eligible training providers may also receive WIOA Title I Youth funds through an Individual Training Account (ITA) to provide training to older, out-of-school youth, ages 18 to 24. The eligible training provider shall be:

1. An institution of higher education that provides a program that leads to a recognized postsecondary credential; or
2. An entity that carries out programs registered under the Act of August 16, 1937 (commonly known as the “National Apprenticeship Act”; 50 Stat. 664, Chapter 663; 29 U.S.C. 50 et seq.); or
3. Other public or private providers of a program of training services, which may include joint labor-management organizations, pre-apprenticeship programs and occupational/technical training, and eligible providers of adult education and literacy activities under Title II if such activities are provided in combination with occupational skills training; and

4. Compliant, with the exception of Registered Apprenticeship training providers, all other training providers' programs shall be for training for occupations on the applicable Local Board TOL, current at the time of training, to be eligible to receive training funds under WIOA § 133(b).

VI. ELIGIBILITY

A. *Employed and Unemployed Adult and Dislocated Workers*

Under WIOA § 134(c)(3)(A), training services may be made available to employed and unemployed adults and dislocated workers who meet the applicable eligibility criteria under the definition, subject to available funding, may receive THT through an approved SFWIB Training Provider awarded funding to deliver said services.

Underemployed individuals who meet the definition of low-income may also be considered for THT, TEGL 03-15:

1. Individuals employed less than full-time who are seeking full-time employment;
2. Individuals who are employed in a position that is inadequate with respect to their skills and training;
3. Individuals who are employed who meet the definition of a low-income individual in WIOA § 3(36); and
4. Individuals who are employed, but whose current job's earnings are not sufficient as compared to previous job's earnings from their previous employment, per State and/or local policy.

B. *Youth*

Individuals that meet the eligibility criteria under WIOA Youth § 129(a)(3)(A)), subject to available funding, may receive THT through an approved SFWIB Training Provider awarded funding to deliver said services. A youth participant who lives in an HPA is automatically considered to be a low-income individual, and does not have to prove income for purposes of receiving WIOA services.

C. *Training Providers*

Technology-based educational entities listed on the SFWIB Eligible Training Provider List (ETPL) may provide THT services through a Board approved grant application/proposal. Said entities are eligible to receive WIOA funding for the delivery of short-term training cohorts. An SFWIB Eligible Training Provider is defined in Section VI (M) (1-4) of this Policy.

D. *Service Providers*

A public, private non-profit or private for-profit entity contracted to operate and provide career and support services to job seekers through the one-stop delivery system (CareerSource centers) located through Miami Dade and Monroe counties.

VII. Recruitment

Training providers may work with SFWIB authorized representatives, Service Providers, and/or other entities to promote, identify and assist in providing qualified candidates to participate in the THT initiative. Recruitment of participants for the THT shall also include individuals residing in a HPA and those with barriers to employment.

Training providers should utilize the Poverty Rate Map when recruiting individuals' residing in an HPA to ensure accuracy. Proof of recruitment from an HPA should be provided to the SFWIB and/or its designated representative.

VIII. Assessment

Eligible training providers and service providers shall work together to ensure participants referred for THT are qualified to receive funding for the training and possess the aptitude for successful completion of the program.

A. *Service Providers*

An initial assessment for funding and training eligibility shall be performed by the Service Provider that includes an evaluation of a participants skill levels (that may include literacy, numeracy, and English language proficiency), aptitudes, abilities (including skills gaps), and supportive service needs.

A service provider is not required to conduct a new interview, evaluation, or assessment of a participant if it is determined to be appropriate to use a recent interview, evaluation, or assessment of the participant conducted pursuant to another education or training program, WIOA § 134(c)(3)(A)(ii).

B. *Training Providers*

In cooperation with the service provider, the training provider shall interview and assess eligible participants to ensure only individuals with the aptitude to succeed are enrolled in a THT. The THT assessment and interview process must be administered in a manner consistent with the training providers established practices for students not funded by the SFWIB, and shall be impartial so as not to unfairly preclude any qualified SFWIB participant.

A training provider found to violate this section of the policy shall result in termination of the provider and its program from future THT training for no less than a period of two years. If the violation is found to be particularly egregious, the training provider and its program may be barred from delivering THT indefinitely.

IX. THT APPLICATION/AGREEMENT

A. *Conditions*

1. Individuals may not commence training and training providers may not make training-related purchases prior to SFWIB approval of the THT application/proposal. The agreement is executed when signed by **all** required parties, i.e., SFWIB and the Training Provider.

2. THT funds may not be used or proposed to be used for:
 - a. The encouragement or inducement of a business, or part of a business, to relocate from any location in the United States, if the relocation results in any employee losing his or her job at the original location;
 - b. Customized training, skill training, or on-the-job training or company specific assessments of job applicants or employees of a business or a part of a business that has relocated from any location in the United States, until the company has operated at that location for 120 days, if the relocation has resulted in any employee losing his or her jobs at the original location.
3. The following three sections must be pre-negotiated and included in the THT agreement:
 - a. Cost per participant;
 - b. Number of guaranteed placements;
 - c. Timeframe for the delivery of training;
 - d. Timeframe for the achievement of credentials;
 - e. Frequency of compensation
4. Participants selected for training must be eligible as determined by an authorized SFWIB representative or Service Provider contractor as indicated in Section VII (A-B) of this Policy. THT applications must be submitted to SFWIB as outlined in the SFWIB THT Procedures.
5. THT is available to training providers that meet the eligibility requirements stated in Section VII (C) of this policy, and the entity and its program must maintain active eligibility status to be approved for new trainings.
6. The appropriate signatory for the training provider shall be either the owner where the business is incorporated; a partner where the business is a partnership; or an officer if the business is a corporation. Corporations sometimes designate signatories other than their officers. In such instances, written authority transferring signatory responsibilities must be obtained by the individual responsible for developing the agreement.
7. The participant's credential attainment must be adequately documented by the Training Provider in the participant's file. The Training Provider should also provide a copy to the authorized SFWIB representative and/or Service Provider contractor for placement in the participant's file.
8. Training providers shall establish and maintain records with respect to all matters covered by the THT agreement. Training providers shall retain such records for at least five (5) years from the date of final payment, or until all related federal and state audits or litigation is completed, whichever is later. Training providers shall allow public inspection of all documents, papers, letters or other materials made or received by the training provider in conjunction with the THT agreement, unless the records are exempt under Federal or State law.

9. Training Providers must certify that all information provided is true and accurate for the purposes of requesting compensation and reporting.
10. Training providers must agree to comply with the provisions of the Certification Regarding Lobbying, Certification Regarding Debarment, Suspension and Other Matters, Public Entity Crime, Florida Clean Indoor Air Act and the Certification regarding a Drug-Free Workplace.
11. Training providers shall comply with the nondiscrimination and equal opportunity provisions of Federal or State law.

B. Proposal Review

1. The SFWIB Executive Director will have the authority to approve proposal requests \$50,000 or less. Awards will be included in the Executive Director's report to the SFWIB.
2. Requests exceeding \$50,000 must be approved by the SFWIB and/or appropriate Council at the next meeting.
3. Proposals that fail the SFWIB review process shall not be recommended for approval.

C. Duration

A THT agreement shall be limited to the period of time required for an individual to obtain the skills necessary for credential attainment as proposed in the proposal/application and/or as negotiated with SFWIB or the Training Provider.

D. Funding and Compensation

For purposes of the provision of THT under this policy, the following shall apply:

1. SFWIB will set aside a pool of training funds that will be utilized for THT initiatives.
2. The SFWIB will compensate the Training Provider for costs associated with the provision of services provided in accordance with the terms and conditions outlined in the THT agreement.
3. Compensation may occur upon the completion of the training, credential attainment, and when proper documentation has been provided to the SFWIB.
4. Compensation amounts will be based upon the relevant funding stream requirements and any waivers at the time of the agreement. As seen in Section X of this policy, Training Providers may submit a written request to the SFWIB Executive Director to approve an exception to the compensation process.

E. Training Completion and Outcomes

All THT initiatives shall be performance-based with specific measurable outcomes, including, but not limited to, the:

1. Total number of training completions and the overall number of employees trained.
2. Guaranteed placements - number of businesses engaged and committed, through a pre-established agreement with the Training Provider, for hiring THT participant graduates.
3. Total number of participant graduates placed with an employer and the average wage rate at the time of hire. The training provider must demonstrate proof of employment outcomes by providing the SFWIB and/or its designated representative(s) with supporting documentation (e.g., employment verification form completed by the employer of record, other forms as designed by the SFWIB) for all placements.
4. Training must result in the attainment of a credential that leads to self-sufficiency, as established during contract negotiations.
5. Recruitment of individuals from an HPA and of those with barriers to employment.

X. GRIEVANCES AND APPEALS

- A. Training Providers shall advise individuals of their right of appeal using either the entity's grievance procedures, or those of the SFWIB, if previously agreed with the training provider. If a training provider elects to use its own grievance procedures, the training provider must agree to provide information to SFWIB as to actions taken under those procedures. If the participant is not satisfied with the outcome after using the training provider's grievance procedures, then he/she may elect to file a grievance with SFWIB under the SFWIB grievance procedures.
- B. If the application is not approved, the appropriate SFWIB staff shall notify the training provider in writing. Training providers may appeal an application denial by the SFWIB in accordance with the SFWIB appeals process.

XI. EXCEPTIONS

Exceptions to this policy, or any part thereof, must be approved in writing by the SFWIB Executive Director.

XI. PROHIBITIONS/LIMITATIONS

- A. A training provider or its programs may be removed for failing to comply with this Policy, WIOA, and/or State of Florida requirements, or when the training program is no longer needed or desired, or for cause. "For cause" shall include, but not be limited to, engaging in fraud or other criminal acts, incapacity, unfitness, neglect, incompetence, irresponsibility, misfeasance, malfeasance, nonfeasance or lack of performance.

- B. A participant in a program or activity authorized under Title I of WIOA must not displace (including a partial displacement, such as a reduction in the hours of non-overtime work, wages, or employment benefits) any currently employed employee (as of the date of the participation).
- C. A participant in a program or activity under Title I of WIOA may not be employed in or assigned to a job if:
 - 1. Any other individual is on layoff from the same or any substantially equivalent job;
 - 2. The employer has terminated the employment of any regular, unsubsidized employee or otherwise caused an involuntary reduction in its workforce with the intention of filling the vacancy so created with the WIOA participant; or
 - 3. The job is created in a promotional line that infringes in any way on the promotional opportunities of individuals.
- D. Participants shall not be employed to carry out the construction, operation, or maintenance of any part of any facility that is used or to be used for sectarian instruction or as a place for religious worship (except with respect to the maintenance of a facility that is not primarily or inherently devoted to sectarian instruction or religious worship, in a case in which the organization operating the facility is part of a program or activity providing services to participants).
- E. Training Providers that fail to meet the conditions as outlined in the executed agreement may not be considered for future THT.
- F. No officer, employee, agent, or representative of the Business or Training Provider may charge a participant a fee for the placement of such individuals in or to a training funded under a THT agreement or amendments thereof.
- G. THT funded agreements must not impair existing contracts for services or collective bargaining agreements. When a program or activity authorized under Title I of WIOA would be inconsistent with a collective bargaining agreement, the appropriate labor organization and employer must provide written concurrence before the agreement is initiated.
- H. THT funds shall not be used for any political activity, lobbying of federal, state or local legislators, or to promote or oppose unionization.
- I. THT funds may not be used to directly or indirectly assist, promote or deter union organizing.
- J. THT may not be delivered online. Training must be provided in person at the training provider's location or as determined by the SFWIB.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/16/2017

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: NEW TRAINING PROVIDERS AND PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Competitiveness Council to recommend to the Board the approval of New Training Providers and Programs, and New Programs for Existing Training Providers, as set forth below.

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

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

BACKGROUND:

Federal and state law permit regional workforce boards to independently develop criteria for the selection and maintenance of Training Providers and Programs. In Region 23, the current process to become an approved Training Provider requires staff to evaluate an applicant's programmatic capabilities. The Training Provider program documentation passed the SFWIB staff review process and is presented to the GTC Council for a recommendation for Board approval. Below are the request(s) to become a Training Provider and program additions for review and approval of the Council.

Request(s) to be added as a Training Provider and Program:

1. South Florida Academy of Air Conditioning LLC
New program(s):
 - HVAC: Residential and Light Commercial Technician

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Prospective Training Vendor Program Information for: South Florida Academy of AC

Note: ITAs are issued in accord with the SFWIB ITA Policy, the initial ITA may cover up to and including 50 percent of the program's maximum ITA amount; the subsequent ITA is issued upon the participant's arrival at the midpoint of the training program's life and may cover up to and including the remaining 50 percent of the program's maximum ITA amount. **Pell Grants:** All participants are required to apply for the Pell Grant and if Pell eligible and the program is a Pell eligible program, then the Pell Grant must deducted from the total ITA amount. ITAs only cover up to one year of training and neither A.A. nor Bachelor degrees. **Refunds:** For guidance on issuing refunds, refer to the SFWIB Standardized Refund Policy. **Notice:** Case Managers shall advise participants that they may be required to obtain student loans and/or other grants to cover the cost of the program that they wish to enroll in if the ITA amount and the Pell Grant, if eligible for Pell, does not cover the full cost of the program. **SFWIB will not be responsible for any debts that the participant incurs.**

																		2016-2017 TOL Wage Rate		
Proposed Training Program	Credential	Location/ Campus	Credit Hours	Clock Hours	Course Length (estimated in months)	Tuition Cost	Application Registration Fees Cost	Books Cost	Materials Cost	Uniforms Cost	Tools Cost	Testing Fees Cost	Certification Fees Cost	Licensing Fees Cost	Pell Eligible (Yes/No)	CIP Code	2016-2017 TOL Related Occupations (SOC & Name)	Entry	Mean	Quadrant Category
Diploma/Certificate Programs																				
HVAC: Residential and Light Commercial Technician	Diploma	3343 W Commercial Blvd. Ste.105 Ft. Lauderdale FL 33309	N/A	185	one month	\$6,995.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	647020101	499021 Heating, AC, and refrigeration mechanics and installers	\$12.04	\$19.30	High Growth/Low Wage



COMMISSION FOR INDEPENDENT EDUCATION
ANNUAL LICENSE

This is to certify that
South Florida Academy of Air Conditioning
3343 W. Commercial Boulevard, Suite 105
Fort Lauderdale, Florida 33309
Is hereby licensed to offer postsecondary program(s) of instruction

Under the provisions of Chapter 1005, Florida Statutes and Chapter 6E, Florida Administrative Code for the period beginning:

8/1/2016

Samuel J Ferguson
Executive Director

4564
License Number

John Mulh...
Commission Chairperson

This license is non-transferable, non-assumable, and shall be rendered null and void upon any change in ownership of the licensee.



Commission for Independent Education

Approved Data

South Florida Academy of Air Conditioning (ID# 4564)

Corporation Data

Name: South Florida Academy of Air Conditioning, LLC
Foreign or Domestic: Domestic **Profit or Non Profit:** Profit

Address Data

3343 W. Commercial Boulevard, Suite 105
Fort Lauderdale, FL 33309
Broward County

Contact Data

Contact: Mr. Stephan S. Buckley
Phone: (561) 702-1943 **Phone Ext:**
Fax: (561) 451-4392
E-Mail: SFAA4995@aol.com
Web Site: www.hvacjobs.biz

License Data

Lic #: 4564 **Campus Type:** Main
Lic Status: Annual
Program Specialist: Angela Harvell
Annual Review Date: 7/31/2017

Program Title as Licensed:	Hours:		Degree Type:	Credential:
	Clock	Credit		
HVAC Technician	370			Diploma
HVAC: Maintenance Technician	60			Diploma
HVAC: Residential and Light Commercial Technician	185			Diploma
Residential and Light Commercial Technician (Blended Program)	200			Diploma

Angela Harvell
Program Specialist
Commission for Independent Education



South Florida Academy of Air Conditioning (#4564)

3343 W. Commercial Boulevard, Suite 105
Fort Lauderdale, FL 33309

[Map](#)

Contact: Stephan Buckley

Phone: (561) 702-1943

Fax: (561)451-4392

Email: SFAA4995@aol.com

Website: www.hvacjobs.biz

License Status: Annual

Licensed Since: 4/30/2012

Programs Offered

Program Title	Credential	Clock Hours	Credit Hours	CIP Code
HVAC Technician	Diploma	370		0647020101
HVAC: Maintenance Technician	Diploma	60		0647020110
HVAC: Residential and Light Commercial Technician	Diploma	185		0647020101
Residential and Light Commercial Technician (Blended Program)	Diploma	200		0647020101

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Detail by Entity Name

Florida Limited Liability Company
SOUTH FLORIDA ACADEMY OF AIR CONDITIONING LLC

Filing Information

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Principal Address

21621 Magdalena Terrace
BOCA RATON, FL 33433

Changed: 01/08/2014

Mailing Address

21621 Magdalena Terrace
BOCA RATON, FL 33433

Changed: 11/17/2014

Registered Agent Name & Address

BUCKLEY, STEPHAN S
21621 Magdalena Terrace
BOCA RATON, FL 33433

Address Changed: 01/08/2014

Authorized Person(s) Detail**Name & Address**

Title MGRM

BUCKLEY, STEPHAN S
 21621 Magdalena Terrace
 BOCA RATON, FL 33433

Title MGR

BUCKLEY, Stephan
 21621 Magdalena Terrace
 BOCA RATON, FL 33433

Annual Reports

Report Year	Filed Date
2016	03/15/2016
2016	08/24/2016
2017	01/08/2017

Document Images

01/08/2017 -- ANNUAL REPORT	View image in PDF format
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01/05/2011 -- ANNUAL REPORT	View image in PDF format
09/03/2010 -- LC Amendment	View image in PDF format
07/01/2010 -- Florida Limited Liability	View image in PDF format

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Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY14-15	# of Jobs in EFM PY14-15	Help Wanted Jobs	Annual Openings Base on LMI Data 2014-2022	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY14-15 Average Hourly Wage	Quadrant Category		
											Growth Category	Wage Category	Education Level
473015	Helpers - Plumbers, Pipefitters, and Steamfitters	68	-	-	8	81	N/A	0.84	40.5%	14.65	High Growth	Low Wage	Less than High School
473019	Helpers - Construction Trades, All Other	111	-	-	6	12	N/A	9.25	11.7%	11.74	High Growth	Low Wage	Less than High School
474011	Construction and Building Inspectors	58	-	16	46	134	0.94	0.43	17.5%	30.18	High Growth	High Wage	Postsecondary Vocational
474021	Elevator Installers and Repairers	21	-	-	1	11	N/A	1.91	15.3%	27.02	High Growth	High Wage	Postsecondary Vocational
474041	Hazardous Materials Removal Workers	13	-	-	-	8	N/A	1.63	24.2%	14.52	High Growth	Low Wage	Associate Degree
474051	Highway Maintenance Workers	16	-	-	1	12	N/A	1.33	6.2%	17.20	Low Growth	Low Wage	Postsecondary Vocational
474061	Rail-Track Laying and Maintenance Equipment Operators	2	-	-	-	6	N/A	0.33	9.4%	0.00	Low Growth	Low Wage	High School Diploma
474071	Septic Tank Servicers and Sewer Pipe Cleaners	5	-	-	-	20	N/A	0.25	24.7%	15.03	High Growth	Low Wage	High School Diploma
474099	Construction and Related Workers, All Other	281	-	-	1	28	N/A	10.04	13.1%	20.94	High Growth	High Wage	Less than High School
491011	First-Line Superv. of Mechanics, Installers, and Repairers	144	-	27	250	229	0.52	0.63	8.0%	30.20	Low Growth	High Wage	Postsecondary Vocational
492011	Computer, ATM, and Office Machine Repairers	86	-	-	3	-33	N/A	N/A	-3.4%	16.08	Low Growth	Low Wage	Postsecondary Vocational
492022	Telecommunications Equipment Installers and Repairers	248	-	34	106	116	1.77	2.14	4.0%	23.14	Low Growth	High Wage	Postsecondary Vocational
492091	Avionics Technicians	58	-	11	12	16	2.52	3.63	8.9%	27.81	Low Growth	High Wage	Postsecondary Vocational
492093	Electronics Installers & Repairers, Transportation Equip.	26	-	-	-	12	N/A	2.17	8.2%	30.91	Low Growth	High Wage	Postsecondary Vocational
492094	Electronics Repairers, Commercial and Industrial Equip.	105	1	21	11	-11	3.31	N/A	-5.2%	27.46	Low Growth	High Wage	Postsecondary Vocational
492095	Electrical Repairers, Powerhouse, Substation, and Relay	18	-	-	1	7	N/A	2.57	11.7%	27.26	High Growth	High Wage	Postsecondary Vocational
492096	Electronics Installers & Repairers, Motor Vehicles	19	-	-	-	2	N/A	9.50	3.2%	13.96	Low Growth	Low Wage	Postsecondary Vocational
492097	Home Entertainment Electronics Installers and Repairers	40	-	2	8	140	4.00	0.29	15.1%	17.61	High Growth	Low Wage	Postsecondary Vocational
492098	Security and Fire Alarm Systems Installers	43	-	21	49	144	0.61	0.30	22.3%	18.39	High Growth	Low Wage	Postsecondary Vocational
493011	Aircraft Mechanics and Service Technicians	160	8	34	23	199	2.95	0.84	6.9%	26.76	Low Growth	High Wage	Postsecondary Vocational
493021	Automotive Body and Related Repairers	101	-	-	42	61	N/A	1.66	5.6%	18.48	Low Growth	Low Wage	Postsecondary Vocational
493023	Automotive Service Technicians and Mechanics	340	38	122	216	368	1.12	1.03	5.9%	17.20	Low Growth	Low Wage	Postsecondary Vocational
493031	Bus and Truck Mechanics and Diesel Engine Specialists	47	1	31	93	105	0.39	0.46	7.7%	23.63	Low Growth	High Wage	Postsecondary Vocational
493042	Mobile Heavy Equipment Mechanics, Except Engines	46	2	16	37	45	0.91	1.07	6.3%	22.07	Low Growth	High Wage	Postsecondary Vocational
493051	Motorboat Mechanics	10	-	-	2	92	N/A	0.11	12.9%	17.25	High Growth	Low Wage	Postsecondary Vocational
493053	Outdoor Power Equipment and Small Engine Mechanics	12	-	-	14	13	N/A	0.92	8.9%	15.44	Low Growth	Low Wage	Associate Degree
493093	Tire Repairers and Changers	54	-	-	14	27	N/A	2.00	2.7%	9.03	Low Growth	Low Wage	Less than High School
499011	Mechanical Door Repairers	7	-	-	16	7	N/A	1.00	10.5%	20.43	High Growth	Low Wage	High School Diploma
499012	Control and Valve Installers and Repairers, Except Door	9	-	-	1	0	N/A	N/A	0.0%	22.76	Low Growth	High Wage	High School Diploma
499021	Heating, A.C., and Refrigeration Mechanics and Installers	189	16	70	119	737	1.08	0.28	29.8%	19.73	High Growth	Low Wage	Postsecondary Vocational
499031	Home Appliance Repairers	30	-	5	15	32	1.50	0.94	3.3%	17.89	Low Growth	Low Wage	Postsecondary Vocational
499041	Industrial Machinery Mechanics	77	-	31	18	210	1.57	0.37	19.8%	21.93	High Growth	High Wage	Postsecondary Vocational
499043	Maintenance Workers, Machinery	103	-	41	-	36	2.51	2.86	11.2%	17.23	High Growth	Low Wage	Postsecondary Vocational
499051	Electrical Power-Line Installers and Repairers	38	-	13	8	126	1.81	0.30	15.2%	26.05	High Growth	High Wage	Postsecondary Vocational
499052	Telecommunications Line Installers and Repairers	134	-	-	11	36	N/A	3.72	6.6%	22.80	Low Growth	High Wage	Postsecondary Vocational
499062	Medical Equipment Repairers	23	-	1	11	121	1.92	0.19	28.7%	18.02	High Growth	Low Wage	Postsecondary Vocational
499071	Maintenance and Repair Workers, General	1,140	-	-	417	910	N/A	1.25	9.0%	15.52	Low Growth	Low Wage	Postsecondary Vocational
499091	Vending and Amusement Machine Servicers & Repairers	27	-	-	7	0	N/A	N/A	0.0%	15.50	Low Growth	Low Wage	High School Diploma

2016-17 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 23 - Miami-Dade and Monroe Counties

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 25 annual openings and positive growth
- 3 Mean Wage of \$14.39/hour and Entry Wage of \$11.70/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$22.54/hour and Entry Wage of \$14.39/hour

SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2015 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
			Percent Growth	Openings	Mean	Entry			
113031	HSHW	Financial Managers	1.25	88	68.10	40.91	5	Yes	R
332011	HSHW	Fire Fighters	1.22	150	36.48	27.04	3	No	R
371012		First-Line Superv. Landscaping & Groundskeeping Workers	1.38	36	19.84	13.11	3	No	R
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	2.92	183	32.07	20.14	4	No	R
331021	HSHW	First-Line Superv. of Fire Fighting and Prevention Workers	1.22	31	54.29	46.19	3	No	R
371011		First-Line Superv. of Housekeeping & Janitorial Workers	1.78	556	17.41	11.67	3	No	S
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.25	60	27.12	15.70	3	Yes	R
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.07	121	29.83	19.18	3	No	R
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.27	466	26.34	17.40	4	Yes	R
511011	HSHW	First-Line Superv. of Production and Operating Workers	0.02	46	26.79	16.95	3	Yes	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.09	80	44.66	21.85	4	Yes	R
391021		First-Line Supervisors of Personal Service Workers	1.11	57	21.36	12.96	3	No	R
331012	HSHW	First-Line Supervisors of Police and Detectives	0.84	30	52.70	40.97	4	No	R
411011		First-Line Supervisors of Retail Sales Workers	0.69	424	21.45	14.39	3	No	R
119051	HSHW	Food Service Managers	0.61	47	36.41	21.85	4	No	R
111021	HSHW	General and Operations Managers	1.43	388	65.97	33.72	4	Yes	R
251191		Graduate Teaching Assistants	NR	NR	NR	NR	5	No	R
271024		Graphic Designers	0.71	69	20.95	12.61	4	Yes	R
292099		Health Technologists and Technicians, All Other	2.37	240	19.87	12.77	3	Yes	S
499021		Heating, A.C., and Refrigeration Mechanics and Installers	2.09	161	19.30	12.04	3	No	R
499031		Home Appliance Repairers	0.68	34	18.11	11.80	3	No	R
492097		Home Entertainment Electronics Installers and Repairers	NR	NR	17.93	12.44	3	No	R
434161		Human Resources Assistants, Exc. Payroll	0.46	33	18.39	13.78	3	No	R
113121	HSHW	Human Resources Managers	1.68	25	54.12	35.85	5	Yes	R
131071	HSHW	Human Resources Specialists	1.19	111	28.63	17.93	5	No	R
172112	HSHW	Industrial Engineers	0.71	34	32.41	21.07	5	Yes	R
499041		Industrial Machinery Mechanics	2.32	54	21.97	14.41	3	Yes	R
151122	HSHW	Information Security Analysts	3.63	202	40.54	25.67	3	Yes	S
413021	HSHW	Insurance Sales Agents	1.01	107	34.57	17.99	3	Yes	R
271025		Interior Designers	1.54	28	23.61	12.16	4	Yes	R
252012	HSHW	Kindergarten Teachers, Except Special Education	2.61	72	28.78	22.34	5	No	R
436012		Legal Secretaries	0.05	50	21.82	14.30	3	Yes	R
254031		Library Technicians	1.74	184	17.21	11.98	4	No	S
292061		Licensed Practical and Licensed Vocational Nurses	2.89	247	21.10	16.73	3	Yes	R
434131		Loan Interviewers and Clerks	0.77	30	19.17	12.86	3	Yes	R
132072	HSHW	Loan Officers	0.73	96	47.19	20.79	4	Yes	R
119081	HSHW	Lodging Managers	0.36	31	47.27	19.16	4	No	R
131081	HSHW	Logisticians	4.21	56	30.22	21.35	5	Yes	R
131111	HSHW	Management Analysts	2.56	230	41.29	21.83	5	Yes	R
131161	HSHW	Market Research Analysts and Marketing Specialists	3.22	154	28.97	17.13	5	Yes	R
112021	HSHW	Marketing Managers	2.01	38	53.27	27.07	5	Yes	R
319011		Massage Therapists	1.71	41	20.51	12.03	3	No	R
292012		Medical and Clinical Laboratory Technicians	2.33	35	17.58	12.03	4	Yes	R
292011	HSHW	Medical and Clinical Laboratory Technologists	0.76	41	27.77	20.48	4	Yes	R
119111	HSHW	Medical and Health Services Managers	2.36	68	59.00	34.40	5	Yes	R
319092		Medical Assistants	3.20	2,145	14.44	11.65	3	Yes	S
499062		Medical Equipment Repairers	4.08	30	18.70	13.48	3	Yes	R
292071		Medical Records and Health Information Technicians	2.20	456	18.53	12.26	4	Yes	S
436013		Medical Secretaries	3.22	124	15.00	11.72	3	Yes	R