



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

Executive Committee Meeting

FRIDAY, June 26, 2020

8:30 A.M.

View Live on the Web:

<https://us02web.zoom.us/meeting/register/tZElduuqqTMrE9EqZ3-nhNTjuGHjA0FsxYGh>

Dial In Number:

AGENDA

1. Call to Order and Introductions
2. Information – Department of Economic Opportunity Annual Performance Update
3. Discussion – CSSF Strategic Planning Update
4. Recommendation as to Approval to Expand, Renew and Allocate Funds for Rapid Response and Layoff Aversion Pilot Project

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



SFWIB EXECUTIVE COMMITTEE

DATE: 6/26/2020

AGENDA ITEM NUMBER: 2

AGENDA ITEM SUBJECT: DEO ANNUAL WIOA PERFORMANCE PRESENTATION

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **PREMIER NATIONAL PROVIDER OF EMPLOYMENT**

STRATEGIC PROJECT: **Set Standards on Performance Measures Reporting**

BACKGROUND:

In accordance with Florida State Statute Section 445.007(3), the Department of Economic Opportunity, under the direction of CareerSource Florida, Inc., shall assign staff to meet with each regional workforce board annually to review the board's performance and to certify that the board is in compliance with applicable state and federal law.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



CareerSource South Florida Performance Overview

Daniel Harper, *Department of Economic Opportunity*

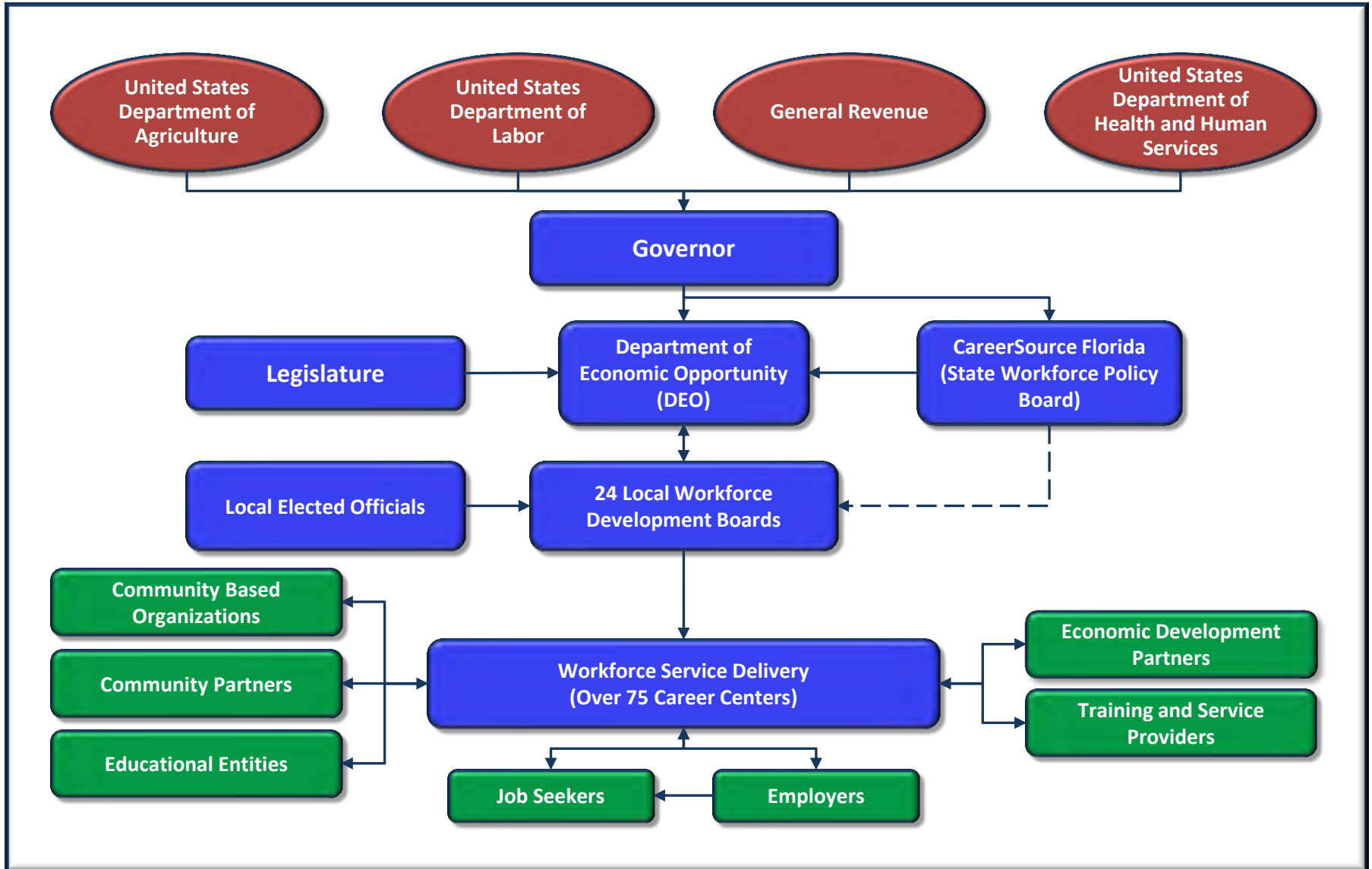
June 26, 2020



AGENDA

- Workforce Structure and Service Delivery Model
- Roles and Responsibilities
- Program Year 2018 Primary Indicators of Performance
- United States Department of Labor (USDOL) Monitoring Activity
- Programmatic and Financial Monitoring Activity
- Local Area Financial Overview
- Apprenticeships

FLORIDA'S WORKFORCE SYSTEM



ROLES AND RESPONSIBILITIES

Local Elected Officials (LEO) Roles and Responsibilities

- Select the Chief Local Elected Official (CLEO)
- Assume liability for Workforce Innovation and Opportunity Act (WIOA) program funds
- Appoint the Local Workforce Development Board (LWDB) members
- Approve the LWDB-developed WIOA budget

ROLES AND RESPONSIBILITIES

CLEO/Board Joint Roles and Responsibilities

- Develop/submit the local WIOA plan
- Conduct oversight and monitoring of the One-Stop system, Youth Activities and Employment and Training Activities
- Set policy for WIOA activities and services consistent with state and federal policies
- Select One-Stop Operators
- Negotiate and reach agreement on local performance measures
- Respond to monitoring findings

PRIMARY INDICATORS OF PERFORMANCE

- WIOA establishes performance indicators and reporting requirements to assess the state's and local area's effectiveness in serving individuals participating in the workforce development system.
- Indicators consist of:
 - ✓ 4 Adult Indicators
 - ✓ 4 Dislocated Worker Indicators
 - ✓ 3 Youth Indicators
 - ✓ 3 Wagner-Peyser Indicators

WIOA PRIMARY INDICATORS OF PERFORMANCE

LWDB 23 Program Year (PY) 2018 July 1, 2018 – June 30, 2019	PY 2018 Actual Performance	PY 2018 Performance Targets	PY 2018 Achievement Level	PY 2019 Performance Targets
Adults:				
Employed 2 nd Quarter After Exit	69.10%	85.00%	81.29%	85.20%
Employed 4 th Quarter After Exit	71.50%	82.50%	86.67%	83.00%
Median Wage 2 nd Quarter After Exit	\$6,202.00	\$6,850.00	90.54%	\$6,850.00
Credential Attainment	67.10%	70.00%	95.86%	73.00%
Dislocated Workers:				
Employed 2 nd Quarter After Exit	83.80%	85.00%	98.59%	85.20%
Employed 4 th Quarter After Exit	83.90%	79.00%	106.20%	79.20%
Median Wage 2 nd Quarter After Exit	\$8,344.00	\$7,500.00	111.25%	\$7,500.00
Credential Attainment	79.00%	73.00%	108.22%	73.20%
Youth Common Measures:				
Education and Employment Rate 2 nd Quarter After Exit	73.80%	76.00%	97.11%	76.50%
Education and Employment Rate 4 th Quarter After Exit	73.90%	71.50%	103.36%	71.70%
Credential Attainment	62.60%	75.20%	83.24%	75.50%
Wagner-Peyser:				
Employed 2 nd Quarter After Exit	61.40%	64.00%	95.94%	64.20%
Employed 4 th Quarter After Exit	57.80%	66.00%	87.58%	66.20%
Median Wage 2 nd Quarter After Exit	\$5,077.00	\$5,200.00	97.63%	\$5,200.00

Not Met (less than 90% of target)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

USDOL Monitoring

In 2018 the USDOL conducted a comprehensive compliance review of two Local Workforce Development Boards. The findings in the report concluded that the State needed to further enhance its monitoring and training of Local Workforce Development Boards for the following areas.

- Firewalls and Internal Controls
- Board Recruitment, Vetting, Nomination, and Appointment Process
- Chief Elected Officials/Board Roles and Responsibilities
- Transparency and Sunshine Provisions
- LWDB Financial Management
- Key Program Compliance Elements

The initial USDOL report and subsequent responses can be found at the following link.

<http://www.floridajobs.org/local-workforce-development-board-resources/program-monitoring-and-reports/2019-usdol-s-compliance-review-and-responses>

As outlined in DEO's Corrective Action Plan, DEO will be working with the State and Local Workforce Development Boards on measures to increase the accountability and oversight of WIOA compliance requirements.

STATE MONITORING ACTIVITY

- Federal law requires the state to develop an oversight system to monitor all workforce programs receiving federal funds.
- DEO annually develops and implements a process for monitoring LWDBs.
- Programmatic and financial monitoring is completed annually
- Corrective Action Plans to address all findings are required.
- Starting in Program Year 2019-2020 programmatic and financial monitoring will be conducted concurrently.

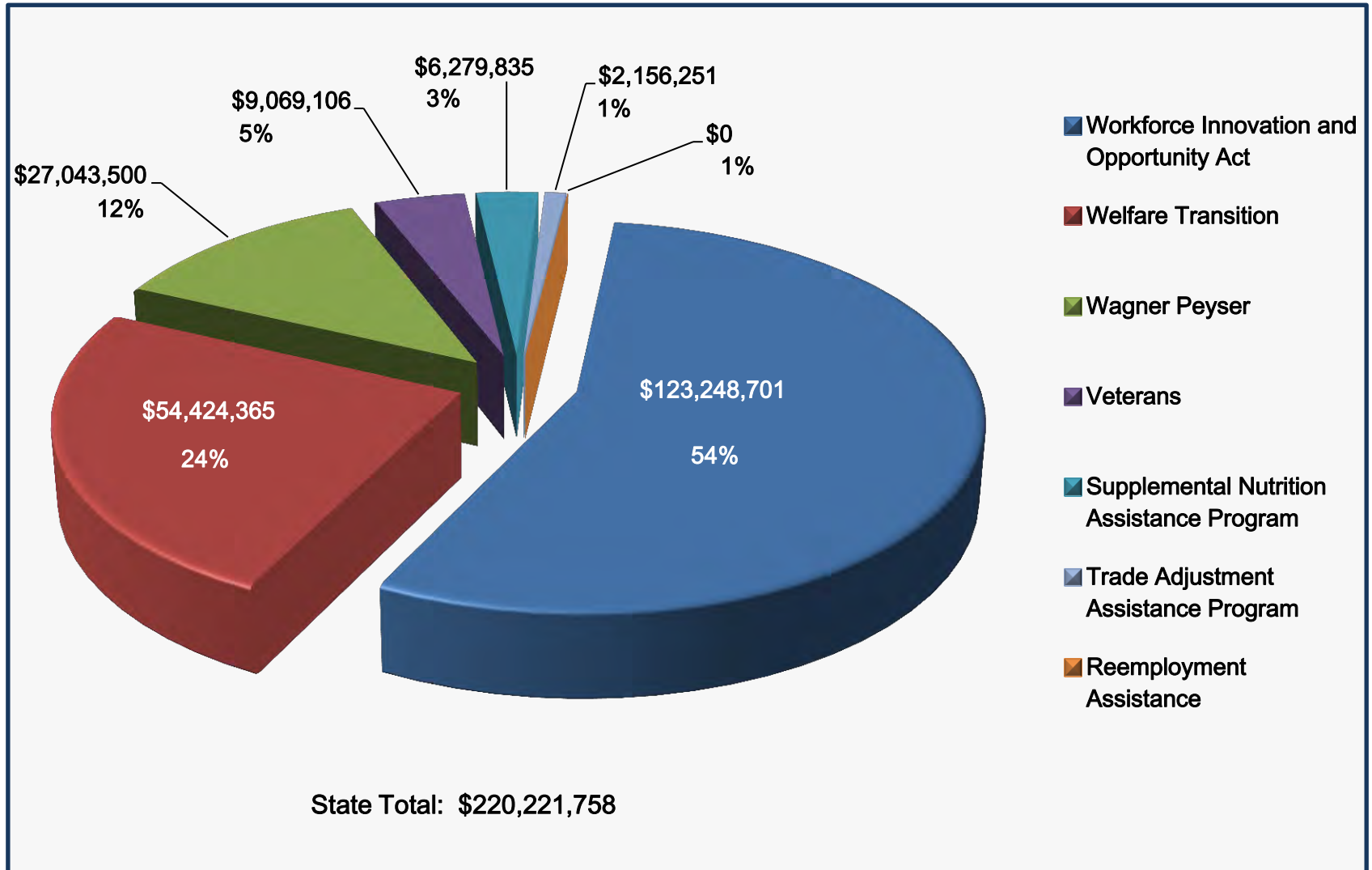
PROGRAM YEAR 2018 SUMMARY OF LOCAL FINDINGS

Program	PY 2018 Findings	PY 2019 Findings
Welfare Transition	4	5
Wagner-Peyser (RESEA, MSFW, Career Center Credentialing, MIS)	0	
Supplemental Nutrition Assistance Program - Employment and Training	1	2
WIOA Adult / Dislocated Worker / Youth	1	1
Trade Adjustment Assistance Act	0	4
Total Findings	6	12

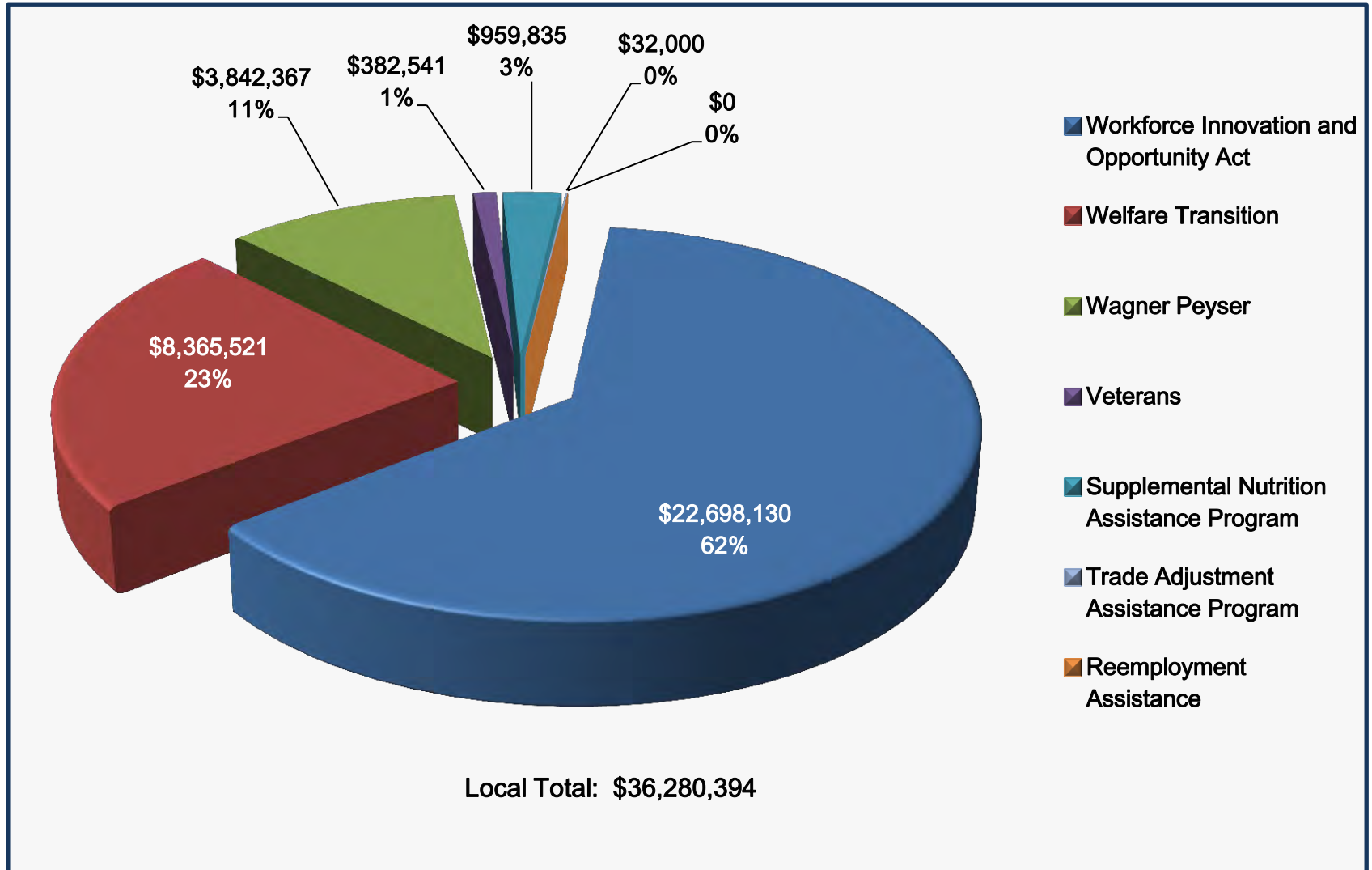
FISCAL YEAR 2018-19 SUMMARY OF THE RESULTS OF FINANCIAL MONITORING

CATEGORIES	RESULTS
Findings	None
Issues of Non-Compliance	None
Observations	None
Technical Assistance	1

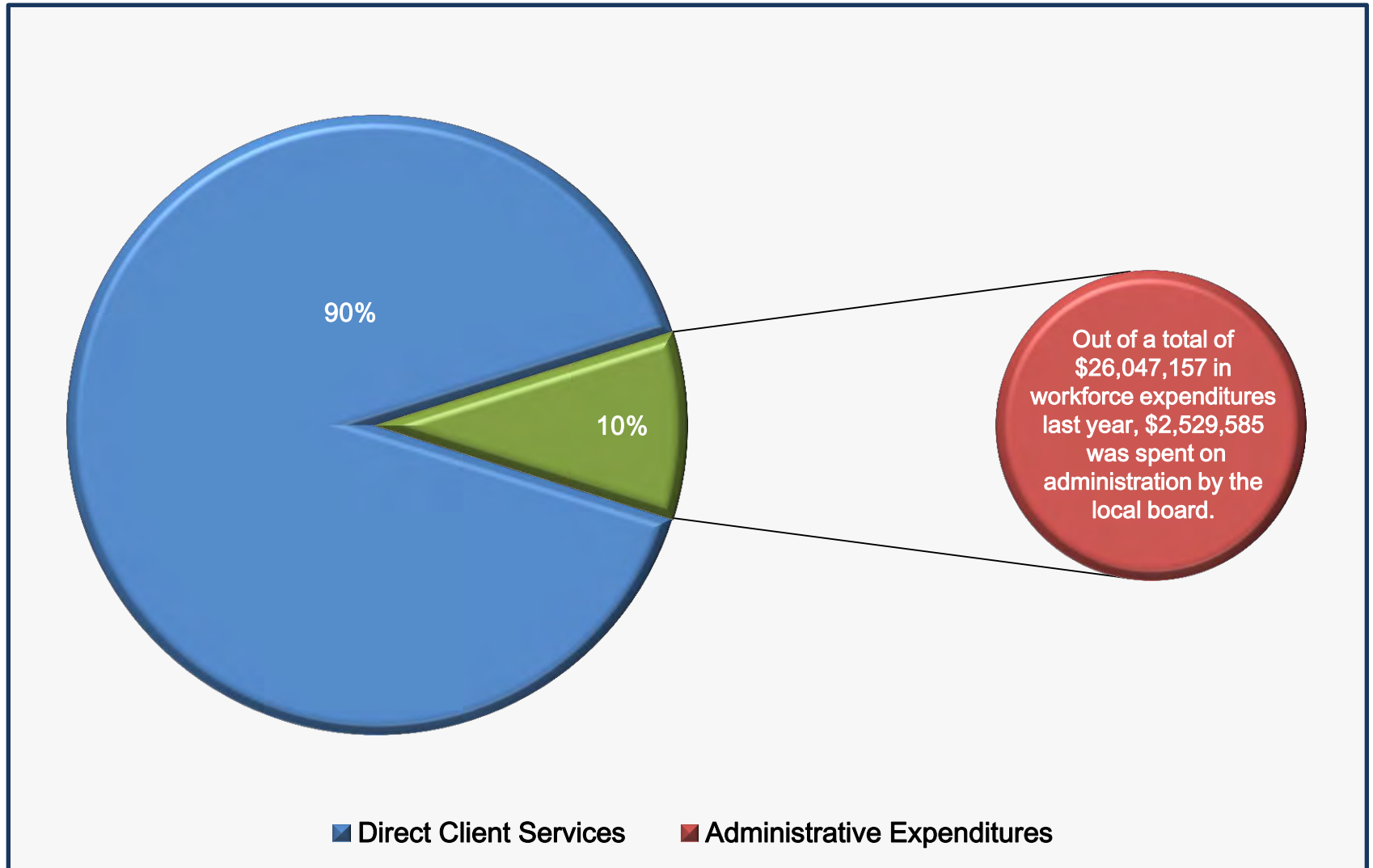
PROGRAM YEAR 2019 TOTAL STATEWIDE FUNDING



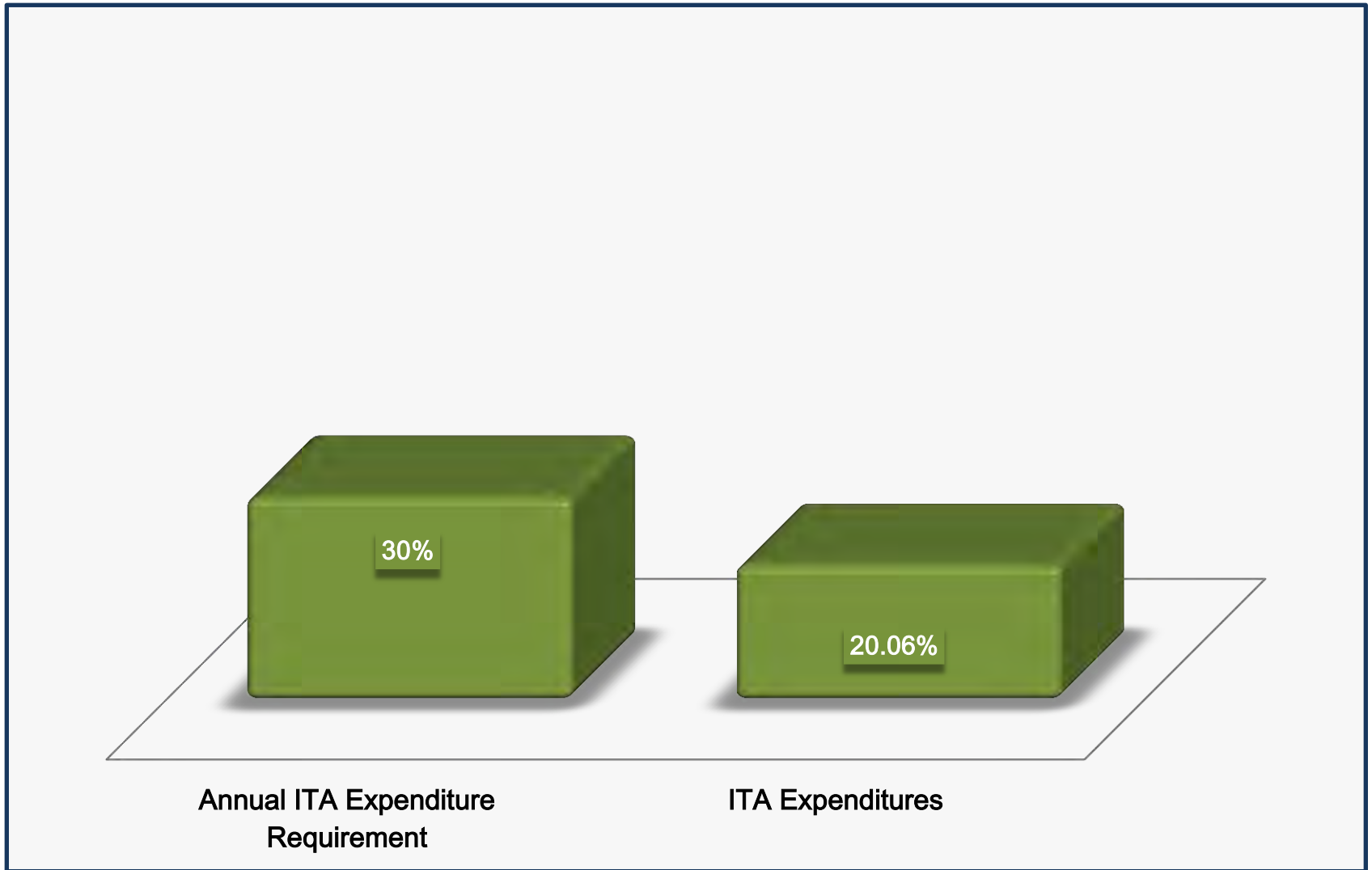
PROGRAM YEAR 2019 TOTAL LOCAL AMOUNT



PROGRAM YEAR 2018 DIRECT CLIENT SERVICES & ADMINISTRATIVE EXPENDITURES

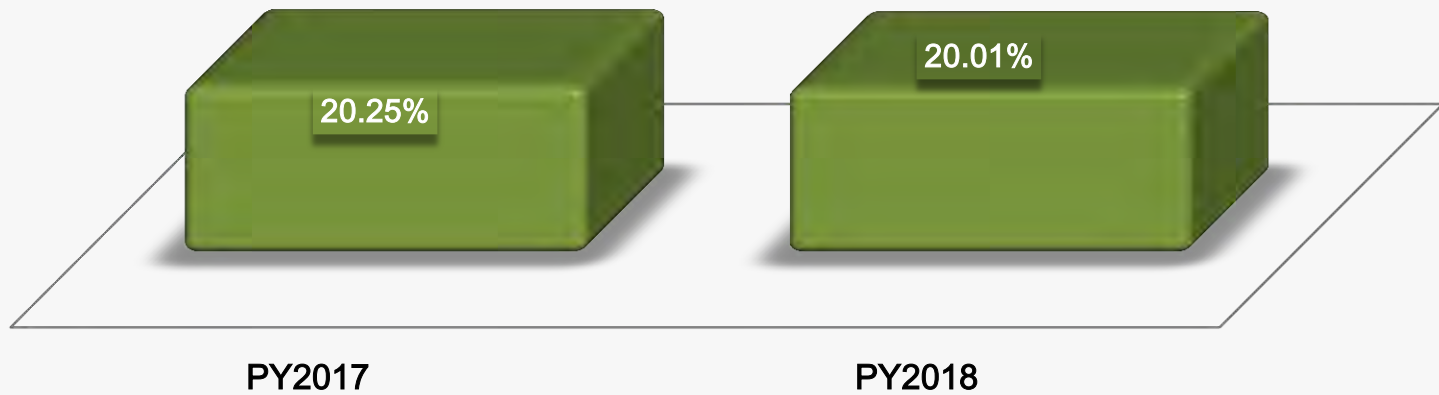


PROGRAM YEAR 2019 INDIVIDUAL TRAINING ACCOUNT EXPENDITURE REQUIREMENT

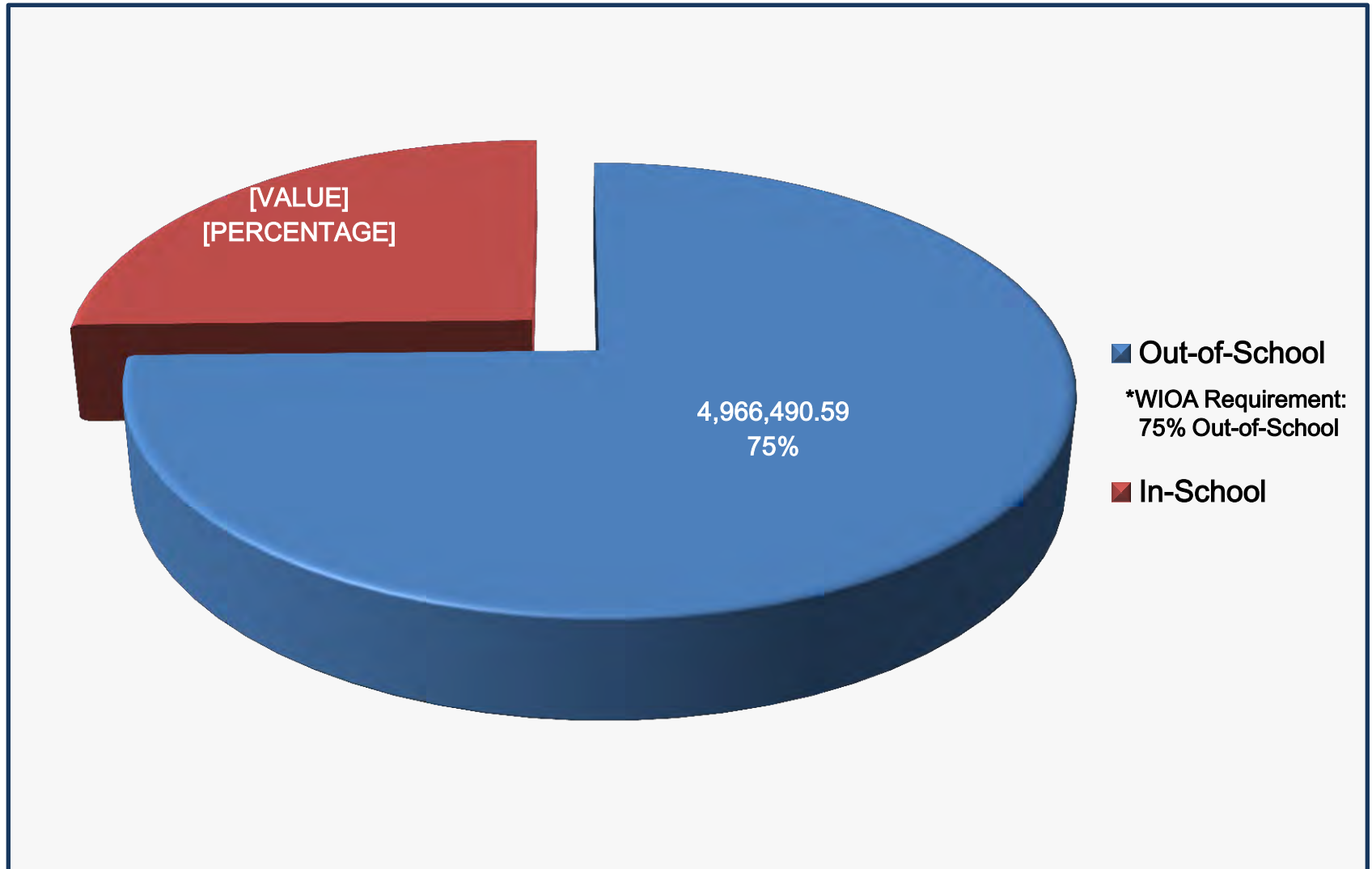


PROGRAM YEAR 2017 & 2018 WIOA WORK EXPERIENCE REQUIREMENT

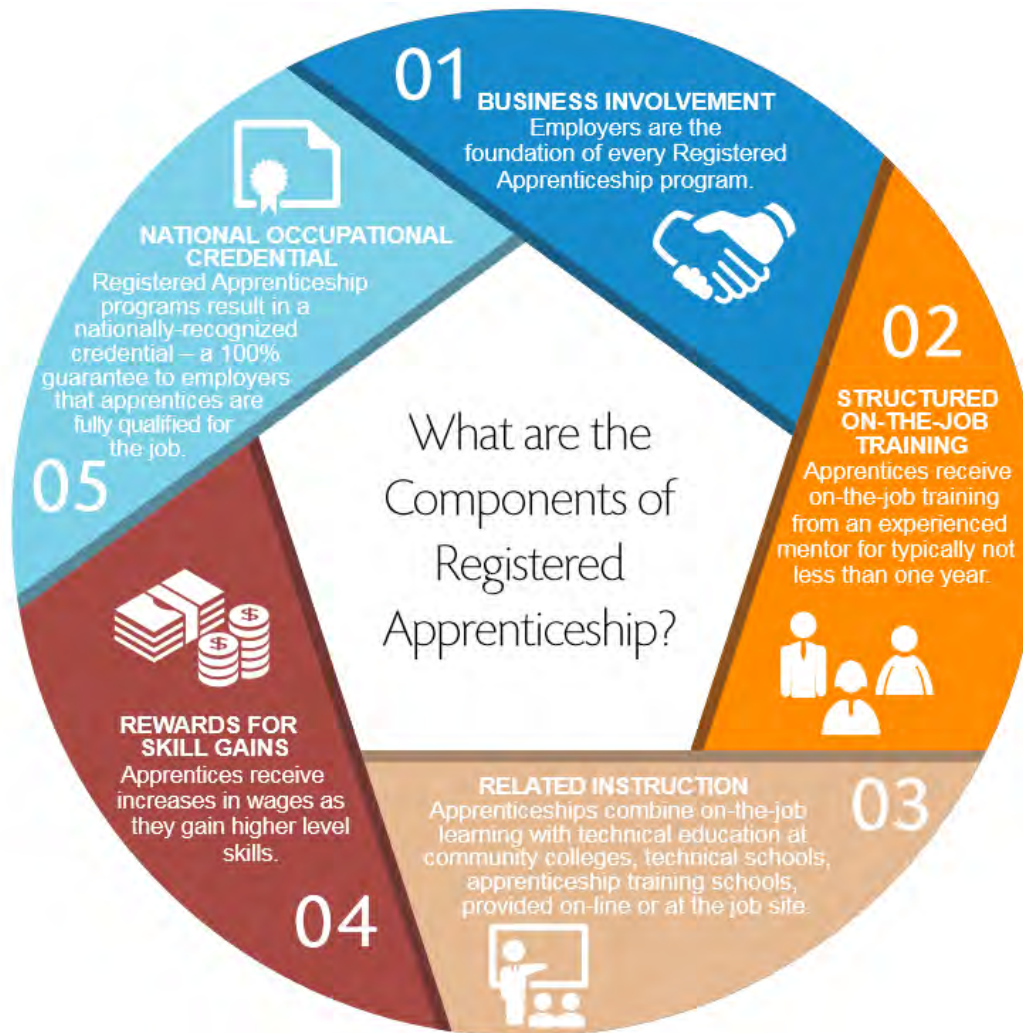
*WIOA Requirement:
20% Work Experience



PROGRAM YEAR 2018 PERCENTAGE OF EXPENDITURES ON OUT-OF-SCHOOL YOUTH



APPRENTICESHIPS



Source: Florida Department of Education

WORKFORCE TRENDS

National Registered Apprenticeship Results

Fiscal Year	Active Apprentices	New Apprentices	Total Completers	Active Programs	New Programs
2018	585,026	238,549	71,789	23,441	3,229

Fiscal Year 2018 State Totals

State Name	Active Apprentices	New Apprentices	Completers	Active Programs	New Programs
State Name	Active Apprentices	New Apprentices	Graduates	Active Programs	New Programs
Florida	12,207	5,233	1,500	221	22

Source: United States Department of Labor

QUESTIONS



ADDITIONAL INFORMATION

For more information, please contact:

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One-Stop and Program Support

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SFWIB EXECUTIVE COMMITTEE

DATE: 6/26/2020

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: CSSF STRATEGIC PLANNING UPDATE

AGENDA ITEM TYPE: **DISCUSSION**

RECOMMENDATION: N / A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Maximizing collaborative partnerships**

BACKGROUND:

CareerSource South Florida partnered with Moore Communications to facilitate the strategic discussion and planning of CSSF's 2020 – 2021 strategic plan. The planning process consists of three touchpoints with key leaders, including:

- A seven-question survey to the Board of Directors and other community leaders June 3
- A 1.5-hour strategy session with community leaders on June 10
- A follow-on Board of Directors discussion on June 18

The attached document is an overview of the common themes that emerged during the strategic planning session. This summary is intended to serve as a foundation for the development of the CareerSource South Florida strategic plan.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

STRATEGIC PLANNING SUMMARY

JUNE 2020

INTRODUCTION

CareerSource South Florida's 2020 – 2021 strategic planning consists of three touchpoints with key leaders, including:

- A seven-question survey to the Board of Directors and other community leaders June 3
- A 1.5-hour strategy session with community leaders on June 10
- A follow-on Board of Directors discussion on June 18

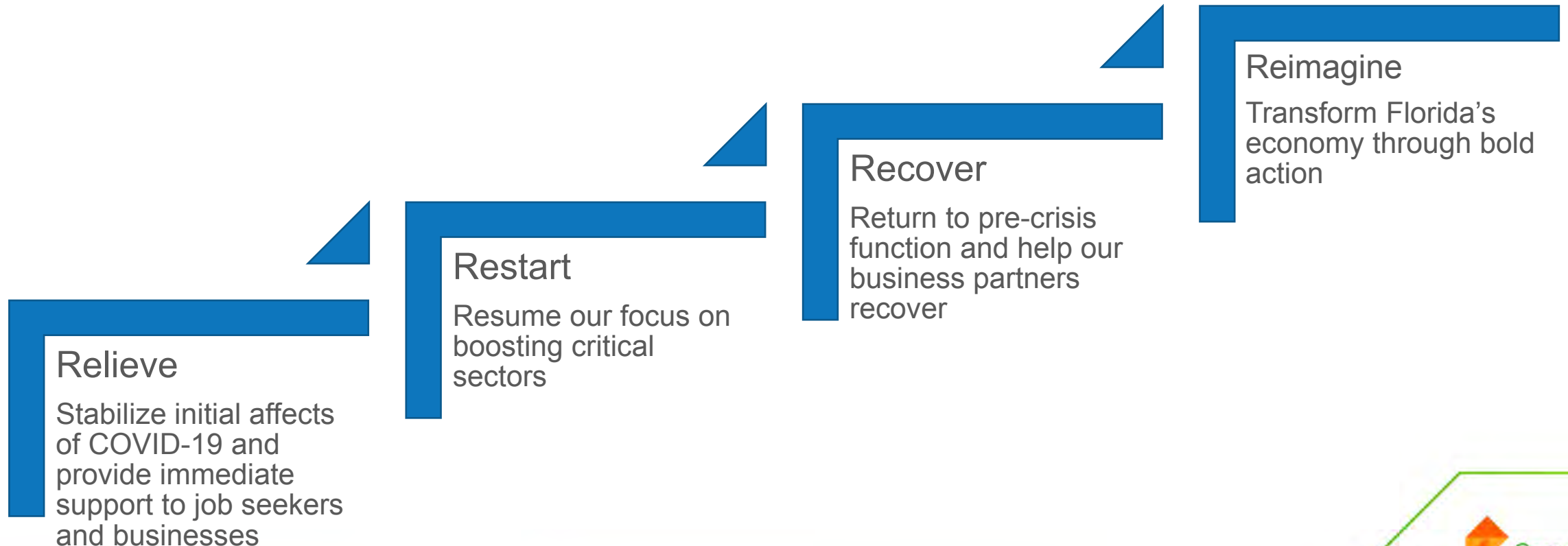
The following is an overview of the common themes that emerged during the strategic planning session. This summary is intended to serve as a foundation for the development of the CareerSource South Florida strategic plan. An addendum is provided for additional detail.

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THE FOUR R'S

For the strategic planning, survey responses and brainstorming centered on the 4 R's developed by McKinsey & Company and used by organizations such as the Florida Chamber of Commerce to anticipate and plan for economic needs following the crisis.



2019 – 2020 STRATEGIC GOALS

Below are CareerSource South Florida's 2019–2020 strategic goals. Throughout the report, we have indicated the goal alignment for each point made, if applicable. If the initiative does not align with a current strategic goal, we have indicated “none.”

Goal 1 – Build a Demand-Driven System with Employer Engagement

Goal 2 – Strengthen the One-Stop Delivery System and Increase Integrated Services Delivery

Goal 3 – Improve Services for Individuals with Barriers

Goal 4 – Dedicated Commitment to Youth Participation

Goal 5 – High ROI Through Continuous Improvement

Goal 6 – Strong Workforce System Leadership

EXECUTIVE SUMMARY

The following is an overview of the top ideas and insights from the strategic planning session and pre-planning survey. The feedback is grouped into 5 categories: Identify/Train for Key Sectors, Collaboration, Planning, Displaced Workforce and Business Engagement.

Identify/Train for Key Sectors

1. Identify new sectors for employment; retraining, creating a link between on-site workers with those working remotely (Goal 6)
2. Reassess which are the high need industries (Goal 6)
3. Hyper focus on Industries that are sustainable, such as healthcare, trade and logistics, technology and finance /banking (Goal 1)
4. Invest in education that provides opportunities for individuals to gain critical career skills and industry recognized credentials (Goal 6)
5. Focus on industries that will be in demand and how to train for them (Goal 5)
6. Train and collaborate to meet the new job requirements that might arise out of this crisis - restaurant consultant, Wellness Concierge, etc. (Goal 1)
7. Be one of the drivers of Economic Diversification. We need to invest in advanced industries like tech to ensure a V-shaped economic recovery in the future. (Goal 6)

EXECUTIVE SUMMARY

Collaboration

1. Build on this group and develop a unifying platform to include businesses, the beacon council, the chambers, educational leaders and CareerSource South Florida (Goal 6)
2. Continue to have these platforms to be able to identify new factors for recovery and growth that will be aligned with other entities such as Beacon Council, Chambers etc. (Goal 6)
3. Collaborate with academic institutions and chambers of commerce to understand what the future of work is going to look like and plan our trainings accordingly (Goal 6)

Planning

1. Revisit, and do new and ongoing SWOT Analysis (Goal 6)
2. Ensure checks and balances
3. Creating a new disaster relief plan to address/include diversity and racism (Goal 3)

EXECUTIVE SUMMARY

Displaced Workforce

1. Invest in education for the displaced workforce (Goal 3)
2. Retrain displaced workers consistent with industry needs (Goal 3)

Business Engagement

1. Provide business leaders with resources on the new normal so they are able to manage marketing and financial challenges, smartly. (Goal 1)
2. Work with local businesses, especially those that have been the hardest hit, to ensure they have a strong and sustainable plan to respond to future crises like this. For example, what's the plan for local businesses that have been the hardest hit in this pandemic during this hurricane season (expected to an extremely active one) or if there's a second wave of the pandemic? (Goal 1)

RELIEVE – COMMON THEMES

What additional COVID-19 response measures can our local workforce board take to provide immediate relief to people and businesses?

1. Provide incentives for business to hire and train (Goal 1)
2. Identify and promote business loans such as PPP and small business loans (Goal 1)
3. Training for in-demand careers that can be completed quickly (Goal 6)
4. Tighten and streamline processes to ensure people are getting help as quickly as possible (Goal 2)
5. Shift to an online delivery system for filing processes, job fairs, trainings, etc. (Goal 2)
6. Help businesses implement layoff aversion strategies (Goal 1)

RESTART – COMMON THEMES

What should we do to restart critical sectors?

1. Identify new jobs being created through COVID-19 (such as wellness concierge and restaurant consultant) and key partners to develop trainings (Goal 6)
2. Prepare for ongoing needs of industries such as hospitality (limited capacity is unsustainable for many restaurants and more support will be needed when loans run out) (Goal 6)
3. Invest in education that provides opportunities for individuals to gain critical career skills and industry recognized credentials, especially in high growth and high wage industries (Goal 6)
4. Initiate a community wide plan for diversify our economy (Goal 6)
5. Identify new sectors of growth and retrain our workforce to address the needs of these sectors (Goal 6)

RECOVER – COMMON THEMES

How can we ensure continued recovery of our local businesses?

1. Provide clarity on re-opening guidelines across industries (Goal 1)
2. Focus on developing and improving soft skill sets (Goal 1)
3. Provide resources to help businesses better market their offerings (Goal 1)
4. Collaborate with education partners to develop trainings for current open positions and future new jobs (Goal 1)
5. Help business adopt and promote new health and safety practices (Goal 1)

REIMAGINE – COMMON THEMES

How can we drive economic recovery and ensure our economy is resilient for the long term and attract new opportunities?

1. Update One Community, One Goal plan (Goal 6)
2. Study and respond to the opportunities and challenges created by the increase in remote work (HR trainings to manage teleworking employees, bridging the tech divide) (Goal 6)
3. Expand mobile technologies that allow organizations to connect clients remotely to provide services (none)
4. Open, industry-wide discussion on next steps, best practices (Goal 6)
5. Offer trainings to meet the new job requirements that might arise out of this crisis (Goal 1)
6. Encourage contingency planning to help people and businesses better prepare for future unknown crises (Goal 6)
7. Establish and sustain a true local supply chain (Goal 6)

THE BIG IDEA

At the conclusion of the Strategic Planning session, participants were asked to rank the highest priority for the strategies and investments to reimagine South Florida's economy. The points represented in this section are verbatims.

1. Geography – unique opportunities and challenges for different regions (Goal 3)
2. Industry – some industries will be slower to recover. Identify those that can recover faster and help accelerate (Goal 6)
3. Technology – significant portion of the community does not have tech access to use tools needed for a more remote, digital world. How do we close the tech gap? (Goal 3)
4. Education – hyper focus on short term credentials that align to what industry needs (with emphasis on the industries recovering fastest) (Goal 6)

THE BIG IDEA

1. Forget the past, focus on the new! (Goal 6)
2. Retrain our minds on what our individual SWOTs are currently (Goal 6)
3. Identify the industries that need help and will recover slow and those that can ramp up first and help them lead our recovery (Goal 6)
4. Focus efforts on inclusion and equality – reaching out to vulnerable populations for education and training – new ways to alleviate social pressures being felt in communities – new technology to aide in communication and collaboration (Goal 3)
5. Build a workforce with new skills in the industries that are sustainable for our community's long-term economic success (Goal 6)
6. Remember to step out of our "comfort zones" as the sky and beyond to infinity is the limit. Actually let's not limit ourselves in creating and implementing new and innovative ways providing much needed services and ongoing support! (Goal 6)

THE BIG IDEA

1. We need to go beyond RECOVER and THRIVE. We have to invest in advanced industries, like tech and cybersecurity, to make sure we have a resilient economy in the future. Tourism is important but it has proven time and time again difficult to quickly rebound during disasters like this. Those cities that have more density with respect to tech jobs, will be more likely to achieve a V-shaped recovery as opposed to communities like ours which we are predicted to have more of a U-shaped rebound. (Goal 6)
2. Identify new sectors of growth and jobs that arise out of post-COVID realities and retrain our workforce to address the needs of these sectors. (Goal 6)

ADDENDUM

RELIEVE

SURVEY RESPONSE AND EXECUTIVE COMMITTEE PLANNING SUMMARY

RELIEVE

What additional COVID-19 response measures can our local workforce board take to provide immediate relief to people and businesses?

Survey Findings:

- Training for in-demand careers that can be completed quickly
- Education
- Job fairs
- Job bank to help the unemployed more easily access opportunities
- Reemployment Assistance
- Bi-lingual support
- Help businesses adapt
- Stepped up measures to connect those seeking jobs with job openings
- Connect the unemployed with businesses that are hiring
- Assist with PPE equipment for businesses reopening

RELIEVE

What additional COVID-19 response measures can our local workforce board take to provide immediate relief to people and businesses?

Notes from Strategic Planning Session:

- Reemployment Assistance – separate from it or become part of solution
- Support in applying for state or federal support such as PPP
- Provide incentives for business to hire and train
- We need to become part of the solution and CAMACOL, the Latin Chamber of Commerce is willing to assist.
- Assist current small business loan programs in Miami Dade County and Monroe by providing additional support (e.g. funding, in-kind job skills training)
- Establish a mentorship initiative. We are doing that with our organization, The Business Forum Group. would love to collaborate with Career Source – help biz restart or reinvent
- Provide incentives for businesses to hire and train worked very well in the past and it is something we can look at

RELIEVE

What additional COVID-19 response measures can our local workforce board take to provide immediate relief to people and businesses?

Notes from Strategic Planning Session:

- Take into consideration the uncertainty, stress, anxiety, financial, and other hardships that those who have been unemployed due to COVID19 have experienced, and how we can provide holistic support partnering and collaborating with appropriate professionals / agencies.
- Educating businesses on the "new normal". Is telecommuting one that more business are willing to do as of today?

RESTART

SURVEY RESPONSE AND EXECUTIVE COMMITTEE PLANNING SUMMARY

RESTART

What should we do to restart critical sectors?

Survey Findings:

- Assess industry needs and identify trainings to support
- Promote openings in these industries
- Seek out federal and state incentives, including hiring and retaining in critical sectors
- Identify key sector partnerships
- Support local government in establishing clear guidelines
- Help businesses in affected industries reinvent offerings
- Redefine/diversify critical industries

RESTART

What should we do to restart critical sectors?

Notes from Strategic Planning Session:

- The most imp. thing to focus on is ensuring that process includes minimal paperwork – streamlined – restaurant industry suffering (hotel, airlines, etc.) – how do we tighten processes even more to ensure people are getting help as quickly as possible?
- Help biz understand reopening guidelines (restaurants)
- Thomas, great point! Not only restaurants, but businesses in general.
- Agree - automating processes electronically whenever possible will help us now and in the future
- Agree with the Chair. We need to make the process as easy as possible. In addition, we can work on more virtual job trainings. Create a system where we can transfer some of our existing programs (and future ones) to an online delivery system.
- Retraining displaced workers

RESTART

What should we do to restart critical sectors?

Notes from Strategic Planning Session:

- Health ambassadors – security personnel being asked to shift to this role, perhaps new training opportunity
- Building mgrs. Requiring training for security personnel
- No additional pay for these extra asks
- Agree with the chairman, businesses need quick help and with limited hassle. Not doing so is a deterrent to "restarting" with reasonable hope of succeeding. Understanding that there is a delicate balance between streamlining any financial support and necessary controls to ensure that those who get the help use it as intended.
- Educational institutions or health care organizations can help train these individuals
- Restaurants – not sustainable at 50% capacity, having to bring in more team members – when the money runs out, the real crisis hits
- There has been a lot of conversation about reducing salaries and how to do so to be sustainable for the next year. Versus having to layoff individuals.

RESTART

What should we do to restart critical sectors?

Notes from Strategic Planning Session:

- The long term, sustainable recovery must come from each and everyone of us. The government provided short relief. Our country was built on entrepreneurship thus our recovery will happen with all of us working together!
- Short term relief
- Is there a long-term strategic plan b/c the covid still has not be stopped. Need to repurpose sectors to offset increase unemployment in the future.
- Creation of new sources for employment and tax revenues
- CAMACOL is working on creation of new sources of employment
- We would you then say that we have to "enhance" our business models to allow for future growth. How to do that.. yes, entrepreneurship
- The Business Improvement Districts or Chambers should have consultants to help restaurants profit maximize under these new difficult circumstances. Reading the guidelines, help operators create the safest legal profitable environment (looking at table spacing and maximization, staffing levels, take-out technology, etc).

RESTART

What should we do to restart critical sectors?

Notes from Strategic Planning Session:

- In addition to streamlining the process, ensure that the communication is clear and readily available to all who need services. Having "help" for those who need help be available not only online and websites, but also via phone, emails, and face to face at locations (practicing social distancing and other necessary precautionary methods)
- Or space vacated by organization who do not have agility/resources to service
- There is a lot of capital looking to seize on new opportunities

RECOVER

SURVEY RESPONSE AND EXECUTIVE COMMITTEE PLANNING SUMMARY

RECOVER

How can we ensure continued recovery of our local businesses?

Survey Findings

- Promote “shop local” concept
- Develop short- and long-term strategic plan
- Provide layoff aversion policies and practices
- Provide clarity on re-opening guidelines
- Increase training opportunities to offset loss of income
- Offer loan opportunities
- Encourage proceeding cautiously, to avoid a spike in COVID-19 cases
- Support businesses that are core to our local economy and can withstand economic shifts
- Promote creative staffing solutions
- Offer recruiting assistance

RECOVER

How can we ensure continued recovery of our local businesses?

Notes from Strategic Planning Session:

- Hyper focus on Industries that are sustainable i.e. healthcare trade logistics technology
 - Invest in education that provides opportunities for individuals to gain critical career skills and industry recognized credentials
 - Effective recovery needs to focus on developing and improving soft skill sets. Good old fashion, business development strategies! Promote a productivity environment.
 - Support small businesses on best marketing practices to get their business out there in an affordable manner.
- I agree with helping small businesses through a Mentor Program providing business checkups and other consulting services
 - We need to be part of a community wide plan for diversify our economy. It's the only way we will rebound quicker from crises like this (possible second wave, hurricanes, etc.)
 - Promote and fund more job training opportunities for high growth and high wage jobs.

RECOVER

How can we ensure continued recovery of our local businesses?

Notes from Strategic Planning Session:

- Collaborate with academic institutions and industry groups like OCOG to understand what the future of work is going to look like and plan our trainings accordingly. We need to be ahead of the curve.
 - We talk about recovery which is essential, but we need to think about those that will take advantage of the opportunities available (if it is new business models or taking advantage of void left by failing organizations). So not just RECOVER
 - Bring in medical community into the planning, perhaps the Dept of Health
- Identify the best curriculum to train for current positions – collaboration between education, biz and community – develop policies to help support
 - There has been a shift therefore new "learning outcomes" in various programs must adapt to a post pandemic environment
 - CAMACOL is working on that specifically. We have a history of working on educational programs that have responded asap to crisis
 - We can start by August on this.

RECOVER

How can we ensure continued recovery of our local businesses?

Notes from Strategic Planning Session:

- For businesses to attract customers, they need to highlight what they are doing to ensure safety and health
- One Community One Goal "OCOOG" needs to be studied and revised post Covid 19
- The term is actually Wellness Concierge and not health ambassador. I just checked my notes! That is the role the traditional security guard at office buildings is going towards according to the commercial real estate industry.
- In line with that, we need to identify new sectors of growth, and retrain our workforce to address the needs of these sectors.
- Biz shifting to a more long-term WFH strategy
- In line with that, we need to identify new sectors of growth, and retrain our workforce to address the needs of these sectors.
- Remote workers, as well. We currently have interns that are providing support at this time. In simple and more complex jobs.

RECOVER

How can we ensure continued recovery of our local businesses?

Notes from Strategic Planning Session:

- HR training for businesses on how to manage a teleworking workforce
- That's right, Pete. OCOG will need to be updated. The industry leads that are part of the OCOG Committees will be essential to helping us understand what they need now and in the future as opposed to what was needed 6-12 mos. ago.
- We have seen that some of our constituents that are either older or more economically challenged do not have access to simple technology to work off site. As such, we are launching our phase 1 and where more economically challenged workers are on site, using our established infrastructure, and linking these with our team members that are off-site. We see this maximizes productivity while giving our more disadvantaged workers the ability to keep their jobs and add to this new normal.

REIMAGINE

SURVEY RESPONSE AND EXECUTIVE COMMITTEE PLANNING SUMMARY

REIMAGINE

How can we drive economic recovery and ensure our economy is resilient for the long term and attract new opportunities?

Survey Findings:

- Encourage contingency planning to help people and businesses better prepare for future unknown crises
- Prepare unemployed for long-term success
- Develop a plan that includes incentives to attract new opportunities, loans, grants
- Diversify industries and identify new opportunities
- Learn from this experience and identify areas of opportunity that will help the resiliency and sustainability of our businesses
- Address the income gap in South Florida by developing sustainable workforce programs
- Attract more big business to the region
- Promote tech entrepreneurship

REIMAGINE

How can we drive economic recovery and ensure our economy is resilient for the long term and attract new opportunities?

Notes from Strategic Planning Session:

- Geography - Unique opps and challenges for different regions
 - Industry - Some industries will be slower to recover – identify those that can recover faster and help accelerate
 - Technology – significant portion of the community that does not have tech access to use tools needed for a more remote, digital world – how do we close the tech gap
 - Education – hyper focus on short term credentials that align to what industry needs (with emphasis on the industries recovering fastest)
- Open, industry-wide discussion on next steps, best practices
 - Re-engineer the vision and mission of every business to focus 80% of their strategy on producing and creating. None of us can wait to see if "Things Happen" Our mindset and company culture must be on making things happen. If we do not think and act this way, all great ideas will die on our white boards!!
 - We must continue to expand mobile technologies that allow organizations to connect clients remotely to provide services – critical for every org

REIMAGINE

How can we drive economic recovery and ensure our economy is resilient for the long term and attract new opportunities?

Notes from Strategic Planning Session:

- Provide business leaders with resources on the new normal so they are able to manage marketing and financial challenges, smartly.
- Continue to have these platforms to be able to identify new factors for recovery and growth that will be aligned with other entities such as Beacon Council, Chambers etc..
- Agree with Arne and again, train and collaborate to meet the new job requirements that might arise out of this crisis - Restaurant consultant, Wellness Concierge, etc.
- Work with government, businesses and developers to establish and sustain a true local supply chain. Identify existing, developable land that can be used to build plants that provide much needed supplies that were in short supply during the pandemic.



SFWIB EXECUTIVE COMMITTEE

DATE: 6/26/2020

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: RAPID RESPONSE AND LAYOFF AVERSION PILOT EXTENTIONS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB Staff recommends to the Executive Committee to recommend to the Board the approval to extend/renew and allocate an amount not to exceed \$700,000.00 in Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Funding to continue Rapid Response & Layoff Aversion activities, as set forth below.

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

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

BACKGROUND:

At the June 18, 2020, the South Florida Workforce Investment Board ratified the implement of the Rapid Response & Layoff Aversion Pilot Projects. Additionally, the board approved the expansion of three additional business intermediaries (i.e., Beacon Council, Latin American Chamber of Commerce and Industry of the USA-CAMACOL, Miami-Dade Chamber) to implement the Rapid Response & Layoff Aversion Pilot Project.

The Rapid Response & Layoff Aversion Pilot is to expand the board's Rapid Response activities to provide assistance to dislocated workers of business who are implementing layoffs or plant closing. As CSSF continues to suport local businesses in the wake of COVID-19, the expansion of services is vital to stregthen communities in Miami-Dade and Monroe Counties. The services will include but may not be limited to the following Rapid Response activities and Layoff Aversion initiatives:

1. Providing assisatnce to employers in managing reduction in force, which may include early identification of firms at risk of layoffs, assessment of needs of and options for at-risk firms, and the delivery of services to address these needs, as provided by WIOA sec 234(d)(1)(A)(ix)(II)(cc);
2. Ongoing engaement, partnership, and relationship-building activities with businesses in the commmunity, in order to create an enviroment for succesful layoff aversion efforts and to enable the provision of assistance to dislocated workers in obtaining reemployment as soon as possible;
3. Developing, funding, and managing incumbent worker training programs or other workers upskilling approaches as part of a layoff aversion strategy or activity;

4. Connecting companies to:
 - a. Short-term compensation or other programs designed to prevent layoffs or to reemploy dislocated workers quickly, available under Unemployment Insurance programs;
 - b. Employer loan programs for employers skill upgrading; and
 - c. Other federal, state, and local resources as necessary to address other business retention and expansion activities.
5. Establishing linkages with economic development activities at the federal, state, and local levels, including Federal Department of Commerce programs and available State and local business retention and expansion activities;
6. Connecting business and workers to short-term, on-the-job, or customized training programs and registered apprenticeships before or after a layoff to help facilitate rapid employment.

CSSF staff recommends extending and/or the renewing the Rapid Response & Layoff Aversion Pilot for program year 2020-21. Additionally, CSSF staff recommends expanding the pilot to include the greater Marathon Chamber of Commerce to minimize periods of unemployment in Monroe County.

The following is the recommended Rapid Response & Layoff Aversion Pilot business intermediaries and recommended WIOA Dislocated Worker Funding allocation up to:

Recommended Business Intermediaries	Recommended Funding Allocation
Beacon Council	\$200,000.00
CAMACOL (Latin American Chamber of Commerce and Industry of the USA)	\$75,000.00
Greater Key West Chamber of Commerce	\$75,000.00
Greater Marathon Chamber of Commerce	\$75,000.00
Greater Miami-Dade Chamber of Commerce	\$200,000.00
Miami-Dade Chamber of Commerce	\$75,000.00

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 the Beacon Council an allocation not to exceed \$200,000.00; Latin American Chamber of Commerce and Industry of the USA-CAMACOL an allocation not to exceed \$75,000.00, Greater Key West Chamber of Commerce an allocation not to exceed \$75,000.00, Greater Marathon Chamber of Commerce an allocation not to exceed \$75,000.00; Greater Miami Chamber of Commerce an allocation not to exceed \$200,000.00; and the Miami-Dade Chamber of Commerce an allocation not to exceed \$75,000.00 in Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Funds to provide rapid response and layoff aversion services in WDA 23.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT