



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**  
**Thursday, December 15, 2016**  
**9:30 A.M.**

Double Tree by Hilton Miami Airport Hotel  
Exhibition Center  
711 NW 72<sup>nd</sup> Avenue  
Miami, Florida 33126

**AGENDA**

1. Call to Order and Introductions
2. Approval of Meeting Minutes
  - a. October 20, 2016
3. Chairman's Report
4. Executive Director's Report
  - a. Executive Director Update
  - b. DEO Annual Performance Presentation
5. Executive Committee
  - a. Recommendation as to Approval to Accept \$150,000 in WIOA dollars for a DJJ Youth Offender Pilot Project
  - b. Recommendation as to Approval to Authorize SFWIB Staff to offer a Re-Employment Assistance Incentive
  - c. Recommendation as to Approval to Authorize SFWIB Staff to offer a Wage Rate Incentive
  - d. Recommendation as to Approval of the South Florida Workforce Investment Board 2017 Meeting Calendar
6. Finance and Efficiency Council
  - a. Information - Financial Report - October 2016
  - b. Information - Bank Reconciliation - November 2016
  - c. Information - Fiscal and Programmatic Monitoring Activity Reports
  - d. Recommendation as to Approval to Accept the Fiscal Year 2015-16 Audit Reports
  - e. Recommendation as to Approval to Negotiate an Agreement with BCA Watson Rice, LLP for the Performance of IT Penetration Audit Services

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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."

7. Global Talent and Competitiveness Council
  - a. Recommendation as to Approval of New Training Vendors and Programs
  - b. Recommendation as to Approval of a Youth High Poverty Area Recruitment Policy
8. Performance Council
  - a. Information – Refugee Employment and Training Program Performance Overview
  - b. Information – Refugee Employment and Training Program Balanced Scorecard Update
  - c. Information – Workforce Services Balanced Scorecard and Job Placements Update
  - d. Information – Workforce Services Regional Performance Overview
  - e. Information – Youth Partners Regional Performance
  - f. Information – Consumer Report Card Update

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**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**AGENDA ITEM NUMBER: 2A**

**AGENDA ITEM SUBJECT: MEETING MINUTES**

**DATE:** December 15, 2016 at 9:30AM  
 Doubletree Hotel – Exhibition Center  
 711 N.W. 72<sup>nd</sup> Avenue  
 Miami, FL 33126

<b>SFWIB MEMBERS IN ATTENDANCE</b>	<b>SFWIB MEMBERS NOT IN ATTENDANCE</b>	<b>SFW STAFF</b>
<ol style="list-style-type: none"> <li>1. Piedra, Obdulio <i>Chairperson</i></li> <li>2. Bridges, Jeff, <i>Vice-Chairman</i></li> <li>3. Brecheisen Bruce</li> <li>4. Brown, Clarence</li> <li>5. Clayton, Lovey</li> <li>6. Datorre, Roberto</li> <li>7. del Valle, Juan-Carlos</li> <li>8. Gaber, Cynthia</li> <li>9. Gazitua, Luis</li> <li>10. Gibson, Charles</li> <li>11. Manrique, Carlos</li> <li>12. Maxwell, Michelle</li> <li>13. Perez, Andre</li> <li>14. Roth, Thomas</li> <li>15. Scott, Kenneth</li> <li>16. Thurman, Karen</li> <li>17. West, Alvin</li> </ol>	<ol style="list-style-type: none"> <li>18. Adrover, Bernardo</li> <li>19. Chi, Joe</li> <li>20. Davis-Raiford, Lucia</li> <li>21. Diggs, Bill</li> <li>22. Ferradaz, Gilda</li> <li>23. Garza, Maria</li> <li>24. Huston, Albert</li> <li>25. Jordan, Barbara</li> <li>26. Ludwig, Philipp</li> <li>27. Regueiro, Maria C.</li> <li>28. Rod, Denis</li> <li>29. Russo, Monica</li> </ol>	<p>Beasley, Rick          Alonso, Gus          Almonte, Ivan          Butkowski, Dennis          Garcia, Christine          Gomez, Maria          Graham, Tomara          Jean-Baptiste, Antoinette          Kavehersi, Cheri          Perrin, Yian          Smith, Marian          Smith, Robert</p>
	<p>Former SFWIB Members:           Montoya, Rolando          Zewadski- Bricker, Edith</p>	<p><b>Assistant County Attorney (s)</b>           Shaneka Graves - Miami-Dade County Attorney's office – SFWIB's Legal Counsel</p>

<b>OTHER ATTENDEES</b>		
<p>Banks, Theron – <i>Greater Miami Services Corp.</i></p> <p>Brito, Hilma – <i>Rescare, Inc.</i></p> <p>Farinas, Irene – <i>Adults Mankind Organization (AMO)</i></p> <p>Gavira, Beatriz – <i>SER Jobs for Progress, Inc.</i></p> <p>Girnun, Arnie – <i>New Horizons</i></p> <p>Gree, Pauline – <i>Miami Homes for All</i></p> <p>Martinez, J – <i>Centro Campesino</i></p> <p>Mendez, Jeessy – <i>Community Coalition, Inc.</i></p> <p>Mitchel, Carlana – <i>Miami-Dade County Public Schools (M-DCPS)</i></p> <p>Nelson, Gale – <i>Big Brothers, Big Sisters</i></p> <p>Perez, Chris – <i>The Academy</i></p> <p>Porro, William – <i>City of Miami</i></p> <p>Quiros, Vivian – <i>Sullivan &amp; Cogliano</i></p>	<p>Rodriguez, Maria – <i>Youth Co-op, Inc. Someillia, Ana – Adults Mankind Organization (AMO)</i></p> <p>Someillan, Ana – <i>Adults Mankind Organization, Inc.</i></p> <p>Stephanowicz, M – <i>Monroe County Schools</i></p> <p>Torres, Cathy – <i>Florida Keys Community College</i></p> <p>Urrutia, Humberto – <i>The Academy</i></p>	

Agenda items are displayed in the order in which they were discussed.

**1. Call to Order and Introductions**

SFWIB Chairman, Obdulio Piedra called the meeting to order at 9:40a.m and began with introductions. He welcomed and introduced newly appointed board members, Karen Thurman and Michelle Maxwell both representing Monroe county. Quorum Achieved.

**2.a. Approval of SFWIB Meeting Minutes of August 18 , 2016**

Mr. Andy Perez moved the approval of SFWIB Meeting Minutes of August 18, 2016. Motion seconded by Mr. Alvin West; Motion Passed Unanimously

**5.c. Recommendation as to Approval to Allocate Refugee Employment and Training Funds for PY2016-17**

Chairman Piedra introduced the item and Mr. Beasley further presented.

Mr. Andy Perez moved the approval to allocate refugee employment and training funds for PY 2016-17. Motion seconded by Mr. Luis Gazitua; **Motion Passed Unanimously**

**5.d. Recommendation as to Approval of a TechHire Initiative for Overtown**

Chairman Piedra introduced the item and Mr. Beasley further discussed.

Mr. Luis Gazitua moved the approval of a TechHire Initiative for Overtown. Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed Unanimously**

**6e. Recommendation as to Approval to Allocate Funds to Transitions, Inc. for Support Services**

Chairman Piedra introduced the item and Mr. Beasley further discussed.

Vice-Chairman Jeff Bridges moved the approval to allocate funds to Transition, Inc. for Support Services. Motion seconded by Mr. Thomas Roth; **Motion Passed Unanimously**

**6f. Recommendation as to Approval to Allocate Funds to the City of Miami for the Employ Miami Dade Project**

Chairman Piedra introduced the item and Mr. Beasley further presented.

Mr. del Valle moved the approval to allocate funds to the City of Miami for the Employ Miami Dade Project. Motion seconded by Mr. Andy Perez; **Motion Passed Unanimously**

**6g. Recommendation as to Approval to Accept Welfare Transition Program Funds**

Chairman Piedra introduced the item and Mr. Beasley further presented.

Mr. Andy Perez moved the approval to accept welfare transition program funds. Motion seconded by Mr. Bruce Brecheisen; **Motion Passed Unanimously**

**7. Global Talent Competitiveness Council**

**7.a. Recommendation as to Approval to Allocate funds to Florida Keys Community College for Career Pathways Reentry Hospitality Training**

Chairman Piedra introduced the item and Mr. Beasley further presented.

Mr. Luis Gazitua moved the approval to allocate funds to Florida Keys Community College for Career Pathways Reentry Hospitality Training. Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed Unanimously**

**7b. Recommendation as to Approval to Allocate Funds to the Take Stock in Children Scholarship Program**

Chairman Piedra introduced the item and Mr. Beasley further presented.

Mr. Clarence Brown moved the approval to allocate funds to the Take Stock in Children Scholarship program. Motion seconded by Mr. Juan Carlos del Valle; **Further Discussion (s):**

Mr. Gibson inquired about the requirement of a 2/3 vote of members. Mr. Beasley confirmed.

Mr. Gazitua inquired about the allocation made for last year. Mr Beasley further explained. Chairman Piedra also further explained.

Mr. Perez inquired about partnership with TSIC in the Florida Keys. Mr. Beasley responded, "No." He further explained. SFWIB Youth Programs Manager Tomara Graham provided information on the total number of scholarships available.

Ms. Thurman asked whether if it had been due to administrative challenges. Mr. Beasley explained.

Ms. Maxwell volunteered her service in finding ways of potential partnership.

**7.c. 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 Mr. Beasley further presented.

Mr. Luis Gazitua moved the approval to allocate Twenty (20) PCs to Centro Campesino Farmworker Center, Inc to establish CareerSource Access Point. Motion Seconded by Mr. Juan Carlos del Valle; Motion Passed Unanimously

**7.d. Recommendation as to Approval as to Approval to Allocate Fifteen (15) PCs to the EcoTech Vision Foundation to establish a TechHire Computer Lab**

Chairman Piedra introduced the item and Mr. Beasley further presented.

Members requested the location/address. Mr. Beasley provided the following:  
670 NW 113th St, Miami, FL

Mr. Luis Gazitua moved the approval to Allocate Fifteen (15) PCs to the EcoTech Vision Foundation to establish a TechHire Computer Lab; Motion seconded by Mr. Juan Carlos del Valle; Further Discussion(s):

Mr. Gazitua inquired about marketing initiatives for various programs. Mr. Beasley further explained it is an initiative hosted by Miami-Dade County Mayor's office. Mr. Gazitua commended the Mayor's office current marketing strategies. Chairman Piedra briefly commented on Miami Foundation Survey.

Motion Passed Unanimously

**Add-On Item:**

**Finance and Efficiency Council**

**Recommendation as to Approval to Authorize Staff to Negotiate with Second Bidder for the IT Penetration services (BCA Watson Rice, LLP).**

FEC Chairman Andy Perez added that a status be provided by the next schedule board meeting.

Mr. Roberto Datorre moved the approval to authorize staff to negotiate with second bidder for the IT penetration services (BCA Watson Rice, LLP). Motion seconded by Mr. Juan Carlos del Valle; Motion Passed Unanimously

**9. SFWIB Nominating Committee**

Mr. Beasley introduced the item and Nominating Committee Chairman Alvin West further presented.

He noted it was recommended the nomination of Mr. Jeff Bridges as the new Chairman of the SFWIB and Mr. Andy Perez as the new Vice-Chairman of the SFWIB.

Mr. Alvin West moved the approval of above nomination. Motion seconded by Mr. Luis Gazitua; **Motion Passed Unanimously**

Chairman Piedra and members of the Board congratulated Mr. Bridges and Mr. Perez on their appointments.

Mr. West advised of the following recommended criteria set for by the Nominating Committee for future nominations of SFWIB Chairman and Vice-Chairman:

- SFWIB Vice-Chair ascends to SFWIB Chairman (typically takes place/traditional process)
- In compliance with attendance requirements at full board and council meetings
- Must have been former member of the Finance and Efficiency Council (FEC) /Audit Committee

Mr. West moved the approval of the above three criteria. Motion seconded by Mr. Luis Gazitua; Further Discussion(s):

Mr. Manrique commented on the possibilities of being able to waiver requirements by means of a 2/3 vote of members. He requested adding this provision.

**Motion Passed as Amended by Unanimous Consent**

Mr. Brecheisen requested clarification and Mr. Beasley further explained.

**4. Executive Director's Report**

Mr. Beasley recognized and presented awards to the following members and former members of the SFWIB:

- Edith Zewadski Bricker
- Dr. Rolando Montoya
  
- Chairman Piedra

Each had an opportunity to share their gratitude.

Executive Director Rick Beasley reviewed with the Board his report and each member received a copy. The report contained information regarding: (1) STATE – September Monthly Job Placement Report (2) State – Governor's Scott's Reemployment Challenge; (3) LOCAL – Center for Law and Social Policy (CLASP); and (4) LOCAL – Career Center Performance.

**4.b Miami-Dade Youth Homelessness Initiative**

**5. Executive Committee**

**5a. Information – 2016-2020 CareerSource South Florida Strategic Operational Plan**

Chairman Piedra introduced the item and Mr. Beasley further presented.

1. Goal: Continue to be the Premier National Provider for Employment and Career Services
2. Goal: Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery

3. Goal: Improve Services for Individual with Barriers to Employment
4. Goal: Continue dedicated Commitment to Youth Participation in the 21<sup>st</sup> Century Economy
5. Goal: Leverage Demand-Driven Management/Control Tools to Achieve Strong Performance with a High Return on Investment
6. Goal: Continue to Be a High-Performing Board with Strong Workforce System Leadership

No further questions or discussions.

**Special Presentation by Gale Nelson of Big Brothers Big Sisters Foundation.**

- 5.b. Information – Salesforce Business Survey Report**
- 6. Finance and Efficiency Council Meeting**
- 6a. Information – Financial Report – August 2016**
- 6b. Information – Bank Reconciliation – August 2016 & September 2016**
- 6c. Information – Fiscal Audit Update**
- 6d. Information – Fiscal and Programmatic Monitoring Activity Reports**
- 8. Performance Council**
- 8a. Information – Refugee Employment and Training Program Performance Overview**
- 8b. Information – Refugee Employment and Training Program Balanced Scorecard Update**
- 8c. Information – Workforce Services Balanced Scorecard and Job Placements Update**
- 8d. Information – Workforce Services Regional Performance Overview**
- 8e. Information – Youth Partners Regional Performance**
- 8f. Information – Consumer Report Card Update**

There being no further business to come before the Board, the meeting adjourned at 10:33am.



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 3

**AGENDA ITEM SUBJECT:** SFWIB CHAIRMAN'S REPORT

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** SFWIB EXECUTIVE DIRECTOR'S REPORT

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 5a

**AGENDA ITEM SUBJECT:** DJJ YOUTHFUL OFFENDER PILOT PROJECT

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

**RECOMMENDATION:** The Executive Committee recommends to the Board the approval to accept \$150,000 for A DJJ Youthful Offender Pilot Project.

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

**STRATEGIC PROJECT:** **Expand Career exploration pathway programs**

### **BACKGROUND:**

On November 4, 2016, the South Florida Workforce Investment Boards (SFWIB) received a Notice of Grant Award/Fund Availability from the Florida Department of Economic Opportunity (DEO) for an award of \$150,000 to commence a Youthful Offender Pilot Project in cooperation for the Florida Department of Juvenile Justice.

The purpose of this award is to improve the employment outcomes for juvenile offenders under the jurisdiction of the Department of Juvenile Justice. The pilot project will fund workforce services to include career assessments, labor market information training, work readiness activities, employer engagement services, job placement, and paid work experiences for youth.

Use of these funds must follow all applicable WIOA laws, rules, and regulations and must be consistent with the WIOA PY2015 Annual Funding Agreement between USDOL and DEO.

**FUNDING:** WIOA Youth, Adult and DW.

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 5b

**AGENDA ITEM SUBJECT:** RE-EMPLOYMENT ASSISTANCE INCENTIVE

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

**RECOMMENDATION:** The Executive Committee recommends to the Board the approval to authorize a Re-employment Assistance Incentive

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

**STRATEGIC PROJECT:** **Improve employment outcomes**

### **BACKGROUND:**

Florida Governor Rick Scott has issued a “Reemployment Challenge” to the state's 24 Workforce Boards to quickly return individuals receiving Reemployment Assistance (RA) benefits back into jobs. In his challenge, each Local Workforce Development Board (LWDB) in the CareerSource Florida network that increases employment for those receiving assistance will be graded in three distinct categories, and receive incentive awards – one for each category.

An LWDB must be top ranked and meet the minimum benchmark for a specific category to be considered eligible for an incentive.

- Category 1: Days-to-Employment Rate - the goal in this category is to reduce the average number of days it takes for an RA claimant to be placed into a job. The target for the average Days-to-Employment rate is 60 or fewer. CareerSource South Florida's (CSSF) Information Technology Department has developed a new tracking tool that will allow centers to more effectively monitor the days since a claimant received the first RA benefit to their placement in employment in order to achieve this goal.
- Category 2: Placement Rate - the goal of this category is to increase the number of RA claimants who get a job in the time period tracked. To be considered for this award, the LWDB is required to achieve an 81 percent of greater placement rate.
- Category 3: Engagement Rate - the goal of this category is to increase the engagement rate of the LWDB with RA claimants. An increase in engagement should lead to higher placement rates and fewer days to employment. The LWDB must achieve a mark of 82 percent or greater to be considered in this category.

The challenge officially began on October 1st, 2016 and will conclude on December 31, 2016. However, SFWIB staff recommend that the Region should continue to emphasize the placement RA Claimants. All claimants who were paid their first benefits during this period will be tracked until the end of the program year, June 30, 2017. Current challenge leaders will be highlighted at the CareerSource Florida Board meeting in May 2017, and the final winners announced at the Workforce Summit in September 2017. However, CSSF will continue the payment incentive for the remainder of the current program year.

In an effort not only to exceed the challenge, SFWIB staff is requesting authorization to offer an incentive payment of an additional \$200 for each RA claimant that is placed into a job within the first 30 days and \$150 for those placed between 31 and 60 days. Service Providers will also have an opportunity to earn an additional \$100 in the first 30 days and \$50 for placements between 31-60 days for RA claimants who are not dual enrolled in Workforce Innovation and Opportunity Act Adult. The RA Incentive payment will come from unearned workforce funding that has been allocated to the Career Centers.

**FUNDING:** N/A

**PERFORMANCE:**

Number of Claimants - approximately 6,000  
Days to employment - 60 Days or fewer  
Placement Rate - 81%  
Engagement Rate - 82%

**2014-15 PERFORMANCE:**

Number of Claimants - 6,142  
Average days to employment - 98  
Placement Rate - 65.83%  
Engagement Rate - 64.49%

*NO ATTACHMENT*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 5c

**AGENDA ITEM SUBJECT:** WAGE RATE INCENTIVE

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

**RECOMMENDATION:** The Executive Committee recommends to the Board the approval to authorize a Wage Rate Incentive

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

**STRATEGIC PROJECT:** **National leader in an ROI-focused enterprise**

### **BACKGROUND:**

The Department of Economic Opportunity (DEO) measures each Local Workforce Development Board's performance in key performance indicators (i.e., Enter Employment Rate, Entered Employment Wage Rate, WIA Outcome Rate, etc.) through the Monthly Management Report (MMR) for major workforce programs (i.e, WIOA Adult, WIOA Dislocated, Wagner-Peyser, TANF, Reemployment Assistance, etc.) The report provides a monthly snapshot of the performance data present in the Management Information System during a reporting period.

Under the South Florida Workforce Investment Board (SFWIB) PY2016-17 contract / Balance Scorecard, an average wage rate (AWR) goal of \$13.87 was established. The AWR target established was based on PY13-14 DEO Monthly Management Report Lower Living Standard Income Level (LLSIL) standard for Region 23. For PY16-17, the DEO Monthly Management Report LLSIL standard for Region was increased to \$14.30. The current SFWIB average wage rate goal is 96.9 percent of the DEO targeted average wage rate. Based on the October Monthly Management Report, the following is a listing of the AWR by program:

1. Welfare Transition Entered Employment Wage Rate, which is \$10.29 or 69.4% of the goal
2. WIOA Adult Entered Employment Wage Rate, which is \$11.22 or 78.5% of the goal
3. WIOA Dislocated Worker Entered Employment Wage Rate, which is \$16.79 or 117.4% of the goal
4. Wagner-Peyser Job Placement Wage Rate, which is \$10.38 or 72.6% of the goal.
5. Reemployment Assistance Wage Rate, which is \$11.90 or 83.2% of the goal.

In an effort to meet and exceed the DEO Average Wage Rate goal of \$14.30, SFWIB staff is requesting authorization to offer an incentive payment of an additional \$100 to Services Providers for each individual placed into a job with a wage rate equal to or greater than \$14.30 per hour. This incentive will apply to all placements of individuals that fall under one of the dual en-rolled (hard to serve) categories such as Veteran, Homeless, Ex-Offenders, Disabled, Temporary Assistance to Needy Families, and Reemployment Assistance. All basic or universal placements with a wage rate equal to or greater than \$14.30 an hour will earn an additional \$75 incentive payment. The Wage Incentive payment will come from unearned workforce funding that has been allocated to the Career Centers.

The SFWIB Career Center Service Providers will be eligible to earn this incentive for the remainder of the current program year.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 5d

**AGENDA ITEM SUBJECT:** 2017 SFWIB MEETING CALENDAR

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

**RECOMMENDATION:** The Executive Committee recommends to the Board the approval of the 2017 SFWIB Meeting Calendar.

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

**STRATEGIC PROJECT:** **National leader in an ROI-focused enterprise**

**BACKGROUND:**

In preparation for the 2017 calendar year, the South Florida Workforce Investment Board (SFWIB) staff considered options for the meetings. Additionally, SFWIB members were consulted for their recommendations. Currently, all Council meetings are held at 8 a.m. on the day of the SFWIB meetings. SFWIB staff recommends continuing this meeting schedule for the 2017 calendar year.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

## South Florida Workforce Investment Board (SFWIB) 2017 Schedule of Meetings (Subject to Change)

Councils:	<u>January</u>	<u>Date</u>	<u>Time</u>
	Executive	January 12, 2017	8:15am
	<u>February</u>		
	Executive	February 9, 2017	8:15am
	<b>Councils</b>	February 16, 2017	8:00am
	<b>Board</b>	February 16, 2017	9:30am
Global Talent Competitiveness Council	<u>March</u>		
	Executive	March 9, 2017	8:15am
	<u>April</u>		
	Executive	April 13, 2017	8:15am
	<b>Councils</b>	April 20, 2017	8:00am
	<b>Board</b>	April 20, 2017	9:30am
Performance Council	<u>May</u>		
	Executive	May 11, 2017	8:15am
	<u>June</u>		
	Executive	June 8, 2017	8:15am
	<b>Councils</b>	June 15, 2017	8:00am
	<b>Board</b>	June 15, 2017	9:30am
Finance and Efficiency Council	<u>July</u>		
	Executive	July 13, 2017	8:15am
	<u>August</u>		
	Executive	August 10, 2017	8:15am
	<b>Councils</b>	August 17, 2017	8:00am
	<b>Board</b>	August 17, 2017	9:30am
	<u>September</u>		
	Executive	September 14, 2017	8:15am
	<u>October</u>		
	Executive	October 12, 2017	8:15am
	<b>Councils</b>	October 19, 2017	8:00am
	<b>Board</b>	October 19, 2017	9:30am
	<u>November</u>		
	Executive	November 9, 2017	8:15am
	<u>December</u>		
	Executive	December 14, 2017	8:15am
	<b>Councils</b>	December 21, 2017	8:00am
	<b>Board</b>	December 21, 2017	9:30am



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 6a

**AGENDA ITEM SUBJECT:** FINANCIAL REPORT

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

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

**BACKGROUND:**

The Finance and Efficiency Council's primary goal is to work to ensure that the Board is in good financial health, its assets are protected, and its resources are used appropriately and accounted for sufficiently. Accordingly, the attached un-audited financial report for the month of October 2016 is being presented for review by the Board members.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 6b

**AGENDA ITEM SUBJECT:** BANK RECONCILIATION

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

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

**BACKGROUND:**

The Finance and Efficiency Council's primary goal is to work to ensure that the Board is in good financial health, its assets are protected, and its resources are used appropriately and accounted for sufficiently.

Based on the Internal Control Procedures recommended by the Department of Economic Opportunity of the State of Florida, the Finance Committee, at its April 2, 2009 meeting, requested a monthly cash reconciliation report be provided at every committee meeting. Accordingly, the attached cash reconciliation for the month of October 2016 and November 2016 is being presented for review by the Council members.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

**South Florida Workforce Investment Board  
Reconcile Cash Accounts**

**Reconciliation Date: 10/31/16  
Cash Account: 1102 Cash -General Operating Account**

	<u>Amount (\$)</u>	<u>Number of Transactions</u>
Beginning Book Balance	3,384,500.84	
Less Checks/Vouchers Drawn	(3,560,233.01)	391
Plus Deposits		
Checks Voided	4,166.40	2
Deposits	2,190,190.75	15
Plus Other Items	(85.63)	1
Unreconciled Items:		
<b>Ending Book Balance</b>	<b>2,018,539.35</b>	
Bank Balance	3,274,712.28	
Less Checks/Vouchers Outstanding	(1,256,172.93)	138
Other Items:		N/A
Plus Deposits In Transit		
Transfer to operating		N/A
Unreconciled Items:		N/A
<b>Reconciled Bank Balance</b>	<b>2,018,539.35</b>	
<b>Unreconciled difference</b>	<b>0.00</b>	

Prepared by: Odell J. Ford Jr. 11/4/16  
Odell J. Ford Jr.

Approved by: [Signature] 11/4/16

**South Florida Workforce Investment Board  
Reconcile Cash Accounts**

**Reconciliation Date: 11/30/16  
Cash Account: 1102 Cash -General Operating Account**

	<u>Amount (\$)</u>	<u>Number of Transactions</u>
Beginning Book Balance	2,018,539.35	
Less Checks/Vouchers Drawn	(2,361,601.86)	251
Plus Deposits		
Checks Voided	1,725.00	1
Deposits	3,867,477.95	30
Plus Other Items	(51.09)	3
Unreconciled Items:		
<b>Ending Book Balance</b>	<u><u>3,526,089.35</u></u>	
Bank Balance	4,091,389.83	
Less Checks/Vouchers Outstanding	(565,300.48)	43
Other Items:		N/A
Plus Deposits In Transit		
Transfer to operating		N/A
Unreconciled Items:		N/A
<b>Reconciled Bank Balance</b>	<u><u>3,526,089.35</u></u>	
<b>Unreconciled difference</b>	<u><u>0.00</u></u>	

Prepared by: Odell J. Ford Jr. 12/6/16  
Odell J. Ford Jr.

Approved by: [Signature] 12-6-16



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 6c

**AGENDA ITEM SUBJECT:** ACTIVITY REPORT -- INTERNAL FISCAL MONITORING RESULTS

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

**RECOMMENDATION:** N/A

**STRATEGIC GOAL:** **STRONG WORKFORCE SYSTEM LEADERSHIP**

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

**BACKGROUND:**

At the request of the SFWIB Audit Committee, SFWIB staff prepared the attached Internal Fiscal Monitoring Activity Reports for Program Year 2016-2017 for the period of October 1, 2016 through November 28, 2016. The report is a summary of the Service Providers monitored, and the findings resulting from the Internal Fiscal Monitoring activities.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

**CareerSource South Florida (CSSF) Board of Directors Meeting December 15, 2016**  
**Office of Continuous Improvement (OCI) Fiscal Unit**  
**Fiscal Monitoring Activity Report from October 1 to November 28, 2016**  
**Program Year 16-17**

Service Provider	Programs	Contracts Amount	Disallowed Costs	Deficiencies	Repeat Findings	Plan of Corrective Actions (POCA)
<b>FISCAL MONITORING</b>						
Miami-Dade College Future Bankers Program	Future Bankers Training Program	\$ 50,000	None	Monthly program activity reports were not submitted to CSSF.	No	POCA received, pending review.
Report issued 10/18/16	Program Years 14-15 and 15-16	\$ 50,000	None	Bank reconciliations for sampled months for 2015, were not dated by the preparer or reviewer(s); consequently, OCI could not determine if they were completed in a timely manner.	No	
				Supporting documentation for reconciling items appearing in sampled months bank reconciliations, were not provided to OCI for review as requested.	No	
				Bank reconciliations for sampled months for 2016 were not provided to OCI as requested.	No	
Miami Dade College Culinary & Hospitality Program	Culinary Skills and Hospitality Certification Training Programs	\$ 60,000	None	Bank reconciliations for sampled months for 2016 were not dated by the preparer or reviewer(s); consequently, OCI could not determine if they were completed in a timely manner.	No	POCA received, pending review.
Report issued 10/24/16	Program Year 14-15	\$ 90,000	None	Supporting documentation for reconciling items appearing in sampled bank reconciliations were not provided to OCI for review as requested.	No	
<b>OFFICE OF MANAGEMENT AND BUDGET (OMB) TITLE 2, US CODE OF FEDERAL REGULATIONS (CFR), PART 200 REVIEWED</b>						
Final Management Decision Letters were issued for: None						
<b>PLAN OF CORRECTIVE ACTIONS (POCA) REVIEWED</b>						
Plan of Corrective Actions (POCAs) were reviewed for: Ser Jobs for Progress, Inc. (10/18/16), Community Coalition, Inc. (10/26/16).						



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 6d

**AGENDA ITEM SUBJECT:** 2015-16 FISCAL AUDIT

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

**RECOMMENDATION:** The Finance and Efficiency Council recommends to the Board the Approval of the Fiscal Year 2015-16 Agency-wide Audit, and the authorization SFWIB Staff to release a Request for Proposal for Auditing services for Fiscal Year 2017-18.

**STRATEGIC GOAL:** **STRONG WORKFORCE SYSTEM LEADERSHIP**

**STRATEGIC PROJECT:** **National leader in an ROI-focused enterprise**

### **BACKGROUND:**

On December 17, 2015, the South Florida Workforce Investment Board (SFWIB) approved the negotiation of a contract with TCBA Watson Rice, LLP to perform an external independent audit of the agency's financial records and reports for Fiscal Year 2015-16.

The SFWIB Fiscal Year 2015-2016 audit was recently completed by TCBA Watson Rice, LLP. The audit was performed pursuant to generally accepted auditing standards, government auditing standards, and the Rules of Florida's Auditor General. It included a review of internal controls as well as compliance with applicable laws and regulations.

The audit resulted in an unmodified opinion on the agency's financial statements (i.e., no significant deficiencies or material weaknesses in the internal control systems). Moreover, the OMB single audit was also deemed unmodified (i.e., no matters of noncompliance).

Mr. Thompkins, CPA presented the audit results to the members of the committee.

According to State guidelines, audit firms may be retained to perform the annual fiscal audit for up to five consecutive years. During the past five years BCA Watson Rice LLP conducted the audit, therefore SFWIB staff recommends that a new firm be selected via a competitive bid process to perform the fiscal audit for the Fiscal Year 2017-18.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 6e

**AGENDA ITEM SUBJECT:** IT PENETRATION AUDIT SERVICE

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

**RECOMMENDATION:** The Finance and Efficiency Council recommends to the Board the approval to authorize SFWIB staff to contract with BCA Watson Rice LLP for Information Technology (IT) Penetration Audit Services.

**STRATEGIC GOAL:** **STRONG, TIMELY REPORTING STANDARDS**

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

### **BACKGROUND:**

On October 15, 2015, the Board approved an allocation of \$50,000 for the procurement of IT Penetration Testing Audit Services. Subsequently, SFWIB staff released a Request for Procurement to a total of 22 accounting, consulting, and technology service firms for the performance of IT Penetration Audit Services.

Two responses were received:

1. Crowe Horwath, LLP -- \$36,000
2. BCA Watson Rice, LLP -- \$88,100

After extensive negotiations with the accounting firm of Crowe Horwath LLP, the firm decided not to proceed with the project due to their reluctance to accept the contractual terms of the SFWIB Professional Service Agreement. At the request of the Board, SFWIB staff proceeded to negotiate an agreement with the next lowest responsive bidder, BCA Watson Rice, LLP. These negotiations resulted in BCA Watson Rice lowering their initial bid and submitting a revised proposal in the amount of \$56,050.

The Finance and Efficiency Council recommends to the Board to authorize staff to contract with BCA Watson Rice, LLP, in an amount not to exceed \$56,050, to perform IT Penetration Audit Services.

**FUNDING:** All Funding Streams

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 7a

**AGENDA ITEM SUBJECT:** NEW AND EXISTING TRAINING PROVIDERS AND PROGRAMS

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

**RECOMMENDATION:** The Global Competitiveness Council recommends 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. Apex Training Center, Inc.  
New program(s):
  - HVAC Mechanic - Diploma
  - HVAC Technician - Diploma

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

## Prospective Training Vendor Program Information for: Apex Training Center Inc.

**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	
<b>Diploma/Certificate Programs</b>																					
HVAC Mechanic	Diploma	Apex Training Center 12490 NE 7th Ave Suite 205 North Miami FL, 33161	N/A	1000	10 Months	\$12,000.00	\$50.00	\$200.00	\$300.00	Included in Tuition Cost	Included in Materials Cost	Included in Tuition Cost	N/A	Included in Tuition Cost	No	0615050100	Heating, Air Conditioning, and Refrigeration Mechanics and Installers SOC 499021	\$12.04	\$19.30	HGLW	
HVAC Technician	Diploma	Apex Training Center 12490 NE 7th Ave Suite 205 North Miami FL, 33161	N/A	1350	16 Months	\$13,500.00	\$50.00	\$200.00	\$300.00	Included in Tuition Cost	Included in Materials Cost	Included in Tuition Cost	N/A	Included in Tuition Cost	No	0615050100	Heating, Air Conditioning, and Refrigeration Mechanics and Installers SOC 499021	\$12.04	\$19.30	HGLW	



COMMISSION FOR INDEPENDENT EDUCATION  
**ANNUAL LICENSE**

This is to certify that  
Apex Training Center, Inc.  
12490 NE 7th Ave Suite 205  
North Miami, Florida 33161

**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:

4/1/2016

Samuel J Ferguson  
Executive Director

3971  
License Number

John Mulhain  
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

## Apex Training Center, Inc. (ID# 3971)

### Corporation Data

**Name:** Apex Training Center, Inc.

**Foreign or Domestic:** Domestic

**Profit or Non Profit:** Profit

### Address Data

12490 NE 7th Ave Suite 205

North Miami, FL 33161

Miami-Dade County

### Contact Data

**Contact:** Mr. Stephane Lherisson

**Phone:** (786) 463 2139 **Phone Ext:**

**Fax:** (305) 407-9007

**E-Mail:** stephanewlherisson@yahoo.com

**Web Site:**

### License Data

**Lic #:** 3971 **Campus Type:** Main

**Lic Status:** Annual

**Program Specialist:** Brandon Eldridge

**Annual Review Date:** 3/31/2017

Program Title as Licensed:	Hours:		Degree Type:	Credential:
	Clock	Credit		
Electrician Assistant	720			Diploma
HVAC Helper	250			Diploma
HVAC Mechanic	1000			Diploma
HVAC Mechanic Assistant	500			Diploma
HVAC Technician	1350			Diploma

Brandon Eldridge  
Program Specialist  
Commission for Independent Education

## Florida Department of Education

### Apex Training Center, Inc. (#3971)

12490 NE 7th Ave Suite 205  
North Miami, FL 33161

[Map](#)

**Contact:** Stephane Lherisson

**Phone:** (786) 463 2139

**Fax:** (305)407-9007

**Email:** [stephanewlherisson@yahoo.com](mailto:stephanewlherisson@yahoo.com)

**Website:**

**License Status:** Annual

**Licensed Since:** 2/9/2009

Programs  
Offered

Program Title	Credential	Clock Hours	Credit Hours	CIP Code
Electrician Assistant	Diploma	720		0646030208
HVAC Helper	Diploma	250		0647020204
<b>HVAC Mechanic</b>	<b>Diploma</b>	<b>1000</b>		<b>0615050100</b>
HVAC Mechanic Assistant	Diploma	500		0647020204
<b>HVAC Technician</b>	<b>Diploma</b>	<b>1350</b>		<b>0615050100</b>



## Detail by Entity Name

### Florida Profit Corporation

APEX TRAINING CENTER, INC.

### Filing Information

Document Number	P08000065845
FEI/EIN Number	32-0254715
Date Filed	07/10/2008
State	FL
Status	ACTIVE
Last Event	AMENDMENT
Event Date Filed	10/15/2013
Event Effective Date	NONE

### Principal Address

12490 NE 7th Ave Suite 205  
NORTH MIAMI, FL 33161

Changed: 04/23/2015

### Mailing Address

12490 NE 7th Ave Suite 205  
NORTH MIAMI, FL 33161

Changed: 04/23/2015

### Registered Agent Name & Address

AB CONSULTING & ACCOUNTING SERVICES INC.  
685 NE 126TH STREET  
AB TAX CENTER BLDG.  
NORTH MIAMI, FL 33161

Name Changed: 06/25/2010

Address Changed: 05/01/2011

### Officer/Director Detail

#### **Name & Address**

Title P

LHERISSON, STEPHANE  
106 NE 203RD LANE  
MIAMI, FL 33179

Title VP

ELIAS, PATRICIA  
106 NE 203RD LANE  
MIAMI, FL 33179

## Annual Reports

<b>Report Year</b>	<b>Filed Date</b>
2013	05/01/2013
2014	04/24/2014
2015	04/23/2015

## Document Images

<a href="#">04/23/2015 -- ANNUAL REPORT</a>	<a href="#">View image in PDF format</a>
<a href="#">04/24/2014 -- ANNUAL REPORT</a>	<a href="#">View image in PDF format</a>
<a href="#">10/15/2013 -- Amendment</a>	<a href="#">View image in PDF format</a>
<a href="#">05/01/2013 -- ANNUAL REPORT</a>	<a href="#">View image in PDF format</a>
<a href="#">09/15/2012 -- ANNUAL REPORT</a>	<a href="#">View image in PDF format</a>
<a href="#">05/01/2011 -- ANNUAL REPORT</a>	<a href="#">View image in PDF format</a>
<a href="#">06/25/2010 -- ANNUAL REPORT</a>	<a href="#">View image in PDF format</a>
<a href="#">04/29/2010 -- Dom/For AR</a>	<a href="#">View image in PDF format</a>
<a href="#">05/04/2009 -- Dom/For AR</a>	<a href="#">View image in PDF format</a>
<a href="#">07/10/2008 -- Domestic Profit</a>	<a href="#">View image in PDF format</a>

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



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 7b

**AGENDA ITEM SUBJECT:** YOUTH IN HIGH POVERTY AREAS RECRUITMENT POLICY

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

**RECOMMENDATION:** The Global Competitiveness Council recommends to the Board the approval of a Youth in High Poverty Areas Recruitment Policy, as set forth below.

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

**STRATEGIC PROJECT:** **Improve service delivery outcomes**

### **BACKGROUND:**

At the November 10, 2016 Executive Committee meeting, the WIOA Youth Living in High Poverty Areas (HPA) and Poverty Rate Map was presented to Committee members to discuss the implementation of a policy. Under the Workforce Innovation and Opportunity Act (WIOA), a youth who lives in a High Poverty Area (HPA) is automatically considered by law to be low-income, for purposes of providing services.

In alignment with the SFWIB 2016-2020 Strategic Goals Operational Plan, this policy is being put forth to guide Youth Service Providers with the recruitment of “opportunity” youth residing in these designated areas. The following are the benefits of the HPA recruitment Policy:

- The HPA policy is intended to improve service delivery to youth who live in a HPA;
- The HPA will assist SFWIB increase the number of youth served in Workforce Development Area 23, and;
- The HPA will decrease the amount of paperwork needed for a family to be eligible to receive WIOA youth program services.

The Department of Economic Opportunity (DEO) developed a Poverty Rate Map that identifies whether an area qualifies as a HPA, based a threshold using the most current American Community Survey (ACS) data. Youth Providers will be required to use the DEO Poverty Rate Map for HPA eligibility determination to identify opportunity youth living in the designated areas.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

# **SFWIB YOUTH HIGH POVERTY AREAS RECRUITMENT POLICY**

## **I. OF INTEREST TO**

The Youth High Poverty Areas (HPA) Recruitment Policy should be of interest to members of the South Florida Workforce Investment Board (SFWIB), SFWIB staff, Contractors (Youth Service Providers), Training Providers, Businesses, and Youth Job Seekers in Workforce Development Area (WDA) 23 (Miami-Dade and Monroe counties).

## **II. SUBJECT**

Recruitment of Youth Living in High Poverty Areas (HPA)

## **III. PURPOSE**

The purpose of the HPA Recruitment Policy is to provide all SFWIB stakeholders with parameters regarding the recruitment of youth residing in areas of high poverty for purposes of providing WIOA services. In addition, it is put forth to align with the 2016-2020 Strategic Goals Operational Plan. This policy is expected to guide Youth Service Providers when recruiting opportunity youth who live in an HPA in WDA 23; as well as to decrease the amount of paperwork for a family to be eligible to receive WIOA program services.

## **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), Florida Statutes, Title XXXI, Chapter 445, Workforce Innovation Act of 2000; 20 CFR 681.260; 20 CFR 681.230; Violence Against Women Act of 1994; McKinney-Vento Homeless Assistance Act of 2001; Social Security Act 1935 as amended in 1965; Richard B. Russell National School Lunch Act of 1966 (42 U.S.C. 1751 et seq.) as amended through P.L. 113-79, enacted February 07, 2014.

## **V. BACKGROUND**

Under the WIOA § 129(a)(2), a youth who lives in a High Poverty Area is automatically considered by law to be low-income, for purposes of providing WIOA services. The Department of Economic Opportunity (DEO) developed a Poverty Rate Map to identify whether an area qualifies as a HPA, based on the 30 percent threshold using the most current American Community Survey (ACS) data. Youth Service Providers are required to recruit opportunity youth from designated as HPA.

## **VI. DEFINITIONS**

### **A. *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), as defined below, are eligible for youth services. (WIOA § 129(a)(1)(B) and 129(a)(1)(C) ).

## 1. Out-of-School Youth (OSY)

An OSY is an individual who is:

- a. Not attending any school (as defined under State law);
- b. Not younger than age 16 or older than age 24 at time of enrollment.

Because age eligibility is based on age at enrollment, participants may continue to receive services beyond the age of 24 once they are enrolled in the program; and

- c. One or more of the following:
  - i. A school dropout;
  - ii. A youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter. School year calendar quarter is based on how a local school district defines its school year quarters. In cases where schools do not use quarters, local programs must use calendar year quarters;
  - iii. A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is either basic skills deficient or an English language learner;
  - iv. An offender is defined as an individual who is subject to the juvenile or adult justice system (WIOA § 129(a)(1)(B)(iii)(IV);
  - v. A homeless individual aged 16 to 24 who meets the criteria defined in § 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e– 2(6)), a homeless child or youth aged 16 to 24 who meets the criteria defined in § 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a (2)) or a runaway;
  - vi. An individual in foster care or who has aged out of the foster care system or who has attained 16 years of age and left foster care for kinship guardianship or adoption, a child eligible for assistance under § 477 of the Social Security Act (42 U.S.C. 677), or in an out-of-home placement;
  - vii. An individual who is pregnant or parenting;
  - viii. An individual with a disability; or
  - ix. A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment

## 2. In-School Youth (ISY)

An ISY is an individual who is:

- a. Attending school (as defined by State law), including secondary and postsecondary school;
- b. Not younger than age 14 or (unless an individual with a disability who is attending school under State law) older than age 21 at time of enrollment. Because age eligibility is based on age at enrollment, participants may continue to receive services beyond the age of 21 once they are enrolled in the program;
- c. A low-income individual; and
- d. One or more of the following:

- i. Basic skills deficient;
- i. An English language learner;
- ii. An offender is defined as an adult or juvenile
  - a) Who is or has been subject to any stage of the criminal justice process, and for whom services under this Act may be beneficial; or
  - b) Who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.
- iii. A homeless individual aged 14 to 21 who meets the criteria defined in § 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e–2(6)), a homeless child or youth aged 14 to 21 who meets the criteria defined in § 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2)), or a runaway;
- iv. An individual in foster care or who has aged out of the foster care system or who has attained 16 years of age and left foster care for kinship guardianship or adoption, a child eligible for assistance under § 477 of the Social Security Act (42 U.S.C. 677), or in an out-of-home placement;
- v. An individual who is pregnant or parenting;
- vi. An individual with a disability; or
- vii. An individual who requires additional assistance to complete an educational program or to secure or hold employment.

**B. American Community Survey (ACS)**

The American Community Survey (ACS) helps local officials, community leaders and businesses understand the changes taking place in their communities. It is the source for detailed information about the American people and workforce that collects data on an ongoing basis, January through December, to provide every community with the information they need to make important decisions.

**C. Basic Skills Deficient**

The term “basic skills deficient” means, with respect to an individual— (A) who is a youth, that the individual has English reading, writing, or computing skills at or below the 8<sup>th</sup> grade level on a generally accepted standardized test; or (B) who is a youth or adult, that the individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual’s family, or in society. (WIOA § 3(5)(A) (B)).

**D. 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 5-Year data.

The DEO has set the State of Florida’s poverty rate threshold at a minimum 30 percent.

**E. Low Income Youth**

Under WIOA § 3(36)(iv), a youth who receives or is eligible to receive a free or reduced lunch under the Richard B. Russell National School Lunch Act, is considered to be low-income. In addition, a youth living in a high-poverty area is automatically considered to be a low-income individual.

**F. Low Income Exception**

The WIOA maintains a 5 percent low-income eligibility exception where 5 percent of Local Area youth participants who ordinarily would need to be low-income do not need to meet the low-income provision. However, because not all OSY are required to be low-income, the 5 percent low-income exception under WIOA is calculated based on the 5 percent of youth enrolled in a given program year who would ordinarily be required to meet the low-income criteria. The 5 percent low-income exception may include OSY (Reference Definitions, § VI (A) (1) (c) (iii) and (ix) of this policy), ISY, or a combination of both, not to exceed 5 percent of all WIOA youth participants served for a given program year.

**G. School**

Any secondary or post-secondary school as defined by applicable state law (Title 20 CFR, Part VI § 681.230).

**H. Secondary School**

A nonprofit institutional day or resident school, including a public secondary charter school, that provides secondary education, as determined under state law, except that the term does not include any education beyond grade 12. (Title 20 CFR Part A § 9101[38])

**I. Not Attending School**

An individual who is not attending a secondary or post-secondary school (WIOA § 129(a)(1)(B)(i)).

**J. Attending School**

Requires that the individual who is attending a secondary or post-secondary school (WIOA § 129(a)(1)(C)(i)).

**K. School Drop Out**

An individual who is no longer attending any school and who has not received a secondary school diploma or its recognized equivalent. (WIOA §3[54]), per TEGL 8-15, this term does not include individuals who dropped out of post-secondary school.

**L. Requires Additional Assistance**

1. Under WIOA § 129(a)(1)(B)(VIII), a low-income OSY who requires additional assistance to enter or complete an education program or to secure or hold employment.
2. Under WIOA, § 129(a)(1)(C)(VII), an ISY who requires additional assistance to complete an educational program or to secure or hold employment.

As it relates to both OSY and ISY, the characteristics for the youth identified for purposes of this policy, some example may include but are not limited to the following:

- a. Repeated at least one secondary grade level or are one year over age for grade;
- b. Less than a core grade point average (GPA) of 2.0;
- c. For each year of secondary education, are at least two semester credits behind the rate required to graduate from high school
- d. Emancipated youth;
- e. Aged out of foster care;
- f. A previous dropouts or have been suspended five or more times or have been expelled;
- g. Received court/agency referrals mandating school attendance;
- h. Deemed at risk of dropping out of school by a school official;
- i. Referred to or are being treated by an agency for a substance abuse related problem;
- j. Experienced recent traumatic events, are victims of abuse, or reside in an abusive environment as documented by a school official or other qualified professional;
- k. Serious emotional, medical or psychological problems as documented by a qualified professional.

## **VII. ELIGIBILITY**

### **A. *Youth Participant***

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. Youth Providers must use the DEO Poverty Rate Map to determine if an individual lives in an HPA.

1. In accordance with Title 20 CFR, Part VI § 681.210(c) the following barriers to employment are not required to be low-income:
  - a. §681.210(c)(1) - School Drop Out
  - b. §681.210(c)(2) - Compulsory School Attendance
  - c. §681.210(c)(4) - Youth Offender
  - d. §681.210(c)(5) - Homeless Youth/Runaway
  - e. §681.210(c)(6) - Foster Care
  - f. §681.210(c)(7) - Pregnant or Parenting Youth
  - g. §681.210(c)(8) - Youth with a Disability
2. Low income is not a requirement to meet eligibility for most categories for OSY under WIOA. Low income is, however, a part of the criteria for youth who need additional assistance to enter or complete educational programs or to secure or hold employment under 20 CFR §681.210(c)(3) and §681.210(c)(9):

- a. Basic Skills Deficient or an English Language Learner
  - b. Low-income individual who requires additional assistance to complete an educational program or to secure or hold employment
3. All ISY must be low-income to meet the eligibility criteria. Under WIOA §3(36) defines a youth as low income if he or she receives and/or is eligible to receive a free or reduced price lunch under the Richard B. Russell National School Lunch Act; or if he or she lives in a HPA. (WIOA § 3(36)).

**VIII. EXCEPTIONS**

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



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 8a

**AGENDA ITEM SUBJECT:** REFUGEE EMPLOYMENT AND TRAINING PROGRAM PERFORMANCE OVERVIEW

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

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Improve employment outcomes**

### **BACKGROUND:**

For Program Year (PY) 2016-17, the Refugee Employment and Training (RET) Program Contractors assisted in placing a total of 419 refugee job seekers into employment from October 1, 2016 through November 28, 2016, as compared to 723 for the same period in the previous PY. This is an overall placement decrease of 58 percent.

For the RET Program, the Year-to-Date (YTD) performance statistics reveal the following:

- 1,955 refugee job seekers enrolled in the RET Program
- 710 refugees are still working after 90 days of hire
- 506 refugees are still working after 180 days of hire
- 443 refugees are receiving health benefits through the employer

Through the efforts of the Performance Improvement Team (PIT), the RET Program Contractors and SFWIB staff continues to work diligently to enhance the quality of services offered to refugee job seekers and overall performance improvement.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 8b

**AGENDA ITEM SUBJECT:** REFUGEE EMPLOYMENT AND TRAINING PROGRAM BALANCED SCORECARD UPDATE

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

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Improve employment outcomes**

**BACKGROUND:**

The Refugee Employment and Training (RET) Balanced Scorecard Report measures the performance of RET Service Contractors. The report for Program Year (PY) 2016-17, is from October 1, 2016 through November 28, 2016.

The RET Services Contractors Balanced Scorecard Performance Summary, for the same period, shows that one of seven Contractors have either met or exceeded 65 percent of the PY 2016-17 performance measures.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

**RET SERVICES CONTRACTORS PERFORMANCE SUMMARY**

Balanced Scorecard PY '16-'17  
October 1, 2016 -November 28, 2016

<b>RET Services Contractors</b>	<b># of Performance Measures Standards Met *</b>	<b># of Performance Measures</b>	<b>% of Performance Measures Standards Met</b>
<b>Adults Mankind Organization, Inc.</b>	<b>4</b>	<b>8</b>	<b>50%</b>
<b>Arbor E &amp; T, LLC</b>	<b>5</b>	<b>8</b>	<b>63%</b>
<b>Cuban American National Council, Inc.</b>	<b>6</b>	<b>8</b>	<b>75%</b>
<b>Community Coalition, Inc.</b>	<b>3</b>	<b>8</b>	<b>38%</b>
<b>Lutheran Services of Florida, Inc.</b>	<b>3</b>	<b>8</b>	<b>38%</b>
<b>Miami Beach Latin Chamber of Commerce, Inc.</b>	<b>5</b>	<b>8</b>	<b>63%</b>
<b>Youth Co-Op, Inc.</b>	<b>3</b>	<b>8</b>	<b>38%</b>
<b>Region</b>	<b>4</b>	<b>8</b>	<b>50%</b>

ND = No data

NA = Region performance not applicable for this measure

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# CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2016 To 11/28/2016

## Regional

Regional		
	Measure	Region
1	Entered Employment Rate	4.276% 
2	Entered Employment Rate LTY	3.527% 
3	Employed on the 90th Day	58.054% 
4	Employed on the 180th Day	55.422% 
5	Health Benefits	51.273% 
6	Placements (YTD)	1,219
7	Intakes (YTD)	4,348
8	EFM Placements (YTD)	84.413% 

ND = No data

NA = Region performance not applicable for this measure

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# CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2016 To 11/28/2016

## AMO

Per Provider				
	Measure	Region	Center	
1	Entered Employment Rate	4.276%	5.093%	↑
2	Entered Employment Rate LTY		4.168%	↑
3	Employed on the 90th Day		72.139%	↓
4	Employed on the 180th Day		75.676%	↓
5	Health Benefits	51.273%	47.651%	↓
6	Placements (YTD)	1,219	207	
7	Intakes (YTD)	4,348	578	
8	EFM Placements (YTD)	84.413%	79.104%	↓

ND = No data

NA = Region performance not applicable for this measure

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# CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2016 To 11/28/2016

## Arbor E&T, LLC

Per Provider			
	Measure	Region	Center
1	Entered Employment Rate	4.276%	8.265%
2	Entered Employment Rate LTY		7.081%
3	Employed on the 90th Day		71.622%
4	Employed on the 180th Day		65.217%
5	Health Benefits	51.273%	49.091%
6	Placements (YTD)	1,219	140
7	Intakes (YTD)	4,348	558
8	EFM Placements (YTD)	84.413%	88.06%

ND = No data

NA = Region performance not applicable for this measure

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# CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2016 To 11/28/2016

## CANC

Per Provider				
	Measure	Region	Center	
1	Entered Employment Rate	4.276%	2.785%	↑
2	Entered Employment Rate LTY		2.464%	↑
3	Employed on the 90th Day		80.531%	↓
4	Employed on the 180th Day		77.419%	↓
5	Health Benefits	51.273%	58.228%	↑
6	Placements (YTD)	1,219	128	
7	Intakes (YTD)	4,348	490	
8	EFM Placements (YTD)	84.413%	95.918%	↑

ND = No data

NA = Region performance not applicable for this measure

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# CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2016 To 11/28/2016

## Community Coalition

Per Provider				
	Measure	Region	Center	
1	Entered Employment Rate	4.276%	2.319%	↑
2	Entered Employment Rate LTY		1.893%	↑
3	Employed on the 90th Day		40.909%	↓
4	Employed on the 180th Day		30.952%	↓
5	Health Benefits	51.273%	48.148%	↓
6	Placements (YTD)	1,219	116	
7	Intakes (YTD)	4,348	296	
8	EFM Placements (YTD)	84.413%	67.273%	↓

ND = No data

NA = Region performance not applicable for this measure

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# CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2016 To 11/28/2016

## Lutheran Services

Per Provider				
	Measure	Region	Center	
1	Entered Employment Rate	4.276%	3.333%	↑
2	Entered Employment Rate LTY		3.06%	↑
3	Employed on the 90th Day		49.64%	↓
4	Employed on the 180th Day		57.143%	↓
5	Health Benefits	51.273%	41.818%	↑
6	Placements (YTD)	1,219	274	
7	Intakes (YTD)	4,348	974	
8	EFM Placements (YTD)	84.413%	77.885%	↓

ND = No data

NA = Region performance not applicable for this measure

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# CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2016 To 11/28/2016

## Miami Beach Latin Chamber

Per Provider			
	Measure	Region	Center
1	Entered Employment Rate	4.276%	3.636%
2	Entered Employment Rate LTY		2.97%
3	Employed on the 90th Day		70.455%
4	Employed on the 180th Day		68.421%
5	Health Benefits	51.273%	72.727%
6	Placements (YTD)	1,219	35
7	Intakes (YTD)	4,348	103
8	EFM Placements (YTD)	84.413%	100.00%

ND = No data

NA = Region performance not applicable for this measure

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# CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2016 To 11/28/2016

## Youth Co-Op

Per Provider				
	Measure	Region	Center	
1	Entered Employment Rate	4.276%	5.02%	↑
2	Entered Employment Rate LTY		3.803%	↑
3	Employed on the 90th Day		51.365%	↓
4	Employed on the 180th Day		42.988%	↓
5	Health Benefits	51.273%	57.095%	↑
6	Placements (YTD)	1,219	319	
7	Intakes (YTD)	4,348	1,349	
8	EFM Placements (YTD)	84.413%	62.121%	↓

ND = No data

NA = Region performance not applicable for this measure

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## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 8c

**AGENDA ITEM SUBJECT:** WORKFORCE SERVICES BALANCED SCORECARD AND JOB PLACEMENTS UPDATE

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

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Conduct an analysis of Career Centers**

### **BACKGROUND:**

The Balanced Scorecard measures the performance of the Workforce Development Area's (WDA) Service Partners. The report for Program Year (PY) 2016-17, is from July 1, 2016 through November 28, 2016.

The PY 2016-17 Balanced Scorecard Performance Summary for the same period indicates 9 of the 14 Workforce Services locations are meeting the required 65 percent of the measures.

The WDA's Balanced Scorecard Job Placements Year-to-Date (YTD) summary report, for the period of July 1, 2016 through November 28, 2016, shows the area had a total of 27,891 job placements; which is 111.8 percent of the minimum standard and 103.4 percent of the maximum standard.

- Six of the 14 Workforce Services contracts have met or exceeded their minimum YTD Job Placements standard
- Ten of the 14 Workforce Services contracts have met or exceeded their maximum YTD Job Placements standard

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

<b>WORKFORCE SERVICES CONTRACTORS PERFORMANCE SUMMARY</b>				
<b>Balanced Scorecard PY '16-'17 (July 1, 2016 through Nov 28, 2016)</b>				
<b>A Contractor must meet or exceed 65% of the Balanced Scorecard Performance Measures</b>				
<b>Workforce Services Contractors</b>	<b>Workforce Services Locations</b>	<b># of Performance Measures Standards Met</b>	<b># of Performance Measures</b>	<b>% of Performance Measures Standards Met</b>
Arbor E & T, LLC	Hialeah Downtown Career Center	15	18	83.3%
	Carol City Career Center	14	18	77.8%
	Miami Beach Career Center	11	18	61.1%
	Opa-Locka Career Center	10	18	55.6%
City of Miami	City of Miami Career Center	10	18	55.6%
Ser Jobs for Progress, Inc.	North Miami Beach Career Center	10	18	55.6%
Transition, Inc.	Transition ** Offender Service Center	5	16	31.3%
Youth Co-Op, Inc.	Florida Keys Career Center	11	18	61.1%
	Homestead Career Center	13	18	72.2%
	Little Havana Career Center	13	18	72.2%
	Northside Career Center	13	18	72.2%
	Perrine Career Center	16	18	88.9%
	South Miami Career Center	11	15	73.3%
	West Dade Career Center	12	18	66.7%
<b>Region</b>	All	13	18	72.2%

\*\* Transition Inc. doesn't have 2 CAP and 1 SNAP for a total of 16 performance measures.

\*\*\* The SNAP EER is not calculated as the program is currently under review.

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

## Regional

Performance			
	Measure	Standard	Region
1	Level of Services for Special Groups	88.929%	100.00%
2	Training Completion Rate	70%	92.958%
3	Training Completion Placement Rate	70%	93.939%
4	Training Related Placements	70%	83.871%
5	Job Openings Index	4,006	13,085
6	WP Entered Employment Rate	55%	55.20%
7	WIA Adult & Dislocated Worker EER	93%	99.936%
8	CAP Entered Employment Rate	38%	43.085%
9	CAP Participation Rate	55%	45.28%
10	Short-Term Veterans EER	51%	50.94%
11	SNAP EER	30%	3.14%
12	Number of Training Enrollments	948	836
13	Employment (Obtained and Direct)	26,961	27,891
14	Employment Average Wage	\$13.87	\$10.48
15	Employers Served	8,048	11,562
16	Employer Services (Level 1)	3,911	6,434
Economic Impact			
17	Cost Per Placement	\$576.61	\$327.92
18	Net Economic Benefit	\$27,452.54	\$21,475.35
19	Return on the Investment	\$43.75	\$65.67

<b>Number of Performance Measures Met</b>	<b>13</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>72.2%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Arbor E&T, LLC

Carol City center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.627%	100.00%	8.181%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	80.00%
4	Training Related Placements	70%	83.871%	100.00%
5	Job Openings Index	343	13,085	954
6	WP Entered Employment Rate	55%	55.20%	71.907%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	50.233%
9	CAP Participation Rate	55%	45.28%	50.78%
10	Short-Term Veterans EER	51%	50.94%	46.154%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	75	836	81
13	Employment (Obtained and Direct)	2,498	27,891	2,786
14	Employment Average Wage	\$13.87	\$10.48	\$10.26
15	Employers Served	689	11,562	895
16	Employer Services (Level 1)	335	6,434	459
Economic Impact				
17	Cost Per Placement	\$524.91	\$327.92	\$301.80
18	Net Economic Benefit	\$27,494.27	\$21,475.35	\$21,045.66
19	Return on the Investment	\$46.94	\$65.67	\$69.73

<b>Number of Performance Measures Met</b>	<b>14</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>77.8%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Arbor E&T, LLC

Hialeah Downtown center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.15%	100.00%	7.202%
2	Training Completion Rate	70%	92.958%	83.333%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	100.00%
5	Job Openings Index	363	13,085	2,511
6	WP Entered Employment Rate	55%	55.20%	66.295%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	44.444%
9	CAP Participation Rate	55%	45.28%	64.371%
10	Short-Term Veterans EER	51%	50.94%	63.158%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	65	836	58
13	Employment (Obtained and Direct)	2,012	27,891	2,439
14	Employment Average Wage	\$13.87	\$10.48	\$10.25
15	Employers Served	730	11,562	1,106
16	Employer Services (Level 1)	355	6,434	635
Economic Impact				
17	Cost Per Placement	\$530.62	\$327.92	\$328.65
18	Net Economic Benefit	\$27,493.47	\$21,475.35	\$20,991.97
19	Return on the Investment	\$46.87	\$65.67	\$63.87

<b>Number of Performance Measures Met</b>	<b>15</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>83.3%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Arbor E&T, LLC

Miami Beach center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	2.599%	100.00%	5.125%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	0.00%
5	Job Openings Index	239	13,085	622
6	WP Entered Employment Rate	55%	55.20%	39.334%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	54.286%
9	CAP Participation Rate	55%	45.28%	45.122%
10	Short-Term Veterans EER	51%	50.94%	60.465%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	25	836	20
13	Employment (Obtained and Direct)	853	27,891	799
14	Employment Average Wage	\$13.87	\$10.48	\$11.23
15	Employers Served	480	11,562	556
16	Employer Services (Level 1)	233	6,434	295
Economic Impact				
17	Cost Per Placement	\$530.60	\$327.92	\$369.06
18	Net Economic Benefit	\$27,486.82	\$21,475.35	\$22,996.41
19	Return on the Investment	\$46.34	\$65.67	\$62.31

<b>Number of Performance Measures Met</b>	<b>11</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>61.1%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Arbor E&T, LLC

Opa Locka center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	2.038%	100.00%	2.229%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	100.00%
5	Job Openings Index	188	13,085	359
6	WP Entered Employment Rate	55%	55.20%	51.878%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	32.609%
9	CAP Participation Rate	55%	45.28%	38.247%
10	Short-Term Veterans EER	51%	50.94%	30.769%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	20	836	23
13	Employment (Obtained and Direct)	669	27,891	499
14	Employment Average Wage	\$13.87	\$10.48	\$10.66
15	Employers Served	377	11,562	284
16	Employer Services (Level 1)	183	6,434	235
Economic Impact				
17	Cost Per Placement	\$522.08	\$327.92	\$412.56
18	Net Economic Benefit	\$27,493.27	\$21,475.35	\$21,765.65
19	Return on the Investment	\$46.86	\$65.67	\$52.76

<b>Number of Performance Measures Met</b>	<b>10</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>55.6%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

City of Miami

City of Miami center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	5.714%	100.00%	8.806%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	100.00%
5	Job Openings Index	286	13,085	471
6	WP Entered Employment Rate	55%	55.20%	57.922%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	26.994%
9	CAP Participation Rate	55%	45.28%	25.21%
10	Short-Term Veterans EER	51%	50.94%	62.50%
11	SNAP EER	30%	32.143%	0.00%
12	Number of Training Enrollments	55	836	199
13	Employment (Obtained and Direct)	1,873	27,891	1,779
14	Employment Average Wage	\$13.87	\$10.48	\$10.51
15	Employers Served	575	11,562	828
16	Employer Services (Level 1)	279	6,434	591
Economic Impact				
17	Cost Per Placement	\$525.97	\$327.92	\$652.35
18	Net Economic Benefit	\$27,498.01	\$21,475.35	\$21,216.57
19	Return on the Investment	\$47.25	\$65.67	\$32.52

<b>Number of Performance Measures Met</b>	<b>10</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>55.6%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

SER-Jobs For Progress, Inc.

North Miami Beach center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	8.909%	100.00%	7.487%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	90.00%
4	Training Related Placements	70%	83.871%	66.667%
5	Job Openings Index	418	13,085	1,477
6	WP Entered Employment Rate	55%	55.20%	53.156%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	35.252%
9	CAP Participation Rate	55%	45.28%	38.402%
10	Short-Term Veterans EER	51%	50.94%	64.706%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	90	836	33
13	Employment (Obtained and Direct)	2,914	27,891	3,592
14	Employment Average Wage	\$13.87	\$10.48	\$11.57
15	Employers Served	841	11,562	1,475
16	Employer Services (Level 1)	408	6,434	732
Economic Impact				
17	Cost Per Placement	\$525.97	\$327.92	\$189.79
18	Net Economic Benefit	\$27,496.00	\$21,475.35	\$23,874.97
19	Return on the Investment	\$47.08	\$65.67	\$125.79

<b>Number of Performance Measures Met</b>	<b>10</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>55.6%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Transition Inc

Transition Offender Service center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	3.435%	100.00%	6.105%
2	Training Completion Rate	70%	92.958%	50.00%
3	Training Completion Placement Rate	70%	93.939%	66.667%
4	Training Related Placements	70%	83.871%	50.00%
5	Job Openings Index	28	13,085	231
6	WP Entered Employment Rate	55%	55.20%	52.759%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	50.00%
8	CAP Entered Employment Rate	38%	43.085%	14.286%
9	CAP Participation Rate	55%	45.28%	0.00%
10	Short-Term Veterans EER	51%	50.94%	50.00%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	50	836	47
13	Employment (Obtained and Direct)	392	27,891	384
14	Employment Average Wage	\$13.87	\$10.48	\$9.99
15	Employers Served	55	11,562	112
16	Employer Services (Level 1)	27	6,434	7
Economic Impact				
17	Cost Per Placement	\$1,649.85	\$327.92	\$901.25
18	Net Economic Benefit	\$25,681.80	\$21,475.35	\$19,878.57
19	Return on the Investment	\$10.71	\$65.67	\$22.06

<b>Number of Performance Measures Met</b>	<b>5</b>
<b>Number of Performance Measures</b>	<b>16</b>
<b>Percent of Performance Measures Met</b>	<b>31.3%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Youth Co-Op

Florida Keys center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.675%	100.00%	2.25%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	66.667%
4	Training Related Placements	70%	83.871%	100.00%
5	Job Openings Index	78	13,085	359
6	WP Entered Employment Rate	55%	55.20%	56.522%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	75.00%
9	CAP Participation Rate	55%	45.28%	57.143%
10	Short-Term Veterans EER	51%	50.94%	48.276%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	100	836	6
13	Employment (Obtained and Direct)	764	27,891	621
14	Employment Average Wage	\$13.87	\$10.48	\$11.59
15	Employers Served	156	11,562	285
16	Employer Services (Level 1)	76	6,434	85
Economic Impact				
17	Cost Per Placement	\$1,649.85	\$327.92	\$941.86
18	Net Economic Benefit	\$26,111.12	\$21,475.35	\$23,174.49
19	Return on the Investment	\$13.26	\$65.67	\$24.61

<b>Number of Performance Measures Met</b>	<b>11</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>61.1%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Youth Co-Op

Homestead center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	6.604%	100.00%	5.987%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	100.00%
5	Job Openings Index	272	13,085	496
6	WP Entered Employment Rate	55%	55.20%	59.15%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	57.353%
9	CAP Participation Rate	55%	45.28%	56.798%
10	Short-Term Veterans EER	51%	50.94%	28.125%
11	SNAP EER	30%	32.143%	71.429%
12	Number of Training Enrollments	65	836	71
13	Employment (Obtained and Direct)	2,161	27,891	1,825
14	Employment Average Wage	\$13.87	\$10.48	\$9.83
15	Employers Served	546	11,562	600
16	Employer Services (Level 1)	266	6,434	342
Economic Impact				
17	Cost Per Placement	\$528.87	\$327.92	\$364.16
18	Net Economic Benefit	\$27,493.38	\$21,475.35	\$20,079.74
19	Return on the Investment	\$46.87	\$65.67	\$55.14

<b>Number of Performance Measures Met</b>	<b>13</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>72.2%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Youth Co-Op

Little Havana center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	7.512%	100.00%	8.89%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	100.00%
5	Job Openings Index	350	13,085	2,278
6	WP Entered Employment Rate	55%	55.20%	59.742%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	42.857%
9	CAP Participation Rate	55%	45.28%	53.676%
10	Short-Term Veterans EER	51%	50.94%	50.00%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	80	836	63
13	Employment (Obtained and Direct)	2,458	27,891	2,370
14	Employment Average Wage	\$13.87	\$10.48	\$9.95
15	Employers Served	703	11,562	1,460
16	Employer Services (Level 1)	342	6,434	561
Economic Impact				
17	Cost Per Placement	\$533.69	\$327.92	\$281.77
18	Net Economic Benefit	\$27,493.23	\$21,475.35	\$20,407.37
19	Return on the Investment	\$46.86	\$65.67	\$72.43

<b>Number of Performance Measures Met</b>	<b>13</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>72.2%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Youth Co-Op

Northside center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	9.354%	100.00%	10.577%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	100.00%
5	Job Openings Index	533	13,085	894
6	WP Entered Employment Rate	55%	55.20%	59.562%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	35.223%
9	CAP Participation Rate	55%	45.28%	52.692%
10	Short-Term Veterans EER	51%	50.94%	58.333%
11	SNAP EER	30%	32.143%	100.00%
12	Number of Training Enrollments	95	836	84
13	Employment (Obtained and Direct)	3,062	27,891	2,668
14	Employment Average Wage	\$13.87	\$10.48	\$9.69
15	Employers Served	1,071	11,562	1,078
16	Employer Services (Level 1)	520	6,434	561
Economic Impact				
17	Cost Per Placement	\$526.51	\$327.92	\$235.56
18	Net Economic Benefit	\$27,494.27	\$21,475.35	\$19,915.06
19	Return on the Investment	\$46.94	\$65.67	\$84.54

<b>Number of Performance Measures Met</b>	<b>13</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>72.2%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Youth Co-Op

Perrine center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	9.292%	100.00%	12.619%
2	Training Completion Rate	70%	92.958%	93.75%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	86.667%
5	Job Openings Index	356	13,085	936
6	WP Entered Employment Rate	55%	55.20%	63.357%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	53.191%
9	CAP Participation Rate	55%	45.28%	55.063%
10	Short-Term Veterans EER	51%	50.94%	62.766%
11	SNAP EER	30%	32.143%	0.00%
12	Number of Training Enrollments	90	836	90
13	Employment (Obtained and Direct)	3,043	27,891	3,515
14	Employment Average Wage	\$13.87	\$10.48	\$10.65
15	Employers Served	716	11,562	866
16	Employer Services (Level 1)	348	6,434	513
Economic Impact				
17	Cost Per Placement	\$525.91	\$327.92	\$323.00
18	Net Economic Benefit	\$27,496.36	\$21,475.35	\$21,825.88
19	Return on the Investment	\$47.11	\$65.67	\$67.57

<b>Number of Performance Measures Met</b>	<b>16</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>88.9%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Youth Co-Op

South Miami

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	1.86%	100.00%	2.632%
2	Training Completion Rate	70%	92.958%	ND
3	Training Completion Placement Rate	70%	93.939%	ND
4	Training Related Placements	70%	83.871%	ND
5	Job Openings Index	77	13,085	290
6	WP Entered Employment Rate	55%	55.20%	33.55%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	30.435%
9	CAP Participation Rate	55%	45.28%	31.304%
10	Short-Term Veterans EER	51%	50.94%	23.077%
11	SNAP EER	30%	32.143%	ND
12	Number of Training Enrollments	19	836	5
13	Employment (Obtained and Direct)	610	27,891	684
14	Employment Average Wage	\$13.87	\$10.48	\$9.45
15	Employers Served	154	11,562	477
16	Employer Services (Level 1)	75	6,434	293
Economic Impact				
17	Cost Per Placement	\$529.64	\$327.92	\$175.07
18	Net Economic Benefit	\$27,483.59	\$21,475.35	\$19,490.08
19	Return on the Investment	\$46.08	\$65.67	\$111.33

<b>Number of Performance Measures Met</b>	<b>11</b>
<b>Number of Performance Measures</b>	<b>15</b>
<b>Percent of Performance Measures Met</b>	<b>73.3%</b>

# CSSF Balanced Scorecard Report

Report Date: 7/1/2016 To 11/29/2016

Youth Co-Op

West Dade center

Performance				
	Measure	Standard	Region	Center
1	Level of Services for Special Groups	11.161%	100.00%	11.626%
2	Training Completion Rate	70%	92.958%	100.00%
3	Training Completion Placement Rate	70%	93.939%	100.00%
4	Training Related Placements	70%	83.871%	75.00%
5	Job Openings Index	475	13,085	1,207
6	WP Entered Employment Rate	55%	55.20%	54.176%
7	WIA Adult & Dislocated Worker EER	93%	99.936%	100.00%
8	CAP Entered Employment Rate	38%	43.085%	34.375%
9	CAP Participation Rate	55%	45.28%	53.012%
10	Short-Term Veterans EER	51%	50.94%	53.659%
11	SNAP EER	30%	32.143%	0.00%
12	Number of Training Enrollments	119	836	56
13	Employment (Obtained and Direct)	3,652	27,891	3,930
14	Employment Average Wage	\$13.87	\$10.48	\$11.40
15	Employers Served	955	11,562	1,538
16	Employer Services (Level 1)	464	6,434	1,125
Economic Impact				
17	Cost Per Placement	\$535.26	\$327.92	\$262.25
18	Net Economic Benefit	\$27,493.71	\$21,475.35	\$23,451.00
19	Return on the Investment	\$46.89	\$65.67	\$89.42

<b>Number of Performance Measures Met</b>	<b>12</b>
<b>Number of Performance Measures</b>	<b>18</b>
<b>Percent of Performance Measures Met</b>	<b>66.7%</b>



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 8d

**AGENDA ITEM SUBJECT:** WORKFORCE SERVICES REGIONAL PERFORMANCE OVERVIEW

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

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

### **BACKGROUND:**

The Florida Department of Economic Opportunity (DEO) Monthly Management Report (MMR) for the state's 24 Regional Workforce Boards, reveal the following 2016-17 Program Year (PY) performance statics for the Region during the period of July 1, 2016 through October 31, 2016:

- A total of 19,664 job seekers placed into jobs exited the system as compared to 17,872 for the same period during the previous PY. This is a 10 percent increase.
- The Wagner-Peyser Entered Employment Rate (EER) is 57.2 percent and is ranked 5<sup>th</sup>.
- The Veterans Program EER is 64.8 percent and is ranked 3<sup>rd</sup>.
- The Career Advancement Program (CAP) / Welfare Transition (WT) Program All Family Participation Rate is 45.3 percent and is ranked 8<sup>th</sup>.
- The CAP / WT Program EER is 36.9 percent and is ranked 8<sup>th</sup>.

The Monthly Job Placement Report, developed by the Florida DEO and CareerSource Florida, shows the Region placed 31,229 job seekers into jobs for PY 2016-2017 from July through October as compared to 26,819 for the same period in PY 2015-2016. This is a 16.5 percent increase. Region 23 (CareerSource South Florida) makes up 21.2 percent of the State's total number of placements.

Through the efforts of the Performance Improvement Teams (PIT), the Workforce Services Contractors and SFWIB staff continues to work diligently to enhance the quality of the Workforce Services delivery system and overall performance improvement.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

**DEO Monthly Management Report**  
**July 1, 2016 through October 31, 2016 (Year-to-Date)**

Wagner-Peyser Entered Employment Rate					
Rank	Prev. Rank	Region	Entered Employment	Job Seekers with 90 Days of No Service	Performance
1	2	14	6,406	8,894	72.0 %
2	1	9	1,187	1,685	70.4 %
3	5	15	9,267	14,441	64.2 %
4	3	16	2,637	4,395	60.0 %
5	4	23	19,664	34,397	57.2 %
6	6	13	2,678	6,551	40.9 %
7	7	19	1,022	2,508	40.7 %
8	9	7	620	1,565	39.6 %
9	11	2	820	2,127	38.6 %
10	8	10	2,278	6,023	37.8 %
11	10	24	2,946	8,295	35.5 %
12	12	12	6,830	19,281	35.4 %
13	13	3	667	1,893	35.2 %
14	19	20	1,756	4,994	35.2 %
15	14	11	2,074	6,069	34.2 %
16	12	17	2,153	6,398	33.7 %
17	15	6	815	2,434	33.5 %
18	16	4	940	2,857	32.9 %
19	18	18	1,834	5,633	32.6 %
20	21	21	4,095	12,893	31.8 %
21	24	22	5,983	18,859	31.7 %
22	23	1	1,942	6,318	30.7 %
23	22	8	3,422	12,142	28.2 %
24	20	5	2,024	7,308	27.7 %
		<b>SW</b>	<b>84,060</b>	<b>197,960</b>	<b>42.5 %</b>

Veterans Entered Employment Rate					
Rank	Prev. Rank	Region	Vets Placed after 90 Days of No Service	Vets with 90 Days of No Service	Performance
1	3	16	169	242	69.8 %
2	1	9	74	111	66.7 %
3	2	23	307	474	64.8 %
4	4	14	306	531	57.6 %
5	9	15	376	784	48.0 %
6	6	3	77	180	42.8 %
7	8	20	116	287	40.4 %
8	5	13	254	647	39.3 %
9	13	1	541	1,390	38.9 %
10	7	7	44	113	38.9 %
11	15	22	264	709	37.2 %
12	19	19	46	125	36.8 %
13	11	10	143	396	36.1 %
14	17	21	167	489	34.2 %
15	18	12	363	1,082	33.5 %
16	12	17	108	322	33.5 %
17	21	2	152	455	33.4 %
18	20	11	137	414	33.1 %
19	10	24	114	344	33.1 %
20	14	4	96	292	32.9 %
21	16	18	82	258	31.8 %
22	24	6	33	117	28.2 %
23	22	8	340	1,227	27.7 %
24	23	5	127	464	27.4 %
		<b>SW</b>	<b>4,436</b>	<b>11,453</b>	<b>38.7 %</b>

**DEO Monthly Management Report**  
**July 1, 2016 through October 31, 2016 (Year-to-Date)**

Welfare Transition Participation Rate (All Family)					
Rank	Prev. Rank	Region	Work Engaged	Received TANF	Performance
1	1	22	1,392	2,325	59.9 %
2	3	21	416	740	56.2 %
3	2	14	712	1,331	53.5 %
4	4	15	835	1,612	51.8 %
5	5	11	745	1,480	50.3 %
6	6	16	419	868	48.3 %
7	9	17	409	888	46.1 %
8	7	23	2,005	4,430	45.3 %
9	8	12	1,259	2,872	43.8 %
10	10	6	62	151	41.1 %
11	13	9	162	429	37.8 %
12	11	5	388	1,093	35.5 %
13	14	24	182	529	34.4 %
14	12	1	208	611	34.0 %
15	15	8	988	3,061	32.3 %
16	16	10	218	711	30.7 %
17	18	4	37	128	28.9 %
18	17	7	53	197	26.9 %
19	21	20	81	361	22.4 %
20	20	3	28	127	22.0 %
21	19	13	50	232	21.6 %
22	22	18	128	730	17.5 %
23	24	2	35	210	16.7 %
24	23	19	19	115	16.5 %
		<b>SW</b>	<b>10,831</b>	<b>25,231</b>	<b>42.9 %</b>

Welfare Transition Entered Employment Rate					
Rank	Prev. Rank	Region	Closed Due To Earnings	Cases Closed	Performance
1	1	14	309	651	47.5 %
2	5	22	433	965	44.9 %
3	2	15	380	878	43.3 %
4	10	17	169	413	40.9 %
5	3	16	148	375	39.5 %
6	4	11	205	537	38.2 %
7	8	12	505	1,331	37.9 %
8	6	23	695	1,885	36.9 %
9	9	24	104	294	35.4 %
10	7	19	26	77	33.8 %
11	14	8	429	1,324	32.4 %
12	12	21	106	335	31.6 %
13	19	2	29	93	31.2 %
14	17	20	53	170	31.2 %
15	22	4	23	74	31.1 %
16	11	9	44	143	30.8 %
17	15	10	104	343	30.3 %
18	13	18	129	429	30.1 %
19	16	13	44	147	29.9 %
20	18	5	92	314	29.3 %
21	20	1	108	382	28.3 %
22	21	7	24	86	27.9 %
23	24	6	17	69	24.6 %
24	23	3	16	76	21.1 %
		<b>SW</b>	<b>4,192</b>	<b>11,391</b>	<b>36.8 %</b>

Regional CareerSource Workforce Boards		
Region		CareerSource Workforce Board
8		CareerSource Brevard
12		CareerSource Central Florida
14		CareerSource Pinellas
15		CareerSource Tampa Bay
21		CareerSource Palm Beach County
22		CareerSource Broward
23		CareerSource South Florida
24		CareerSource Southwest Florida





## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 8e

**AGENDA ITEM SUBJECT:** YOUTH PARTNERS AND REGIONAL PERFORMANCE

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

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

### **BACKGROUND:**

Performance Measures for the Youth Partners in the Workforce Development Area (WDA) covering the reporting period from July 1, 2016 through November 28, 2016, as represented on the State's Monthly Management Report (MMR). The MMR provides a snapshot of the performance data present in the Management Information System on the last day of each month.

The details are as follows:

- 92/92 Credential Attainment Measure (Column 1) exited the program with outcomes (obtained a credential/diploma, post-secondary education, advanced/training qualified apprenticeships, military, employment). The WDA's credential attainment positive outcome performance measure is 100%.
- 392/470 Measurable Skills Gain (Column 2) attained and increased in their youth skill attainment performance measure (basic skills, work readiness skills, and occupational skills). The WDA's youth skill attainment performance measure is 83%.
- 66/66 In-School Youth (Column 3) exited the program with a positive outcome (obtained a credential/diploma, post-secondary education, advanced training/qualified apprenticeships, military, employment). The WDA's In-School Youth positive outcome performance measure is 100%.
- 26/26 Out-of-School Youth (Column 4) exited the program with a positive outcome (obtained a credential/diploma, post-secondary education, advanced training/qualified apprenticeships, military, employment). The WDA's Out-of-School Youth positive outcome performance measure is 100%.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

**WIOA YOUTH SERVICE PARTNERS PERFORMANCE - July 1, 2016 - November 28, 2016**

Youth Service Partners	Credential Attainment Measure (100%) COLUMN #1			Measurable Skills Gain (Youth Skill Attainment Performance Measure) (90%) COLUMN #2			In School Youth Positive Outcome Performance Measure (90%) COLUMN #3			Out of School Youth Positive Outcome Performance Measure (90%) COLUMN #4		
	# to be Met	# Met	% of Standard Met	# to be Met	# Met	% of Standard Met	# to be Met	# Met	% of Standard Met	# to be Met	# Met	% of Standard Met
<b><i>IN-SCHOOL PROGRAM</i></b>												
Adult Mankind Organization	9	9	100%	82	69	84%	9	9	100%			
Cuban National Council	44	44	100%	58	49	84%	44	44	100%			
Youth Co-Op Monroe	3	3	100%	11	11	100%	3	3	100%			
Youth Co-Op Miami-Dade	10	10	100%	61	56	92%	10	10	100%			
<b>YEAR-TO-DATE PERFORMANCE</b>	<b>66</b>	<b>66</b>	<b>100%</b>	<b>212</b>	<b>185</b>	<b>87%</b>	<b>66</b>	<b>66</b>	<b>100%</b>			
<b><i>OUT-OF-SCHOOL PROGRAM</i></b>												
Adult Mankind Organization	3	3	100%	60	44	73%				3	3	100%
Community Coalition	1	1	100%	33	30	91%				1	1	100%
Cuban American National Council	N/D	N/D	N/D	39	20	51%				N/D	N/D	N/D
Greater Miami Service Corps	N/D	N/D	N/D	36	32	89%				N/D	N/D	N/D
Youth Co-Op Monroe	2	2	100%	9	9	100%				2	2	100%
Youth Co-Op Miami-Dade	20	20	100%	81	72	89%				20	20	100%
<b>YEAR-TO-DATE PERFORMANCE</b>	<b>26</b>	<b>26</b>	<b>100%</b>	<b>258</b>	<b>207</b>	<b>80%</b>				<b>26</b>	<b>26</b>	<b>100%</b>
<b>REGIONAL PERFORMANCE</b>	<b>92</b>	<b>92</b>	<b>100%</b>	<b>470</b>	<b>392</b>	<b>83%</b>	<b>66</b>	<b>66</b>	<b>100%</b>	<b>26</b>	<b>26</b>	<b>100%</b>



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 12/15/2016

**AGENDA ITEM NUMBER:** 8f

**AGENDA ITEM SUBJECT:** CONSUMER REPORT CARD UPDATE

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

**RECOMMENDATION:** N/A

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

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

### **BACKGROUND:**

The South Florida Workforce Investment Board (SFWIB) Individual Training Account (ITA) Policy requires the monitoring of the performance of SFWIB approved Training Vendors. Accordingly, staff developed and implemented the Consumer Report Card Tool. The tool is an online report that updates ITA performance on a daily basis. The goal of the tool is to function as an "ITA Consumer Report Card", enabling the consumer (participant) as well as the Career Advisor the ability to check on the success of individual programs and to evaluate the economic benefit per placement by program.

The attached Program Year (PY) 2016-2017 Consumer Report Card table, dated December 1, 2016, indicates that the South Florida Workforce Investment Board generated \$1,982,668.52 of wages into the South Florida regional economy. For every dollar spent on training, SFWIB obtained a return of \$4.23. Eighty-nine percent of training services participants completed classroom training. Of those completing training, 92 percent have obtained employment with an average wage of \$17.33. Eighty-three percent of the participants were placed in a training-related occupation. The net economic benefit per placement is \$29,156.89.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

# Consumer Report Card

07/01/2016 - 06/30/2017

Training Agent	Total Outcome	Number of Completions	Number of Placements	% of Placements	# of Training Related Placements	% of Total Training Related Placements	Training Expenditures			Economic Benefit		Net Economic Benefit Per Placement	Value Added per Placement
							Avg. Cost Per Participant	Total Completion Expenditures	Total Expenditure Per Placement	Average Wage	Average Economic Benefit		
Compu-Med Vocational Career Corp - Hialeah	1	1	1	100.00 %	1	100.00 %	\$ 1,171.09	\$ 1,171.09	\$ 1,171.09	\$ 8.50	\$ 17,680.00	\$ 16,508.91	\$ 14.10
Dade Institute of Technology - Main Campus	4	4	4	100.00 %	1	25.00 %	\$ 6,893.68	\$ 27,574.72	\$ 6,893.68	\$ 8.88	\$ 18,460.00	\$ 11,566.32	\$ 1.68
Florida International University (RDB1003)	1	1	1	100.00 %	1	100.00 %	\$ 5,420.16	\$ 5,420.16	\$ 5,420.16	\$ 8.05	\$ 16,744.00	\$ 11,323.84	\$ 2.09
Florida Vocational Institute	5	3	3	100.00 %	3	100.00 %	\$ 2,859.17	\$ 8,577.51	\$ 2,859.17	\$ 9.43	\$ 19,621.33	\$ 16,762.16	\$ 5.86
Life-Line Med Training	1	1	1	100.00 %	-	0.00 %	\$ 465.00	\$ 465.00	\$ 465.00	\$ 10.00	\$ 20,800.00	\$ 20,335.00	\$ 43.73
Management Resources College	1	-	-	0.00 %	-	0.00 %	\$ 2,000.00	-	-	-	-	-	-
Metropolitan Trucking and Technical Institute	3	1	-	0.00 %	-	0.00 %	\$ 1,298.88	\$ 1,298.88	-	-	-	-	-
Miami-Dade College	5	3	-	0.00 %	-	0.00 %	\$ 2,641.86	\$ 7,925.58	-	-	-	-	-
New Horizons	19	19	17	89.47 %	16	94.12 %	\$ 9,736.84	\$ 185,000.00	\$ 10,882.35	\$ 21.54	\$ 44,798.31	\$ 33,915.95	\$ 3.12
Sullivan & Cogliano Training Centers, Inc. Kendall	17	15	15	100.00 %	12	80.00 %	\$ 5,808.65	\$ 87,129.71	\$ 5,808.65	\$ 15.75	\$ 32,757.23	\$ 26,948.58	\$ 4.64
The Academy -- Fort Lauderdale Campus	1	1	1	100.00 %	-	0.00 %	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10.00	\$ 20,800.00	\$ 10,800.00	\$ 1.08
The Academy -- Miami Campus	16	16	16	100.00 %	14	87.50 %	\$ 9,028.44	\$ 144,455.00	\$ 9,028.44	\$ 21.45	\$ 44,616.00	\$ 35,587.56	\$ 3.94
The CDL School, Inc.	9	9	9	100.00 %	9	100.00 %	\$ 2,222.22	\$ 20,000.00	\$ 2,222.22	\$ 14.76	\$ 30,703.11	\$ 28,480.89	\$ 12.82
	<b>83</b>	<b>74</b>	<b>68</b>	<b>91.89 %</b>	<b>57</b>	<b>83.82 %</b>	<b>\$ 6,340.18</b>	<b>\$ 469,173.16</b>	<b>\$ 6,899.61</b>	<b>\$ 17.33</b>	<b>\$ 36,056.49</b>	<b>\$ 29,156.89</b>	<b>\$ 4.23</b>