



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
GLOBAL TALENT AND COMPETITIVENESS (GTC)
COUNCIL MEETING
Thursday, December 15, 2016
8:00 AM**

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

AGENDA

1. Call to Order and Introductions
2. Approval of GTC Council Meeting Minutes
 - A. October 20, 2016
3. Recommendation as to Approval of New Training Vendors and Programs
4. Recommendation as to Approval of a Youth High Poverty Area Recruitment Policy



SFWIB GLOBAL TALENT AND COMPETITIVENESS COUNCIL

AGENDA ITEM NUMBER:

DATE: October 20, 2016 at 8:00AM

AGENDA ITEM SUBJECT: MEETING MINUTES

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

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

Agenda items are displayed in the order they were discussed.

1. Call to Order

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

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

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

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

3. Information – Summer Youth Employment Program

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

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

4. Information – National Flight Academy

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Mr. Beasley presented the item.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



SFWIB GLOBAL TALENT AND COMPETITIVENESS COUNCIL

AGENDA ITEM NUMBER:

DATE: December 15, 2016 at 8:00AM

AGENDA ITEM SUBJECT: MEETING MINUTES

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

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

Agenda items are displayed in the order they were discussed.

1. Call to Order

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

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

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

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

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

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

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

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

Mr. Roth noted that he supports this initiative.

There was continued discussion.

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

[Mr. Thomas Roth left the meeting room]

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

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

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

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

[Vice-Chairman del Valle left the meeting room]

SFWIB Chairman Piedra requested the committee discuss item#4.

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

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

Youth Programs Manager Tomara Graham presented the item.

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

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

And further details regarding its success rate.

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

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

There was continued discussion.

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

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

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

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

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

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

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

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

There was continued discussion.

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

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

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

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

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

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



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 12/15/2016

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: NEW AND EXISTING TRAINING PROVIDERS AND PROGRAMS

AGENDA ITEM TYPE: **APPROVAL**

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

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

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

BACKGROUND:

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

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

1. 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	
Diploma/Certificate Programs																					
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 Mulh...
Commission Chairperson

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



Commission for Independent Education

Approved Data

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

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
HVAC Mechanic	Diploma	1000		0615050100
HVAC Mechanic Assistant	Diploma	500		0647020204
HVAC Technician	Diploma	1350		0615050100



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

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

Document Images

04/23/2015 -- ANNUAL REPORT	View image in PDF format
04/24/2014 -- ANNUAL REPORT	View image in PDF format
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05/01/2011 -- ANNUAL REPORT	View image in PDF format
06/25/2010 -- ANNUAL REPORT	View image in PDF format
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05/04/2009 -- Dom/For AR	View image in PDF format
07/10/2008 -- Domestic Profit	View image in PDF format

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State of Florida, Department of State

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



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 12/15/2016

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: YOUTH IN HIGH POVERTY AREAS RECRUITMENT POLICY

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Competitiveness Council to recommend 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 8th 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.