



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

**THURSDAY, September 9, 2021
9:30 A.M.**

Miami Dade College- Hialeah
Campus, Room 5101
Building 2, 1st Floor
1780 West 49th Street
Hialeah, FL 33012

AGENDA

1. Call to Order and Introductions
2. Approval of Meeting Minutes
 - A. June 17, 2021
3. Chairman's Report
4. Executive Director's Report
 - a. Executive Director Update
 - b. Coronavirus 2019 (COVID-19) Economic Recovery Task Force
 - c. Department of Economic Opportunity Annual Performance Presentation
5. Executive Committee
 - a. Information - REACH Act - House Bill 1507 Update
 - b. Information – WIOA Layoff Aversion Fund Initiative Update
 - c. Recommendation as to Approval of Rapid Response and Layoff Aversion Initiatives
 - d. Recommendation as to Approval of the BEAN Automotive Apprenticeship Program
 - e. Recommendation as of WIOA Opportunity Zone OJT Waiver Request
6. Finance and Efficiency Council
 - a. Information - Financial Report – June 2021
 - b. Recommendation as to Approval to Accept Workforce System Funding

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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."

- c. Recommendation as to Approval to Accept Workforce Innovation and Opportunity Administration (WIOA) State Level Supplemental Funds
 - d. Recommendation as to Approval to Accept Miami Dade County Public Housing and Community Development Funds
- 7. Global Talent and Competitiveness Council
 - a. Information - Women in Tech Program Update
 - b. Recommendation as to Approval to Add an Occupation to the WDA 23 Targeted Occupation List
 - c. Recommendation as to Approval of New Training Providers and Programs and New Programs for an Existing Training Provider
 - d. Recommendation as to Approval to Allocate Funds for the Miami Dade County Public Schools Youth Pre-Apprenticeship Career and Technical Training Program
- 8. Performance Council
 - a. Information - Refugee Employment and Training Program Performance Overview
 - b. Information - Balanced Score Card Report
 - c. Information - Consumer Report Card Update

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SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

AGENDA ITEM NUMBER: 2A

AGENDA ITEM SUBJECT: MEETING MINUTES

DATE September 09, 2021 at 9:30AM

Miami Airport Hotel Convention Center, 2nd floor

711 NW 72nd Avenue Miami, Florida 33126

SFWIB MEMBERS IN ATTENDANCE	SFWIB MEMBERS NOT IN ATTENDANCE	SFW STAFF
<ol style="list-style-type: none"> 1. Gibson, Charles, <i>Vice-Chairman</i> 2. Brecheisen Bruce 3. Bridges, Jeff 4. Brown. Clarence 5. Chi, Joe 6. Clayton, Lovey 7. Coldiron, Michelle 8. Ferradaz, Gilda 9. Datorre, Roberto 10. del Valle, Juan-Carlos 11. Gazitua, Luis 12. Glean- Jones, Camilla 13. Hill-Riggins, Brenda 14. Huston, Albert 15. Jordan, Barbara 16. Lampon, Brenda 17. Loynaz, Oscar, MD 18. Manrique, Carlos 19. Maxwell, Michelle 20. Piedra, Obdulio 21. Rod, Denis 22. Roth, Thomas 23. Scott, Kenneth 	<ol style="list-style-type: none"> 24. Perez, Andy, <i>Chairperson</i> 25. Adrover, Bernardo 26. Diggs, Bill 27. Garza, Maria 28. Regueiro, Maria C. 29. Scott, Kenneth 30. West, Alvin 	<p>Beasley, Rick Benett, Renee Gilbert, David Jean-Baptiste, Antoinette Kavehersi, Cheri Perrin, Yian Petro, Basil Smith, Robert</p> <p>Assistant County Attorney (s)</p> <p>Michael Matruchi (Interim for SFWIB) - Miami-Dade County Attorney's office – SFWIB's Legal Counsel</p>

OTHER ATTENDEES			

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

1. Call to Order and Introductions

SFWIB Chairman, Andy Perez called the meeting to order at 9:35a.m., began with introductions and noted that a quorum of members had not been achieved.

2. A. Approval of SFWIB Meeting Minutes of April 15, 2021

Mr. Joe Chi moved the approval of meeting minutes of April 15, 2021. Motion seconded by Dr. Denis Rod; **Motion Passed Unanimously**

(All in favor with no opposition)

3. Chairman's Report

SFWIB Executive Director Rick Beasley briefly presented on behalf of Chairman Perez.

4. Executive Director's Report

4.A Executive Director Update

Vice-Chairman Gibson introduced the item. Executive Director Rick Beasley presented his report (no report had been distributed) which covered the following:

- Partnership with Miami Community Ventures Initiative in partnership with Miami Dade College and the Beacon Council
- Summer Youth Employment ("Peace and Prosperity Campaign") in partnership with Miami-Dade County Mayor Levine Cava and Miami Dade County Commissioner McGhee of District 9 (in an effort to reduce crime)

No further questions or discussions.

Mr. Beasley requested all action items be discussed first.

[Mr. Joe Chi stepped out of the meeting room]

5. Executive Committee

5. C. Recommendations as to Approval to Renew Existing Workforce Services Contract for Program Year 2021-2022

Vice-Chairman Gibson introduced the item. Mr. Beasley further presented and noted a scrivener's error into record advising the item should read, "entire year" replacing the words "three months" of contracted services.

Mr. Joe Chi moved the approval to renew existing workforce services contract for program year 2021-2022. Motion seconded by Dr. Denis Rod; **Motion Passed Unanimously**

[Mr. Joe Chi returned to the meeting room]

[Mr. Carlos Manrique stepped out of the meeting room]

5. D. Recommendation as to Approval to Renew Existing Youth Services Contract for Program Year 2021-2022

Vice-Chairman Gibson introduced the item. Mr. Beasley further presented.

Mr. Clarence Brown moved the approval to renew existing youth services contract for program year 2021-2022. Motion seconded by Mr. Luis Gazitua; **Motion Passed by Unanimous Consent**

5.e. Recommendation as to Approval to Allocate Funds for the Miami-Dade County Public Schools for the Miami-Dade Pre-Apprenticeship Internship Program

Vice-Chairman Gibson introduced the item and Mr. Beasley further presented. Mr. Beasley noted into record a total of 25 students registered to participate in the program.

Mr. Juan Carlos del Valle moved the approval to allocate funds for the Miami-Dade County Public Schools for the Miami-Dade Pre-Apprenticeship Internship Program. Motion seconded by Mr. Luis Gazitua; **Motion Passed by Unanimous Consent**

[Mr. Carlos Manrique returned to the meeting room]

**5.f. Recommendation as to Approval of TechHire Internship Program
Vice-Chairman Gibson**

Vice-Chairman Gibson introduced the item and Mr. Beasley further presented. Mr. Beasley furthermore reconfirmed with SFWIB Youth Programs Special Projects Administrator, Travis Kelly who advised that a total of 73 students participated, completed and received certifications in the program.

Mr. Clarence Brown moved the approval of TechHire Internship Program. Motion seconded by Mr. Kenneth Scott; **Motion Passed by Unanimous Consent**

6. Executive Committee

6.B. Recommendation as to Approval to Accept and Allocate Workforce System

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Clarence Brown moved the approval to accept and allocate workforce system; Motion seconded by Ms. Camela Glean Jones: **Motion Passed by Unanimous Consent**

6.C. Recommendation as to Approval of the 2021-2022 Budget

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Clarence Brown moved the approval of the 2021-2022 budget. Motion seconded by Kenneth Scott; **Further Discussion(s)**

Mr. Manrique inquired about the 1507 and its potential impact. Mr. Beasley provided details and explained there would be no impact with the exception of refugee services.

Mr. Roth inquired about potential impact to this workforce board in comparison to other 23 regions in Florida with regards to refugee services funding reduction. Mr. Beasley explained the refugee contract.

Mr. Bridges inquired about other workforce boards throughout the United States that provide refugee services. Mr. Beasley provided details.

Mr. Manrique provided brief overview on another workforce board that received a large amount of funding for refugee services.

There was continued discussion.

[Mr. Thomas Roth stepped out of the meeting room]

Someone from the audience provided additional details on refugee programs and predominant locations where services are provided.

Mr. Manrique briefly noted that the federal budget passed before the new administration came into office, therefore there might be some changes to the recent budget.

There was continued discussions.

Motion Passed by Unanimous Consent

7. Finance and Efficiency Council

7.A. Recommendation as to Approval of Allocation for the Star of the Sea Foundation, Inc. Project

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Clarence Brown moved the approval of allocation for the Star of the Sea Foundation, Inc. Motion seconded by Mr. Obdulio Piedra; **Motion Passed by Unanimous Consent**

[Dr. Denis Rod stepped out of the meeting room]

[Mr Jeff Bridges stepped out of the meeting room]

[Ms. Brenda Hill Riggins stepped out of the meeting room]

[Dr. Oscar Loynaz stepped out of the meeting room]

[Mr. Carlos Manrique stepped of the meeting room]

7.B. Recommendation as to Approval of Related Party Training Vendor

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Chi questioned whether if there was still quorum. Mr. Beasley provided details and noted that quorum had been officially **lost** as a result of him questioning it. (No Quorum)

No vote taken.

[Dr. Denis Rod returned to the meeting room]

[Mr Jeff Bridges returned to the meeting room]

[Ms. Brenda Hill Riggins returned to the meeting room]

[Dr. Oscar Loynaz stepped returned to the meeting room]

[Mr. Carlos Manrique returned to the meeting room]

Quorum Reestablished

7.C. Recommendation as to Approval to Add an Occupation to the WDA 23 Targeted Occupation List

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Clarence Brown moved the approval to add an Occupation to the WDA 23 Targeted

Occupation List. Motion seconded by Jeff Bridges; **Motion Passed by Unanimous Consent**

5. A. Information – 2021-2022 In-State Allocations

5. B. Information – House Bill 1507 –Workforce Related Programs and Services Update

6.A. Information – Financial Report – April 2021

Mr. Beasley commended the Finance Unit for the hard work and dedication. He additionally noted they were required to work weekends as well.

No further questions or discussions.

[Mr. Carlos Manrique stepped out of the meeting room]

[Dr. Oscar Loynaz stepped out of the meeting room]

7.C. Recommendation as to Approval to Add an Occupation to the WDA 23 Targeted Occupation List

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Jeff Bridges moved the approval of Contract for External Auditing Services. Motion seconded by Mr. Juan Carlos del Valle; **Further Discussion(s)**

Commissioner Coldiron questioned the RFP process (and exempting certain procedures). Meeting provided further details

Motion Passed by Unanimous Consent

7.D. Recommendation as to Approval of a New Training Provider and Programs and New Programs for Existing Training Providers

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Clarence Brown moved the approval of a new training provider and programs and new programs for existing training providers. Motion seconded by Dr. Denis Rod; Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed by Unanimous Consent**

[Mr. Carlos Manrique returned to the meeting room]

[Dr. Oscar Loynaz returned to the meeting room]

7.E. Recommendation as to Approval to Accept and Allocate Funds for the Miami-Dade County Commission District 9 Safety Net Summer Youth Employment Program

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Jeff Bridges moved the approval of Contract for External Auditing Services. Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed by Unanimous Consent**

7.F. Recommendation as to Approval to Accept and Allocate Funds for the City of Miami Gardens Summer Youth Employment Program

SFWIB Vice-Chairman Gibson introduced the item and Mr. Beasley further presented.

Mr. Jeff Bridges moved the approval to accept and allocate funds for the City of Miami Gardens Summer Youth Employment Program. Motion seconded by Mr. Obdulio Piedra; **Motion Passed by Unanimous Consent**

[Dr. Oscar Loynaz stepped out of the meeting room]

7.G. Recommendation as to Approval to Allocate Funds to Continue Operating he SFWIB Special Project Initiatives

SFWIB Vice- Chairman Gibson presented the item and Mr. Beasley further presented.

Dr. Denis Rod moved the approval to allocate funds to continue operating the SFWIB Special Project Initiatives. Motion seconded by Mr. Jeff Bridges; **Motion Passed by Unanimous Consent**

[Dr. Oscar Loynaz returned to the meeting room]

[Ms. Camela Glean-Jones stepped out of the meeting room]

[Mr. Joe Chi stepped out of the meeting room]

7.H. Recommendation as to Approval to Allocate Workforce Innovation and Opportunity Act (WIOA) Layoff Aversion Fund Initiative

SFWIB Vice-Chairman Gibson presented the item and Mr. Beasley further presented.

Mr. Luis Gazitua moved the approval to allocate Workforce Innovation and Opportunity Act (WIOA) Layoff Aversion Fund Initiative. Motion seconded by Dr. Denis Rod; **Motion Passed**

by

Unanimous Consent

[Mr. Joe Chi returned to the meeting room]

[Ms. Camela Glean-Jones returned to the meeting room]

7.I. Recommendation as to Approval of Workforce Innovation and Opportunity Act Policies

SFWIB Vice-Chairman Gibson introduced the item and Mr. Beasley further presented.

Mr. Jeff Bridges moved the approval of Workforce Innovation and Opportunity Act Policies; Motion seconded by Dr. Denis Rod; **Further Discussion(s)**

SFWIB Vice-Chairman Gibson inquired about potential impact to current providers and Mr. Beasley explained.

Motion Passed by Unanimous Consent

[Dr. Denis Rod stepped out of the meeting room]

[Mr Jeff Bridges stepped out of the meeting room]

[Ms. Brenda Hill Riggins stepped out of the meeting room]

[Dr. Oscar Loynaz stepped out of the meeting room]

[Mr. Carlos Manrique stepped of the meeting room]

7.B. Recommendation as to Approval of Related Party Training Vendor

Mr. Beasley presented the item.

Mr Clarence Brown moved the approval of Related Party Training Vendor. Motion seconded by Dr. Denis Rod; **Motion passed by Unanimous Consent**

[Dr. Denis Rod returned to the meeting room]

[Mr Jeff Bridges returned to the meeting room]

[Ms. Brenda Hill Riggins returned to the meeting room]

[Dr. Oscar Loynaz stepped returned to the meeting room]

[Mr. Carlos Manrique returned to the meeting room]

[SFWIB Vice-Chairman stepped out of the meeting room. As such, former SFWIB Chairman Jeff Bridges Chaired the meeting on behalf of current Chairman and Vice-Chairman]

8. Performance Council

8.A. Information – Refugee Employment and Training Program Performance Overview

8.B. Information- Balanced Score Card Report

8.C. Information – Wagner Peyser and WIOA Case Closures

Mr. Jeff Bridges introduced the item and Mr. Beasley further presented. Adult Programs Manager David Gilbert provided further details.

No further questions or discussions.

Deferred Items:

There being no further business to come before the Board, meeting adjourned at 10:28am.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: SFWIB CHAIRMAN'S REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

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

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 4A

AGENDA ITEM SUBJECT: SFWIB EXECUTIVE DIRECTOR'S REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

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

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 4B

AGENDA ITEM SUBJECT: COVID-19 ECONOMIC RECOVERY TASK FORCE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

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

BACKGROUND:

On April 7, 2020, Commissioner Joe A. Martinez sponsored Resolution No. R-325-20 (as amended by Resolution No. R-450-20) to establish the Coronavirus 2019 (COVID-19) Economic Recovery Task Force. The resolution was put forth to recommend to the Board of County Commissioners (Board) appropriate actions to aid in the economic recovery of Miami-Dade County in the aftermath of COVID-19.

The resolution was adopted by the Board and a task force was established to conduct a survey with the purpose of understanding why employers in Miami-Dade County are having a difficult time filling in vacancies and why employees are choosing not to seek employment for those jobs.

The survey was conducted between June 8, 2021 and July 6, 2021. The survey revealed three key factors that are contributing to the vacancies going unfilled. The results are detailed in the attached COVID-19 Economic Recovery Task Force Monthly Report #8.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Memorandum



Date: August 24, 2021

To: Honorable Chairman Jose "Pepe" Diaz
And Members, Board of County Commissioners

From: Jose M. Gonzalez *Jose M. Gonzalez*
Chairman, COVID-19 Economic Recovery Task Force

Subject: COVID-19 Economic Recovery Task Force Monthly Report #8

Pursuant to Resolution No. R-325-20, sponsored by Commissioner Joe A. Martinez and adopted by the Board of County Commissioners (Board) on April 7, 2020, as amended by Resolution No. R-450-20 on May 5, 2020, the Coronavirus 2019 (COVID-19) Economic Recovery Task Force (ERTF) was established to recommend to the Board appropriate actions to aid the economic recovery of Miami-Dade County in the aftermath of COVID-19. This is the **Eight** of the required monthly reports to the Board on our progress and recommendations.

The Economic Recovery Task Force (ERTF) officially Sunset on July 28, 2021. Before sunset, the Taskforce continued to meet once a month while the working groups met on a as needed basis. The Taskforce has been under the leadership of Chairman Jose M. Gonzalez and Vice Chairman Gordan Eric Knowles.

On April 29, 2021, Commissioner Joe A. Martinez requested the Task Force to conduct a survey with the purpose of understanding why employers in Miami-Dade County are having a difficult time filling in vacancies and why employees are choosing not to seek employment for those jobs.

On April 29th, the members discussed how they will create the survey. The group tasked the New Normal/Needs Assessment Working Group under the leadership of *Chairman Alfred Sanchez* to oversee the creation and deployment of the survey. Although the survey was created within the working group all members were able to participate in the compilation of questions, working with the communications team, dispersing the survey, and evaluating the results of the survey.

The taskforce worked expeditiously to provide an executive summary of the survey results. (**Attachment 1**) This was one survey but was divided into two different sections, (Employee and Employer). (**Attachment 2 and Attachment 3**). The survey was sent out between (June 18, 2021- July 6, 2021) totaling, 1583 useable employer surveys and 5542 useable employee surveys were collected.

The ERTF is hereby transmitting the Job Surveys and its respective executive summary for the Board's consideration (**Attachment 1, 2, &3**). The ERTF members are available to expound on their proposals in order to facilitate any directives or legislation that may be required to proceed. Gary T. Hartfield, SBD Director, and/or his staff attended every working group meeting and can provide further detail on the recommendations, upon request. On behalf of the ERTF, I greatly appreciate the support and feedback afforded to our mission.

Pursuant to Ordinance No. 14-65, it is respectfully requested that this report be placed on the next available Board meeting agenda.

c: COVID-19 ERTF Members
Gary T. Hartfield, SBD Director

COVID -19 ERTF EMPLOYER/EMPLOYEE JOB SURVEY RESULTS

Attachment #1

As employers in Miami-Dade as well as the rest of the state were experiencing great difficulties in hiring staff for job vacancies created by the pandemic. The Economic Recovery Task Force (ERTF) was asked by the Board of County Commissioners to conduct a survey of Miami-Dade employers to understand what were the reasons and barriers causing vacancies which could potentially be the cause of high unemployment rates.

The ERTF delegated the task to its New Normal and Needs Assessment working group that has conducted two previous surveys related to the pandemic. In discussing the survey, members of the Needs Assessment Working Group (NAWG) determined that it would be informative to also survey workers and those not working to compare the reasons given by both parties to gain greater insight.

Two different surveys were developed and were sent out between (June 18, 2021- July 6, 2021) total, 1583 useable employer surveys and 5542 useable employee surveys were collected.

EMPLOYEE SURVEY RESULTS

SURVEY RESPONDENTS: 5,542

Findings

RACE	Percentage of Respondents
White	73%
Black	14%
Other	13%

- Out of the respondents above, 69% were Hispanic

Gender	Percentage of Respondents
Female	60%
Male	38%
Prefer Not to Say	1.7%
Other	0.3%

Currently Employed	Percentage of Respondents
Yes	73%
No	27%

Observations

Of those currently employed (73%)

- 18% Lost Job During Pandemic but are now re-employed
- 82% report never having lost their jobs.

COVID -19 ERTF EMPLOYER/EMPLOYEE JOB SURVEY RESULTS

Of those not currently employed (27%)

- 41% are receiving unemployment benefits
- 59% are not receiving unemployment benefits

Analysis

- It was encouraging to see 77% of respondent not currently employed report to be actively looking for a job.
- Those who said they were not currently employed were further asked to identify reasons why they were not actively looking for a job. Table1, summarizes the answers of the 328 respondents.

TABLE 1: Summary of responses *Why are you not looking for a job?*

Answer	%	Number
Lack of transportation to work	2.74	9
Lack of requisite skills	3.05	10
Difficult working conditions	3.66	12
Salary does not compete with UE benefits	7.32	24
Lack of childcare	12.50	41
Still anxious about COVID at work	16.77	55
Other	53.96	177
TOTAL	100	328

Analysis

A summary analysis of the open form question 23 (*What would help you re-enter the job market?*) helps to gain an in-depth understanding, since the answers were in the respondents' own words. There were 1,000 total responses to this question. All responses were rated to categorize them into one of the categories used in Question 22 and shown in the table above. After a thorough review of the answers, the categories were modified to include assistance is needed in the following areas:

- Transportation
- Day care for child or parent
- Better Pay/more money
- Education or training in skills or language
- Job Opportunities being offered – applications have been made but no job offers
- Restrictions of COVID lifted whether those imposed by officials or indicated by health data
- Job Search help – job postings, resume help, etc.
- Other assistance
- Blanks or indecipherable responses

Of the 1,000 responses, 236 were indecipherable and could not be properly categorized. These responses were kept out of the final analysis so that the total useable responses equaled 764. The table below summarizes the breakdown of those 764 responses.

COVID -19 ERTF EMPLOYER/EMPLOYEE JOB SURVEY RESULTS

TABLE 2: Summary of responses Q23 - *What would help you re-enter the job market?*

Answer	%	Number
Job Offers or Opportunities	34%	562
Better/higher Pay	30%	230
COVID-19 restrictions lifted	10%	79
Training/Education	6%	45
Day care	5%	40
Search assistance/services	3%	21
Transportation	2%	10
Other	10%	77
TOTAL	100	764

Analysis

Table 2 shows that 64.4% of the respondents identified either not being offered jobs they have applied for or the lack of “better” pay or salary commensurate with their training/education as being the reasons they are not in the job market. Of those respondents who indicated they received no job offers, many believed that their age or disability played a role in not having been offered a position of the many applications they submitted. There were some who also indicated they were willing to do any job if the employer would train them. However, the employers rejected them, nonetheless. A concerning number of respondents indicated that they had applied to many job postings and never heard a word from most of the worksites, which was very discouraging to most.

Some interesting notes to highlight from those responses categorized as “Other”. Many indicated that they were looking for more flexible hours or positions that enabled teleworking. Others were waiting for their employers to reopen, presumably having been told they would be hired back. This included many companies in the hospitality and tourism industry. Still others reported that they were taking the opportunity to open their own businesses, a bold and somewhat encouraging sign for future expansion of jobs in Miami.

COVID -19 ERTF EMPLOYER/EMPLOYEE JOB SURVEY RESULTS

EMPLOYER COMPANY SURVEY RESULTS

SURVEY RESPONDENTS: 1583

Findings

RACE	Percentage of Respondents
White	74%
Black	6%
Other	20%

- Out of the respondents above, 62% were Hispanic

Gender	Percentage of Respondents
Female	31%
Male	57%
Prefer Not to Say	9%
Other	3%

LGBTQ Owned	Percentage of Respondents
Yes	4%
No	85%
Preferred Not to Say	11%

Of those currently employed (73%)

- 18% Lost Job During Pandemic but are now re-employed

TABLE 3: Employer Company Profile by Revenues

Answer	%	Number
\$0- \$100,000	22%	257
\$100,001 - \$500,000	26%	299
\$500,001 - \$1,000,000	14%	165
\$1,000,001 - \$5,000,000	21%	247
\$5,000,001 +	17%	118
TOTAL	100%	1156

Analysis

We asked employers to indicate whether they were currently and actively hiring. Two-thirds of the businesses reported they were looking to fill-in positions for about 1,050 companies. The number of openings varied from one or two to as much as 237 at one of the businesses. That spread is in keeping with the generally even distribution. of companies by revenue size. An overwhelming majority of those 1,050 companies hiring (93%) indicated that they still had unfilled positions.

COVID -19 ERTF EMPLOYER/EMPLOYEE JOB SURVEY RESULTS

The survey asked companies to share the hourly salaries of their opened positions and only 48 companies (.05%) responded. Of those, 61% reported salaries in excess of \$15 hourly, while 30% said it was less than \$15 and 10% indicated employees were paid tips or commissions mostly.

The survey asked about projected future openings, but very few (31- 48) employers completed those sections and therefore meaningful conclusions cannot be drawn from the data.

TABLE 4: Employer reported open positions that remain unfilled

Percent of Open Positions Still Unfilled at the Company	% Respondents	Number
0 – 25%	19%	156
26% - 50%	18%	147
51% - 75%	14%	115
76% - 100%	46%	378
Unknown	3%	24
TOTAL	100%	820

Table 4 shows that 60% of respondents had at least half to all their positions still unfilled, numbers reflecting what has been reported in other surveys and the media.

TABLE 5: Attributed Reasons for Difficulty in Filling Open Positions

Answer	%	Number
Salary does not compete with unemployment benefits	47%	559
Lack of requisite skills	15%	177
People still anxious about exposure to Covid-19	8%	87
Lack of Childcare	6%	73
Lack of employee transportation to work	4%	49
Difficult working conditions	2%	26
Other	18%	216
TOTAL	100%	1187

Analysis

The overwhelming majority of employers attribute their inability to fill positions to the fact that their salaries were less than the unemployment benefits being received. At that time Florida was giving \$275 weekly with an additional \$600 in Federal benefits. Annualized, that was a salary rate of about \$45,500, which was roughly 65% of area median income, considered low income for a family of one in Miami. Still, this amount is probably well above what most service positions pay.

COVID -19 ERTF EMPLOYER/EMPLOYEE JOB SURVEY RESULTS

Summary:

It is interesting to compare the answers that employers gave to those employees gave to why positions remained open and why people were not taking the open jobs. There is general agreement by both employees and employers that potential workers were choosing to stay home because they had more money that way. Employers saw that as the number one barrier to getting people back to work, and that is doubtless a leading factor. However, the free form answers from the employees hinted at some nuances and issues that would be a mistake to overlook.

It was very interesting to see how many individuals referred to the fact that they had been applying for jobs but never heard back from the potential employer at all. This is certainly discouraging for those looking for work and may have led to some prospective workers to lose the zeal from their efforts. Additionally, many individuals reported that they were willing to work any job, but employers seemed reluctant to hire them unless they had prior experience. This may be an area that workforce training efforts could target to help bridge some of the gap. There may be a happy compromise that could be reached by those employers who are looking to fill over half of their positions and out of work individuals wanting to work but needing some training.

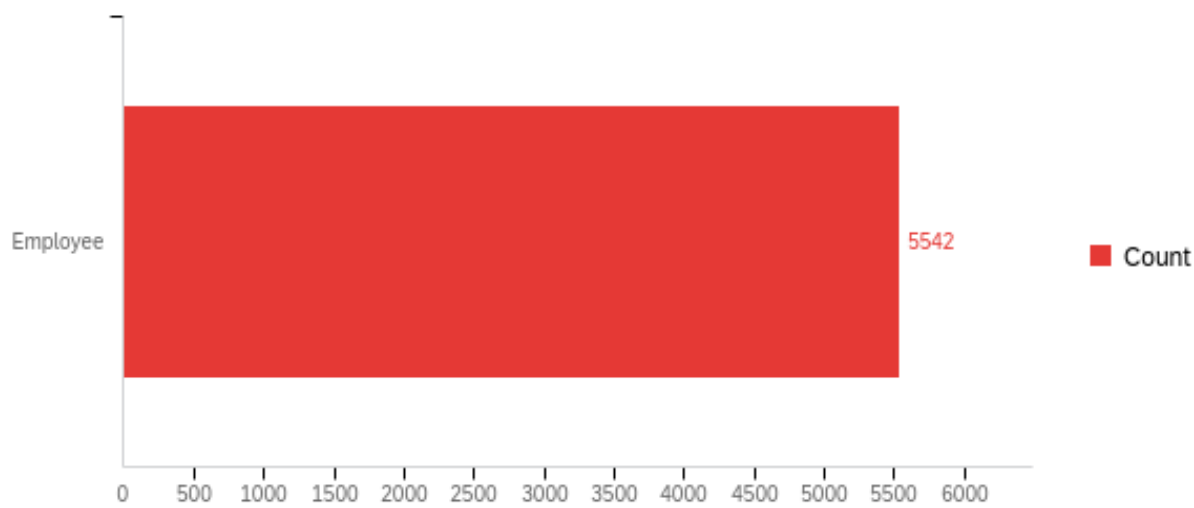
Lastly, it should not be overlooked that 10% of the individual respondents were worried about the virus not having yet abated. This was before the current resurgence caused by the Delta variant. With infection rates on the rise and hospitalizations growing as well, it can be expected that more people will be hesitant to go back to work.

Obviously, the survey was conducted before Governor DeSantis opted out of the federal unemployment subsidy. Today, the incentive to stay home because you make more is certainly not as great, but employers, especially in the tourism areas, are still struggling to fill their work rosters. Paying attention to some of issues raised in the employee survey may be of help.

Employee

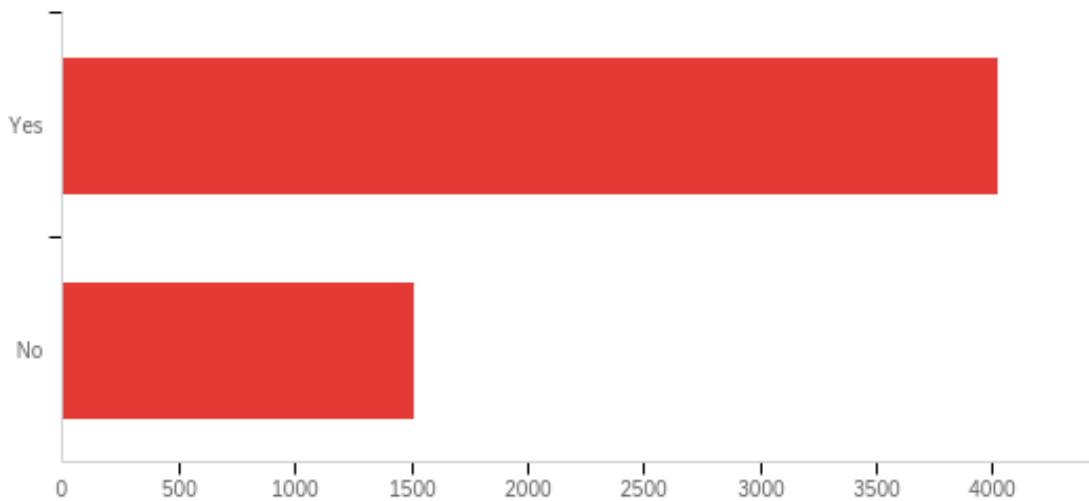
ISD - Job Survey
July 7th 2021, 1:49 pm EDT

Employee Report



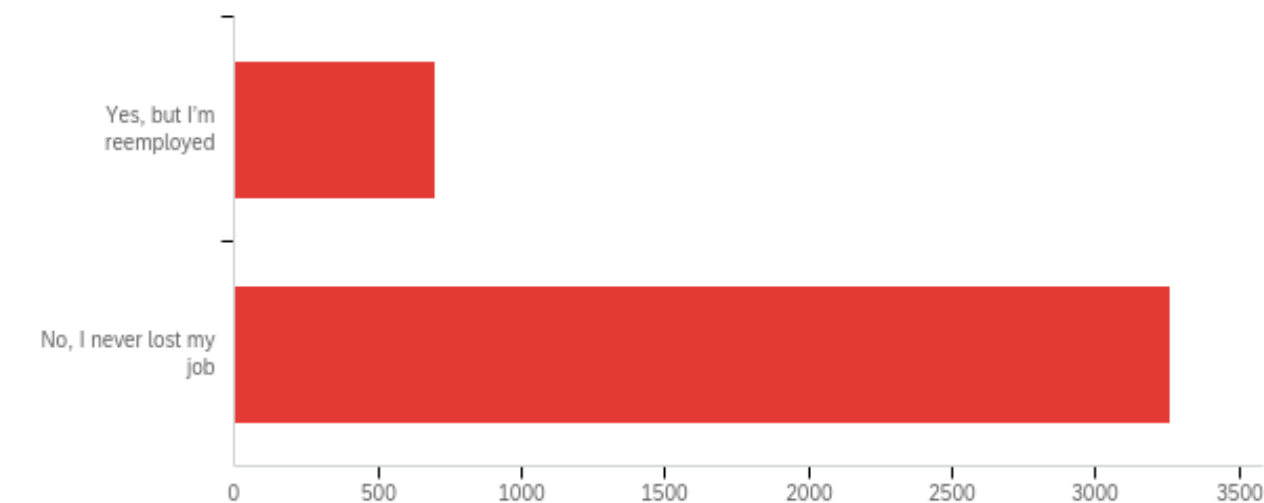
Answer	%	Count
Employee	100.00%	5542
Total	100%	5542

Q8 - Are you currently employed?



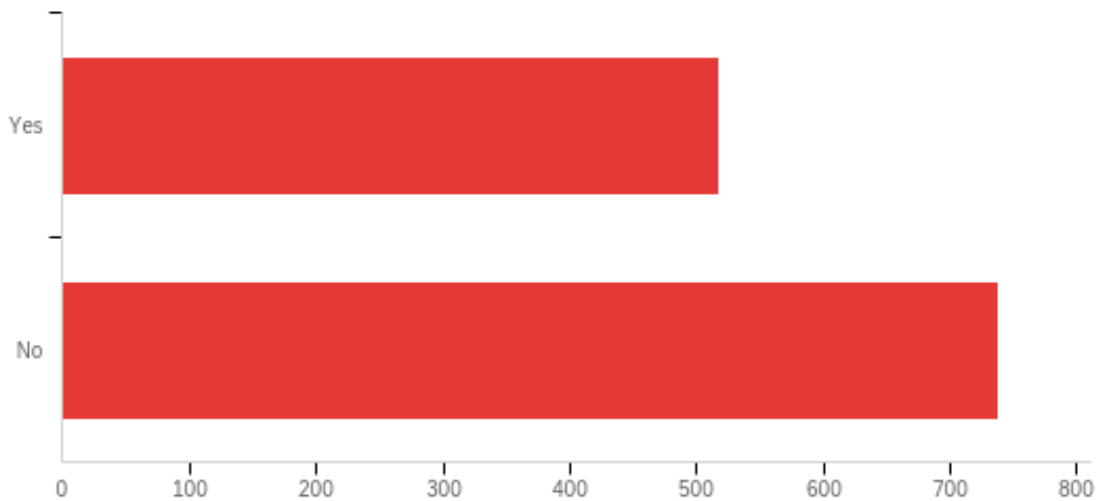
Answer	%	Count
Yes	72.63%	4025
No	27.37%	1517
Total	100%	5542

Q19 - Did you lose your job during the pandemic?



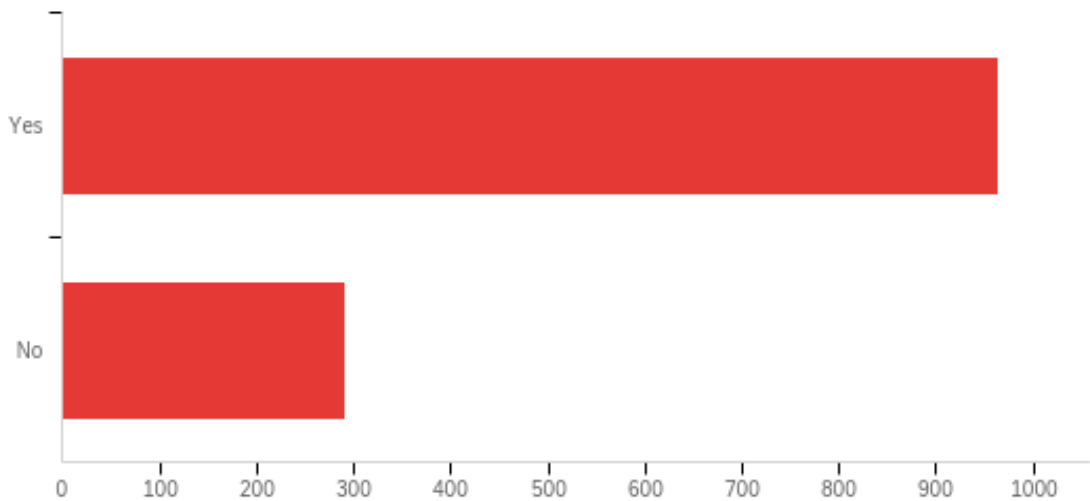
Answer	%	Count
Yes, but I’m reemployed	17.61%	697
No, I never lost my job	82.39%	3261
Total	100%	3958

Q20 - Are you receiving unemployment benefits?



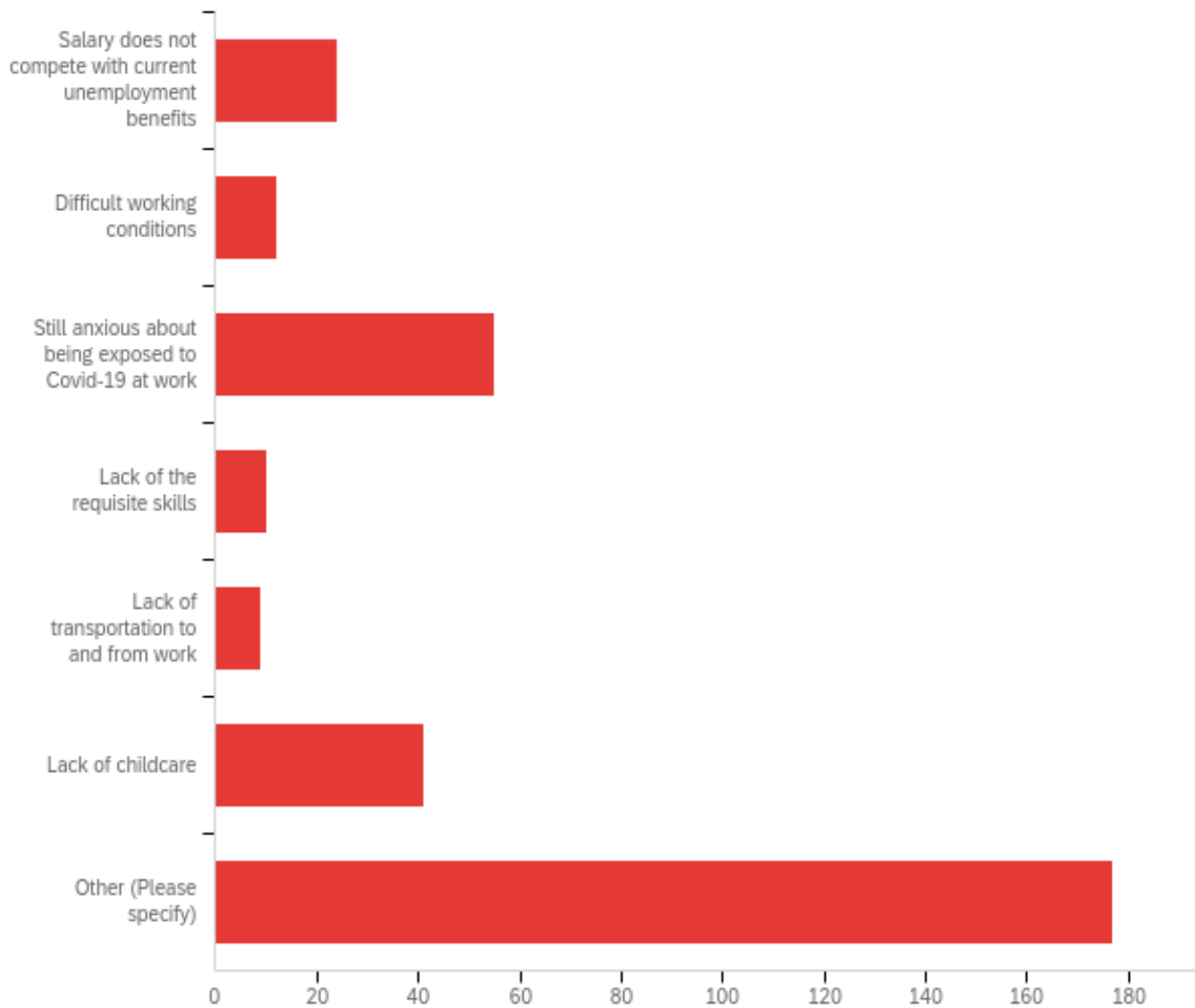
Answer	%	Count
Yes	41.20%	517
No	58.80%	738
Total	100%	1255

Q21 - Are you looking for employment?



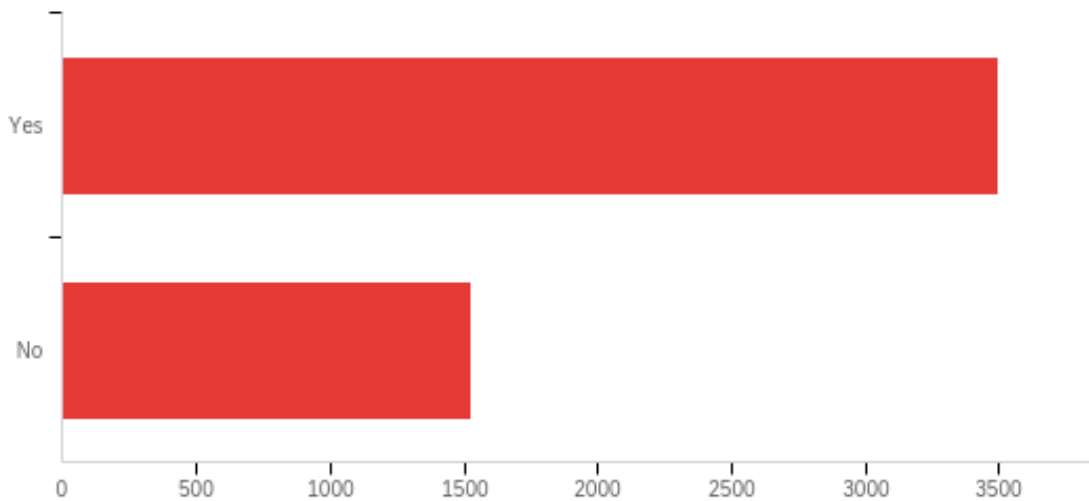
Answer	%	Count
Yes	76.81%	964
No	23.19%	291
Total	100%	1255

Q22 - Why not? (Select up to three choices.)



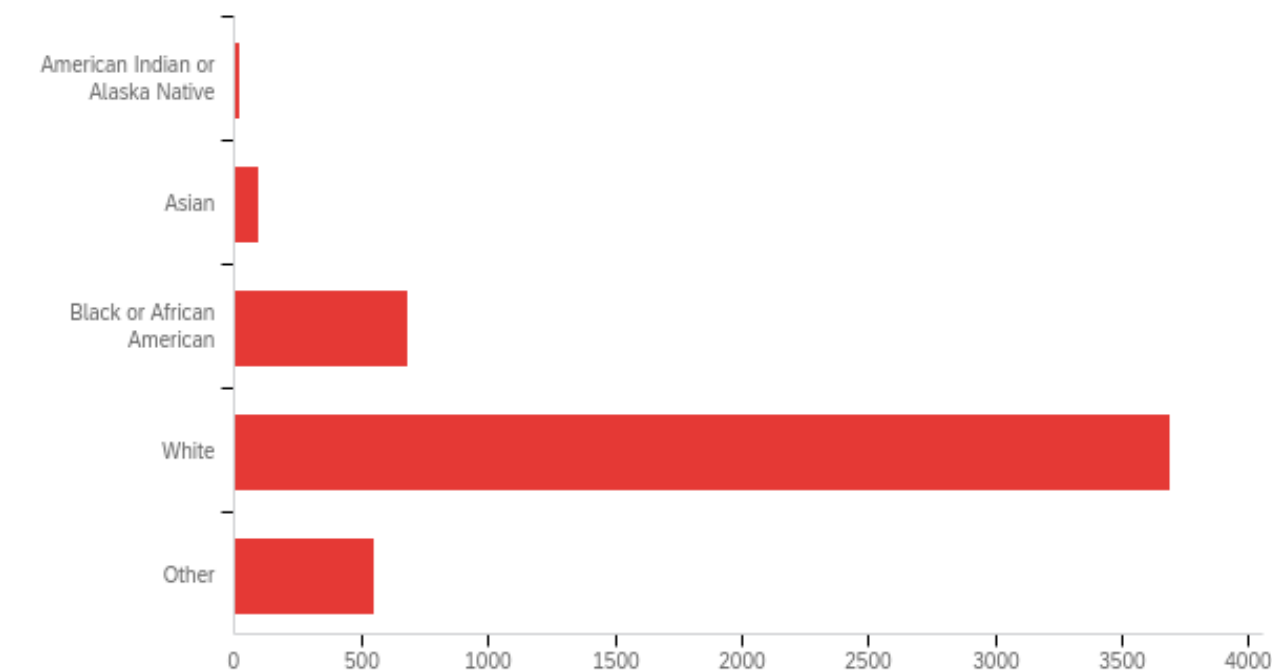
Answer	%	Count
Salary does not compete with current unemployment benefits	7.32%	24
Difficult working conditions	3.66%	12
Still anxious about being exposed to Covid-19 at work	16.77%	55
Lack of the requisite skills	3.05%	10
Lack of transportation to and from work	2.74%	9
Lack of childcare	12.50%	41
Other (Please specify)	53.96%	177
Total	100%	328

Q42 - Are you Hispanic, Latino, or Spanish origin?



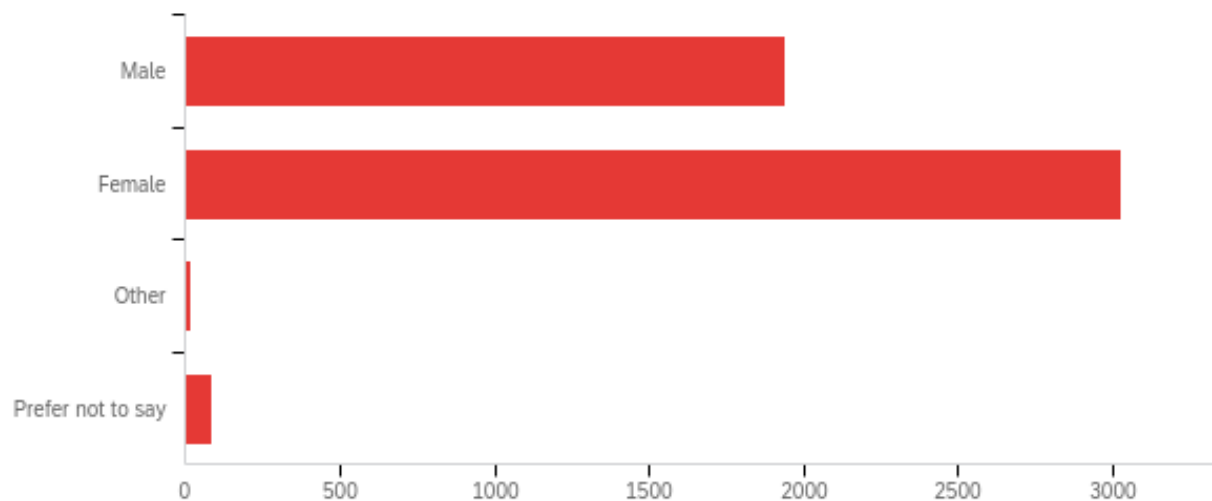
Answer	%	Count
Yes	69.58%	3498
No	30.42%	1529
Total	100%	5027

Q43 - What is your race?



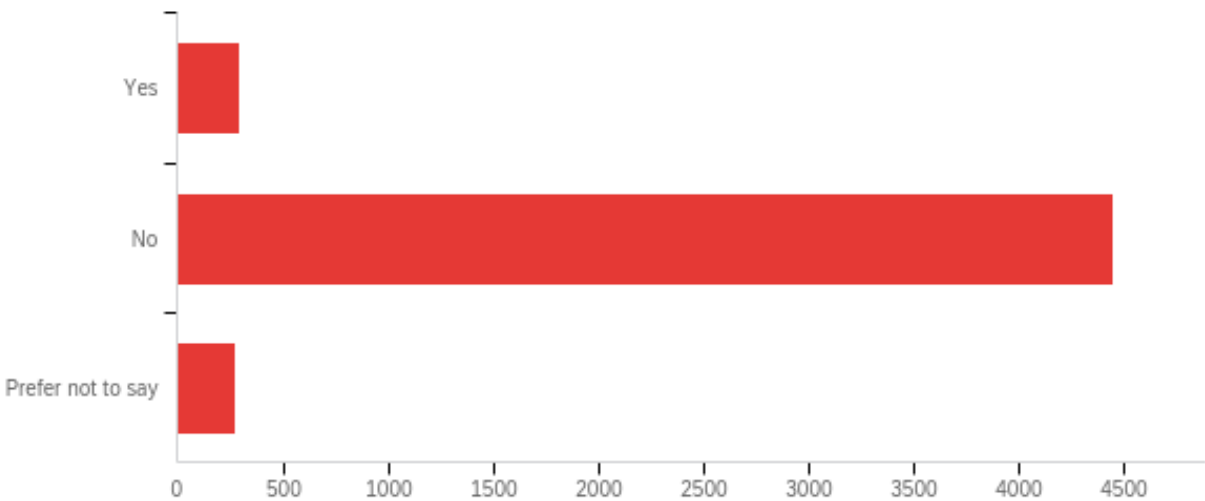
Answer	%	Count
American Indian or Alaska Native	0.40%	20
Asian	1.83%	92
Black or African American	13.56%	682
White	73.35%	3690
Other	10.87%	547
Total	100%	5031

Q44 - What is your gender identity?



Answer	%	Count
Prefer not to say	1.66%	84
Other	0.32%	16
Male	38.27%	1939
Female	59.76%	3028
Total	100%	5067

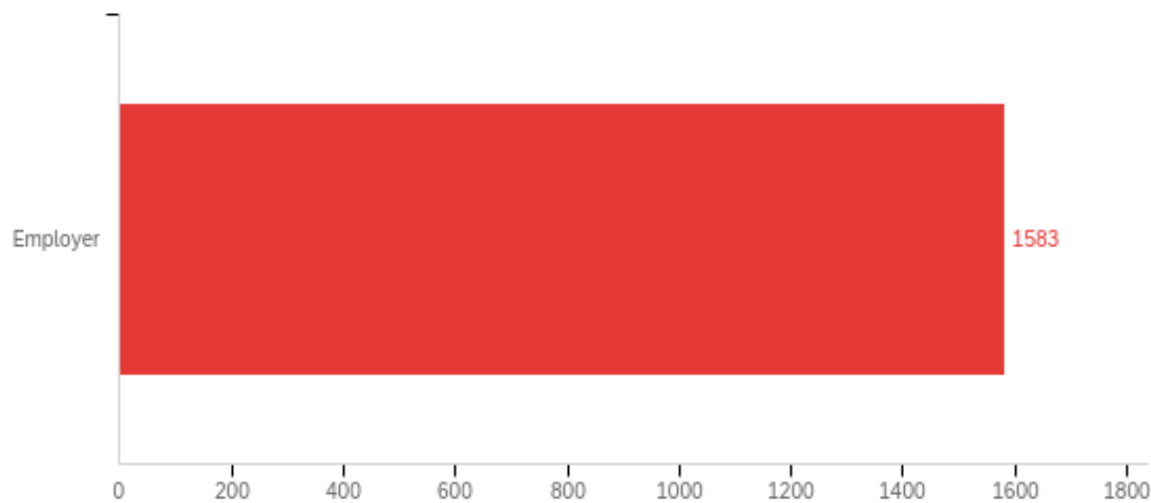
Q45 - Are you LGBTQ+?



Answer	%	Count
Yes	5.87%	295
No	88.69%	4454
Prefer not to say	5.44%	273
Total	100%	5022

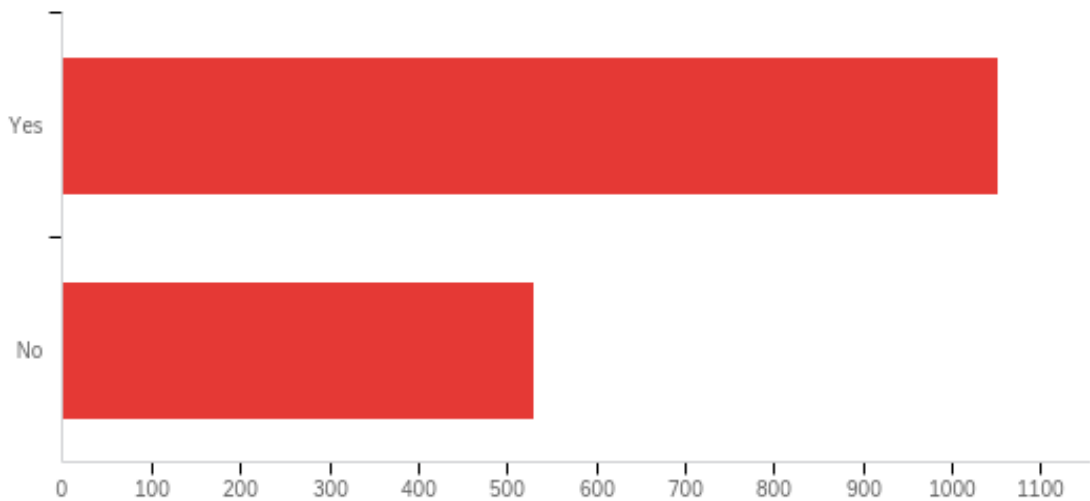
Q1 - Are you a:

Employer Report



Answer	%	Count
Employer	100.00%	1583
Total	100%	1583

Q5 - Are you currently hiring?

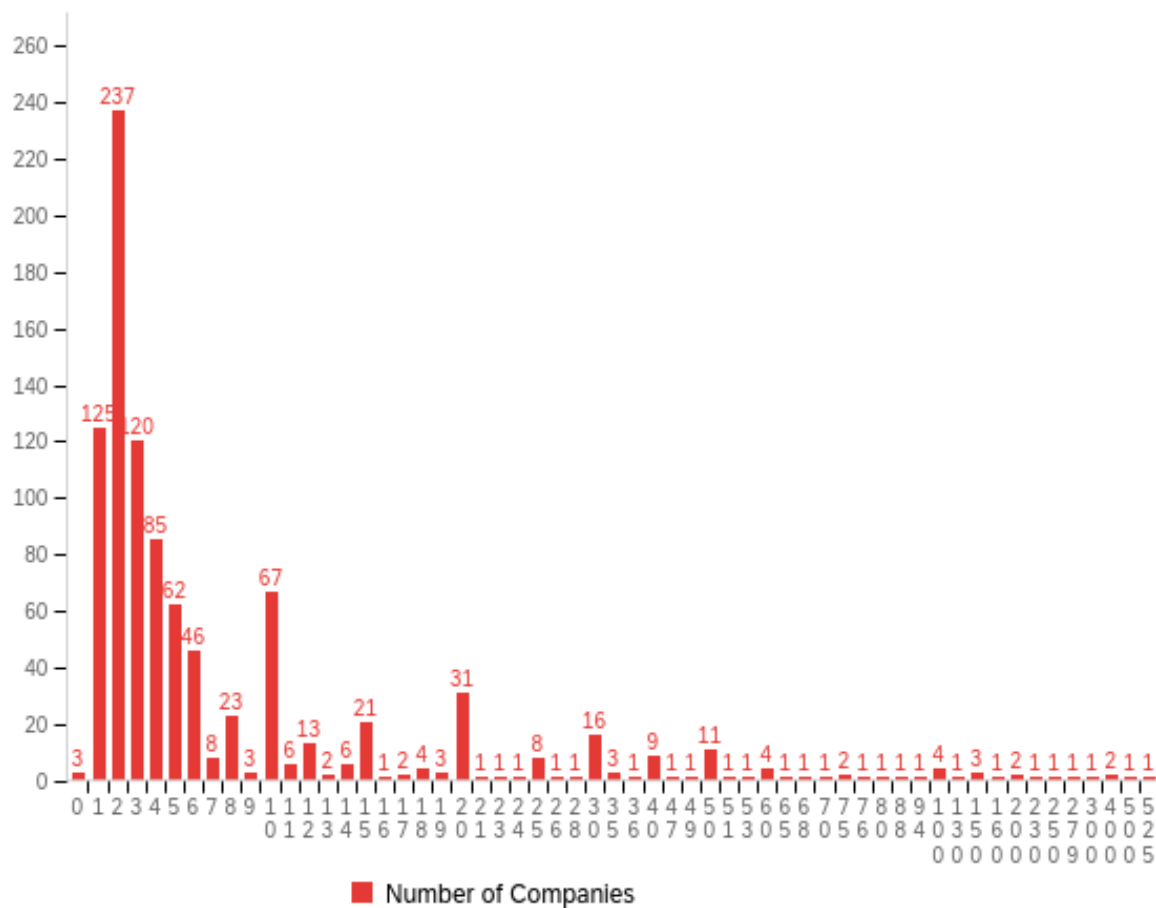


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you currently hiring?	1.00	2.00	1.34	0.47	0.22	1583

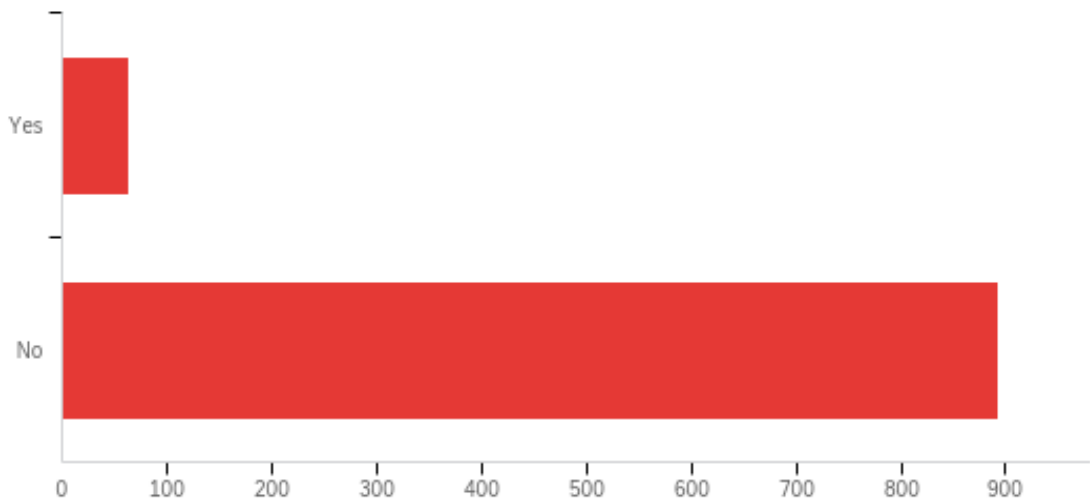
#	Answer	%	Count
1	Yes	66.46%	1052
2	No	33.54%	531
	Total	100%	1583

Q6 - How many open positions do you have?

Field	Minimum	Maximum	Mean	Count
How many open positions do you have?	0.00	525.00	12.20	957

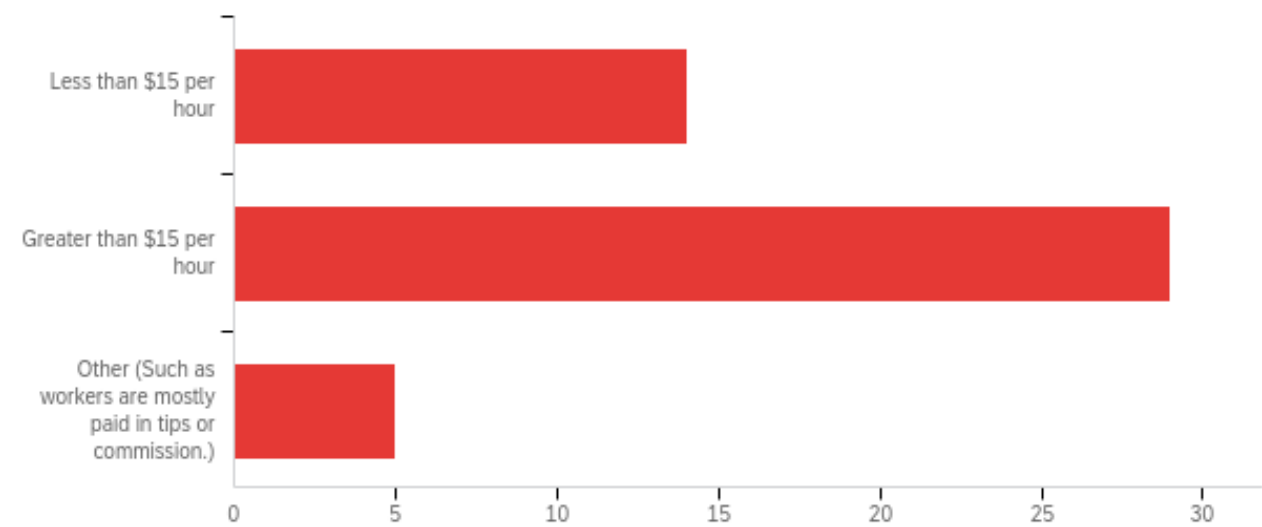


Q7 - Have you been able to fill all of those positions?



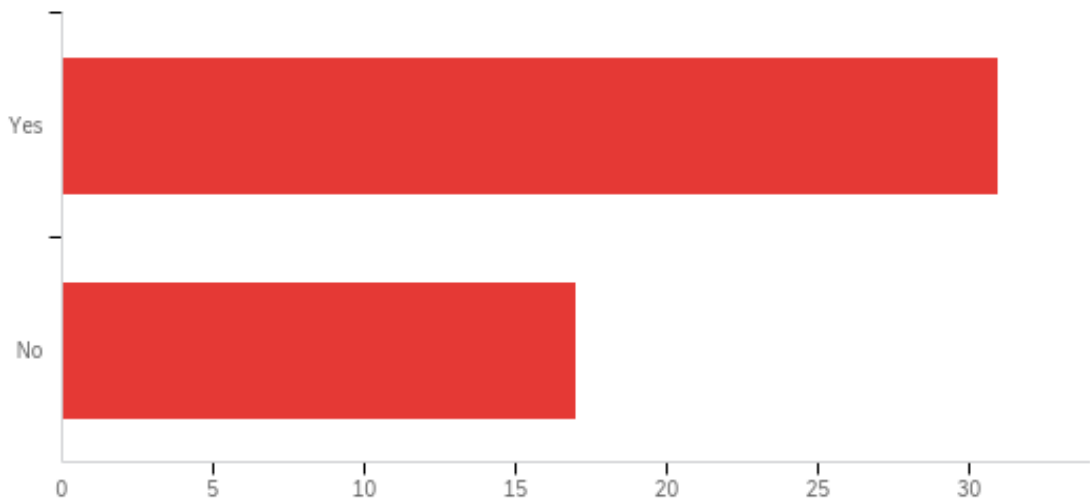
Answer	%	Count
Yes	6.69%	64
No	93.31%	893
Total	100%	957

Q30 - What hourly wage are you paying your most recent hire?



Answer	%	Count
Other (Such as workers are mostly paid in tips or commission.)	10.42%	5
Less than \$15 per hour	29.17%	14
Greater than \$15 per hour	60.42%	29
Total	100%	48

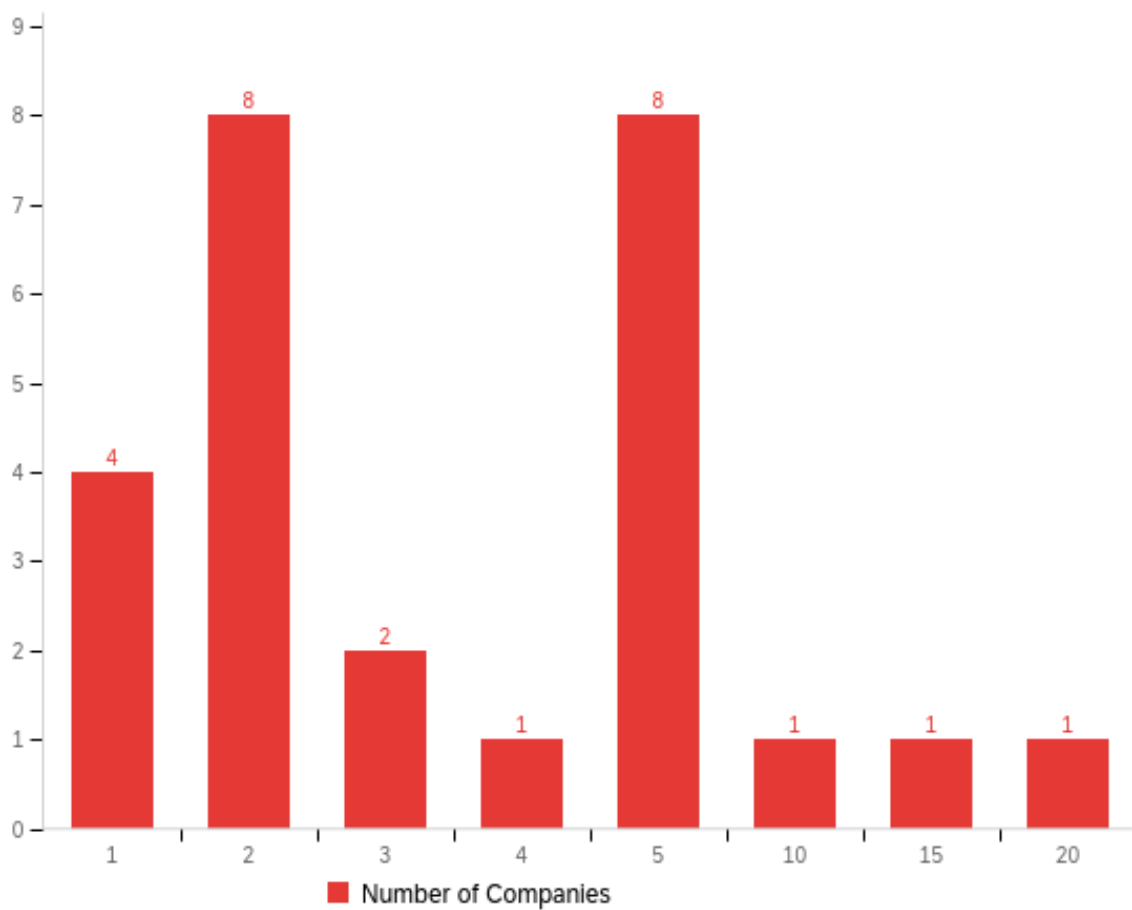
Q13 - Do you expect to have more openings later?



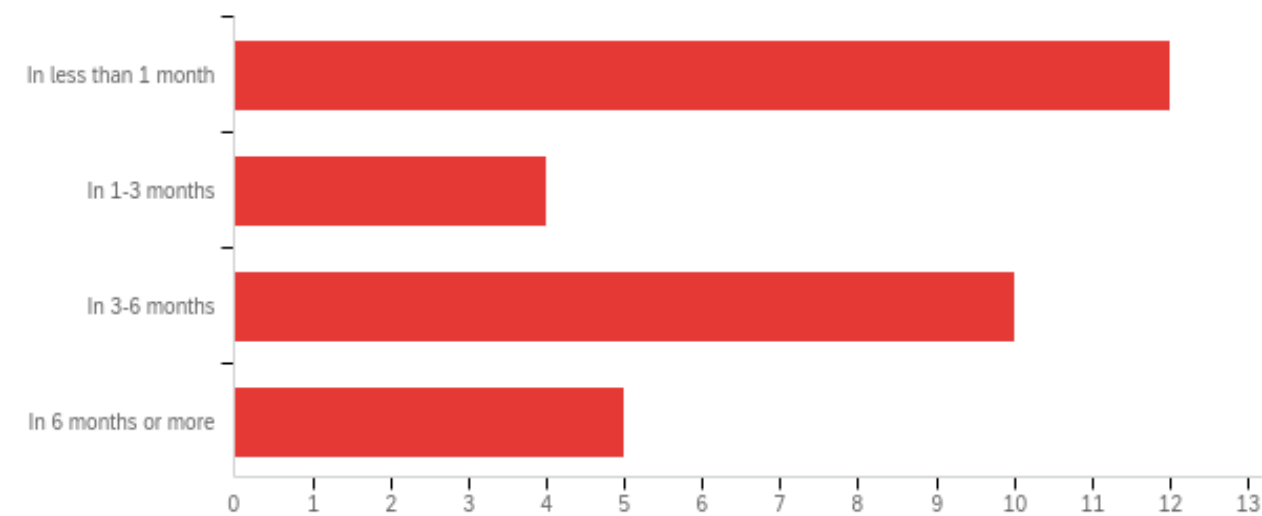
Answer	%	Count
Yes	64.58%	31
No	35.42%	17
Total	100%	48

Q14 - How many openings do you expect to have then?

Field	Minimum	Maximum	Mean	Count
How many openings do you expect to have then?	1.00	20.00	4.42	26

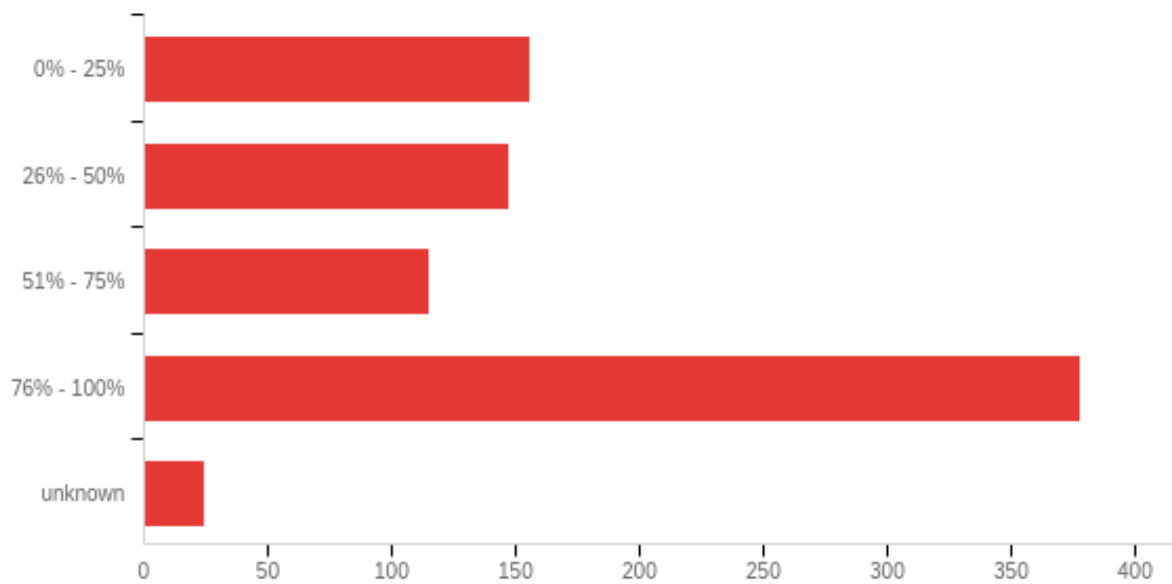


Q32 - When do you expect to begin the hiring process?



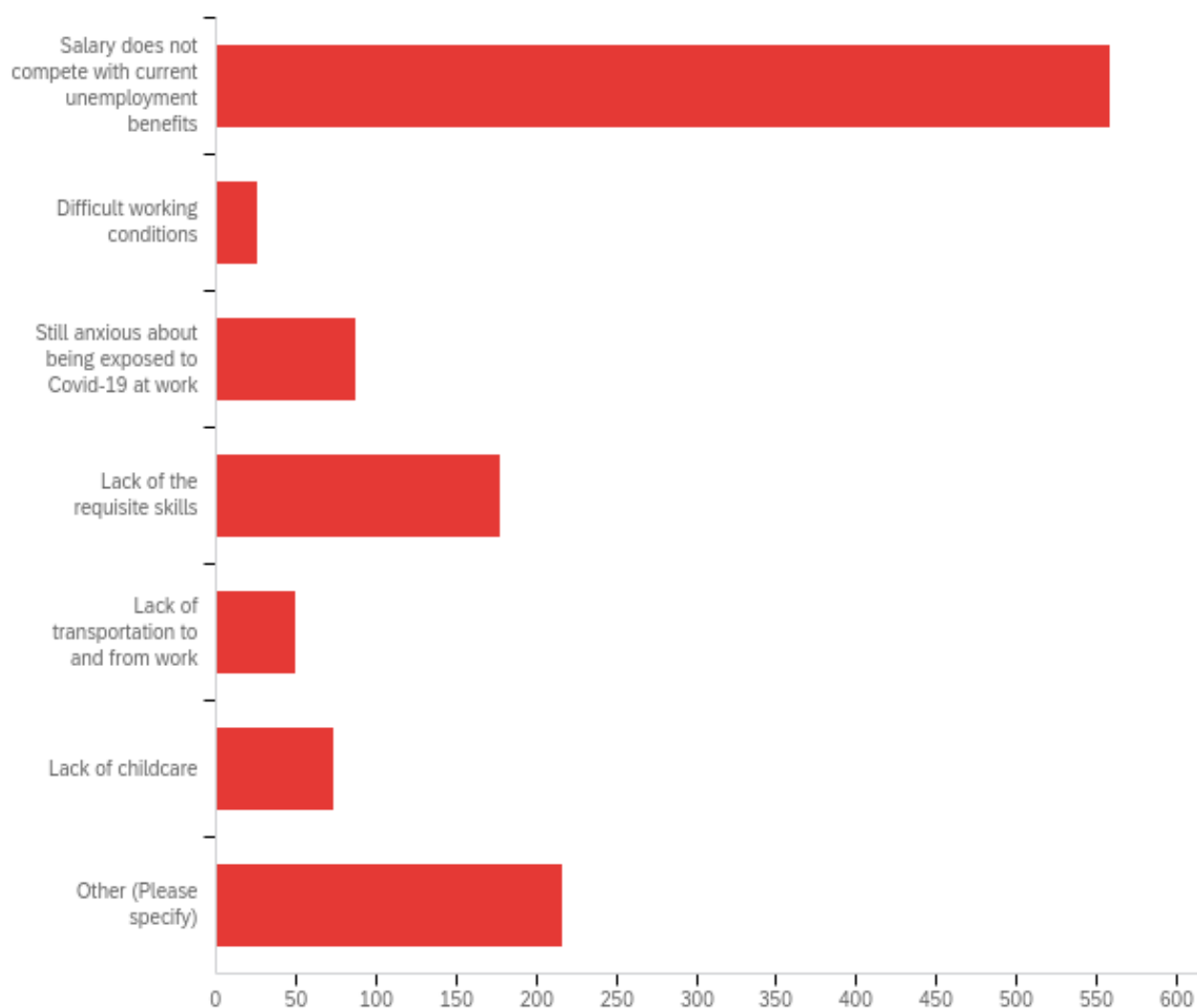
Answer	%	Count
In 6 months or more	16.13%	5
In 3-6 months	32.26%	10
In 1-3 months	12.90%	4
In less than 1 month	38.71%	12
Total	100%	31

Q16 - What percentage of your open positions remain unfilled?



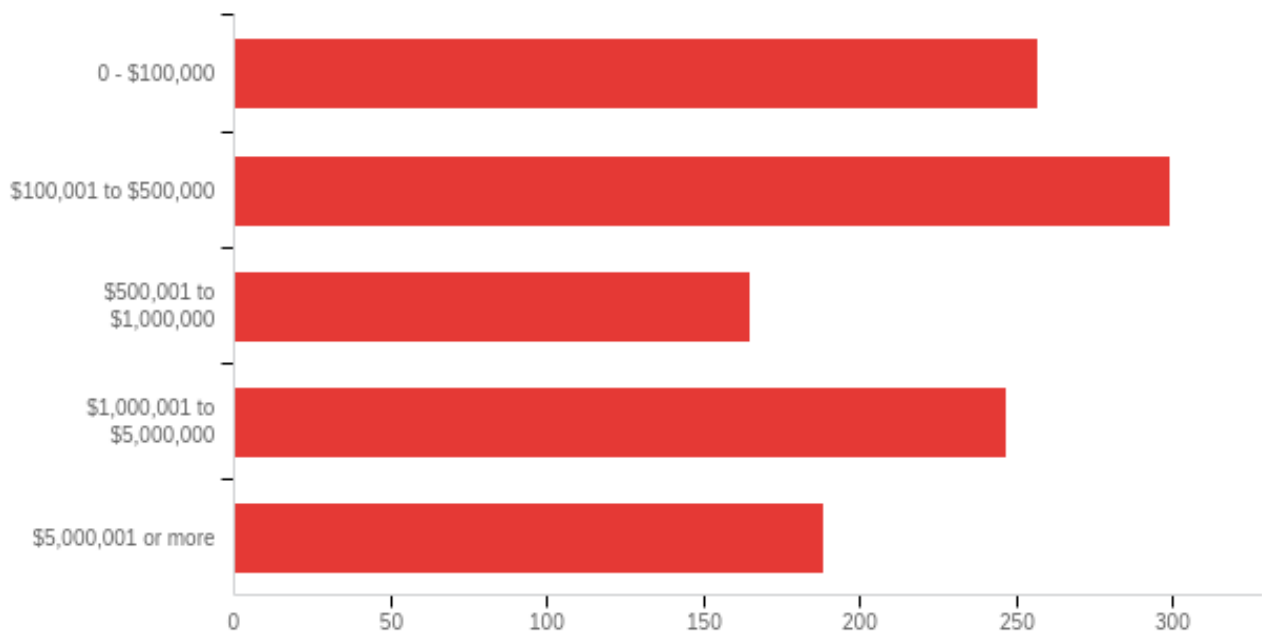
Answer	%	Count
unknown	2.93%	24
76% - 100%	46.10%	378
51% - 75%	14.02%	115
26% - 50%	17.93%	147
0% - 25%	19.02%	156
Total	100%	820

Q17 - To what do you attribute the difficulty in filling these positions? (Select up to three.)



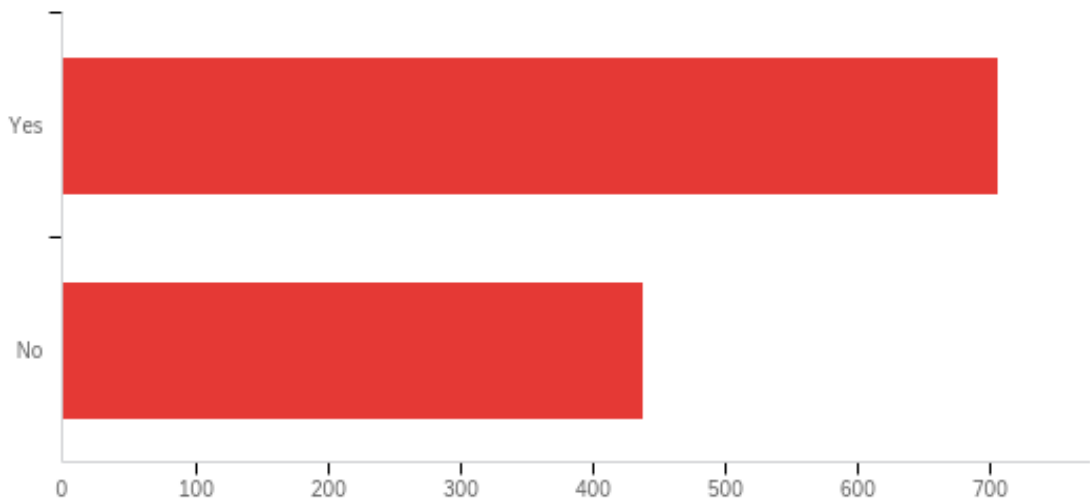
Answer	%	Count
Still anxious about being exposed to Covid-19 at work	7.33%	87
Salary does not compete with current unemployment benefits	47.09%	559
Other (Please specify)	18.20%	216
Lack of transportation to and from work	4.13%	49
Lack of the requisite skills	14.91%	177
Lack of childcare	6.15%	73
Difficult working conditions	2.19%	26
Total	100%	1187

Q33 - Annual Revenue:



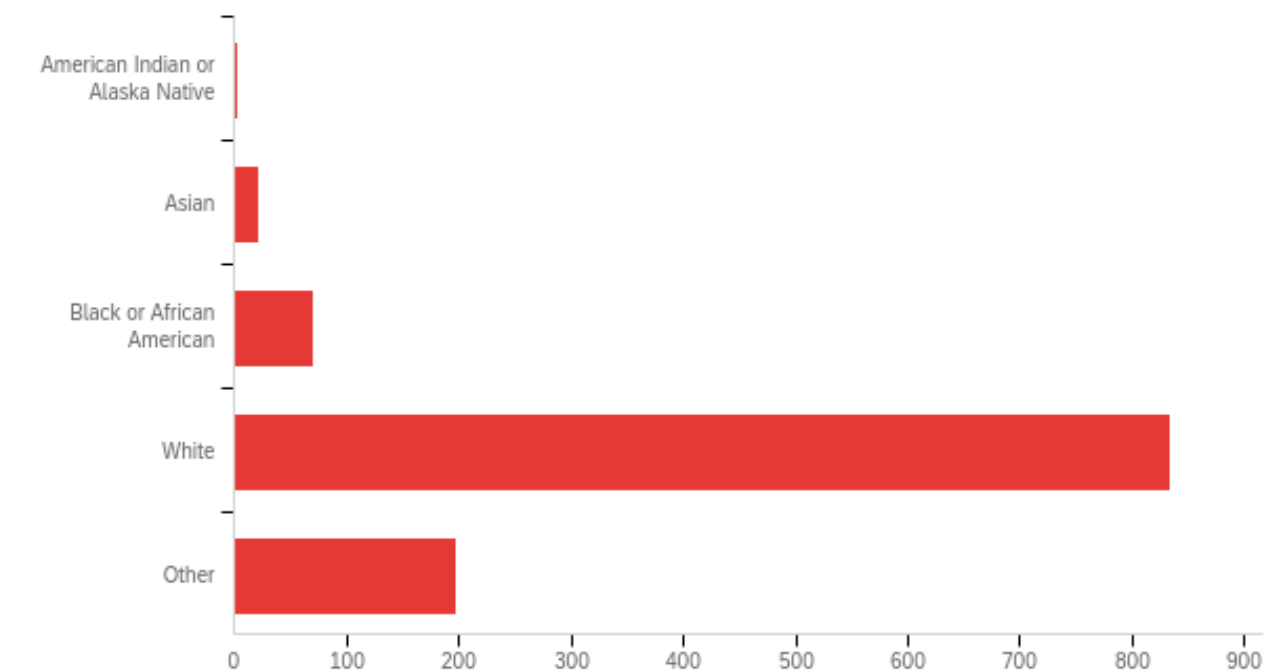
Answer	%	Count
0 - \$100,000	22.23%	257
\$100,001 to \$500,000	25.87%	299
\$500,001 to \$1,000,000	14.27%	165
\$1,000,001 to \$5,000,000	21.37%	247
\$5,000,001 or more	16.26%	188
Total	100%	1156

Q35 - Is the business owner of Hispanic, Latino, or Spanish origin?



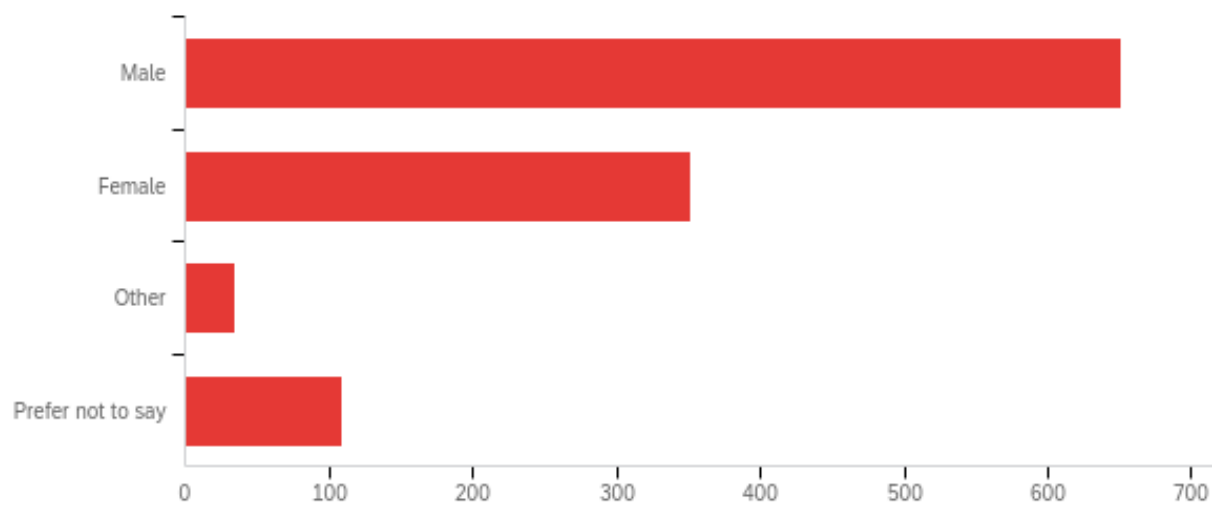
Answer	%	Count
Yes	61.71%	706
No	38.29%	438
Total	100%	1144

Q36 - What is the business owner's race?



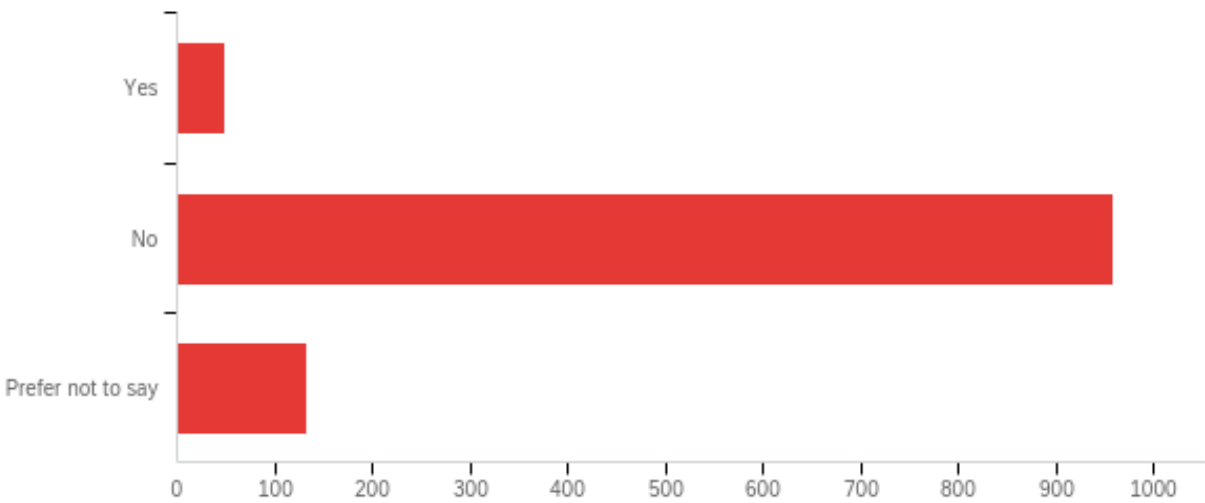
Answer	%	Count
American Indian or Alaska Native	0.18%	2
Asian	1.95%	22
Black or African American	6.22%	70
White	74.07%	834
Other	17.58%	198
Total	100%	1126

Q37 - What is the business owner’s gender identity?



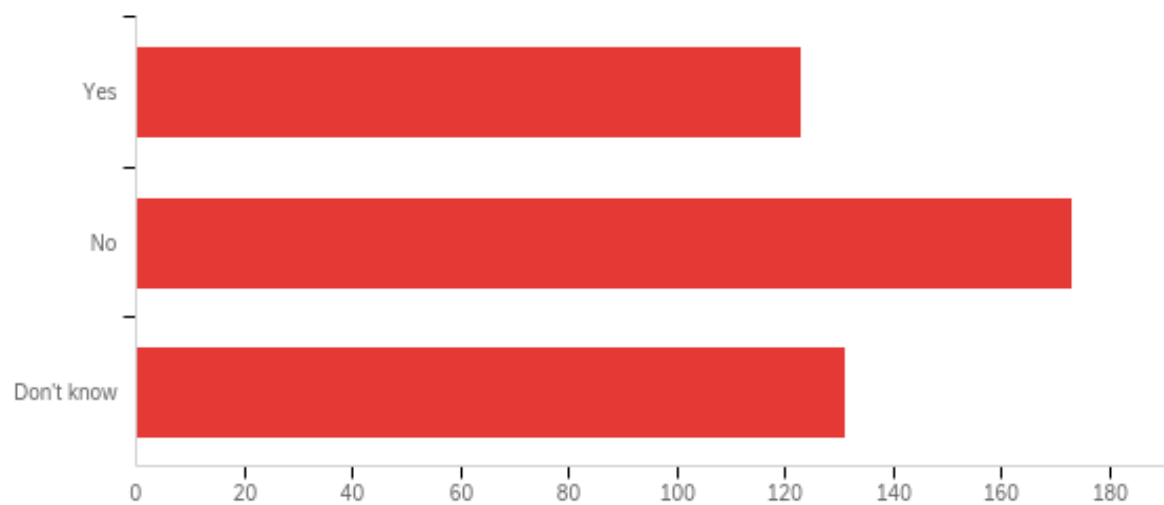
Answer	%	Count
Male	56.81%	651
Female	30.63%	351
Other	3.05%	35
Prefer not to say	9.51%	109
Total	100%	1146

Q38 - Is this an LGBTQ+ owned business?



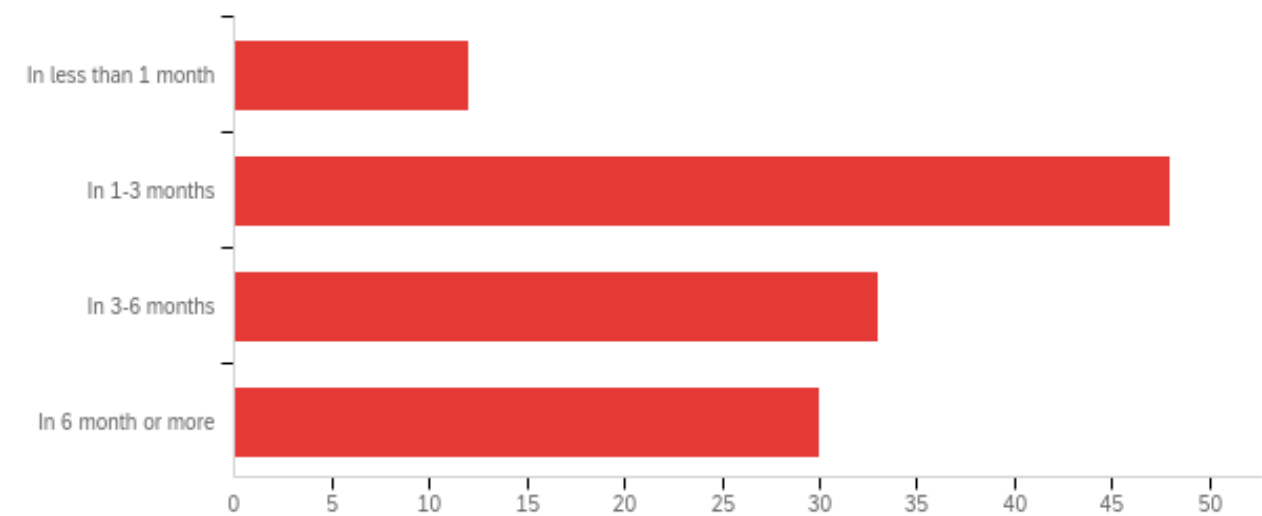
Answer	%	Count
Yes	4.22%	48
No	84.18%	958
Prefer not to say	11.60%	132
Total	100%	1138

Q2 - Are you planning to hire in the near future?



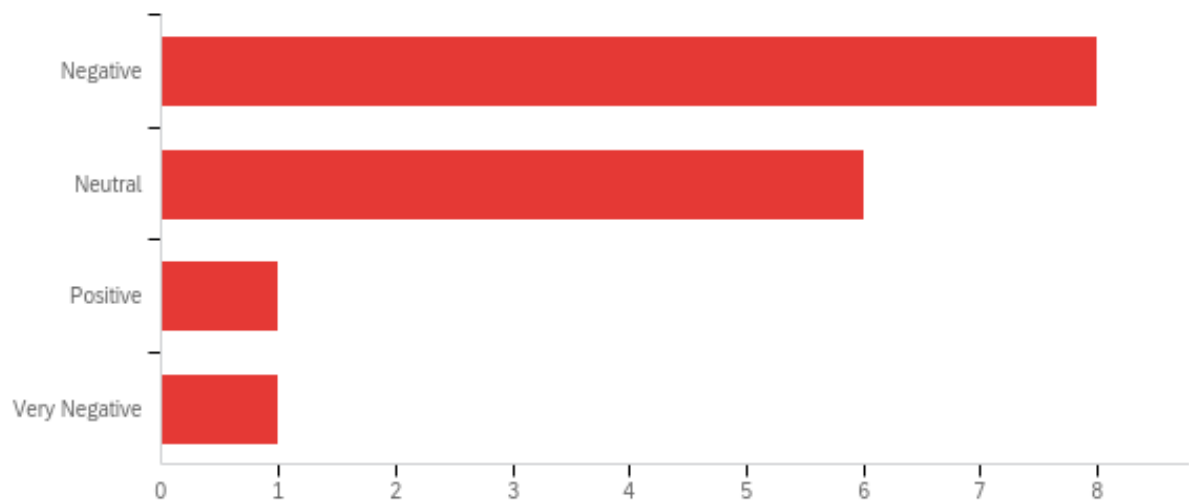
Answer	%	Count
Yes	28.81%	123
No	40.52%	173
Don't know	30.68%	131
Total	100%	427

Q29 - When do you expect to begin the hiring process?



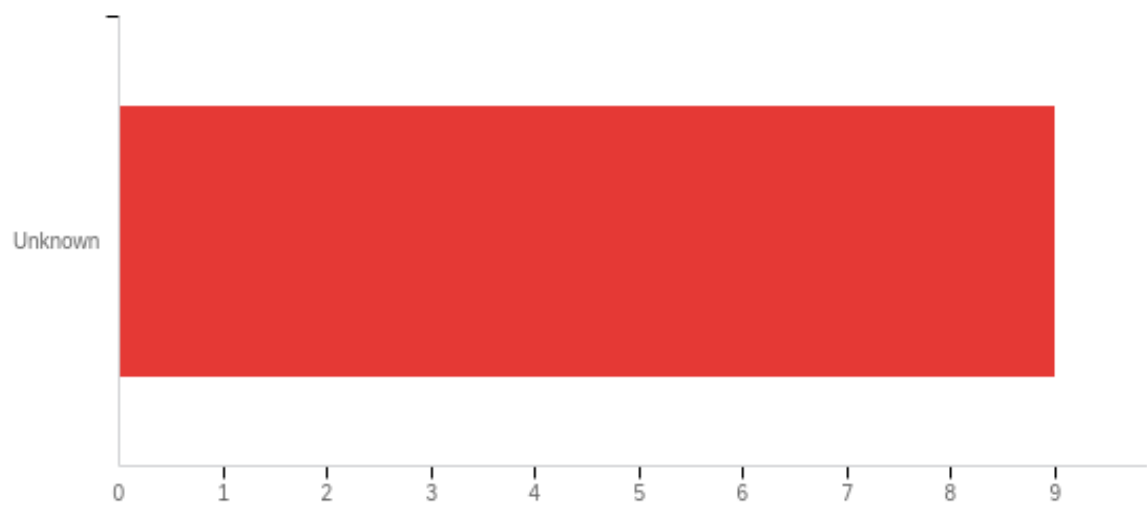
Answer	%	Count
In 3-6 months	26.83%	33
In 1-3 months	39.02%	48
In 6 month or more	24.39%	30
In less than 1 month	9.76%	12
Total	100%	123

Q15 - Sentiment



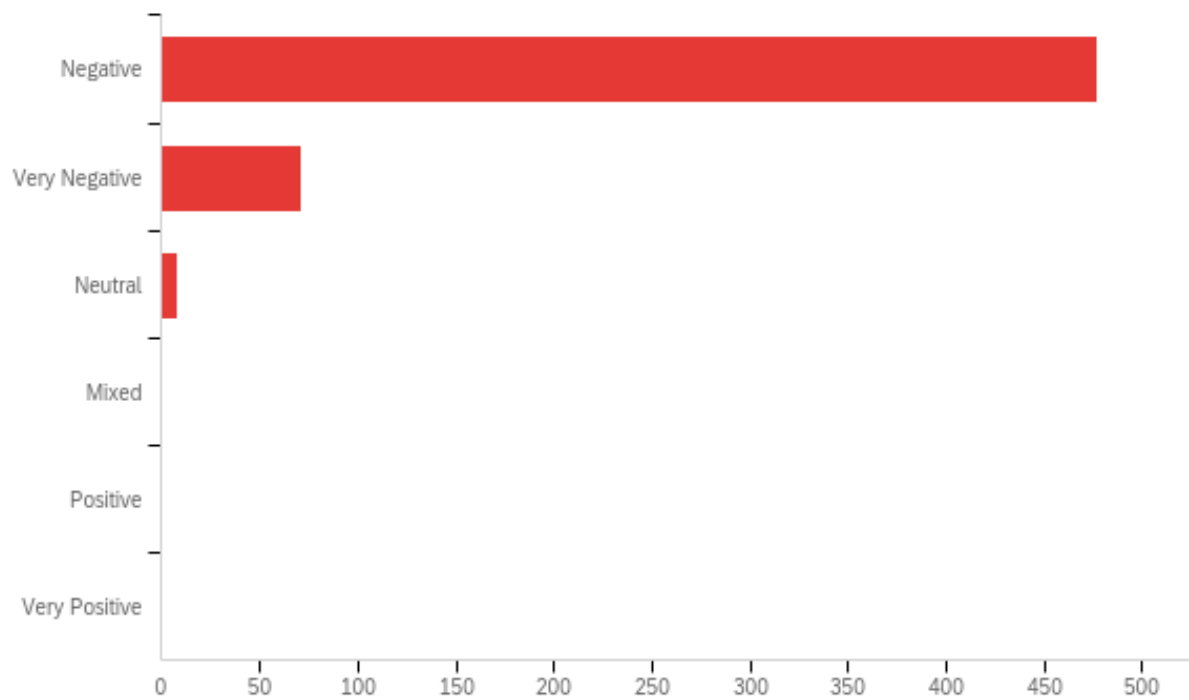
#	Answer	%	Count
1	Negative	50.00%	8
2	Neutral	37.50%	6
3	Positive	6.25%	1
4	Very Negative	6.25%	1
	Total	100%	16

Q15 - Topics



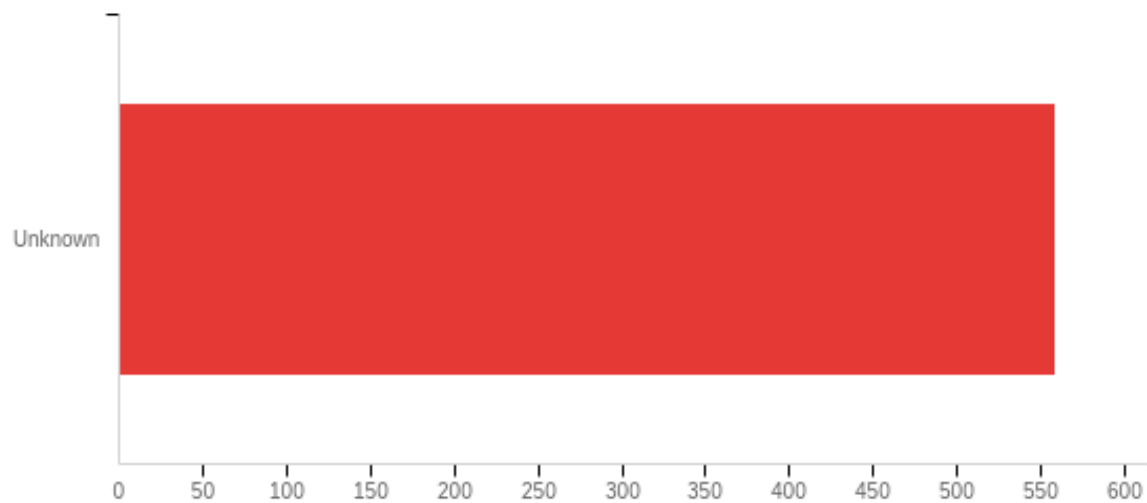
#	Answer	%	Count
1	Unknown	100.00%	9
	Total	100%	9

Q18 - Sentiment



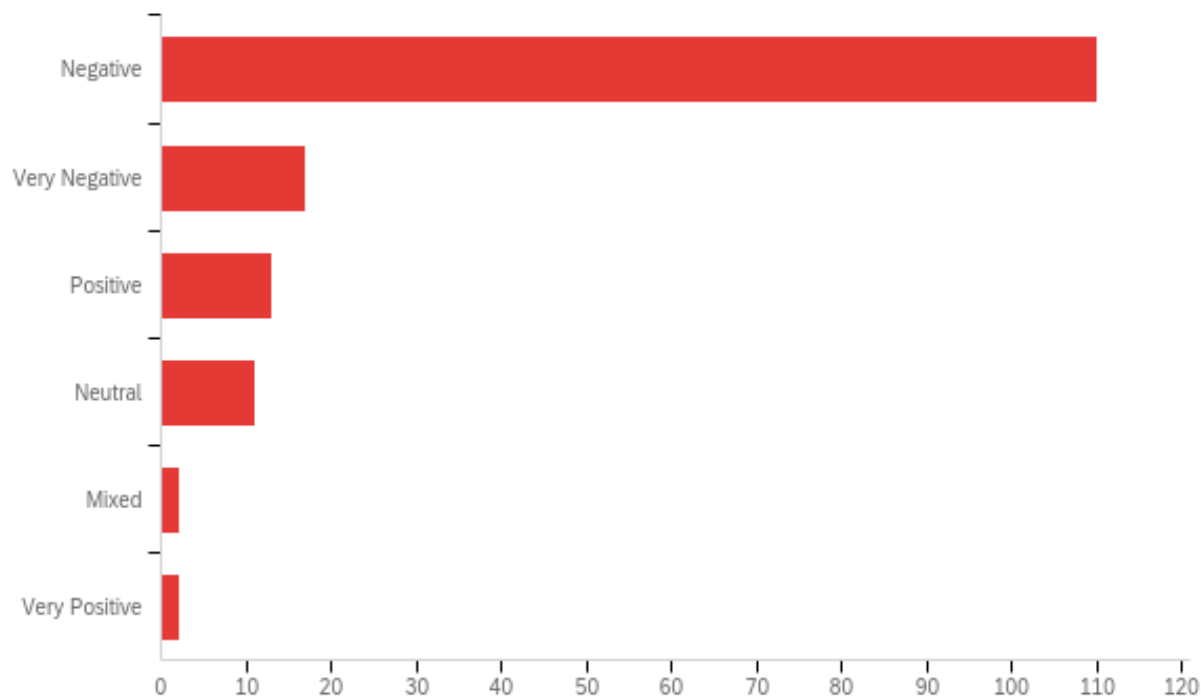
#	Answer	%	Count
1	Negative	85.33%	477
2	Very Negative	12.70%	71
3	Neutral	1.43%	8
4	Mixed	0.18%	1
5	Positive	0.18%	1
6	Very Positive	0.18%	1
	Total	100%	559

Q18 - Topics



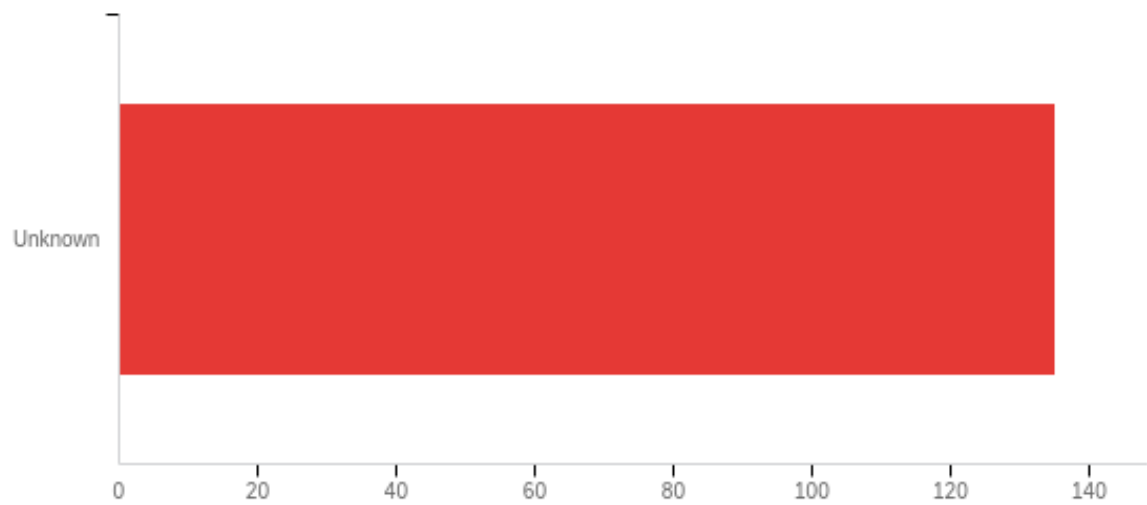
#	Answer	%	Count
1	Unknown	100.00%	559
	Total	100%	559

Q4 - Sentiment



#	Answer	%	Count
1	Negative	70.97%	110
2	Very Negative	10.97%	17
3	Positive	8.39%	13
4	Neutral	7.10%	11
5	Mixed	1.29%	2
6	Very Positive	1.29%	2
	Total	100%	155

Q4 - Topics



#	Answer	%	Count
1	Unknown	100.00%	135
	Total	100%	135



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 4C

AGENDA ITEM SUBJECT: DEO ANNUAL PERFORMANCE PRESENTATION

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A.

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

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

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



CareerSource South Florida Performance Overview

Charles Williams and Daniel Harper, *Department of
Economic Opportunity*

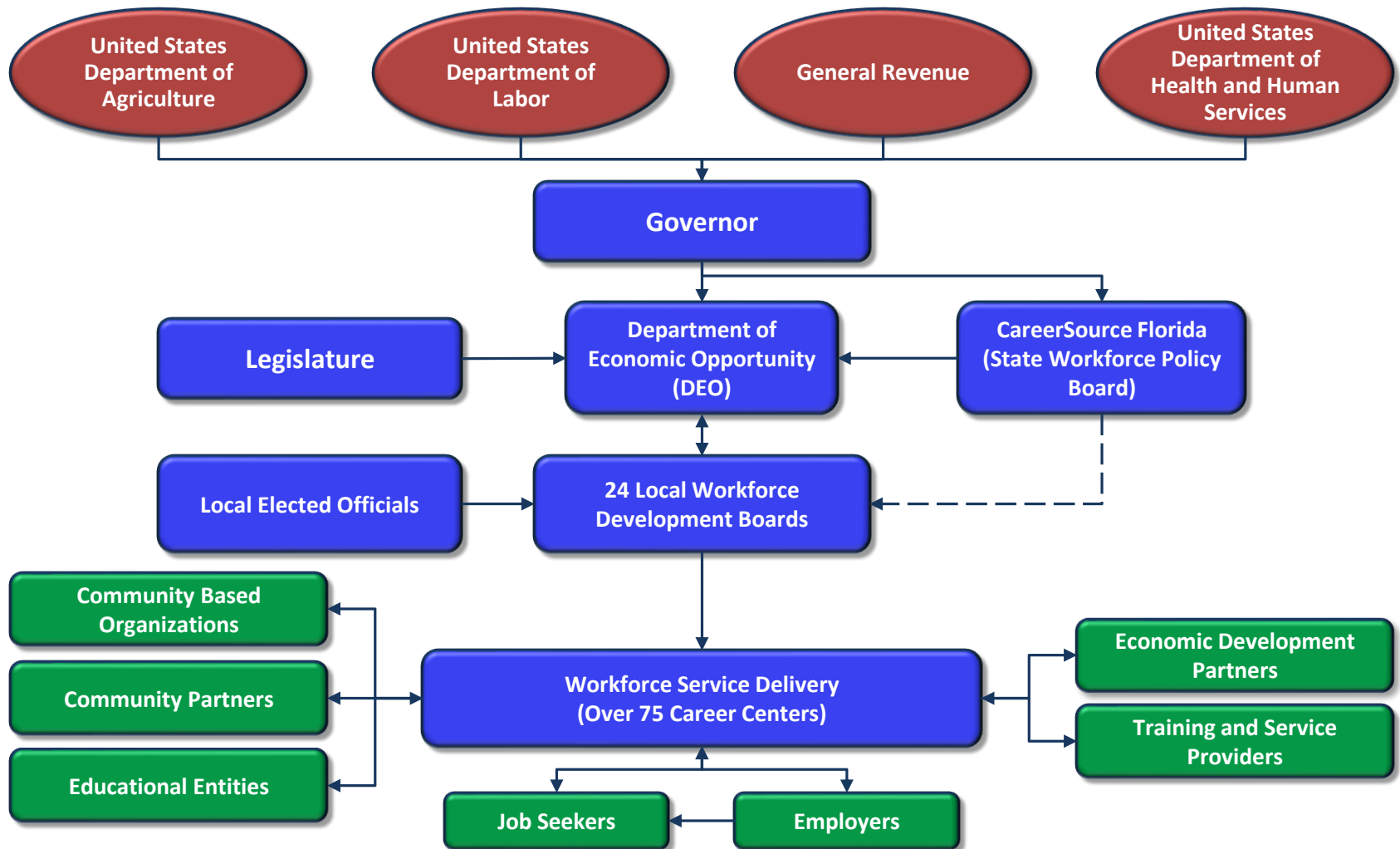
, 2021



AGENDA

- Program Year 2019 Primary Indicators of Performance
- Programmatic and Financial Monitoring Activity
- Local Area Financial Overview

FLORIDA'S WORKFORCE SYSTEM



PRIMARY INDICATORS OF PERFORMANCE

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

WIOA PRIMARY INDICATORS OF PERFORMANCE

LWDB 23 Program Year (PY) 2019 July 1, 2019 – June 30, 2020	PY 2019 Actual Performance	PY 2019 Performance Targets	PY 2019 Achievement Level	PY 2020 Performance Targets
Adults:				
Employed 2 nd Quarter After Exit	61.40%	85.20%	72.07%	85.50%
Employed 4 th Quarter After Exit	64.00%	83.00%	77.11%	84.00%
Median Wage 2 nd Quarter After Exit	\$4,489.00	\$6,850.00	65.53%	\$6,500.00
Credential Attainment	40.80%	73.00%	55.89%	60.00%
Dislocated Workers:				
Employed 2 nd Quarter After Exit	70.70%	85.20%	82.98%	85.00%
Employed 4 th Quarter After Exit	76.50%	79.20%	96.59%	79.00%
Median Wage 2 nd Quarter After Exit	\$7,372.00	\$7,500.00	98.29%	\$7,000.00
Credential Attainment	83.30%	73.20%	113.80%	75.00%
Youth Common Measures:				
Education and Employment Rate 2 nd Quarter After Exit	83.30%	76.50%	108.89%	79.00%
Education and Employment Rate 4 th Quarter After Exit	64.70%	71.70%	90.24%	73.00%
Credential Attainment	23.10%	75.50%	30.60%	72.00%
Wagner-Peyser:				
Employed 2 nd Quarter After Exit	65.10%	64.20%	101.40%	65.00%
Employed 4 th Quarter After Exit	65.90%	66.20%	99.55%	64.20%
Median Wage 2 nd Quarter After Exit	\$5,031.00	\$5,200.00	96.75%	\$5,000.00

Not Met (less than 90% of target)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

STATE MONITORING ACTIVITY

- Federal law requires the state to develop an oversight system to monitor all workforce programs receiving federal funds.
- DEO annually develops and implements a process for monitoring LWDBs.
- Programmatic and financial monitoring was conducted concurrently.
- Corrective Action Plans to address all findings are required.

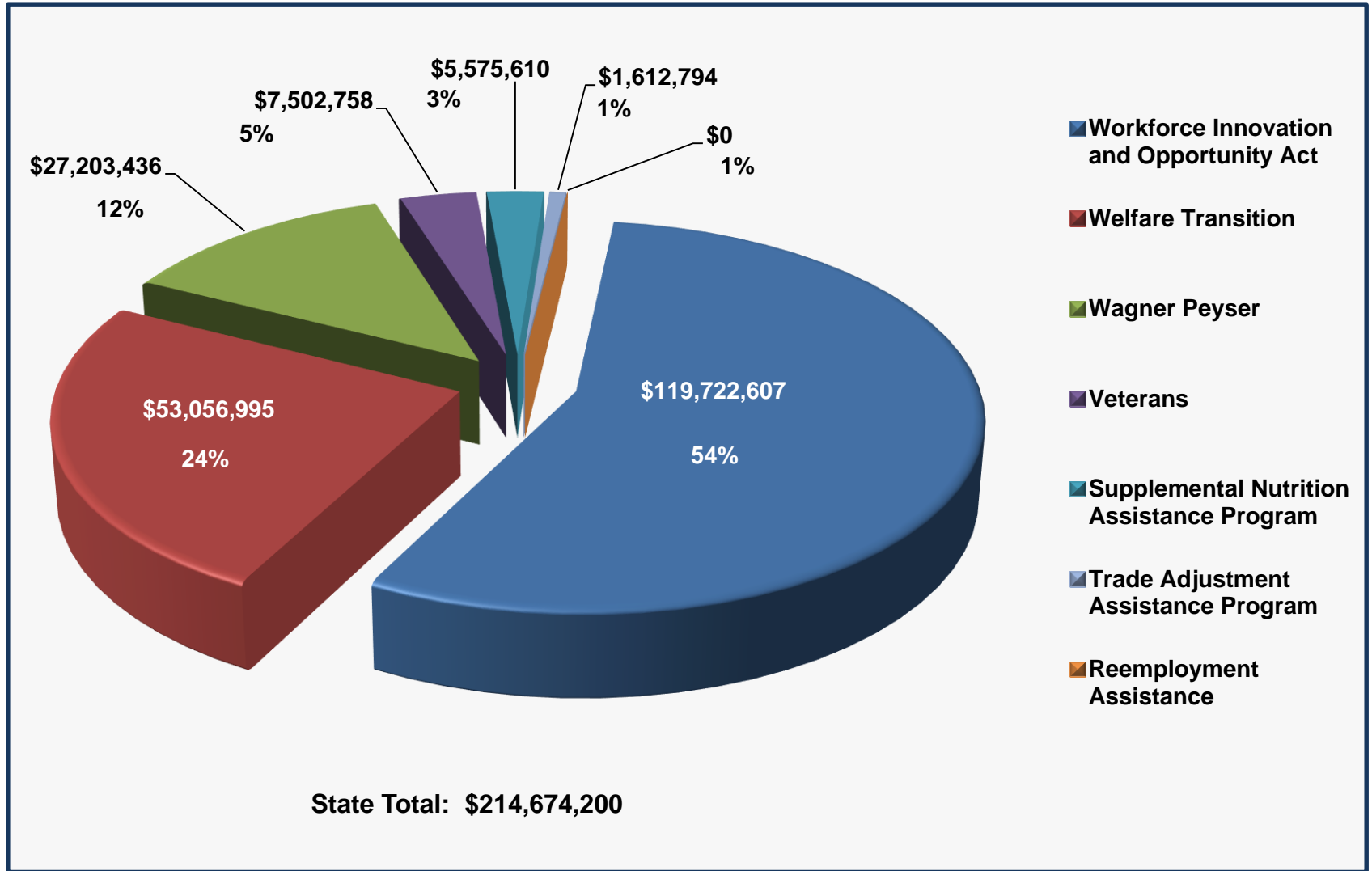
PROGRAM YEAR 2019 SUMMARY OF LOCAL FINDINGS

Program	PY 2018 Findings	PY 2019 Findings
Welfare Transition	5	4
Wagner-Peyser (RESEA, MSFW, Career Center Credentialing, MIS)	4	13
Supplemental Nutrition Assistance Program - Employment and Training	2	3
WIOA Adult / Dislocated Worker / Youth	1	5
Trade Adjustment Assistance Act	0	0
Total Findings	12	25

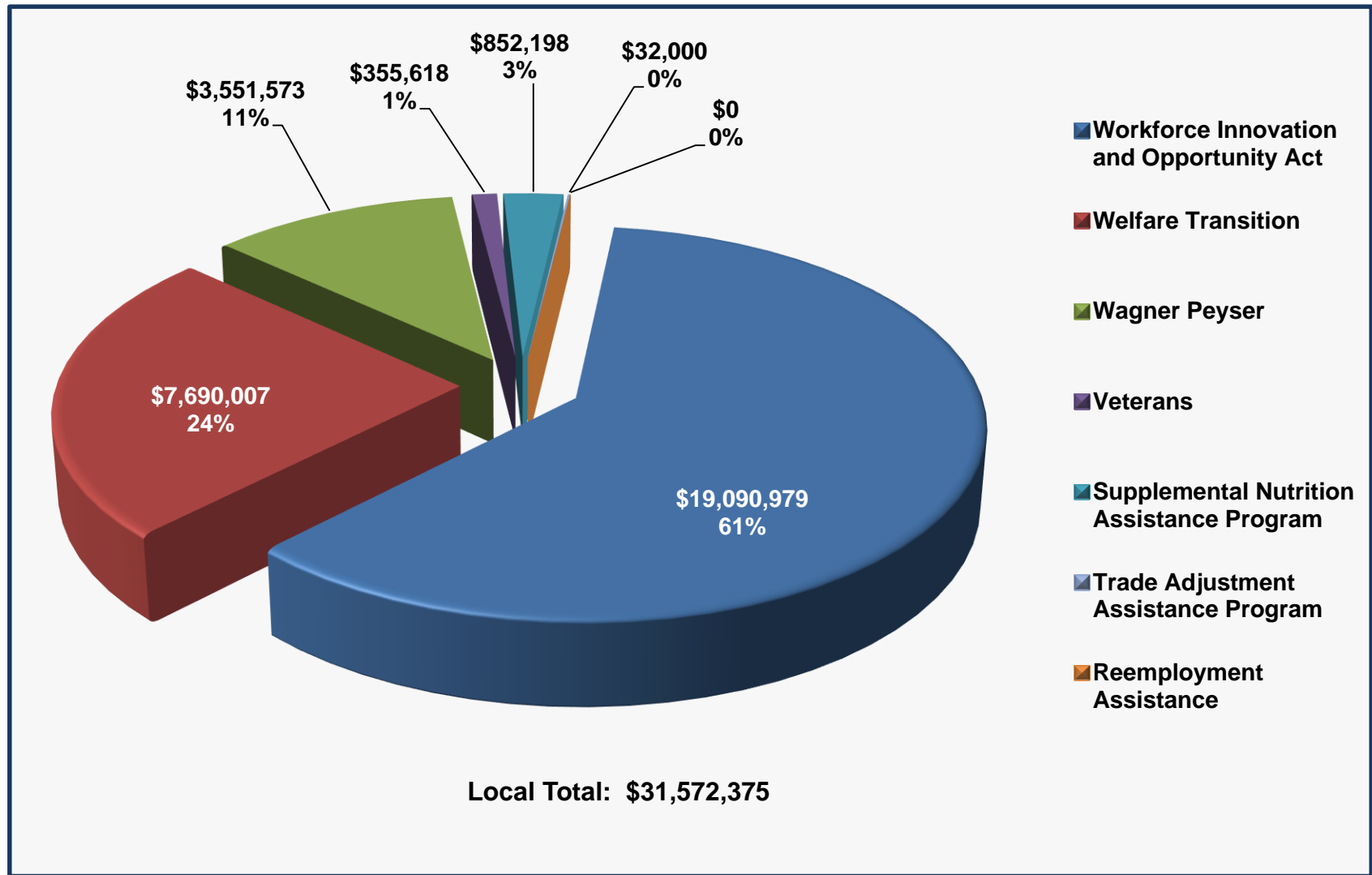
FISCAL YEAR 2019-20 SUMMARY OF THE RESULTS OF FINANCIAL MONITORING

CATEGORIES	RESULTS
Findings	None
Issues of Non-Compliance	None
Observations	1
Technical Assistance	2

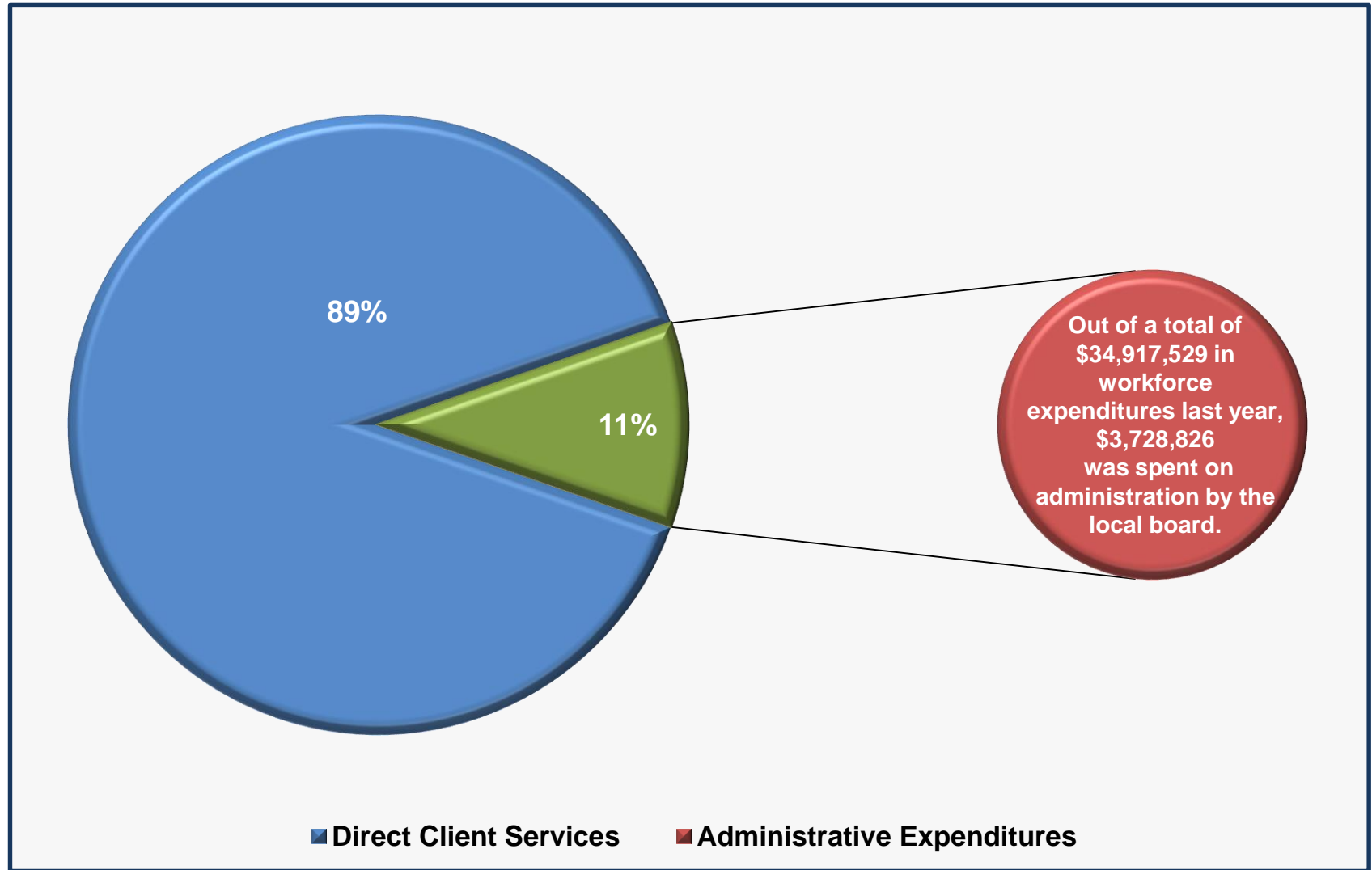
PROGRAM YEAR 2020 TOTAL STATEWIDE FUNDING



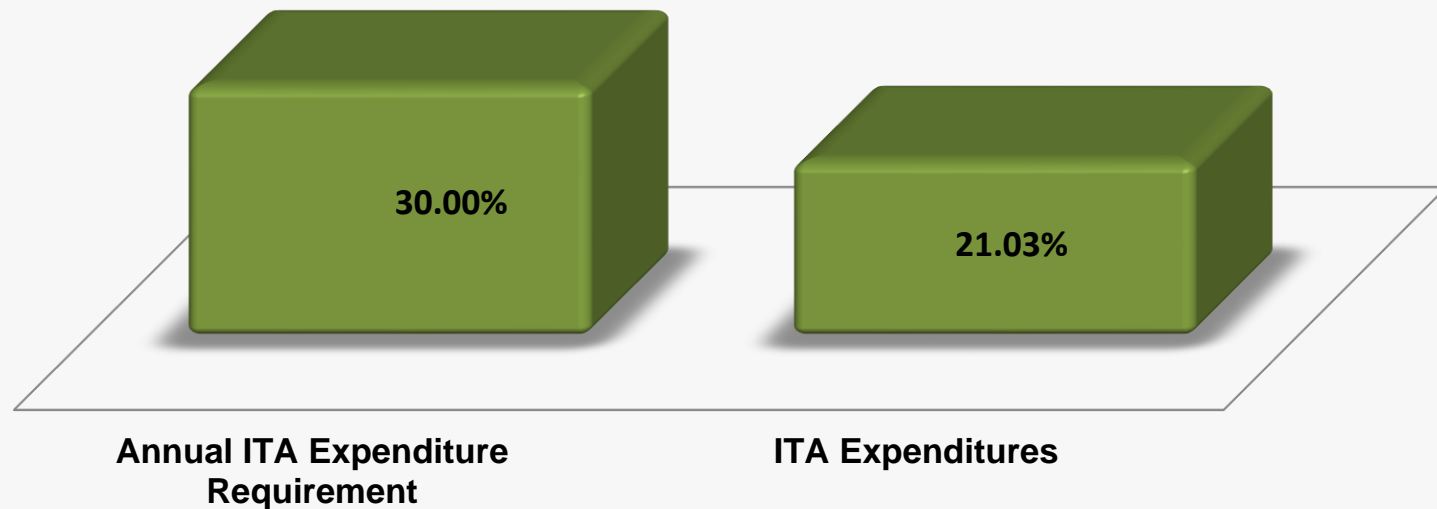
PROGRAM YEAR 2020 TOTAL LOCAL AMOUNT



PROGRAM YEAR 2019 DIRECT CLIENT SERVICES & ADMINISTRATIVE EXPENDITURES

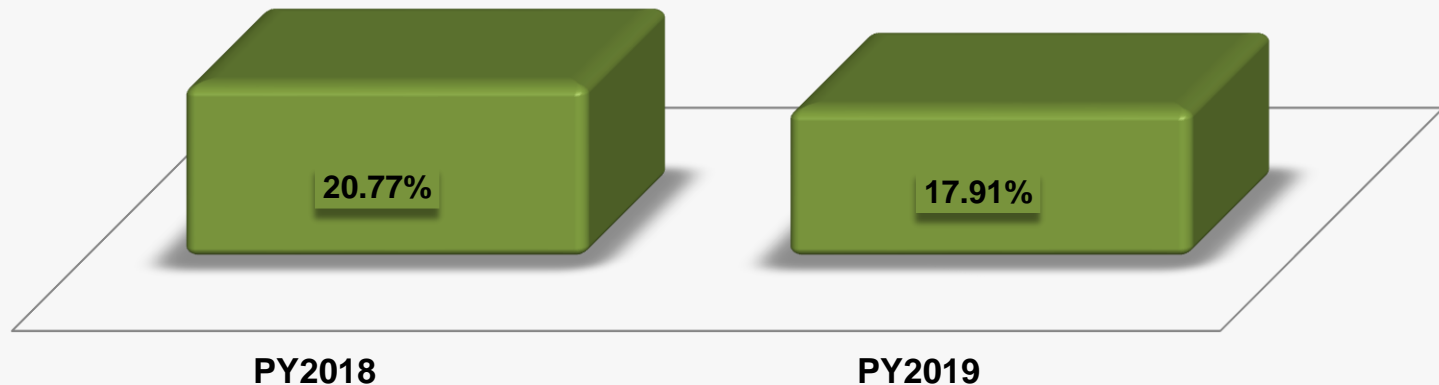


PROGRAM YEAR 2019 INDIVIDUAL TRAINING ACCOUNT EXPENDITURE REQUIREMENT

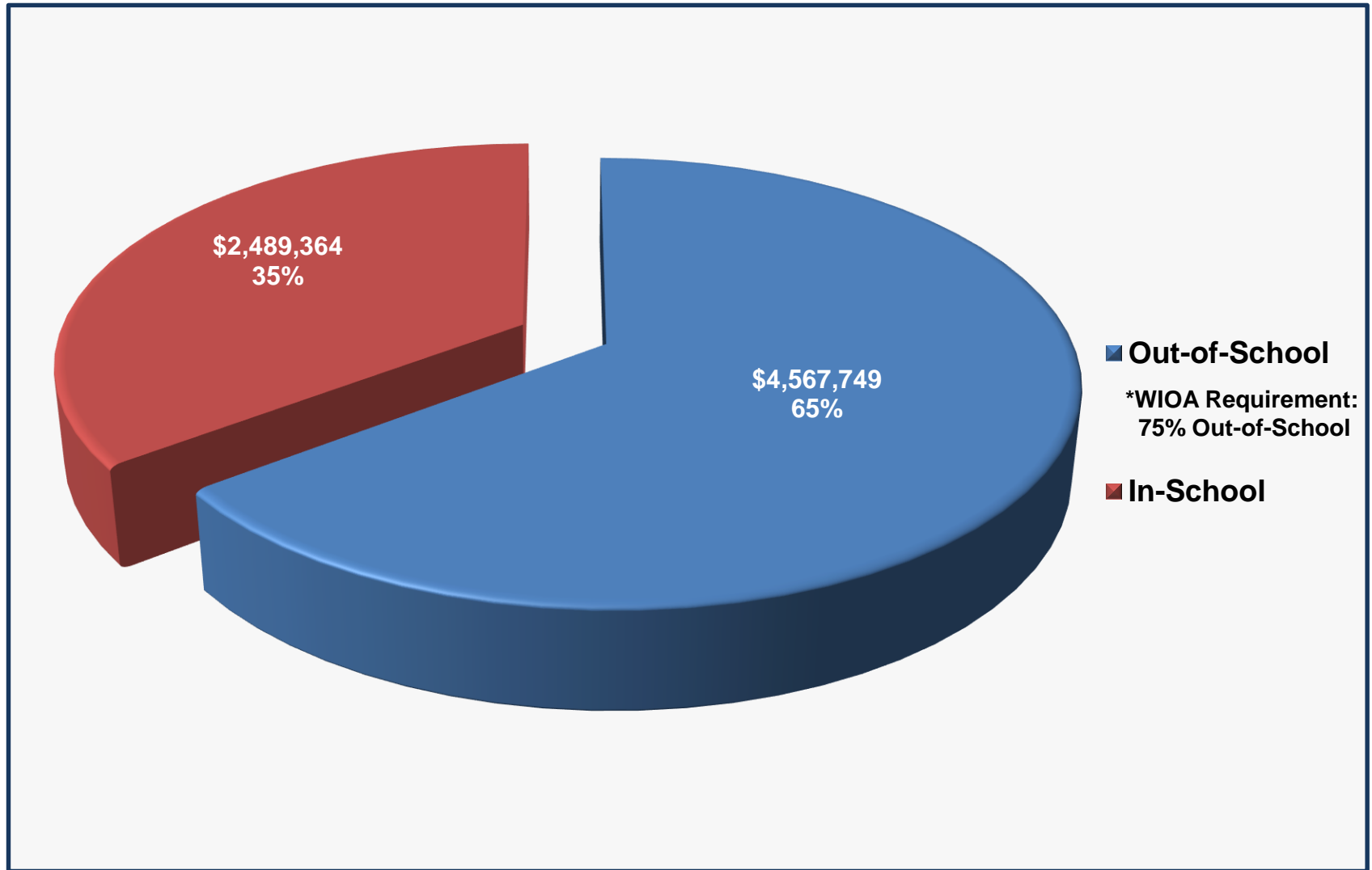


PROGRAM YEAR 2018 & 2019 WIOA WORK EXPERIENCE REQUIREMENT

***WIOA Requirement:
20% Work Experience**



PROGRAM YEAR 2019 PERCENTAGE OF EXPENDITURES ON OUT-OF-SCHOOL YOUTH



QUESTIONS



ADDITIONAL INFORMATION

For more information, please contact:

Charles Williams

Florida Department of Economic Opportunity
One-Stop and Program Support

(850) 245-7424

Charles.Williams@DEO.MyFlorida.com



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 5A

AGENDA ITEM SUBJECT: FLORIDA HOUSE BILL 1507, REACH ACT UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRENGTHEN THE ONE-STOP DELIVERY SYSTEM**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

On June 24, 2021, House Bill 1507, the Reimagining Education and Career Help (REACH) Act of 2021 was signed into law by Governor Ron DeSantis. The REACH Act was initially passed by the Florida House of Representatives on April 14, 2021 with full bipartisan support. The bill was put forth and passed, due in part, to the federal audit conducted by the United States Department of Labor (USDOL) which revealed weaknesses in the CareerSource Florida network; and because legislators were of the opinion that "Floridians have been hamstrung by an outdated and fragmented workforce system that puts more emphasis on inputs rather than outcomes".

As a result, on June 15, 2021, CareerSource Florida (CSF) Board of Directors announced the approval of more than \$29 million in investments for training, education and systems alignment to help Floridians embark on career pathways to self-sufficiency and economic prosperity. CSF President and CEO Michelle Dennard stated, "The investments approved by the CareerSource Florida Board reflect strategic initiatives and priorities directed by Governor DeSantis to strengthen alignment among CareerSource Florida, the state Department of Economic Opportunity and the state Department of Education to help ensure all Floridians can find meaningful work."

Key Points

1. Signed into law on June 24, 2021.
2. HB 1507 passed on April 14, 2021 with bipartisan support.
3. Passed as a result of a federal audit that revealed weaknesses in the CareerSource network.
4. The bill was passed because legislators felt "Floridians have been hamstrung by an outdated and fragmented workforce system that puts more emphasis on inputs rather than outcomes."
5. Creates the Office of Reimagining Education and Career Help (REACH) Act.
6. Requires workforce programs meet actual outcome standards.
7. Credential is defined.

8. Requires digital credentialing.
9. Automated consumer-first workforce system.
10. Revises various provisions related to apprenticeship and pre-apprenticeship programs
11. Money back (tuition) guarantee program. This program allows students a/k/a participants to get their money back if they cannot get a job within six months of completing workforce programs.
12. Ensures job seekers and students are confident that Florida is closer than ever to providing the most unified and exceptional workforce system in the nation to help them land and grow in an in-demand careers.
13. Outlines what is promoted as the most significant redesign of the workforce system of any other state in America.
14. Revises and creates provisions relating to workforce services including renaming the Workforce Estimating Conference to the “Labor Market Estimating Conference”.
15. Improves every Floridian’s opportunity to achieve self-sufficiency via a system-wide holistic approach.
16. Requires certain contracts to be performance based.

The REACH Act effective date was July 1, 2021. A copy of the REACH Act Checklist is attached for the review of the Committee.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

**Reimagining Education and Career Help (REACH) Act
(HB 1507)**

REGULATIONS	SECTION	YES	NO	REFERENCE	NOTES (site the local policy with Board approval date)
1. REACH Act FS 14.36					
a. No-Wrong-Door Entry Strategy					
	Does the SFWIB cross-train all CareerSource center staff on workforce related programs, including how to use an integrated case management system, develop an individual employment plan, conduct a comprehensive needs assessment, pre-certify individuals for workforce related programs, and on any other activities to reinforce a no-wrong-door-entry strategy?				
	If not, is there a plan to begin efforts that will allow the implementation of a strategy that will improve equity and access to the myriad of state and federally funded workforce related programs available to citizens in WDA 23?				
	Does the SFWIB coordinate and facilitate a common intake form and/or case management system for workforce related programs to minimize duplicate data entry?				
	Does the SFWIB coordinate and/or facilitate a MOU, in consultation with, the DEO and the DCF to permit Supplemental Nutrition Assistance Program (SNAP) and TANF clients to pre-certify for WIOA training services without having to physically visit a one-stop center?				
	Has the SFWIB identified other state and/or federal programs that serve individuals with significant barriers to employment as demonstrated by low placement, employment, and earnings rates?				
	If so, are there strategies that have been identified that will increase the utilization of those programs?				
	If not, is there a plan to identify and begin implementing such programs?				
b. Workforce Opportunity Portal					
	Does the SFWIB's Employ Miami/Employ Monroe provide participants with an overall view of all available services?				
	Does the SFWIB review each training program added to the WDA 23 ETPL at least 1 year after the program's first graduating class and at applicable intervals after the first review to ensure quality?				
	Is there a system currently available that provides access to labor market data consistent with official information developed by the Labor Market Estimating Conference (formerly known as the workforce Estimating Conference) as well as information on how to appropriately use and analyze the presented data, including any limitations?				
c. Use of Funds					
	Does the SFWIB currently have innovative ITA programs that enables participants to attain self-sufficiency?				
	Does the SFWIB currently evaluate the effectiveness of performance-based contracts as it relates to increasing a participant's wages and long-term employment?				
	Does the SFWIB have funds available or set aside for incumbent worker training for the digital media industry?			FS 445.038	
	If so, are there both public and private training providers on the SFWIB ETPL that offer the broadband digital media training programs?				
	If not, is there a strategy to add public and private training providers to the SFWIB ETPL who offer broadband digital media training programs?				
	Are there training programs for broadband digital media jobs listed on the occupations list developed by the Labor Market Estimating Conference?				
	If so, are the broadband digital media occupations currently listed on the WDA 23 TOL?				
d. One-Stop Centers					
	Currently, does the SFWIB have an integrated service delivery system that includes common registration and intake for required one-stop partners and support service integration, and case management across programs and agencies?				
	If so, has the SFWIB developed training on the use of the system and how to prequalify individuals for workforce programs?				
	Does the SFWIB require training referrals for an ITA be used for programs that prepare individuals to enter occupations identified by the Labor Market Estimating Conference?				
	If so, does the SFWIB withhold or condition any portion of final payment contingent upon a participant's successful job placement?				
	Does the SFWIB have the requisite number of mandatory partners located within the CareerSource centers?				
e. Program Evaluation					
	Does the SFWIB track participants as they transition from public assistance to self-sufficiency?			Section 445.033, Florida Statutes	
	If so, is the participant's co-enrollment in programs included as part of the performance measure?				
	Does the SFWIB have a mechanism in place to effectively assess the impact of services on workforce participants who are dually served?				

	If so, how does the SFWIB measure the performance of workforce related programs and services for participants who receive TANF, family self-sufficiency program benefits and/or in welfare transition programs?				
	Is there an annual performance report that analyzes participants as they transition from public assistance to self-sufficiency?				
	At a minimum, does the report include the following measures?				
	the percent of participants working in unsubsidized employment;				
	the percent of participants who stop receiving benefits for reasons other than disqualification or sanction;				
	the number of sanctions and waivers that are granted, measured by the type of sanction or waiver and the number of completed compliance activities that lead to a restoration of benefits.				
	the median placement wage rate;				
	the TANF work participation rate; and				
	a self-sufficiency index, by county, calculated each quarter based on the percent of current or former participants who stop receiving benefits or are working 30 or more hours per week and at 1 and 2 years after participants stop receiving benefits or work 30 or more hours per week.				
	the percentage of participants earning at or above 200 percent of the federal poverty level 3 years after participants stop receiving benefits or work 30 or more hours per week.				
	the expected range of performance for each county on the self-sufficiency index.				
	f. Local Plan				
	Is the SFWIB local plan in alignment with the vision and goals of the state plan?				
	Did the plan allow the public to review and comment on the development of the plan?				
	2. Labor Market Estimating Conference fdba Workforce Estimating Conference (renames, removes requirements of WEC and provides requirements for LMEC) FS 216.135				
	Upon receipt of the State's Demand Occupation List, does the SFWIB have a process in place to further determine the occupational requirements for WDA 23?			FS 216.136	
	If so, does the process include a mechanism to address critical occupational shortages in industry sectors not adequately represented?				
	3. Measuring Outcomes of Workforce Education Programs				
	Does the SFWIB ensure the workforce related programs are offered by both public and private training providers?				
	If so, when measured, do the parameters include employment wages, continued education, student loan debt, and receipt of public assistance by participant graduates of workforce, certificate, or degree programs?				
	If not, is there a mechanism currently in place that provides the data and/or allows the aforementioned details to be measured?				
	Does the measurement include all graduates regardless of funding or only participants receiving workforce funding?				
	Are the programs reviewed at least one year after the program's first graduating class?				
	4. Workforce Innovation and Opportunity Act Title I Funds				
	Is the percentage of funds allocated to and expended on Individual Training Accounts (ITA) in compliance with federal and state requirements?				
	If not, was the SFWIB granted a waiver from CareerSource Florida?				
	Does the SFWIB allow tuition, books and fees of training providers and other training services prescribed and authorized under WIOA to qualify as ITA expenditures?				
	5. Local Board Requirements				
	a. Members				
	Does the SFWIB list the names of its members on the website?			Amends FS 445.007	
	Are there term limits for SFWIB members?				
	If so, is there a provision for exceptions?				
	Are SFWIB members who are not otherwise required to file a full and public disclosure of financial interests under s. 8, Art. II of the State Constitution or s. 112.3144 required to file a statement of financial interests under s. 112.3145?			Section 8, Article II of the State of Florida Constitution or FS 112.3144; FS 112.3145.	
	If so, does the SFWIB's website inform the public that each disclosure or statement has been filed with the Commission on Ethics and provide information how each disclosure or statement may be reviewed?				
	Is the SFWIB Executive Director or designated person responsible for the operational and administrative functions of the board, who is not otherwise required to file a full and public disclosure of financial interests under s. 8, Art. II of the State Constitution or s. 112.3144 required to file a statement of financial interests under s. 112.3145?			Section 8, Article II of the State of Florida Constitution or FS 112.3144; FS 112.3145.	
	If so, does the SFWIB's website inform the public that each disclosure or statement has been filed with the Commission on Ethics and provide information how each disclosure or statement may be reviewed?				
	Does the SFWIB limit its Chair's term of service to 2 years and no more than two terms as Chair?			Pub. L. No. 113-128, Title I, s. 107(b)(2)(A)	
	Do the SFWIB members serve staggered terms and are not allowed to serve for more than 8 consecutive years, unless such member is a representative of a governmental entity?				
	Are there requirements in place for certain contracts between SFWIB members and certain entities?				
	If so, are there exceptions?				
	Are the actions of the SFWIB consistent with all federal and state laws?				
	If so, is there a mechanism in place to monitor for inconsistencies timely?				
	If not, how will the SFWIB ensure compliance with all federal and state laws?				

	Does the SFWIB require the DEO to review certain documentation when considering whether to approve a contract?				
	Will the decision to remove the SFWIB's authority to review a decision by the DEO to deny a contract impact its operations?				
	Is the SFWIB prepared to disclose certain compensation information to the DEO upon request?				
b. Meetings					
	Does the SFWIB use any method of telecommunications to conduct its meetings, including establishing a quorum through telecommunications?				
	If so, does the SFWIB provide the public with proper notice of the telecommunications meeting and reasonable access to observe and participate when appropriate?				
c. Contracting					
	Does the SFWIB the adhere to procurement and expenditure procedures required by federal law and policies of the department and the state board for the expenditure of federal, state, and nonpass-through funds?				
	Are there specific performance expectations and deliverables included in all contracts executed by the SFWIB?				
	Prior to contracting with an SFWIB member; a relative, as defined in s. 112.3143(1)(c), of a member; an organization or individual represented on the SFWIB; or an employee of the SFWIB, does the SFWIB submit documentation demonstrating adherence to the law for review and approval prior to execution?				
	Are said contracts approved by a two-thirds vote of the SFWIB?				
	If so, are all conflicts of interest disclosed prior to the vote in a manner that is consistent with the procedures outlined in s. 112.3143(4)?				
	Are SFWIB members who may benefit from the contract, or whose organization or relative may benefit from the contract, required to abstain from the vote?				
	Although prior DEO approval is not required, are contracts under \$10,000 between an SFWIB member, a relative, as defined in s. 112.3143(1)(c), of an SFWIB member, or of an employee of the SFWIB approved by a two-thirds vote of the SFWIB, once a quorum has been established?				
	If so, does the SFWIB report the contract(s) to the DEO and CareerSource Florida within 30 days after approval?				
	Are all contracts between the SFWIB and a member of the SFWIB; a relative, as defined in s. 112.3143(1)(c), of an SFWIB member; an organization or individual represented on the SFWIB; or an employee of the SFWIB, approved on or after July 1, 2021, published on the SFWIB website within 10 days after approval by the SFWIB or the DEO, whichever is later?				
	Does said contact(s) remain on the SFWIB website for at least 1 year after termination of the contract?				
	Does the SFWIB provide documentation to the DEO that includes performance of the entity with which the SFWIB is proposing to contract, if applicable, and the nature, size, and makeup of the business community served by the SFWIB, including whether the entity is the only provider of the desired goods or services within WDA 23?				
d. Budget					
	Does the SFWIB submit its budget to the DEO no later than 2 weeks after it has been approved by the SFWIB Chair?				
	Does the SFWIB publish its budget on the SFWIB website within 10 days after approval by the DEO?				
	If so, does the budget remain on the SFWIB website for the duration of the fiscal year?				
	Is the SFWIB most recent Internal Revenue Service Form 990, Return of Organization Exempt from Income Tax posted on the SFWIB website within 60 calendar days after it is filed with the IRS?			FS 92.525(2)	
	If so, does it remain posted on the website for 3 years after it was filed?				
	Does the SFWIB annually submit to the DEO the amount and nature of compensation paid to all executives, officers, directors, trustees, key employees, and the highest compensated employees, as defined for purposes of the Internal Revenue Service Form 990, Return of Organization Exempt from Income Tax?			FS 92.525(2)	
	Is the compensation information posted on the SFWIB website for a period of 3 years after it is first published?				
6. One-Stop Delivery System (ITA)					
	Does the SFWIB require ITA to be expended on programs that prepare participants to enter occupations identified by the Labor Market Estimating Conference?			Amended FS 445.009; FS 216.136	
	Does the SFWIB require training services, when delivered through an ITA, to be performance based?				
	Does the SFWIB withhold at least 10 percent as part of a performance based final payment?				
	If so, does a successful job placement trigger a final payment of at least 10 percent?				
7. Consumer-First Workforce System					
	Does the SFWIB have a system in place that can serve participants in an efficient and effective manner until the consumer-first workforce system is implemented?			Amends FS 445.011	
	Is the system integrated for the effective management of the one-stop delivery systems that includes common registration and intake for the required one-stop partners, screening for needs and benefits, case management, training benefits management, service and training provider management, performance reporting, executive information and reporting, and customer-satisfaction tracking and reporting?				

	Does the system provide current reports for budgeting, expenditure, and performance information for assessing performance related to outcomes, service delivery, and financial administration for workforce programs pursuant to s. 445.004(5) and (9)?			FS 445.004(5) and (9)	
	Does the current system include auditable systems and controls to ensure financial integrity and valid and reliable performance information?				
	Is there a system in place that supports service integration and case management across programs and agencies by providing case tracking for participants in workforce programs, participants who receive benefits pursuant to public assistance programs under chapter 414, and participants in welfare transition programs?				
	Is there an automated job-matching information system that is accessible to employers, job seekers, and other users via the Internet?				
	Does the SFWIB have a mechanism in place to ensure that any contract entered into or renewed on or after July 1, 2021 are performance based?				
8. Student Career Services				FS 1006.75	
	Does the SFWIB have partnership agreements with local colleges and universities to provide workforce and job placement services to their current students and alumni?				
	If so, does the SFWIB ensure the career services and job placement resources preparing students/participants for employment upon completion of their academic work?				
	Are the following career services resources provided?				
	Exploring and identifying career opportunities.				
	Identifying in-demand jobs and associated earning outcomes.				
	An understanding of the skills and credentials needed for specific jobs.				
	Identifying opportunities to gain on-the-job experiences.				
	Creation of a digital resume.				
9. Workplace Readiness					
a. Work-Based learning					
	Does the SFWIB have a process in place to allow apprenticeship and preapprenticeship programs to be added to the SFWIB ETPL?			FS 446.041; s. 446.032(1); s. 446.021(5)	
	Are the minimum standards required of the apprenticeship and preapprenticeship training providers?				
	Are preapprenticeship training providers required to follow the same process for being added to the SFWIB ETPL as other public and private training providers?				
	Does the SFWIB prioritize apprenticeship, preapprenticeship and other paid work-based learning programs?				
	Does the SFWIB ensure its work-based learning opportunities meet the following criteria:				
	Are developmentally appropriate?				
	Identify learning objectives for the term of the experience?				
	Explores multiple aspects of the industry for which a participant is engaged in the experience?				
	Develops workplace skills and competencies?				
	Assess performance?				
	Provides opportunities for work-based reflection?				
	Links to the next step(s) in a career planning and preparation in a participant's chose career pathway?				
	Is provided in an equal and fair manner?				
	Is documented and reported in compliance with state and federal labor laws?				
	Does the SFWIB have uniform minimum standards and guidelines for determining participant eligibility, obligations of employers, and requirements of institutions that offer work-based learning opportunities?				
10. Healthcare Workforce					
a. Nursing					
	Does the SFWIB have a process in place that focuses on and increases clinical placement opportunities for participants in training for nursing?				
	Are nursing training programs listed on the SFWIB ETPL?				
	If so, are the current offerings sufficient and have successful outcomes?				
	If not, is there a plan in place to increase the number of training providers with successful outcomes for nursing training programs?				
	Are nursing program participants retention rates tracked from program entry to graduation?				
	Are the number of participants who take and pass the NCLEX tracked?				
	Are the number of participants who become employed as practical or professional nurses tracked?				
	Are nursing program participants' educational advancement tracked through career pathways by comparing their initial degree to the highest degree obtained?				

REACH Act - HB 1507

#	REFERENCE	F.S.	SECTION	Bill Page#	CURRENT	PROPOSED CHANGES	NOTES
1	TEN 13-20	14.36	Creation of the Reimagining Education and Career Help (REACH) ACT	P. 11			See also Utah Department of Workforce Services (DWS), and the RAND Corporation Presentation to the Education & Employment Committee (Jan. 26, 2021).
2	216.136		Consensus estimating conferences; duties and principals.	P. 19			
3	288.047		Quick-response training for economic development.	P. 21			
4	443.151		Procedure concerning claims.	P. 114			
5	445.002		Definitions	P. 22			
6	445.003		Implementation of the federal Workforce Innovation and Opportunity Act.	P. 22			
7	445.004		CareerSource Florida, Inc., and the state board; creation; purpose; membership; duties and powers.	P. 29			
8	445.006		State plan for workforce development.	P. 42			
9	445.007		Local workforce development boards.	P. 45			
10	445.009		One-stop delivery system.	P. 56			
11	445.010		Workforce system information technology; principles and information sharing.	P. 115			
12	445.011		Workforce information systems.	P. 56			
13	445.033		Evaluation.	P. 56			
14	445.038		Digital media; job training.	P. 62			
15	445.045		Development of an Internet-based system for information technology industry promotion and workforce recruitment.	P. 117			
16	446.021		Definitions of terms used in ss. 446.011-446.092.	P. 63			
17	446.032		General duties of the department for apprenticeship training.	P. 63			
18	446.041		Apprenticeship program, duties of the department.	P. 66			
19	446.0915		Worked based learning opportunities	P. 67			
20	570.07		Department of Agriculture and Consumer Services; functions, powers, and duties.	P. 68			
21	943.22		Salary incentive program for full-time officers.	P. 117			
22	1001.64		Florida College System institution boards of trustees; powers and duties.	P. 117			
23	1001.706		Powers and duties of the Board of Governors.	P. 69			
24	1003.4156		General requirements for middle grades promotion.	P. 71			
25	1003.42		Required instruction.	P. 73			
26	1003.4203		Digital materials, CAPE Digital Tool certificates, and technical assistance.	P. 74			
27	1003.491		Florida Career and Professional Education Act.	P. 77			
28	1003.492		Industry-certified career education programs.	P. 79			
29	1003.4935		Middle grades career and professional academy courses and career-themed courses.	P. 81			
30	1004.013		Strengthening Alignment between Industry and Learning (SAIL) to 60 Initiative.	P. 82			
31	1004.015		Florida Talent Development Council.	P. 83			
32	1004.02		Definitions.	P. 85			
33	1006.75		Student career services.	P. 86			
34	1007.25		General education courses; common prerequisites; other degree requirements.	P. 87			
35	1008.39		Florida Education and Training Placement Information Program.	P. 89			
36	1008.40		Workforce Development Information System.	P. 90			
37	1008.41		Workforce education; management information system.	P. 93			
38	1008.44		CAPE Industry Certification Funding List and CAPE Postsecondary Industry Certification Funding List.	P. 94			
39	1009.895		Open Door Grant Program.	P. 98			
40	1011.80		Funds for operation of workforce education programs.	P. 103			
41	1011.801		Workforce Development Capitalization Incentive Grant Program.	P. 108			
42	1011.802		Florida Pathways to Career Opportunities Grant Program.	P. 110			
43	1011.803		Money-Back Guarantee Program.	P. 111			
44	1011.81		Florida College System Program Fund.	P. 113			



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 5B

AGENDA ITEM SUBJECT: WIOA COVID-19 LAYOFF AVERSION FUND INITIATIVE UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A.

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

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

BACKGROUND:

On June 18, 2020, the South Florida Workforce Investment Board (SFWIB) approved the implementation of the COVID-19 Layoff Aversion Fund initiative. The program was launched in an effort to support small businesses and/or community based organizations (CBO) facing financial impacts and potential layoffs from Coronavirus Disease 2019 (COVID-19). The fund provided grants to small businesses and CBO experiencing economic distress. The goal of the fund is to prevent potential layoffs or minimize the duration of unemployment resulting from layoffs due COVID-19.

The COVID-19 Layoff Aversion Fund initiative concluded on June 30, 2021. Key highlights of the initiative are as follows:

- Number of applications processed: 1,277
- Total amount of funds requested for assistance: \$7,395,914.14
- Number of businesses and/or community based organizations funded: 354
- Total amount of funds paid out to assist businesses/CBO: \$1,243,126.68
- Number of jobs saved: 3,751
- Average wage of jobs saved: \$19.02 per hour
- Total economic impact on the community: \$147,074,414.12
- Return on Investment: \$118.31

A summary of the initiative can be found in the attached COVID-19 Layoff Aversion Fund Report.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

LAYOFF AVERSION FUND SUMMARY REPORT

Paid

ROI Performance Calculations Layoff Aversion	Requested		Approved / Paid
Total Number of Applications	1,277		354
Total Number of employees	14,946		4,604
Average Hourly Wage per Employee	\$ 18.60		\$ 19.01
Avg. Salary Annual	\$ 38,688.00		\$ 39,540.80
Estimated Number of Jobs Saved	11,756		3,751
Estimated Amount of Annual Wages Saved	\$ 454,816,128.00		\$ 148,317,540.80
Layoff Aversion Assistance Requested	\$ 7,395,914.14		\$ 1,243,126.68
Avg Assistance Amount per Jobs Saved	\$ 629.12		\$ 331.41
Net Economic Benefit	\$ 38,058.88		\$ 39,209.39
Economic Impact to the Community	\$ 447,420,213.86		\$ 147,074,414.12
ROI	\$ 60.50		\$ 118.31



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 5C

AGENDA ITEM SUBJECT: RAPID RESPONSE AND LAYOFF AVERSION INITIATIVES

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Executive Committee recommends to the Board to rescind the allocation of WIOA Dislocated Worker Funding approved by the SFWIB on June 17, 2021 to the Greater Miami Chamber of Commerce in the amount of \$150,000 and to the Beacon Council in the amount of \$150,000 to enhance rapid response & layoff aversion activities because the funding awards did not identify the legal names of the entities and award the allocation, as set forth below.

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

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

BACKGROUND:

At the June 17, 2021 SFWIB meeting, SFWIB staff misidentified the Greater Miami Chamber of Commerce and the Beacon Council by their common name and not by their proper legal names. Therefore, staff is recommending that the Executive Committee approve this item that rescinds the prior award to the Greater Miami Chamber of Commerce and the Beacon Council and award \$150,000 in WIOA Dislocated Worker Funding to the South Florida Progress Foundation, Inc. and \$150,000 to The Beacon Council Economic Development Foundation, Inc. to enhance rapid response & layoff aversion activities.

In following the procurement process of Miami-Dade County, Administrative Order No. 3-38, it is recommended that the SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interest of SFWIB. A two-thirds (2/3) vote of the quorum present is required to waive the competitive procurement process and award The Beacon Council Economic Development Foundation, Inc. an allocation not to exceed \$150,000; and the South Florida Progress Foundation, Inc. an allocation not to exceed \$150,000 in Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Funds to provide business intermediary services in Workforce Development Area 23.

FUNDING: WIOA Dislocated Worker

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 5D

AGENDA ITEM SUBJECT: BEAN AUTOMOTIVE APPRENTICESHIP PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Executive Committee recommends to the Board the approval to allocate an amount not to exceed \$105,000 in Workforce Innovation and Opportunity Act funds for 1,000 hours of OJT reimbursement to Bean Automotive for the Automotive Technician Specialist Apprenticeship Program, as set forth below.

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

STRATEGIC PROJECT: **Emphasize work-based learning and training**

BACKGROUND:

At the June 2021 board meeting, the South Florida Workforce Investment Board (SFWIB) approved the Miami Dade College (MDC) Automotive Technician Specialist Apprenticeship Program with Bean Automotive Group. The program is the result of a collaboration between the MDC Apprenticeship Program, Bean Automotive Group, Miami-Dade Beacon Council Miami Community Ventures, and the SFWIB to address the shortage of qualified automotive technicians in Miami Dade County.

The Automotive Technician Specialist Apprenticeship Program will prepare qualified individuals with the necessary skills to become master technicians, certified with the Toyota and Lexus brands. The first apprenticeship cohort is scheduled to launch with 15 candidates in July of 2021. The candidates will complete 220 hours of Related Technical Instruction (RTI) and 2,000 hours of On-the-Job Training (OJT).

The SFWIB will reimburse Bean Automotive Group 50% of the OJT starting salary of \$14.00 per hour for the 15 apprentices' first 1,000 hours. At the end of the first six months the apprentices' hourly wage will increase to \$14.50. Based on an annual average wage of \$14.25 the return on investment will be \$3.23. Miami Dade College will serve as the Apprenticeship Sponsor, RTI provider and provide support for other relevant training services and tools for the apprentices. The total cost to the SFWIB for the program is \$105,000.00.

FUNDING: Workforce Innovation and Opportunity Act (WIOA)

PERFORMANCE: As outlined below:

Number of Participants Served – 15

Number of Participants to Complete Training – 15

Number of Participants to be Placed in Jobs – 15

Cost Per Placement - \$7,000.00

Average Wage - \$14.25

Net Economic Benefit - \$22,640.00

Return-On-Investment - \$3.23

Economic Impact - \$339,600.00

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 5E

AGENDA ITEM SUBJECT: WIOA OPPORTUNITY ZONE OJT WAIVER REQUEST

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Executive Committee recommends to the Board the approval of a WIOA Opportunity Zone OJT waiver request, as set forth below.

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

STRATEGIC PROJECT: **Engage employers and seek continuous feedback**

BACKGROUND:

In response to the Coronavirus Disease 2019 (COVID-19), staff researched and developed the attached WIOA On-the-Job Training (OJT) waiver to incentivize businesses with work-based learning opportunities in opportunity zones. The waiver request is intended to provide the South Florida Workforce Investment Board (SFWIB) with the flexibility to address the critical business and workforce needs in Workforce Development Area (WDA) 23 opportunity zones by reimbursing businesses 100 percent the extraordinary costs of providing the training and additional supervision related to the OJT.

If approved, the increase to a 100 percent employer reimbursement will allow companies within the zones to establish and/or re-establish their workforce and provide job seekers with barriers to employment, including those that lost jobs due to the COVID-19 pandemic, with the opportunity to learn the skills needed to establish self-sufficiency.

Attached is the WIOA Opportunity Zone OJT waiver recommendation for the review of the Board.

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE: N/A

ATTACHMENT

CareerSource South Florida Waiver Request

Opportunity Zone On-the-Job (OJT) Employer Reimbursement

Federal Statutory/Regulatory Requirements to be Waived:

In accordance with the waiver requirements and request process of Title I of the Workforce Innovation and Opportunity Act (WIOA) section 189(i)(3); 20 Code of Federal Regulations (CFR) § 679.600, 680.720(b); and Training, and Employment Guidance Letter (TEGL) 8-18, the South Florida Workforce Investment Board d/b/a CareerSource South Florida (CSSF), designated workforce development board 23 in the State of Florida, is requesting a waiver of the requirements of WIOA §134(c)(3)(H)(i) and 20 CFR §680.720(b) in order to increase On-the-Job Training (OJT) employer reimbursements to 100 percent for small and mid-size businesses located in opportunity zones.

Pursuant to 20 CFR §680.720, employers may be reimbursed up to 50 percent of the wage rate of an OJT participant, and up to 75 percent using the criteria in 20 CFR §680.730(b), for the extraordinary costs of providing the training and additional supervision related to the OJT. This waiver request would allow for OJT employer reimbursements of 100 percent to address critical business and workforce needs in opportunity zones. CareerSource South Florida is requesting this waiver for the WIOA Title I 2022-2023 program year (July 1, 2022 - June 30, 2023).

Background

The term "Qualified Opportunity Zones" (OZ) is defined as a population census tract located in a low-income community. The OZ were included as part of an overhaul of the Internal Revenue Code, passed in December 2017 as the Tax Cuts and Jobs Act (TCJA). The OZ were created as part of a new tax incentive program intended to spur economic development and job creation in economically distressed communities. The program's designation encourages businesses, developers and financial institutions to invest long-term capital in low-income census tract areas.

The areas were designated as OZ by the U.S. Department of Treasury in June 2018 and sunsets on December 31, 2028. This means new investments cannot be made after this date and only early adopters investing on or before December 31, 2019 will qualify for all of the program's tax benefits.

According to a Miami Dade County 2019 Opportunity Zones Report, in 2017 a federal mandate designated OZ along 8,761 census tracts across the United States, of which 427 are located throughout Florida. Governors could nominate up to 25 percent of their state's eligible tracts to receive the designation. The nomination process in Florida included reviewing over 1,200 recommendations submitted by local governments, regional planning councils, nonprofits, developers, investors and others. Final nominations were based on a comprehensive review and detailed statistical analysis of relevant population, poverty and unemployment rates, and other economic indicators.¹

There are 67 OZ in Miami-Dade County and one in Monroe County, designated by the State of Florida as needing economic assistance. Of the 68 OZ located throughout Workforce Development Area (WDA) 23, the largest number are close to downtown Miami. The area has an entrepreneurial spirit with an international focus that helps make WDA 23 a successful global business hub that connects Miami Dade and Monroe counties to the rest of the world.

The Miami Dade Beacon Council opportunity zone prospectus shows the opportunity zones are divided into three areas: North, Central and South. The business details for each area is as follows:

- North – this zone has a diverse economy with about 35,900 companies employing 237,866 individuals. In addition, 89.52 percent of the companies have less than nine employees.

¹ *The Opportunity Zone Program*, Department of Economic Opportunity,
<https://www.floridajobs.org/business-growth-and-partnerships/for-businesses-and-entrepreneurs/business-resource/opportunity-zones> (last visited August 4, 2021).

- Central – this zone has the Miami International Airport is located in the middle of the area and the PortMiami is east of Downtown Miami. It has a diverse economy; however, the industries are in distinct clusters. There are about 116,170 companies employing 840,543 individuals. In addition, 89.36 percent of the companies have less than nine employees.
- South – this zone has two airports in its vicinity. It has a diverse economy with the industries clustered in distinct areas (i.e., life science, agriculture, agro-tourism & eco-tourism). There are about 24,947 companies employing 188,525 individuals. In addition, 88.57 percent of the companies have less than 9 employees.

The South Florida Regional Planning Council and the Opportunity Zones Database shows Monroe County's opportunity zone is located in the City of Marathon. The OZ has a population of approximately 3,800, which represents five percent of the county's total population of 74,000. There are

Local Strategic Goals

CareerSource South Florida will utilize the waiver to incentivize businesses with work-based learning opportunities in opportunity zones to establish and/or re-establish their workforce and provide job seekers with barriers to employment, including those that lost jobs due to the COVID-19 pandemic, with the opportunity to learn skills to establish self-sufficiency. The waiver will also enhance CSSF's existing efforts to establish a talent pipeline that will address the labor market needs of businesses in Miami Dade County.

On-the-job training is a proven, reliable method to implement work-based training in an effective and efficient manner that meets the immediate state and local workforce needs. Providing employers with a quick and effective approach to training that leads to a skilled workforce is critical to their viability. The waiver allows employers to hire job seekers and utilize limited resources for other critical aspects of their business.

Action to remove state or local statutory or regulatory barriers:

At present, there are no local statutory or regulatory barriers that would prohibit implementation of the waiver. CareerSource South Florida's policies meet current state and federal program requirements.

¹ *The Opportunity Zone Program*, Department of Economic Opportunity, <https://www.floridajobs.org/business-growth-and-partnerships/for-businesses-and-entrepreneurs/business-resource/opportunity-zones> (last visited August 4, 2021).



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

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 June 2021 is being presented for review by the Board members.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 6B

AGENDA ITEM SUBJECT: ACCEPTANCE OF ADDITIONAL WORKFORCE SYSTEM FUNDING

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Finance and Efficiency Council to recommend to the Board the approval to accept an additional \$1,283,175.58 in Workforce System Funding, as set forth below.

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

STRATEGIC PROJECT: **Improve employment outcomes**

BACKGROUND:

The South Florida Workforce Investment Board (SFWIB) received several Notice of Fund Availability (NFA) from the Department of Economic Opportunity (DEO) of the State of Florida. The following is a list of NFA for various workforce programs for Workforce Development Area 23 to operate employment and training services:

Date Received	NFA #	Funding / Program	Initial Award	Award Increase	Total Award Amount
July 20, 2021	039414	Welfare Transition	\$ 5,373,173.25	\$ 465,700.58	\$ 5,838,873.83
August 4, 2021	039550	Disabled Veterans	\$ 50,193.00	\$ 4,747.00	\$ 54,940.00
August 4, 2021	039703	Local Veterans	\$ 26,741.00	\$ 4,101.00	\$ 30,842.00
July 22, 2021	040207	Dislocated Worker	\$ 4,644,623.00	\$ 711,059.00	\$ 5,355,682.00
August 11, 2021	039485	SNAP	\$ 852,198.00	\$ 97,568.00	\$ 949,766.00
TOTAL					\$ 12,230,103.83

FUNDING: Workforce System Funding

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 6C

AGENDA ITEM SUBJECT: ACCEPTANCE OF WIOA STATE LEVEL FUNDS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to the Board the approval to accept \$41,666 in WIOA State Level Funds, as set forth below.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Emphasize work-based learning and training**

BACKGROUND:

On July 20, 2021, the SFWIB received a Noticed of Fund Availability from the Department of Economic Opportunity (DEO) of the State of Florida for a total award of \$41,666 in Workforce Innovation and Opportunity Act (WIOA) State Level Funds.

The purpose of this award is to provide foundational skills training to WIOA eligible participants in soft and employability skills training in the following categories: reliability and time management, communication, leadership, and problem solving.

FUNDING: WIOA Adult, Youth and Dislocated Worker

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 6D

AGENDA ITEM SUBJECT: ACCEPTANCE OF MIAMI DADE COUNTY PUBLIC HOUSING AND COMMUNITY DEVELOPMENT FUNDS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to the Board the approval to accept \$1,457,597 in general revenue funds from Miami Dade County Public Housing and Community Development, as set forth below.

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

STRATEGIC PROJECT: **Emphasize work-based learning and training**

BACKGROUND:

The South Florida Workforce Investment Board (SFWIB) received a funding notification from Miami Dade County Public Housing & Community Development in the amount of \$1,282,597 for job training and \$175,000 for summer youth programs.

CSSF staff recommends to the Finance and Efficiency Council to recommend to the Board to accept the funding award.

FUNDING: Miami Dade County Public Housing and Community Development

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 7A

AGENDA ITEM SUBJECT: WOMEN IN TECH PROGRAM UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A.

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

STRATEGIC PROJECT: **Develop specific programs and initiatives**

BACKGROUND:

At the April 18, 2019 meeting, the South Florida Workforce Investment Board (SFWIB) approved funding for the first Women-in-Tech (WIT) training cohort. To date, the SFWIB continues the WIT program, which began in October 2018 when the SFWIB approved the establishment of a TechHire Center (THC) in partnership with the Young Women's Christian Association (YWCA). The YWCA provided the space at no cost; and the SFWIB provided one staff member and computers for the center. The center officially opened in April 2019.

The first WIT cohort began in June 2019 with a program in Web Development taught by Wyncode Academy. Eight women graduated as part of the inaugural cohort. The second cohort provided a Network Administration program in November 2019 taught by New Horizons Computer Learning Center (New Horizons). An additional six women graduated as part of this cohort. Fifty percent of the graduates are still employed in the IT field.

The current WIT cohort is well underway and is in the eighth week of a 12-week program. There are a total of 12 women enrolled. Participants will receive training from New Horizons to become entry level IT techs. The YWCA will provide participants with professional development coaching, which includes resume writing and interviewing skills. Participants completing the course will have the opportunity to take the exam to be certified in CompTIA A+1001, A+1002 and Network+, all of which are industry standards for launching careers in technology.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 7B

AGENDA ITEM SUBJECT: 2021-2022 WDA 23 DEMAND OCCUPATIONS LIST (TOL) ADDITION

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval to add a new occupation to the 2021-2022 Targeted Occupation, as set forth below.

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

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

BACKGROUND:

On May 17, 2021, The Department of Economic Opportunity (DEO) released the 2021-2022 Demand Occupation List for the 24 Workforce Development Areas (WDA) in the State of Florida. In accordance with CareerSource Florida's Administrative Policy #82, local areas may revise the list, as needed, based on local demand in support of the occupation's addition.

SFWIB staff received a request with supporting documentation from Miami Dade County Public Schools (MDCPS) to add Standard Occupational Classification (SOC) code 49-2091 - Avionics Technicians to the list for their Avionics Systems Technician program.

SFWIB staff completed the review process and documentation is being presented to the Board for approval.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 9/9/2021

AGENDA ITEM NUMBER: 7C

AGENDA ITEM SUBJECT: NEW AND EXISTING TRAINING PROVIDERS AND PROGRAMS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval of a New Training Provider 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:

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

SFWIB staff completed the review process and documentation is being presented to the Global Talent and Competitiveness Council for a recommendation to the Board for approval.

Below are requests to add a new training provider and programs; and new programs for existing training providers for the review and approval of the Council.

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

1. University of South Florida

New Non-Credit Programs that lead to Industry Certifications:

- Eight (Online) – Certificate of Completion

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

1. The Academy of South Florida

Request to Add new programs to existing location(s):

- Three programs at the Ft. Lauderdale campus - Diploma
- Three programs at the Miami Campus - Diploma

2. Miami Dade County Public Schools

Request to Add new program(s) to existing location(s):

- Automotive Services Mechanic – Certificate of Completion of Apprenticeship
- Nine programs online and at all campuses – Associate of Science degree
- Fifteen programs online and at all campuses – College Credit Certificate
- One program online and at all campuses – Career Technical Certificate
- Fourteen non-credit programs that lead to industry certifications – Certificate of Completion

3. District Board of Trustees of Miami Dade College dba Miami Dade College

Request to Add new program(s) to an existing location(s):

- Transportation and Logistics Specialist (CB) - Certificate of Completion of Apprenticeship
- Thirty-three programs at all campuses – Certificate of Completions that lead to Industry Certification
- Three program at all campuses - Certificate of Completions that lead to that lead to Licensure

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 7D

AGENDA ITEM SUBJECT: MIAMI-DADE COUNTY PUBLIC SCHOOLS YOUTH PRE-APPRENTICESHIP CAREER AND TECHNICAL TRAINING PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$250,000 in WIOA Youth funds to Miami-Dade County Public Schools for the Miami-Dade Youth Pre-Apprenticeship Career and Technical Training Initiative, as set forth below.

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

STRATEGIC PROJECT: **Joint contribution for youth career pathway models**

BACKGROUND:

At its August 17, 2018 meeting, the South Florida Workforce Investment Board (SFWIB) approved to expand the Miami- Dade Youth Pre-Apprenticeship Career and Technical Training Program. The pre-apprenticeship training is a 23 month specialized program that targets Workforce Innovation and Opportunity Act (WIOA) eligible Miami-Dade County Public Schools (M-DCPS) 11th and 12th grade students in three M-DCPS throughout Miami Dade County. The program is designed to help fill the employment gap by exposing students to the various trades.

For the 2021-2022 program year, the SFWIB and M-DCPS will enroll up to 128 student participants in the program. During the first year, 11th graders will complete 150 classroom-training hours. The second year, 12th graders will complete an additional 150 classroom-training hours in one of the Pre-Apprenticeship program trades. First year students will be given the opportunity to participate in a paid pre-apprenticeship summer internship to help expose them to the various trades. Once completed, the 150 hours will count towards the 300 total program completion hours in student participants' 12th grade year.

In order to further expose youth to pre-apprenticeship opportunities, SFWIB staff is requesting to expand the current in-school youth program by including a 900-hour Out-of-School Youth (OSY) program. The William H. Turner Technical Sr. High School will offer OSY, ages 16-24, the opportunity to complete their high school diploma or GED while creating a career pathway in a construction trade that leads to employment and long-term self-sufficiency. The OSY program is offered over three trimesters and will include a 240 hour pre-apprenticeship internship.

The cost breakdown for both programs is as follows:

Cohort	Program Year	Number of Participants	Cost
Year 2	21-22	28	\$75,000
Year 1	21-22	75	\$75,000
OSY	21-22	25	\$100,000
Totals:		128	\$250,000

Through the SFWIB and M-DCPS partnership, this program will provide participating students with a network of resources that offers a unique pathway into employment.

In following the procurement process of Miami-Dade County, Administrative Order No. 3-38, it is recommended that the SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interests of the SFWIB. A two-thirds (2/3) vote of the quorum present is required to waive the competitive procurement process and award an allocation not to exceed \$250,000 in Workforce Innovation and Opportunity Youth funds to Miami-Dade County Public Schools for the Miami-Dade Youth Pre-Apprenticeship Career and Technical Training initiative.

FUNDING: Workforce Innovation and Opportunity Act Youth

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 8A

AGENDA ITEM SUBJECT: REFUGEE EMPLOYMENT AND TRAINING PROGRAM PERFORMANCE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Improve employment outcomes**

BACKGROUND:

The South Florida Workforce Investment Board's contract with the Department of Children and Family Services (DCF) requires 287 monthly placements for an annual goal of 3,444. The Refugee Employment and Training (RET) Program Balanced Scorecard measures the performance of Workforce Development Area (WDA) 23 service providers. The Year-to-Date (YTD) summary for program year 2020-2021 is for October 1, 2020 through June 30, 2021 of the new contract period.

The WDA 23 RET Balanced Scorecard Report shows a total of 2,058 actual Direct Job Placement (DJP), which is 79.67% of the maximum standard.

One of the six RET services providers achieved or exceeded their maximum YTD job placement standard. However, five of the six service providers achieved the minimum YTD standard.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

CSSF Refugee Balanced Scorecard Report

Report Date: 10/1/2020 To 06/30/2021

Employment						
Location	Maximum Standard		Minimum Standard		Actual Placements	Actual Vs. Maximum Goal
	Standard	%	Standard	%		
AMO	504	78.97%	297	134.01%	398	-106
Arbor E&T, LLC	252	96.43%	144	168.75%	243	-9
CANC	243	73.66%	144	124.31%	179	-64
Community Coalition	216	35.65%	126	61.11%	77	-139
Lutheran Services	621	100.00%	360	172.50%	621	0
Youth Co-Op	747	72.29%	432	125.00%	540	-207
Region	2,583	79.67%	1,503	136.93%	2,058	-525

ND = No data

NA = Region performance not applicable for this measure



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 8B

AGENDA ITEM SUBJECT: WORKFORCE SERVICES BALANCED SCORECARD REPORT

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 Report measures the performance of the Workforce Development Area (WDA) 23 service providers Direct Job Placements (DJP) and the overall total number of placements. The Balanced Scorecard Year-to-Date (YTD) summary for Program Year (PY) 2020-2021 is from July 1, 2020 through June 30, 2021.

The WDA 23 Balanced Scorecard Report shows a total of 2,115 direct job placements with an average wage rate of \$12.39.

The following breakdown highlights the three CareerSource centers achieving most DJP:

1. Homestead center - 492
2. West Dade center - 278
3. Northside center - 272

The following is the breakdown of the CareerSource centers with highest average starting wage rate:

1. Florida Keys centers - \$17.71
2. Northside center - \$13.80
3. Hialeah Downtown center - \$13.45

The attached report displays the aforementioned CareerSource centers performance details for the current program year.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

CSSF Balanced Scorecard Report

Report Date: 7/1/2020 To 6/30/2021

Location	Total DJP's	Average Wage
Hialeah Downtown Center	264	\$13.45
North Miami Beach Center	167	\$12.63
Northside Center	272	\$13.80
Carol City Center	133	\$11.44
Florida Keys Center	61	\$17.71
Opa Locka Center	60	\$12.30
Homestead Center	492	\$10.14
Little Havana Center	190	\$11.98
Perrine Center	198	\$12.41
West Dade Center	278	\$13.10
Total	2,115	\$12.39

ND = No Data

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SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 9/9/2021

AGENDA ITEM NUMBER: 8C

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 Consumer Report Card table for program year 2020-2021, dated July 1, 2020 through June 30, 2021, indicates that the South Florida Workforce Investment Board generated \$3,731,409.90 of wages into the South Florida regional economy. For every dollar spent on training, SFWIB obtained a return of \$1.59. Eighty-nine percent of training services participants completed classroom training. Of those completing training, 52 percent have obtained employment with an average wage of \$20.73. Eighty percent of the participants were placed in a training-related occupation. The net economic benefit per placement is \$ 26,463.90.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Consumer Report Card

07/01/2020 - 06/30/2021

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		
Apex Training Center - Main Campus	16	11	10	90.91 %	10	100.00 %	\$ 3,207.46	\$ 35,282.08	\$ 3,528.21	\$ 16.23	\$ 33,752.16	\$ 30,223.95	\$ 8.57
Dade Institute of Technology	7	6	3	50.00 %	3	100.00 %	\$ 5,830.09	\$ 34,980.51	\$ 11,660.17	\$ 14.83	\$ 30,853.33	\$ 19,193.16	\$ 1.65
Miami Dade College	1	1	-	0.00 %	-	0.00 %	\$ 2,173.96	\$ 2,173.96	-	-	-	-	-
New Horizons	87	83	49	59.04 %	41	83.67 %	\$ 9,770.11	\$ 810,919.54	\$ 16,549.38	\$ 19.30	\$ 40,150.79	\$ 23,601.41	\$ 1.43
The Academy -- Fort Lauderdale Campus	8	8	6	75.00 %	5	83.33 %	\$ 7,969.22	\$ 63,753.75	\$ 10,625.63	\$ 21.35	\$ 44,397.60	\$ 33,771.98	\$ 3.18
The Academy -- Miami Campus	107	89	46	51.69 %	37	80.43 %	\$ 8,887.43	\$ 790,981.03	\$ 17,195.24	\$ 21.64	\$ 45,015.72	\$ 27,820.48	\$ 1.62
The CDL Schools LLC - Miami Campus	9	5	3	60.00 %	3	100.00 %	\$ 1,993.04	\$ 9,965.22	\$ 3,321.74	\$ 14.50	\$ 30,160.00	\$ 26,838.26	\$ 8.08
The Code Academy - Miami Campus	15	12	4	33.33 %	4	100.00 %	\$ 8,285.72	\$ 99,428.66	\$ 24,857.17	\$ 23.50	\$ 48,869.60	\$ 24,012.43	\$ 0.97
Wyncode Academy - Miami	55	55	20	36.36 %	11	55.00 %	\$ 10,000.00	\$ 550,000.00	\$ 27,500.00	\$ 25.43	\$ 52,893.36	\$ 25,393.36	\$ 0.92
	305	270	141	52.22 %	114	80.85 %	\$ 8,692.58	\$ 2,346,995.49	\$ 16,645.36	\$ 20.73	\$ 43,109.25	\$ 26,463.90	\$ 1.59