



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
THURSDAY, APRIL 18, 2024
9:30 A.M.

The Landing at MIA
5 Star Conference Center (Everglades Room)
7415 Corporate Center Drive, Suite H
Miami, FL 33126

The public may choose to view the session online via Zoom. **Registration is required:**
https://us02web.zoom.us/webinar/register/WN_wjgml0TtSÈu4r3ERRDichg

AGENDA

1. Call to Order and Introductions
2. Public Comment
3. Chairman's Report
4. Executive Director's Report
 - A. Executive Director Update
5. SFWIB Annual Board Orientation
6. Community Presentations
 - A. Greater Miami Chamber of Commerce – Workforce Survey Results
7. Consent Agenda Items
 - A. Recommendation as to Approval of December 2023 Board Minutes
8. Executive Committee Update
 - A. Information – CareerSource Florida Board Realignment Update
 - B. Information - Florida Workforce Legislative Bills Update
 - C. Information - 2024 Second Quarter Performance Measures Update
9. Finance and Efficiency Council Update
 - A. Information – Financial Report – March 2024
10. Global Talent and Competitiveness Council Update

11. Performance Council Update

A. Information – WIOA Performance Update

12. Action Items

- A. Recommendation as to Approval of a new Board Member
- B. Recommendation as to Approval of a new Demand Occupation List Addition
- C. Recommendation as to Approval of a new Training Provider and New Program
- D. Recommendation as to Approval of a new Registered Apprenticeship Program
- E. Recommendation as to Approval of a Culinary Skills Training Program
- F. Recommendation as to Approval of a One-Stop Operator Memorandum of Understanding
- G. Recommendation as to Approval of an Apprenticeship Employer Reimbursement for Miami EdTech
- H. Recommendation as to Approval of an Apprenticeship Employer Reimbursement for Hellman
- I. Recommendation as to Approval of an Apprenticeship Employer Reimbursement for City of North Miami Beach

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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."



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 2

AGENDA ITEM SUBJECT: PUBLIC COMMENT

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: 4/18/2024

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: 4/18/2024

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: 4/18/2024

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: SOUTH FLORIDA WORKFORCE INVESTMENT BOARD ANNUAL BOARD ORIENTATION

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A`

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The Local Workforce Development Board (LWDB) is appointed by the Chief Elected Official (CLEO) in each local area in accordance with state criteria established under WIOA sec. 107(b) and certified by the Governor every two years in accordance with WIOA sec. 107(c)(2).

The LWDB is charged with providing strategic and operational oversight, assists in achievement of the state's strategic and operational vision and goals, and maximizes and continues to improve quality of services, customer satisfaction, and effectiveness of services provided. In accordance with CareerSource Florida Policy #110, LWDB are required to conduct new member and annual orientation training. This training ensures that board members are well versed in the roles, responsibilities and obligations of a board member.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: COMMUNITY PRESENTATION - GREATER MIAMI CHAMBER OF COMMERCE PRESENTATION

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A`

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

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

BACKGROUND:

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 2/15/2024

AGENDA ITEM NUMBER: 6A

AGENDA ITEM SUBJECT: COMMUNITY PRESENTATION - GREATER MIAMI CHAMBER OF COMMERCE PRESENTATION

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A`

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

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

BACKGROUND:

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: CONSENT AGENDA ITEMS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD MEETING

DATE: 4/18/2024

AGENDA ITEM: 7A

AGENDA TOPIC: MEETING MINUTES

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD MEETING MINUTES

DATE/TIME: February 22, 2024, 9:30am

LOCATION: ARPEC School/UA Local 725 Pipefitters
 Large Conference Room
 13201 N.W. 45th Avenue
 Opa Locka, FL 33054

Zoom: https://us02web.zoom.us/webinar/register/WN_wjgmIoTtSEu4r3ERRDichg

- CALL TO ORDER:** Chairman Gibson called to order the regular meeting of the South Florida Workforce Investment Board at 9:38AM on February 22, 2024.

ROLL CALL: 28 members; 15 required; 15 present: Quorum established

| SFWIB Members Present | SFWIB Members Absent | SFWIB Staff |
|---------------------------------------|------------------------------|-----------------------------|
| 1. Bridges, Jeff (Zoom) | 16. Androver, Bernado | 1. Beasley, Rick (Zoom) |
| 2. Brown, Clarence (Zoom) | 17. Diggs, Bill | 2. Bennett, Renee |
| 3. Chi, Joe (Zoom) | 18. Garza, Eddie | 3. Morgan, Ebony |
| 4. Clayton, Lovey | 19. Lincoln, Michelle | 4. Parson, Robert |
| 5. Datorre, Roberto (Zoom) | Commissioner | 5. Perrin, Yian |
| 6. del Valle, Juan-Carlos, Vice Chair | 20. Maxwell, Michelle | 6. Petro, Basil |
| 7. Gibson, Charles, Chair (Zoom) | 21. Gazitua, Luis | 7. Smith, Robert |
| 8. Glean-Jones, Camela | 22. Rod, Denis | 8. Vice, Karlisha |
| 9. Grice, Sonia | 23. Whitaker, David | 9. Washington, Jarvis |
| 10. Lampon, Brenda (Zoom) | | 10. Valdivia, Diana |
| 11. Loynaz, Oscar, MD | SFWIB Members Excused | SFWIB Administration |
| 12. Mantilla, Rene' | 24. Brecheisen, Bruce | 11. Almonte, Ivan |
| 13. Perez, Andy (Zoom) | 25. Canales, Dequasia | 12. Cubillo, Jorge |
| 14. Piedra, Obdulio (Zoom) | 26. Ferradaz, Gilda | 13. Curry, William |
| 15. Scott, Kenneth | 27. Rolle, Andrei | 14. McFarland, Casandra |
| | 28. Roth, Tom | |



| | | |
|--|--|--|
| | | Miami-Dade County Attorney’s Office Greaves, Shanika, MDC Attorney’s Office Gallo, Melissa, MDC Attorney’s Office |
| Guest Attendees | | |
| <ol style="list-style-type: none"> 1. Allison, Carshena, BCA Watson Rice, L.L.P. 2. Alexis, Carl, Youth Co-Op, Inc. 3. Daes, Monica, CSSF, West Dade 4. Lugines, Julie, Balsea Communications 5. Perez, Christopher, The Academy 6. Urdaneta, Mary, AMEPower | | |

Chairman Gibson delegated the facilitation of the meeting to Vice-Chairman del Valle since he was physically present at the meeting.

Agenda items are displayed in the order they are discussed.

2. Public Comments

Public comments should be two minutes or less.

No requests to speak were received by the Executive Office. Vice-Chairman del Valle opened the floor for comments from the public. None were presented. Item closed.

4A. Executive Directors Report

Mr. Beasley began his report by sharing that he is not attending in person today because he is participating in the launch of Opportunity Miami’s newest initiative, which is geared toward advancing educational goals in Miami-Dade County. Attending and participating in the event are each of the Presidents of the Academic Leaders Council.

In addition, he provided an update on the Youth Building Academy kick-off meeting held in Washington, DC earlier in the month. The goal is gain knowledge of business practices that support the improvement of community services for the youth of Miami-Dade County. Finally, he shared a major announcement advising the board of a 1.2 million dollar award to establish an American Job Center at the Miami-Dade County downtown location.

No further questions or comments were presented. Item closed.



5. Community Presentations

Vice-Chairman del Valle introduced the item; Ms. Mary Urdaneta of AMEPower for a presentation to Board.

She emphasized the crucial role of energy conversion in the field of electrification and its impact on different sectors such as mass transportation, renewable energy, electric vehicles, industrial equipment, and the defense sector. She also highlighted the exponential growth and diverse market reach of their business and concluded by stating that energy conversion is the key to their sustainable future.

The discussion focused on the need for increased collaboration with Career Source to foster workforce development and generate additional employment prospects at the local level. Supporting these efforts requires specialized talent in areas such as electric railroads, electric vehicles, solar panels, and turbines, where specialized expertise was and remains critical.

Ms. Urdaneta concluded by discussing the impact of the Building Pathways to Growth Apprenticeship Program, a collaboration between AMEPower and CSSF. The program's beneficiaries offered testimonies regarding the significance of the experience in advancing their careers.

No further questions or comments were presented. Item closed.

6. Consent Agenda Items

Vice-Chairman del Valle introduced the two consent agenda items and asked for a motion for items 6A through 6B.

Motion: Mr. Chi presented a motion to approve.

Seconded by: Mr. Piedra and **passed without dissent.**

No further questions or comments were presented. Item closed.

7. Executive Committee Update

Vice-Chair del Valle provided an overview of the items discussed during the January 11th and February 8, 2024 Executive Committee meetings, which includes the following:



- **Governance Agreement.** In 2023, CareerSource Florida approved the realignment of the current workforce system and consolidated the number of boards from 24 to 21. As a part of that process, Monroe County (Region 23) has been realigned with the Southwest Region (LWDB 24).

Because of this transition, the SFWIB must terminate its existing Interlocal Agreement and establish a new Governance Agreement that will exclusively apply to the SFWIB and Miami-Dade County.

For the board's convenience, the agenda item cover page delineates the sections included in the agreement and emphasizes key points. A draft copy of the agreement is being presented to the board, pending further review by the Miami-Dade County Attorney's office. Once finalized, the agreement will be brought back to the Board for approval before it is submitted to the Board of Miami-Dade County Commissioners for approval.

The following items have been discussed and recommended for approval by the Executive Committee. They will be reviewed in detail during the "Action Items" segment of today's agenda.

- **South Florida Workforce Board Bylaws.** The amended and consolidated bylaws were submitted to the board for review in August 2023. The Miami-Dade County Attorney's Office completed its evaluation of the bylaws in December, after which they were formally submitted to the Executive Committee for approval in January 2024.
- **Approval to Serve as the One-Stop Operator.** SFWIB staff requested that CareerSource Research Coast conduct a competitive procurement process on its behalf, in accordance with CareerSource Florida Administrative Policy 097. The bid was prepared and submitted by staff on January 16, 2024. On January 31st, SFWIB was notified of its selection as the successful respondent.
- **Approval of several policies to ensure the highest standards of ethics and transparency.** The Executive Committee reviewed and approved several policies to ensure the highest standard of conduct amongst SFWIB staff. The list of policies included: The Conflict of Interest & Code of Ethics Policy, Mandatory Disclosure of Violations of Criminal Law Policy, Whistle-blower Policy and the Lobbying Prohibition Policy.



8. SFWIB Finance and Efficiency Council Update

In lieu of Chairman Roth's absence, Ms. Bennett reviewed the FEC Summary, which includes the following items which were discussed during today's Finance & Efficiency Council Meeting.

- The six months of the new fiscal year appears to be outpacing the same period last year overall by approximately seven percent. The projected expenditure rate for six-month period is 50 percent. The actual expenditure rate is 36.5 percent.
- The cash reconciliation report for December 2023 and January 2024 were reviewed and appeared to be in alignment.
- Following a review of finances, the Council discussed the Fiscal Monitoring Activity Report for December 1 through January 31, 2024. Staff completed a review of youth provider Community Coalition and the review revealed no findings or disallowances, only observations. Additional information regarding the observations are detailed in the report, which is in your agenda packets.

The following items have been discussed and recommended for approval by the FEC. They will be reviewed in detail during the "Action Items" segment of today's agenda.

- **Workforce System Funding:** The Council discussed the acceptance of additional workforce system funding in the amount of \$1,957 for veterans/disabled veterans was discussed.
- **SFWIB Fiscal Year 2022-2023 Agency-wide Audit Report:** BCA Watson Rice has recently concluded the audit, which included an in-depth examination of internal controls and compliance with applicable laws and regulations. The audit results will be presented to the board by Ms. Carshena Allison, a partner at BCA Watson Rice, later in the meeting.

No questions or comments were presented. Item closed.

9. Global Talent and Competiveness Council Update

In lieu of Chairwoman Ferradaz's absence, Mr. Smith reviewed the Global Talent and Competiveness Council Summary, which provided an overview of the following items discussed during this morning's meeting, all of which are listed under the "Action Items" segment of the agenda for approval:



- **The Addition of New Standard Occupational Classification Codes (SOC)**

The Council discussed the addition of a new Standard Occupational Classification (SOC) to the region's Demand Occupation List. Staff presented two training providers, Hollywood Career Institute and Miami Dade College who would like to add five programs all under the medical field.

- **Revisions to the Individual Training Account Policy.** The policy guides SFWIB Center operators and Training Providers in the administration of an ITA. There were a number of revisions to this policy, a complete list of them can be found in the agenda under the action items section of this agenda.
- **New Temporary Assistance to Needy Families Work & Pre-Penalty Policy.** The policy provides staff guidance on the requirements for serving individuals who have been deemed as non-compliant Welfare Transition participants in the Temporary Assistance for Needy Families (TANF) Program. Specific highlights include:
 1. Requiring participants to engage in countable core and core plus work activities for up to 40 hours per week.
 2. Exceptions to non-compliance.
 3. Penalties for non-compliance which can last from 10 days to three months or longer depending on the amount of time it takes an individual to comply with the work activities or ARP requirements.
- **Approval of Modification to the Supportive Services Matrix.** The policy provides guidance on supportive services that may be available to participants to assist with barriers to employment and training. Policy changes include:
 1. An increase to the amount paid for Drug Test & Physical Exams from \$150 to \$300 per year.
 2. An increase in the amount paid for Occupational Licenses / Certificates from \$250 per year to up to \$2500 per WIOA application.

No questions or comments were presented. Item closed.



10. Performance Council Update

In the absence of Chairwoman Canales, Mr. Rene Mantilla reviewed the Performance Council Summary, which provided an overview of the following items discussed during this morning's meeting:

Staff provided an update on the newly released Reimagining Education and Career Help (REACH) Act Program Year 23-24 Quarter 1 performance numbers. The SFWIB has received the highest rating out of all 24 Local Workforce Development Boards (LWDBs) with a 98.27 rating (A+).

Additionally, the Council was provided an update of the Common Measures Tool and our region's current performance. The tool indicates that in the first quarter of this year, our region met or exceeded all of the performance measures. Based on information from the common measures tool, staff has identified areas in the 2nd and 4th quarters in which individuals need to be engaged in order to meet negotiated performance indicators.

Please keep in mind that our performance is judged in the 2nd and 4th quarters; yellow boxes serve as a reminder of areas to focus on before the next performance period.

Our next topic of discussion was the Workforce Services Balance Scorecard for the current period from July 1, 2023 through January 31, 2024. The scorecard reflects a total of 4,595 participants have been placed in unsubsidized employment and two of the nine Career Center locations achieved the required 65 percent performance measures standard.

In an effort to provide additional technical assistance to provider staff, SFWIB staff has continued to hold monthly focus group meetings across all funding streams as a strategy to ensure the measures are met for the 2023-24 program year. Staff will also use the Common Measures Tool for the balanced scorecard employment report projections for the 1st, 2nd, 3rd and 4th quarters after exit.

The Youth Balance Scorecard showed that In-School Youth Programs exceeded the enrollment standard by enrolling 277 participants and the Out-of-School Youth (OSY) program's enrollment performance is on target to meet its goal of 747 participants by the third quarter, which ends on March 31, 2024.

To ensure the youth service providers meet their performance goals, staff has revised the scorecard to align with the WIOA negotiated primary performance indicators and has enhanced the oversight and performance management for the current program year.



Lastly, the Council reviewed the Consumer Report Card, which reflects that 72 of the 79 participants that have enrolled in training during the current period, have completed their program. Of those that have finished their program, 28 are employed, 19 of which are in the field they were trained in. Both the training and service providers are working together to ensure the seven remaining participants are placed in unsubsidized employment.

Details regarding the average cost to train, the return on investment, and wages generated as a result of our programs are available for review in your agenda packet.

No questions or comments were presented. Item closed.

11. Action Items

Vice-Chairman del Valle reviewed agenda items 11A – 11K, providing an opportunity to allow members an opportunity to pull any item for further discussion and review.

Items pulled for further discussion:

- 11B: One-Stop Operator Update
- 11K: SFWIB Fiscal Audit Approval

The following items are submitted concurrently for review and approval:

- 11A: SFWIB Bylaws
- 11C: CSSF Conflict of Interest & Code of Ethics Policy
- 11D: CSSF Mandatory Disclosure of Violations of Criminal Law Policy
- 11E: CSSF Whistleblower Policy
- 11F: CSSF Lobbying Protection Policy
- 11G: 2023-2024 WDA Demand Occupations List (TOL) Addition
- 11H: CSSF ITA Policy Revisions
- 11I: CSSF Pre-Penalty Counseling and Work Penalties
- 11J: Support Services and Incentives Matrix

Motion: Mr. Chi presented a motion to approve.

Seconded by: Mr. Piedra and **passed without dissent.**



11B. One Stop Operator

Mr. Perez expressed concern with the one-stop operator update and its potential financial impact on the region. After thoroughly discussing the matter at the FEC meeting, Mr. Perez informed Mr. Beasley of his intention to pull the item at the full board meeting to ensure members have a chance to gain a more comprehensive understanding and pose any necessary questions.

Mr. Beasley explained the role of the one-stop operator, which would be a system overseeing the career centers and its compliance with federal guidance and performance requirements. He detailed the process of initiating RFPs for outside entities to apply for the role, but due to several failed attempts, the board decided to bid as the operator itself.

Mr. Jarvis Washington will be the OSO Coordinator for the agency once approved. His duties will be segregated from the program staff and report directly to the Executive Director.

Motion: Mr. Scott presented a motion to approve.
Seconded by: Mr. Mantilla and **passed without dissent.**

11K. SFWIB Fiscal Audit Approval

Vice-Chairman del Valle introduced the item; Ms. Carshena T. Allison, Managing Partner, BCA Watson Rice, L.L.P. further presented.

The Auditor's Report is clean with no findings. The auditor's Management letter, as required by the Auditor General of the State was also provided to the Board for review. The presentation was provided in advance of the meeting and is a part of the February 22, 2024 SFWIB Finance and Efficiency Council Meeting agenda packet for additional review.

Ms. Allison discussed GASB 96, which pertains to long-term IT subscriptions; a recommendation was presented about considering offsite backup and reviewing access controls. The audit found no significant or material impacts on the financial statements.

Motion: Mr. Bridges presented a motion to approve.
Seconded by: Mr. Chi and **passed without dissent.**

No further comments or suggestions were submitted from the members. Item closed.



Next Meeting

The next SFWIB meeting is scheduled to take place on April 18, 2024. Location TBD. Notifications will be forwarded to all members in advance of the session.

Being as there were no further questions or concerns, the SFWIB Meeting adjourned at 10:43am.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 8

AGENDA ITEM SUBJECT: SFWIB EXECUTIVE BOARD UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 8A

AGENDA ITEM SUBJECT: CAREERSOURCE FLORIDA REACH ACT BOARD CONSOLIDATIONS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Improve service delivery outcomes**

BACKGROUND:

In 2021, Governor DeSantis signed into law the Reimagining Education and Career Help (REACH) Act, that was unanimously approved by the Florida Legislature. The goal of the REACH Act is to advance system transformation statewide, as well as, address the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities. The REACH Act also directed the a reduction in the current number of local workforce development boards from 24 to 21. This realignment calls for Monroe County to moved from SFWIB to Region 24, CareerSource Southwest Florida.

CareerSource Southwest Florida has been working with Monroe County to ammend their current interlocal agreement as required by state policy to add Monroe County. The new agreement creates a six county consortium in which one of the Chief Elected Officials (CLEO) will serve as chair of the consortium. The new Interlocal agreement has been finalized and posted for public review by CareerSource Southwest Florida.

As a result, CSSF staff will draft a letter for Mayor Levine-Cava to terminate the interlocal agreement with Monroe County. A provision of the interlocal states that either CLEO may terminate the current Interlocal Agreement upon receiving a sixty (60) days notification. Once the termination date is effective, the current SFWIB shall be deemed dissolved and the new SFWIB shall be established pursuant the approval of a new governance agreement.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 8B

AGENDA ITEM SUBJECT: FLORIDA WORKFORCE LEGISLATIVE BILLS UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N / A

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

Florida's public assistance programs are designed to assist low-income families meet their basic needs, such as housing, food, and utilities. These systems work in conjunction with the workforce system and together share a common goal of helping individuals achieve self sufficiency. One of the challenges in individuals achieving self-sufficiency has been the Benefits Cliff.

A benefit cliff occurs when a modest increase in wages results in a net loss of income due to the reduction in or loss of public benefits. For example, a two dollar an hour raise could result in the loss of an eight hundred dollar a month child care benefit. For a recipient that is a net loss of \$480.00 a month in assistance.

Florida legislators have introduced two new bills to address growing concerns with the benefits cliff. The first is House Bill 1267.

- The bill requires the Department of Children and Families to expand mandatory Supplemental Nutrition Assistance Program (SNAP) Employment and Training participation to include adults ages 18-59. More specifically, individuals who do not have children under age 18 in the home or otherwise qualify for an exemption.
- The bill creates the School Readiness Subsidy Program to provide financial assistance to families who no longer qualify for school readiness program funding. The new program will mitigate the child care cliff effect for families transitioning to economic self-sufficiency.
- For Fiscal Year 2024-2025, the bill would provide \$23,076,259 in nonrecurring funds from the General Revenue Fund to the Department of Education to implement the School Readiness Subsidy Program.

The second bill is Senate Bill 7052.

- This bill revises various components of the Temporary Assistance for Needy Families program (TANF), also known as Temporary Cash Assistance (TCA) and the SNAP. The bill creates case management as a transitional benefit for families transitioning from TCA. The bill requires CareerSource Florida to use a tool to demonstrate future financial impacts of changes to benefits and income. Local boards will be required to administer, analyze, and use data from intake and exit surveys of TCA recipients.
- Sets aside \$100 million for the Strengthening Community College (SCC) program that helps build the capacity of community colleges to collaborate with employers and the public workforce system to meet local and regional labor market needs for a skilled workforce.
- The bill also creates the School Readiness Plus Program that provides a child care subsidy for families deemed ineligible on redetermination for the SR program, but have income between 85 and 100 percent of the state median income

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 8C

AGENDA ITEM SUBJECT: WIOA INDICATORS OF PERFORMANCE SECOND QUARTER UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

On May 5, 2022, the Florida Department of Commerce completed the state-level performance negotiations with the U.S. Department of Labor (USDOL) Employment and Training Administration for Workforce Innovation and Opportunity Act (WIOA) Titles I and III funded programs for program years (PY) 2022-2023 and 2023-2024. The negotiated WIOA primary performance indicators measures the Adult, Dislocated Worker, Youth, and Wagner-Peyser programs. The performance accountability indicators are used to assess the effectiveness of local workforce development boards to continue providing workforce services in their respective areas. The measures are defined as Not Met (less than 90% of negotiated), Met (90-100% of negotiated), and Exceeded (greater than 100% of negotiated).

The South Florida Workforce Investment Board (SFWIB) received the PY 2023-2024 2nd Quarter (Q2) update regarding the federal indicators of performance. The SFWIB is currently meeting or exceeding all 18 of the performance measures. The Dislocated Worker Employed 4th Quarter After Exit measure was the only measure that the SFWIB did not exceed the performance standards; however the measure was still met.

The following provides an overview of the performance changes between PY 2022-2023 Q2 and PY 2023-2024 Q2:

- Adult - all measures saw a significant increase in performance from the previous PY. The SFWIB did not meet Employment 2nd Quarter After Exit and Employment 4th Quarter After Exit in PY 22-23 Q2 but exceeded performance standards with increases in both areas by 26.1 percent and 18 percent, respectively. The Credential Attainment measure saw a 29.1 percent increase as well.

- Dislocated Workers - all measures saw a significant increase in performance from the previous PY. The SFWIB was only meeting or exceeding in three out of five measures PY 22-23 Q2, with Employment 2nd Quarter After Exit and Employment 4th Quarter After Exit not meeting the performance standards. The SFWIB is now meeting or exceeding in all five measures in PY 23-24 Q2, highlighted by increases in the aforementioned measures by 15.6 percent and 11.4 percent, respectively.
- Youth - the SFWIB had met or exceeded four out of the five Youth measures in PY 22-23 Q2, with Youth Employment 4th Quarter After Exit being the only one not met. The SFWIB exceeded in all Youth performance measures PY 23-24 Q2; however, the SFWIB saw decreases in Median Earnings by \$1393. Youth Employment 4th Quarter After Exit saw the largest increase in performance by 14.7 percent.
- Wagner-Peyser - all measures saw an increase in performance from the previous PY highlighted by an increase in Employment 2nd Quarter After Exit by 14.3 percent.

The report issued by the Florida Department of Commerce (Florida Commerce) provides data on exiters up to a certain time frame. The SFWIB has implemented the Common Measures tool to identify all real-time exiters in the WIOA Adult and Dislocated Worker, WIOA Youth, and Wagner-Peyser programs. The tool allows AJC staff to quickly identify and engage individuals who may not have employment information recorded on a daily basis. SFWIB staff will use the Common Measures tool to ensure that Local Workforce Development Area (LWDA) 23 is on track to meet the negotiated indicator of performance metrics outline by Florida Commerce.

FUNDING: N/A

PERFORMANCE: Workforce Innovation Opportunity Act and Wagner-Peyser

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 9

AGENDA ITEM SUBJECT: FINANCE AND EFFICIENCY COUNCIL UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 9A

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 February 2024 is being presented for review by the Board members.

The eight (8) months of the new fiscal year appears to be

Budget Variance Explanations

- The expenditure rate for Headquarters costs is 58.9 percent. The actual expenditure rate is 8.1 percent lower than the projected expenditure rate.
- The expenditure rate for Adult Services costs is 53.9 percent. The actual expenditure rate is 13.1 percent lower than the projected expenditure rate.
- The expenditure rate for Youth Services costs is 44.5 percent. The actual expenditure rate is 22.5 percent lower than the projected rate.
- The expenditure rate for Other Programs and Project costs is 55.1 percent. The actual expenditure rate is 14.4 percent above the projected expenditure rate. This is mainly driven by the completion of the scholarship program expenditure and the summer programs.

- The expenditure rate for Facilities costs is 47.5 percent. The actual expenditure rate is 19.5 percent lower than the projected rate.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

FINANCIAL REPORT

FOR THE PERIOD OF:

JULY 1, 2023 THRU FEBRUARY 29, 2024
(UNAUDITED)

**Accompanying Notes to the Financial Report (unaudited)
For the Period of July 1, 2023 through February 29, 2024**

The eight (8) months of the new fiscal year appears to be a outpacing the same period last year overall by approximately 8.6%.

The projected expenditure rate for the 8 month period is 67%. The main driving source of the variance is due to timing issues.

Budget Variance Explanations

- The expenditure rate for Headquarter costs is 58.9 percent. The actual expenditure rate is 8.1 percent lower than the projected expenditure rate.
- The expenditure rate for Adult Services costs is 53.9 percent. The actual expenditure rate is 13.1 percent lower than the projected expenditure rate.
- The expenditure rate for Youth Services is 44.5 percent. The actual expenditure rate is 22.5 percent lower than the projected rate.
- The expenditure rate for Other Program costs 55.1 percent. The actual expenditure rate is 14.4 percent above the projected expenditure rate. This is mainly driven by the completion of the scholarship program expenditure and the summer programs.
- The expenditure rate for the Facilities costs is 47.5 percent. The actual expenditure rate is 19.5 percent lower than the projected rate.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 10

AGENDA ITEM SUBJECT: GLOBAL TALENT AND COMPETITIVENESS COUNCIL UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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: 4/18/2024

AGENDA ITEM NUMBER: 11

AGENDA ITEM SUBJECT: PERFORMANCE COUNCIL UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 11A

AGENDA ITEM SUBJECT: WIOA INDICATORS OF PERFORMANCE UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

South Florida Workforce Investment Board (SFWIB) staff created a Common Measures Tool (CMT) that monitors the negotiated Workforce Innovation and Opportunity Act (WIOA) performance indicators established by the Department of Florida Commerce in real time. The tool provides American Job Center (AJC) staff with the ability to see which cases have exited the system with or without employment using information generated from various employment data sources including the New Hire Report, the Work Number, and the Wage Credit Report. The tool will also allow AJC staff to ensure all follow ups required by federal law have been conducted as the tool identifies cases with incomplete employment data per quarter.

As of March 31, 2024, SFWIB staff has provided an overview of the SFWIB's performance per quarter:

- Quarter 1 (Q1) – SFWIB is meeting or exceeding all performance measures with the exception of Youth Education and Employment Rate. Youth Provider staff need to engage at a minimum of 18 individuals to ensure the SFWIB meets the negotiated performance measure.
- Quarter 2 (Q2) – SFWIB is meeting or exceeding all negotiated performance measures.
- Quarter 3 (Q3) - SFWIB is exceeding all performance measures with the exception of the Youth Education and Employment Rate and Youth Credential Attainment measures. Youth Provider staff need to engage at a minimum 39 individuals regarding the Youth Education and Employment Rate and a minimum of 17 individuals regarding the Youth Credential Attainment measure to ensure the SFWIB meets the negotiated performance measures.
- Quarter 4 (Q4) – SFWIB is meeting or exceeding all performance measures.

Based on the information derived from the CMT, AJC staff has begun following up with individuals in Q2 and Q3 performance areas to ensure data is entered properly in order that the SFWIB meets or exceeds the established performance standards. SFWIB staff has identified several strategies to improve performance to ensure all 18 WIOA Indicators of Performance are met, beginning with the implementation of strict follow-up guidelines to ensure each case is properly documented in the Employ Miami-Dade and Employ Monroe systems. The guidelines include:

- The requirement for AJC staff to provide monthly updates regarding the status of follow-up cases;
- Required participation in the hands-on technical assistance SFWIB staff provides regarding the proper documentation of those cases; and
- The implementation of the Work Number verification updates in the CMT to assist with any outstanding employment information which has not been documented.

In addition, SFWIB staff incorporated an overview of the CMT for all Performance Improvement Team (PIT) meetings as well as common measures discussions in monthly focus group meetings.

FUNDING: N/A

PERFORMANCE: Workforce Innovation Opportunity Act and Wagner Peyser

ATTACHMENT

Common Measures Tool Summary

| Number of Employed Participants not Exited: | | | | | | | | | 368 | |
|---|--------------------------|-------------------------------------|-------------|-------------------------------------|-------------|-------------------------------------|-------------|-------------------------------------|---------------------------|-----------------------------------|
| Total Number of Cases: | | | | | | | | | 1,612 | |
| Common Measures | Performance (Quarters) | | | | | | | | PY Year Performance Goals | % of PY Year Performance Goal Met |
| | Quarter 1 | % of Quarter 1 Performance Goal Met | Quarter 2 | % of Quarter 2 Performance Goal Met | Quarter 3 | % of Quarter 3 Performance Goal Met | Quarter 4 | % of Quarter 4 Performance Goal Met | | |
| Adults | | | | | | | | | | |
| Entered Employment Rate | 97.01% | 150.41% | 92.21% | 142.96% | 92.94% | 144.09% | 98.63% | 152.91% | 64.50% | 145.07% |
| Median Earnings | \$8,840.00 | 175.60% | \$8,840.00 | 175.60% | \$9,963.20 | 197.91% | \$10,488.40 | 208.35% | \$5,034.00 | 208.35% |
| Credential Attainment | 70.37% | 139.07% | 81.25% | 160.57% | 85.00% | 167.98% | 92.86% | 183.51% | 50.60% | 123.61% |
| Measurable Skills Gain | 100.00% | 401.61% | 97.44% | 391.31% | 98.36% | 395.02% | 100.00% | 401.61% | 24.90% | 397.09% |
| Dislocated Workers | | | | | | | | | | |
| Entered Employment Rate | 100.00% | 125.47% | 83.33% | 104.56% | 94.12% | 118.09% | 100.00% | 125.47% | 79.70% | 116.18% |
| Median Earnings | \$16,122.60 | 197.58% | \$11,752.00 | 144.01% | \$14,079.00 | 172.53% | \$11,570.00 | 141.78% | \$8,160.00 | 197.58% |
| Credential Attainment | 85.71% | 107.82% | 88.89% | 111.81% | 93.33% | 117.40% | 100.00% | 125.79% | 79.50% | 119.17% |
| Measurable Skills Gain | 100.00% | 250.00% | 100.00% | 250.00% | 100.00% | 250.00% | 100.00% | 250.00% | 40.00% | 250.00% |
| Wagner-Peyser | | | | | | | | | | |
| Entered Employment Rate | 72.35% | 117.26% | 68.00% | 110.20% | 61.70% | 100.01% | 63.90% | 103.57% | 61.70% | 107.21% |
| Median Earnings | \$7,800.00 | 150.78% | \$7,800.00 | 150.78% | \$7,800.00 | 150.78% | \$7,800.00 | 150.78% | \$5,173.00 | 150.78% |
| Youth | | | | | | | | | | |
| Education and Employment Rate | 47.54% | 62.72% | 82.50% | 108.84% | 65.11% | 85.90% | 80.43% | 106.11% | 75.80% | 88.01% |
| Median Earnings | \$7,800.00 | 211.26% | \$7,540.00 | 204.22% | \$7,800.00 | 211.26% | \$7,800.00 | 211.26% | \$3,692.00 | 211.26% |
| Credential Attainment | 78.72% | 134.57% | 91.43% | 156.29% | 52.55% | 89.84% | 66.67% | 113.96% | 58.50% | 111.65% |
| Measurable Skills Gain | 93.62% | 186.12% | 100.00% | 198.81% | 90.51% | 179.94% | 88.89% | 176.72% | 50.30% | 177.61% |
| Not Met (less than 90% of negotiated) | | | | | | | | | | |
| Met (90-100% of negotiated) | | | | | | | | | | |
| Exceeded (greater than 100% of negotiated) | | | | | | | | | | |



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 12

AGENDA ITEM SUBJECT: ACTION ITEMS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 12A

AGENDA ITEM SUBJECT: SOUTH FLORIDA WORKFORCE INVESTMENT BOARD MEMBERSHIP RECOMENDATION

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Executive Committee recommends to the board the approval of Mrs. Carol Palacios, MBA as new members of the SFWIB to be recommended to the Chief Elected Official Mayor Daniella Levin-Cava for appointment, as set forth below.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The Workforce Innovation and Opportunity Act requires each local area of the State to establish a regional workforce investment board to set policy for the local workforce investment system within said region. The board is responsible for aligning workforce policies and services with regional economies and support service delivery strategies tailored to those needs. The composition of the local board must include the following:

1. Business
2. Labor/Apprenticeships
3. Education
4. Government/Economic/CommunityDevelopment
5. Other Entity Representation

Each local board must include representatives of entities administering education and training activities in the local area who:

- a. Include a representative of eligible providers administering adult education and literacy activities under Title II of WIOA.
- b. Include a representative of institutions of higher education providing workforce investment activities (including community colleges).
- c. Include a private education provider, if a public education or training provider is represented on the LWDB.

- d. May include representatives of local educational agencies and of community- based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.

To ensure that all institutions of higher education have equal representation, staff recommends that Mrs. Carol Palacios, Executive Director of Atlantis University, a private education provider, be selected as the successor for the late Dr. Maria Regueiro.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 04/18/2024

AGENDA ITEM NUMBER: 12B

AGENDA ITEM SUBJECT: 2023-2024 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 new occupations to the 2023-2024 Target Occupation, as set forth below.

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

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

BACKGROUND:

The Department of Commerce released the 2023-2024 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 the occupation's addition.

Staff have reviewed the documentation submitted and recommend to the council to recommend to the board the approval of the following Standard Occupational Classification (SOC) to be added to LWDA 23's Target Occupation List.

1. Camacol:
 - SOC Code 27-1014, Special Effects Artists and Animators

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 04/18/2024

AGENDA ITEM NUMBER: 12C

AGENDA ITEM SUBJECT: NEW TRAINING PROVIDER AND PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval of a new training provider and a new program for an existing Training Provider, 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 recommends to the council to approve Hollywood Career Institute as a new training provider and the following new program for the Academy of South Florida.

Request to be added as a New Training Provider and Program:

1. Hollywood Career Institute, LLC.
 - Home Health Aide
 - Medical Billing and Coding Specialist
 - Patient Care Technician
 - Phlebotomy Technician

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

2. The Academy of South Florida, Inc.
 - Full Stack Web Developer Test Prep to location Miami Campus #3051
 - Full Stack Web Developer Test Prep to location Fort Lauderdale Campus #3409
 - Cyber Security Professional to location Fort Lauderdale Campus #3409

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 12D

AGENDA ITEM SUBJECT: NEW REGISTERED APPRENTICESHIP PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval of a New Registered Apprenticeship Program, 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 recommends to the Council to approve the following new apprenticeship program.

1. Miami EdTech Apprenticeship STEM Program, GNJ (2024-FL-126174)
 - Data Scientist (Artificial Intelligence/Machine Learning Developer) (CB); User Experience Designer (User Experience Designer (User Experience and Interface Designer)(CB) – Registered Apprenticeship Certificate

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 12E

AGENDA ITEM SUBJECT: CULINARY SKILLS TRAINING

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$120,000 in Workforce System funds to Miami Dade College (Miami Dade College Culinary Institute) for a Culinary & Catering Skills Training, as set forth below.

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

STRATEGIC PROJECT: **Improve employment outcomes**

BACKGROUND:

Hospitality and Tourism is an ever-growing economic engine in South Florida. This industry sector has and continues to be faced with entry level labor and skills readiness shortages. Since its inception, the Miami Dade College Culinary Institute has been a bridge to help close the gap between the underserved population and the workforce deficit faced by the industry; specifically in the areas of accommodations, food service and retail.

The Culinary and Catering Employment Training (CCET) Program is a collaborative partnership between the South Florida Workforce Investment Board (SFWIB), Miami Dade College (MDC), and the AGAPE Network. The program will assist participants in returning to the workforce. The training will take place at AGAPE Network in a fully equipped kitchen. Classes will be taught by experienced Miami Dade College instructors and expert industry trainers. The SFWIB will provide training and training-related funding; and MDC will provide relevant training services.

The American Culinary Federation standards and American Hotel & Lodging Educational Institute (AHLEI) Kitchen Cook program will be used to structure the curriculum components. Participants will receive an extensive overview of the food and beverage industry, and training in the job skills necessary for the position of entry/line level cook. A catering component has been added to the curriculum due to the high demand for events and banquet catering in South Florida. To enhance participants' employability, educational experiences including hands-on training, industry related workforce readiness training, guest speakers and site visits are an essential part of the overall program.

The CCET consists of 8 weeks of instruction in culinary and job skills training for a total of 200 hours. The program will prepare up to forty-five (45) South Florida Workforce Investment Board (SFWIB) eligible participants to successfully complete the course and receive practical experience in basic culinary skills with associated certifications to become employable and placed in entry level positions within the industry.

In following the procurement process of Miami-Dade County Administrative Order No. 3-38, it is recommended that SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interest of SFWIB. A two-thirds (2/3) vote of the quorum present is required to waive the competitive procurement process and award to Miami Dade College (Miami Dade College Culinary Institute) an allocation not to exceed \$120,000.00 in Workforce Investment (WIOA) funds for Basic Culinary Skills Training.

FUNDING: Workforce Innovation and Opportunity Act (WIOA)

PERFORMANCE:

| Project Performance Indicators | Project Performance Goals |
|---|---------------------------|
| Community Investment (Project Cost) | \$120,000 |
| Number of Participants | 45 |
| Number of Placements | 38 |
| Cost to Train | \$2,667 |
| Cost Per Participant | \$3,158 |
| Average Wage | \$14.57 |
| Net Economic Benefit | \$27,148 |
| ROI (Net Economic Benefit / Cost Per Placement) | \$8.60 |
| Community Impact | \$1,031,624 |

ATTACHMENT

Miami Dade College – Wolfson Campus
Miami Culinary Institute / Hospitality Institute
Kitchen Cook Employment Training
Proposal for Career Source
on behalf of AGAPE

Program Overview

Miami Culinary Institute / Hospitality Institute in partnership with AGAPE will offer a pilot comprehensive employment training which will: (1) provide qualified eligible individuals with the necessary skills training for entry into a career in the Food and Beverage industries; (2) help address current and future labor shortages; (3) increase participants' employment opportunities upon course completion. Graduates are ready to perform the acquired job skills and customer relations skills at a new level of service excellence and are prepared for entry level employment. In addition, may have the option to cross-walk the KCET training to one or two three-credit courses at MDC/MCI upon successful completion, application and approval.

For 2023-2024, MCI/MIH is proposing to offer the following employment trainings:

- Kitchen Cook Employment Training (KCET)
 - Three Cohorts – Term TBD

Culinary and Catering Employment Training (CCET)

KCET consists of a total of 8 weeks / 200 hours of instruction in basic cooking and job skills training: orientation and workforce readiness training, classroom instruction, hands-on kitchen lab training, food safety and sanitation training, and industry related workforce readiness training.

The training will take place at AGAPE in a fully equipped kitchen at AGAPE, or in other locations throughout Miami-Dade County agreed upon by Miami Dade College and CareerSource South Florida. Classes will be taught by experienced Miami Dade College instructors and expert industry trainers.

The American Culinary Federation standards and American Hotel & Lodging Educational Institute (AHLEI) Kitchen Cook program will be used to structure the curriculum components. Participants will receive an extensive overview of the food and beverage industry, and training in the job skills necessary for the position of entry/line level cook. A catering component has been added to the curriculum due to the high demand for events and banquet catering in South Florida. To enhance participants' employability, educational experiences including hands-on training, industry related workforce readiness training, guest speakers and site visits are an essential part of the overall program.

CCET will recruit, train and prepare up to forty-five (45) qualified eligible participants to successfully complete training, receive practical experience in kitchen cook skills with associated certifications, and become employable and find employment in entry level positions within the industry.

Program Summary

- Number of participants: 10-15 participants per cohort / 80 participants maximum
- Program Cost: \$120,000
- Number of cohorts: 3 cohorts
- Cohort length: 8 weeks / Monday through Thursday from 9:00 am to 3:00 pm daily
Offer evening sessions for remote lecture classes for Culinary Terminology, Food Cost Controls, Customer Service, Employment Skills, Employability Skills
- Program Term: TBD

Main Program Components

- Coordination, orientation and workforce and employability readiness training
- Classroom instruction, hands-on kitchen lab training, food safety and sanitation training, catering, industry related workforce readiness training
- AHLEI training, testing and Kitchen Cook certification (if the participant achieves a score of 70% or better on the written exam graded by AHLEI) and record keeping
- State mandated Florida Safe Staff Food Handler Certification or ServSafe as needed
- Job placement assistance in coordination with CareerSource South Florida

Program Offerings

- Orientation, workforce readiness skills, financial literacy
- Potential for GED if necessary
- Classroom training based on American Culinary Federation standards and American Hotel & Lodging Educational Institute (AHLEI) Kitchen Cook program.
- Remote classroom instruction and skills training in cooking, food service, food safety and sanitation, and related industry operations, food cost controls
- Customer service skills training
- Hands on experience and participation in industry and college events as possible to schedule based on transportation availability and AGAPE approval
- Vocabulary and terminology in the culinary industry
- Employability skills, professionalism and work ethics
- Enhanced communication and interview skills
- Instruction on the proper dress code and industry code of professionalism
- Testing during and at the end of the instructional period
- AHLEI testing and certification (if the participant achieves a score of 70% or better on the written exam graded by AHLEI)
- Florida Safe Staff Food Handler Training, Testing and Certification
- Miami Dade College Certificate of Completion
- Industry Site Field Trips when possible

Training Overview

- Four eight-week cohorts of Kitchen Cook Employment Training to be scheduled within the program term that aligns with CareerSource South Florida's fiscal year
- The training will take place onsite at AGAPE in a fully equipped training kitchen. Evening lecture classes will take place both onsite and remotely via ZOOM based on content.
- Training will consist of orientation and work readiness training, food safety & certifications, food cost controls, customer service, food service skills, to prepare participants to successfully complete the entire eight-week training. Participants will be on probation during week one. Upon successful completion of week one, participants will progress to week two of the training.
- AGAPE will recruit an adequate number of participants to ensure that a minimum of ten (10) up to fifteen (15) qualified eligible participants are enrolled per cohort.
- Participants must be enrolled as Miami Dade College students before beginning class.
- Before each cohort, during breaks between cohorts, and after each cohort, AGAPE employees will continue to work on case management, recruitment and screening of new participants, job referrals and job placement tracking, curriculum development, record-keeping, reporting, ordering supplies, scheduling and other matters pertaining to the management of the Kitchen Cook Employment Training.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 12F

AGENDA ITEM SUBJECT: ONE-STOP OPERATOR MEMORANDUM OF UNDERSTANDING

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council to recommend to the Board the approval of a Memorandum of Understanding with the County Mayor to serve as the One-Stop Operator for Local Workforce Development Area 23, as set forth below

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

At the February 22, 2024 board meeting, SFWIB approved for SFWIB staff to serve as the One-Stop Operator for Local Workforce Development Area 23. CareerSource Florida (CSF) subsequently approved SFWIB to serve as the One-Stop Operator. In accordance with Federal Regulation 20 CFR. 679.430 and CSF Administrative Policy #097, the SFWIB must enter into a formal agreement with the Chief Elected Official. The agreement is to clarify how the organization will carry out its responsibilities to comply with the Workforce Innovation and Opportunity Act, Office of Management and Budget circulars and Florida State statutes.

SFWIB Staff drafted a Memorandum of Understanding (MOU) that outlines the responsibilities of the One-Stop Operator staff. The MOU's statement of work also delineates the activities by the One-Stop Operator to ensure compliance with CSF #097 and all other federal and state regulations.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
AND
MIAMI-DADE COUNTY, FLORIDA**

This Memorandum of Understanding (hereinafter “MOU” or “Agreement”) is made and entered into by and between the South Florida Workforce Investment Board d/b/a CareerSource South Florida (“SFWIB” or “CareerSource”), and Miami-Dade County, Florida. Individually referred to as the “Party” or collectively referred to as the Parties.

WITNESSETH:

WHEREAS, the Workforce Innovation and Opportunity Act of 2014 (“WIOA” or the “Act”) establishes a One-Stop Service Delivery System (“One-Stop System”) assuring coordination between the activities authorized in and linked to the Act.

WHEREAS, SFWIB provides workforce development services in Workforce Area 23 of the state of Florida (“Area”), which is comprised of Miami-Dade County.

WHEREAS, SFWIB’s services and resources are available through a network of CareerSource centers and access points which comprise the Area’s One-Stop System to provide a seamless and comprehensive array of education, job training, economic development efforts, and other workforce development services to persons within the Area.

WHEREAS, the CareerSource Florida Board has approved a recommendation from the Florida Department of Commerce, that CareerSource South Florida be authorized to serve as the One-Stop Operator for Local Workforce Area 23.

WHEREAS, CareerSource South Florida is a sub recipient of federal funding to provide workforce services for Local Workforce Area 23.

WHEREAS, CareerSource South Florida shall provide space for One-Stop Operator staff to provide oversight of the Local Workforce Development Board’s One-Stop system.

WHEREAS, the Parties desire to build a workforce development system, which will dramatically upgrade all Floridians’ workplace skills and economically benefit the workforce, employers, and State.

WHEREAS, the Parties desire to ensure compliance and that coordinated efforts are consistent with all federal, state and local requirements to establish and maintain an effective and successful “One-Stop delivery system” (20 CFR Section 678.300).

NOW THEREFORE, in consideration of the mutual terms, conditions, promises, and covenants herein set forth, the Parties agree as follows:

I. SCOPE OF WORK

SFWIB agrees to provide services in accordance with **Exhibit A, Scope of Work**, attached hereto and incorporated by reference as if fully set forth herein. Any modifications to the Scope of Work shall only be valid when they have been reduced to writing, duly approved and signed by both parties.

II. RESOURCE SHARING AGREEMENT

The applicable cost sharing provisions are set forth in the **Exhibit B, Resource Sharing Agreement**, attached hereto and incorporated by reference as if fully set forth herein. Any modifications to the Cost Sharing Agreement shall only be valid when they have been reduced to writing, duly approved and signed by both parties

III. PERIOD OF PERFORMANCE

This MOU shall commence upon **March 1, 2024**, irrespective of the date of execution, and terminate at the close of business on **June 30, 2027**, unless earlier terminated as provided below.

IV. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

As a condition of the award of financial assistance from the Department of Labor under Title I of the WIOA, and the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, the Contractor assures that it shall comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- A. Section 188 of the WIOA, which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex gender identity, gender expression or sex stereotyping (except as otherwise permitted under title IV of the Education Amendments of 1972), national origin, age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIOA Title I - financially assisted program or activity;
- B. Title VI of the Civil Rights Act of 1964 (42 U.S.C 2000d et seq.), as amended, which prohibits discrimination against qualified individuals on the basis of race, color and national origin;
- C. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), as amended, which prohibits discrimination against qualified individuals with disabilities;
- D. Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.), as amended, which prohibits discrimination on the basis of sex in educational programs;
- E. The Age Discrimination Act of 1975 (42 U.S.C. 6101), as amended, which prohibits discrimination on the basis of age;
- F. Section 654 of the Omnibus Budget Reconciliation Act of 1981 (42 U.S.C. 9849), as amended, which prohibits discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation or beliefs;
- G. The Americans with Disabilities Act of 1990, (42 U.S.C. 12101 et seq.), as amended, which prohibits discrimination by public and private entities on the basis of disability in employment, public accommodations, transportation, state and local government services and telecommunications;
- H. Executive Order (“EO”) No. 11246, “Equal Employment Opportunity” (30 FR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by EO No. 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and as supplemented by regulations at 41CFR Part 60, “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor”; and in Department of Labor regulation 29 CFR Parts 33 and 37 as well as 45 CFR Part 80;

and Part 92, if applicable;

- I. Equal Employment Opportunity in Apprenticeship and Training (29 CFR Part 30); and
- J. Chapter 11A of the Code of Miami-Dade County, Florida, which, among other things, prohibits discrimination in employment and places of public accommodations on the basis of race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, actual or perceived status as a victim of domestic violence, dating violence and stalking, gender identity, gender expression, or sexual orientation.

The Contractor also assures that it shall comply with 29 CFR Part 37 and all other regulations implementing the laws listed above. This assurance applies to the Contractor's operation of the WIOA Title I and TANF – financially assisted program or activity and to all agreements the contractor makes to carry out the WIOA Title I and TANF – financially assisted program or activity. The contractor understands the United States has the right to seek judicial enforcement of this assurance.

V. IMMIGRATION REFORM AND CONTROL ACT

The Contractor shall comply with the requirements of the Immigration Reform and Control Act of 1986, which requires employment verification and retention of verification forms for any individuals hired who will perform any services under this Agreement.

VI. CONFIDENTIALITY

- A. The Contractor shall maintain the confidentiality of any information regarding program participants that identifies or may be used to identify program participants and which may be obtained through proposal forms, interviews, tests, reports from public agencies or counselors, or any other source. The Contractor shall not divulge such information without the written permission of the participant, or participant's custodial parent or guardian when authorized by law, if applicable, except that such information which is necessary, as determined by the SFWIB, for purposes related to the performance or evaluation of this MOU may be divulged to the SFWIB or such other persons as the SFWIB may designate, who are responsible for monitoring or evaluating the services and performances under the MOU, or to governmental authorities to the extent necessary for the proper administration of the law and the provision of services.

All releases of information shall be in accordance with applicable federal and state laws as well as the policies and procedures of the SFWIB. The Contractor shall provide a completed **Confidentiality Agreement, Attachment 1**, prior to the execution of the MOU.

- B. **Confidentiality Forms.** The Contractor, in the course of receiving and utilizing confidential workforce program information for the purpose of performing its duties under this MOU, shall ensure that all staff, security officers, contractors, and subcontractors, and their employees complete the following certification and acknowledgement forms prior to permitting those individuals to perform any work under or relating to this MOU:
 - a. **Individual Non-Disclosure and Confidentiality Certification Form, Attachment 2**, attached hereto and incorporated herein. The Contractor shall maintain the completed confidentiality forms in each employee's personnel file.
 - b. A universal **Authorization to Obtain Confidential Information Form, Attachment 3**, attached hereto and incorporated herein, for use within the CareerSource center system, shall be filled out and maintained for every job seeker who is referred to employment and/or training opportunities.

- c. A universal **Authorization to Obtain Confidential Employment Information Form, Attachment 4**, attached hereto and incorporated by reference herein, for use within the CareerSource center system, shall be filled out and maintained for every job seeker who is referred to employment and/or training opportunities.
- d. A universal **Authorization to Release Confidential Information Form, Attachment 5**, attached hereto and incorporated herein, for use within the CareerSource center system, shall be filled out and maintained for every job seeker who is referred to employment and/or training opportunities.

VII. COMPLIANCE WITH THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (“HIPAA”)

The Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) requires that covered entities have and apply appropriate sanctions against members of their workforce who fail to comply with privacy policies and procedures of the entity or the requirements of 45 CFR § 164.530 (e) (1). Accordingly, it is the intention of the SFWIB to seek to ensure the confidentiality and integrity of consumer or employee Protected Health Information (“PHI”) as required by law, professional ethics, and accreditation or licensure requirements.

Any person or entity that performs or assists the SFWIB with a function or activity involving the use or disclosure of Individually Identifiable Health Information (“IIHI”) and/or PHI shall comply with HIPAA and the Miami-Dade County Privacy Standards Administrative Order (“AO”) 10-11. HIPAA mandates privacy, security and electronic transfer standards which include but are not limited to:

1. Use of information only for performing services required by the Contract or as required by law;
2. Use of appropriate safeguards to prevent unauthorized disclosures;
3. Reporting to the SFWIB of any unauthorized use or disclosure;
4. Assurances that any agents and subcontractors of the Parties agree to the same restrictions and conditions that apply to the Parties and provide reasonable assurances that IIHI/PHI will be held confidential;
5. Making PHI available to the customer for review and amendment; and incorporating any amendments requested by the customer;
6. Making PHI available to the SFWIB for an accounting of any authorized and unauthorized disclosures; and
7. Making all internal practices, books and records related to PHI available to the SFWIB for compliance audits.

PHI shall be maintained in its protected and confidential status regardless of the form or method of transmission (paper records, and/or electronic transfer of data). The Parties shall give their customers written notice of its privacy information practices including, specifically, a description of the types of uses and disclosures that may be made with PHI.

Customer and employee PHI shall be regarded as confidential and may not be used or disclosed except to authorized persons for authorized purposes. Access to PHI shall only be permitted for direct customer care, approved administrative or supervisory functions or with approval of the respective Parties’ appropriate staff designated as the Privacy Officer, Executive Director or Human Resource Director of the Parties.

VIII. INDEMNIFICATION

The Parties shall be fully responsible for their own acts of negligence, or their respective agent’s acts of

negligence when acting within the scope of their employment, and shall be liable for all attorneys' fees and damages proximately caused thereby; provided, however, that the Parties' liability is subject to the limitations of section 768.28, Florida Statutes. Nothing herein is intended to serve as a waiver of sovereign immunity by the Parties, nor shall anything herein be construed as consent by the parties to be sued by any third party for any cause or matter arising out of or related to this Agreement.

Term of Indemnification. The provisions of this indemnification shall survive the expiration or termination of this MOU.

IX. TERMINATION

This MOU may be terminated without cause by any party hereto upon providing thirty (30) days' prior written notice to the other Parties.

X. NOTICE

It is understood and agreed between the Parties that written notice shall be mailed and delivered to the addresses set forth below and same shall constitute sufficient written notice. The Parties designate the following:

For South Florida Workforce Investment Board:

Rick Beasley, Executive Director
South Florida Workforce Investment Board
The Landing at MIA
7300 Corporate Center Drive, Suite 500
Miami, Florida 33126-1234

Miami-Dade County, Florida:

Daniella Levine Cava, Mayor
Office of the Mayor, Miami Dade County
111 NW 1 Street, 29th Floor
Miami, Florida 33128

XI. AMENDMENTS

Any alteration, amendment, variation, modification, extension or waiver of provisions of this MOU shall only be valid when it has been reduced to writing, duly approved and signed by the authorized agent of each of the Parties.

XII. PRIOR AGREEMENTS

This Agreement, and its attachments and exhibits specified below incorporate and include all prior negotiations, correspondence, conversations, agreements, and understandings applicable to the matters contained herein and the Parties agree that there are no other commitments, agreements or understandings concerning the subject matter of this Agreement that are not contained in this Agreement or in its attachments and exhibits. Accordingly, the Parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

The following is a List of Attachments and Exhibits that are incorporated into this Agreement:

| <u>Type</u> | <u>Letter/Number</u> | <u>Description</u> |
|-------------|----------------------|--|
| Exhibit | A | Scope of Work |
| Exhibit | B | Cost Sharing Agreement |
| Attachment | 1 | Confidentiality Agreement |
| Attachment | 2 | Individual Non-Disclosure and Confidentiality Certification Form |
| Attachment | 3 | Authorization to Obtain Confidential Information |
| Attachment | 4 | Authorization to Obtain Confidential Employment Information |
| Attachment | 5 | Authorization to Release Confidential Information |
| Attachment | 6 | Certification Regarding Environmental Tobacco Smoke |
| Attachment | 7 | Assurances and Certifications |
| Attachment | 8 | Assurances Non-Construction Programs |
| Attachment | 9 | Florida Clean Indoor Air Act |
| Attachment | 10 | The Florida Department of Economic Opportunity Memorandum dated July 1, 2021 |

XIII. GRIEVANCE PROCEDURES

The Contractor shall comply with all of the SFWIB’s applicable Grievance and Complaint Procedures and as required by state and federal law.

XIV. ASSOCIATION OF COMMUNITY ORGANIZATIONS FOR REFORM NOW (ACORN) FUNDING RESTRICTIONS ASSURANCE

As a condition of this Agreement, the Contractor assures that it will comply fully with the federal funding restrictions pertaining to ACORN and its subsidiaries per the Consolidated Appropriations Act of 2010, Division E, Section 511 (Pub. L. 111-117). The Continuing Appropriation Act, 2011, Section 101 and 103 (Pub. L. 111-242), provides that appropriations made under Pub. L. 111-117 are available under the conditions provided by Pub. L. 111-117.

XV. COMPLIANCE WITH SECTION 6002 OF THE SOLID WASTE DISPOSAL ACT, AS AMENDED BY THE RESOURCE CONSERVATION AND RECOVERY ACT (“RCRA”) FOR THE PROCUREMENT OF RECOVERED MATERIALS

The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (“EPA”) at 40 CFR part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired during the preceding fiscal year exceeded \$10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines. The Contractor shall comply with Section 6002 of the Solid Waste Disposal Act, as amended by the RCRA.

XVI. EQUAL TREATMENT FOR FAITH-BASED ORGANIZATIONS

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits any state or local government receiving funds under any United States Department of Health and Human Services program, or any intermediate organization with the same duties as a governmental entity, from discriminating for or against an organization on the basis of the organization’s religious character or affiliation.

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits religious organizations from

engaging in inherently religious activities, such as worship, religious instruction, or proselytization, as part of the programs or services funded with direct financial assistance.

Equal Treatment For Faith Based Organizations, 45 CFR 87 prohibits an organization that participates in programs funded by direct financial assistance from the Department, in providing services, from discriminating against a program beneficiary or prospective program beneficiary on the basis of religion or religious belief.

XVII. ENVIRONMENTAL TOBACCO SMOKE

In accordance with Part C of P.L. 103-227, the “Pro-Children Act of 1994”, smoking is prohibited in any portion of any indoor facility owned or leased or contracted by an entity and used regularly for the provision of health, day care, education, or library services to children under the age of 18, if the services are funded by federal programs whether directly or through state or local governments. Federal programs include grants, cooperative agreements, loans, and loan guarantees, and contracts. The law does not apply to children’s services provided in private residences, facilities funded solely by Medicare or Medicaid funds, and portions of facilities used for inpatient drug and alcohol treatment. The Contractor shall provide a completed **Certification Regarding Environmental Tobacco Smoke, Attachment 6**.

XVIII. PUBLIC ANNOUNCEMENTS AND ADVERTISING

When issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with federal funds, the Contractor shall clearly state (1) the percentage of the total costs of the program or project which will be financed with federal funds, (2) the dollar amount of federal funds for the project or program, and (3) percentage and dollar amount of the total costs of the project or program that will be financed by nongovernmental sources.

The Contractor shall incorporate “**a proud partner of the American Job Center network**” on all primary electronic resources, including websites, used by the one-stop delivery system (20 CFR section 662.100), and on any newly-printed, purchased, or created materials pursuant to 20 CFR 678.900. Each one-stop delivery system must include “**a proud partner of the American Job Center network**” identifier on all:

- Primary electronic resources used by the one-stop delivery system, and on any newly printed, purchased, or created materials.
- Products, programs, activities, services, facilities, and related property and new materials used in the one-stop delivery system.

XIX. UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS

The Contractor shall comply with 2 CFR Chapter II, Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (superseded OMB Circulars A-21, A-87, A-89, A-102, A-110, A-122, A-133 – see, 78 FR 78590-01 (Dec. 26, 2013)).

XX. CODES OF CONDUCT

The Contractor shall maintain written standards of conduct governing the performance of its employees engaged in the award and administration of contracts. No employee, officer, or agent shall participate in the selection, award, or administration of a contract supported by federal funds if a real or apparent conflict of interest would be involved. Such a conflict would arise when the employee, officer, or agent, any

member of his or her immediate family, his or her domestic partner, or an organization which employs or is about to employ any of the Parties indicated herein, has a financial or other interest in the firm selected for an award. The officers, employees, and agents of the recipient shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, or parties to sub-agreements.

XXI. GOVERNMENT-WIDE REQUIREMENTS FOR DRUG-FREE WORKPLACE

The Contractor shall comply with drug-free workplace requirements in Subpart B (or Subpart C, if the recipient is an individual) of 29 CFR part 94.

XXII. VETERAN'S PRIORITY PROVISIONS

Federal grants for qualified job training programs funded, in whole or in part, by the U.S. Department of Labor are subject to the provisions of the "Jobs for Veterans Act" ("JVA"), P.L. 107-288. The JVA provides priority services to veterans and spouses of certain veterans for the receipt of employment, training, and placement services. To obtain priority service, a person must meet the program's eligibility requirements. 20 CFR Part 1010 provides general guidance on the scope of the veterans' priority statute.

XXIII. INTERGOVERNMENTAL PERSONNEL ACT

The Contractor shall comply with the requirements of the Intergovernmental Personnel Act (42 U.S.C. Chapter 62 Sec. §4701).

XXIV. ADMINISTRATIVE PROVISIONS UNDER TITLE I OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT ADMINISTRATIVE RULES, COSTS AND LIMITATIONS

The Contractor shall comply with the requirements of the administrative provisions under Title I of the WIOA Administrative Rules, Costs and Limitations (20 CFR Part 683, Subpart B).

XXV. CERTIFICATION

By signing this Agreement, the Parties agree that the provisions contained herein are subject to all applicable, federal, state and local laws, regulations and guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information relating to access point customers.

XXVI. GOVERNING LAW AND VENUE

This MOU shall be interpreted and construed in accordance with and governed by the laws of the State of Florida. Any legal controversies or legal issues arising out of this Agreement and any action involving the enforcement or interpretation of any rights hereunder shall be submitted to and resolved under the jurisdiction of the state courts of the Eleventh Judicial Circuit of Florida, to the exclusion of all others, with venue for such dispute(s) to lie in Miami-Dade County, Florida

XXVII. FLORIDA PUBLIC RECORDS LAW

The Parties understand the broad nature of Florida's public records laws and shall comply with same and other laws relating to records retention. The Parties shall keep and maintain public records as required by law for performance of services encompassed in this Agreement. The Parties shall keep records to show their compliance with program requirements in accordance with this Agreement. The Parties and their subcontractors must make available, upon request of a Federal grantor agency, the

Comptroller General of the United States, or any of their duly authorized representatives, any books, documents, papers, and records in their possession that are directly pertinent to this Agreement for the purpose audits, examinations, excerpts, and transcriptions. Upon request from the any of the Parties' custodian of public records, the Parties must provide a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in in Chapter 119, Florida Statutes, or as otherwise provided by law. The Parties shall ensure that public records that are exempt and/or confidential from public records disclosure requirements are not disclosed except as authorized by law. The Parties shall retain all records for five (5) years after final payment is made or received and all pending matters are completed pursuant to Title 34, Sections 80.36(b)(1). Exempt or confidential information should not be disclosed unless authorized by law. Upon completion of the Agreement, the Parties shall transfer, at no cost, all public records in their possession that belong to another party or keep and maintain public records required by the Parties. If the Parties transfer public records to another party during the term of this Agreement or upon completion of the term, the Parties shall destroy any duplicate public records that are exempt and/or confidential from public records disclosure requirements. All records stored electronically must be provided to the any of the Parties, upon request from the Parties' custodian of public records, in a format that is compatible with the information technology systems of the requesting party.

IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:

**Via e-mail: recordsrequest@careersourcesfl.com
Telephone: 305-929-1500
South Florida Workforce Investment Board
The Landing at MIA
7300 Corporate Center Drive, Suite 500
Miami, Florida 33126-1234**

XXVIII. SEVERABILITY

If any portion of this MOU is determined by a court of competent jurisdiction to be invalid, the remaining provisions shall continue to be effective.

XXIX. AUTHORITY TO EXECUTE AGREEMENT

Each person executing this Agreement represents and warrants that he or she is duly authorized and has full legal authority to execute and deliver this Agreement. Each party represents and warrants to the other that the execution and delivery of the Agreement and the performance of such party's obligations hereunder have been duly authorized and that the Agreement is a valid and legal agreement binding on the other party and enforceable in accordance with its terms.

XXXI. DEBARMENT AND SUSPENSION (EXECUTIVE ORDERS 12549 AND 12689)

A contract award (see 2 CFR 180.220) must not be made to parties listed on the government-wide exclusions in the System for Award Management ("SAM"), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR

part 1989 Comp., p. 235), “Debarment and Suspension.” SAM Exclusions contain the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, inclusive of the certification required in this section, prior to the execution of this Agreement

XXX. GRATUITIES

The Contractor shall not accept a gift from, offer to give, or give any gift to any **SFWIB member, SFWIB employee, SFWIB approved Vendor**, or to any **family member** of an SFWIB member, SFWIB employee, or SFWIB approved Vendor.

The term “family member” includes, but is not limited to father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, grandfather, grandmother, grandson, granddaughter and domestic partner.

The term “gift” shall refer to the transfer of anything of economic value, whether in the form of money, service, loan, travel, food, beverage, entertainment, hospitality, item or promise, or in any other form, without adequate and lawful consideration.

Violation of this provision will constitute a breach of this Agreement. In addition to any other remedies available to the SFWIB, any violation of this provision will result in referral of Contractor’s name and description of the violation of this term to the state of Florida, Department of Management Services for the potential inclusion of Contractor’s name on the suspended vendors list for an appropriate period. This provision will survive the Agreement for a period of two (2) years after its expiration or termination.

XXXI. CERTIFICATION REGARDING FLORIDA CLEAN INDOOR AIR ACT

The purpose of the Florida Clean Indoor Air Act is to protect people from the health hazards of second hand tobacco smoke and to implement the Florida Health initiative in Section 20, Article X of the State Constitution. However, the intent of this legislation is not to inhibit, or otherwise obstruct, medical or scientific research or smoking-cessation programs approved by the Florida Department of Health. Contractor shall provide a completed **Certification Regarding the Florida Clean Indoor Air Act, Attachment 9**, inclusive of the certification required in this section, prior to the execution of this Agreement.

XXXII. CHILD LABOR LAWS

Contractor shall comply with all applicable federal, state and local child labor laws in carrying out the terms and conditions of this Contract or modifications hereto.

XXXIII. PUBLIC ENTITY CRIMES (SECTION 287.133, FLORIDA STATUTES)

Contractor shall comply with the Public Entity Crimes Act (section 287.133, Florida Statutes) and certifies that neither it, nor any person or affiliate, has been convicted of a Public Entity Crime as defined in section 287.133, Florida Statutes, nor placed on the convicted vendor list. Contractor understands and agrees that Contractor is required to immediately inform the SFWIB upon any change of circumstances regarding this status. Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, prior to the execution of this Agreement.

XXXIV. SCRUTINIZED COMPANIES LIST

The SFWIB's agreement with the Florida Department of Economic Opportunity provides:

If the [SFWIB] enters into a contract in the amount of \$1,000,000 or more, in accordance with the requirements of section 287.135, Florida Statutes, the [SFWIB] will obtain a certification that the Contractor is not listed on the Scrutinized Companies that Boycott Israel List or is engaged in a Boycott of Israel, the Scrutinized Companies with Activities in Sudan List, the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, engaged in business operations in Cuba or Syria, or meets the conditions for exemptions as provided in section 287.135(4), Florida Statutes. The Contractor shall provide a completed **Assurances and Certifications, Attachment 7**.

XXXV. DISCRIMINATORY VENDORS

The Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, in compliance with this section, prior to the execution of this MOU.

XXXVI. RELATED PARTY CONTRACTS

The Contractor shall comply with the requirements of the Reimagining Education and Career Help (REACH) Act, Chapter 2021-164, Laws of Florida (House Bill 1507) as specified in **Attachment 10 (The Florida Department of Economic Opportunity Memorandum dated July 1, 2021)** attached hereto and incorporated herein by reference.

XXXVII. TRAFFICKING VICTIMS PROTECTION ACT OF 2000

Contractor shall comply with the Trafficking Victims Protection Act of 2000, as amended (22 U.S.C. 7104(g)). The full text of **2 CFR 175.15, Award Term**

XXXVIII. PURCHASE OF AMERICAN-MADE EQUIPMENT AND PRODUCTS

Contractor assures that, to the greatest extent practicable, all equipment and products purchased with funds made available in this Act (P.L. 113-128 S. 502) will be American-made.

XXXIX. NO ASSIGNMENT

The Contractor shall not assign this Contract or any rights accruing hereunder in whole or in part without the express written authorization of the SFWIB, which authorization may be withheld in the sole discretion of the SFWIB.

XL. BYRD ANTI-LOBBYING AMENDMENT (31 U.S.C. §1352)

The Contractor that apply or bid for an award exceeding \$100,000.00 must file the required certification as described in this section. Each tier certifies to the tier above that it will not and has not used federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-federal funds that takes place in connection with obtaining any federal award. Such disclosures are forwarded from tier to tier up to the non-federal award. Contractor shall provide a completed **Assurances and Certifications, Attachment 7**, prior to execution of this MOU.

XLI. ASSURANCES – NON-CONSTRUCTION PROGRAMS

The Contractor shall provide a completed **Assurances - Non-Construction Programs, Attachment 8**, prior to the execution of this MOU.

XLII. ASSURANCES OF COMPLIANCE

The Contractor assures that it is currently in compliance with, and shall maintain and ensure its compliance, as applicable, with federal, state, and local laws, which include, but are not limited to, adherence to IRS rules and regulations requiring timely filing of tax returns and payment of payroll taxes, as applicable, throughout the term of this Agreement.

XLIII. VERIFICATION OF EMPLOYMENT ELIGIBILITY (E-VERIFY)

E-Verify is an Internet-based system that allows an employer, using information reported on an employee's Form I-9, Employment Eligibility Verification, to determine the eligibility of all new employees hired to work in the United States. There is no charge to employers to use E-Verify.

By entering into this Contract, the Contractor and its Subcontractors are jointly and severally obligated to comply with the provisions of Section 448.095, Florida Statutes, as amended, titled "Employment Eligibility." The Contractor affirms that (a) it has registered and uses the U.S. Department of Homeland Security's E-Verify system to verify the work authorization status of all new employees of the Contractor; (b) it has required all Subcontractors to this Contract to register and use the E-Verify system to verify the work authorization status of all new employees of the Subcontractor; (c) it has an affidavit from all Subcontractors to this Contract attesting that the Subcontractor does not employ, contract with, or subcontract with, unauthorized aliens; and (d) it shall maintain copies of any such affidavits for duration of the Contract.

If County has a good faith belief that Contractor has knowingly violated Section 448.09(1), Florida Statutes, then County shall terminate this contract in accordance with Section 448.095(5)(c), Florida Statutes. In the event of such termination the Contractor agrees and acknowledges that it may not be awarded a public contract for at least one (1) year from the date of such termination and that Contractor shall be liable for any additional costs incurred by the County because of such termination.

In addition, if County has a good faith belief that a Subcontractor has knowingly violated any provisions of Sections 448.09(1) or 448.095, Florida Statutes, but Contractor has otherwise complied with its requirements under those statutes, then Contractor agrees that it shall terminate its contract with the Subcontractor upon receipt of notice from the County of such violation by Subcontractor in accordance with Section 448.095(5)(c), Florida Statutes.

Any challenge to termination under this provision must be filed in the Circuit or County Court by the County, Contractor, or Subcontractor no later than twenty (20) calendar days after the date of contract termination. Public and private employers must enroll in the E-Verify System (<http://www.uscis.gov/e-verify>) and retain the I-9 Forms for inspection.

The Department of Homeland Security's E-Verify system can be found at:

http://www.dhs.gov/files/programs/gc_1185221678150.shtm

The Contractor shall maintain evidence of the use of the E-Verify system in the employee's personnel file. The Contractor shall maintain a personnel file for each staff person funded under this Contract in

accordance with the SFWIB's Policies and Procedures, state and federal laws.

XLIV. WHISTLEBLOWER'S ACT

In accordance with section 112.3187(2), Florida Statutes, the Contractor shall not retaliate against an employee for reporting violations of law, rule, or regulation that creates substantial and specific danger to the public's health, safety, or welfare to an appropriate agency. Furthermore, agencies or independent contractors shall not retaliate against any person who discloses information to an appropriate agency alleging improper use of governmental office, gross waste of funds, or any other abuse or gross neglect of duty on the part of an agency, public officer, or employee. The Contractor shall inform its employees that they and other persons may file a complaint with the Office of Chief Inspector General, Agency Inspector General, the Florida Commission of Human Relations or the Whistle-blower's Hotline number at 1-800-543-5353

INTENTIONALLY LEFT BLANK

THE PARTIES ARE DULY AUTHORIZED TO EXECUTE THIS AGREEMENT ON BEHALF OF THE RESPECTIVE PARTIES:

AUTHORIZED SIGNATURES FOR: **Miami-Dade County, Florida**
AGREEMENT NUMBER: **MOU-SP-PY'24-01-00**

1a. _____
Signature of Authorized Representative

Date

Daniella Levine Cava

2a. _____
Typed Name of Authorized Representative

3a. **Mayor** _____
Full Title of Authorized Representative

South Florida Workforce Investment Board

BY: _____
Rick Beasley
Executive Director
South Florida Workforce Investment Board

Date



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2024

AGENDA ITEM NUMBER: 12G

AGENDA ITEM SUBJECT: APPRENTICESHIP PROGRAMS ON-THE-JOB TRAINING EMPLOYER REIMBURSEMENTS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$27,200 in Workforce System funding for On-the-Job Training reimbursements for Apprenticeship Programs in Data Scientist and User Experience Designer, as set forth below.

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

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

BACKGROUND:

Miami EdTech is an education technology non-profit organization on a mission to address the biggest challenges faced in education through innovation and technology. The organization provides professional development in the areas of Computer Science & Entrepreneurship, develops curriculum and tech-enabled learning environments, and supports edtech innovation through pilots, consulting, and mentorship.

Miami EdTech has launched two apprenticeship programs - Data Scientist (Alternate Title: Artificial Intelligence/ Machine Learning Developer) and User Experience Designer (alternate title: User Experience and Interface Designer). The apprenticeship programs will lead to a career pathway that combines coursework, mentoring, on-the-job training (OJT), and paid wages that increase as the apprentice learns new skills and take on more responsibilities. Apprentices will learn key responsibilities and skills required to become proficient in the occupation. Upon program completion, apprentices will receive industry recognized credentials in Azure AI Fundamentals and Google Data Analytics (Data Scientist) or UX Design (User Experience Designer).

The Data Scientist (Alternate Title: Artificial Intelligence/ Machine Learning Developer) apprenticeship program prepares individuals to harness the power of machine learning, data analysis, and automation to solve complex problems and drive innovation across various industries. Under the guidance of experienced mentors, AI apprentices gain hands-on experience in developing cutting-edge algorithms, designing intelligent systems, and utilizing big data to create impactful solutions. Miami EdTech will hire one apprentice with a starting wage at \$17.00 per hour, which will be increased to \$19.00 after 1,000 hours have been completed. The SFWIB will provide a 40 percent reimbursement to Miami EdTech for gross wages, which includes 2,000 hours of OJT. The total amount of reimbursement is \$14,400.

| Data Scientist (Alternate Title: Artificial Intelligence/ Machine Learning Developer) Apprenticeship | | | | |
|---|-----------|-------------------------------|------------------------------|-----------------------------------|
| Project Wage | OJT Hours | 40 percent Wage Reimbursement | Training Cost Per Apprentice | Total Project Cost @ 1 Apprentice |
| \$17.00 | 1,000 | \$6.80 | \$6,800 | \$6,800 |
| \$19.00 | 1,000 | \$7.60 | \$7,600 | \$7,600 |
| | | | Total Project Cost | \$14,400 |

The User Experience Designer (alternate title: User Experience and Interface Designer) program is designed to prepare apprentices to create seamless, intuitive, and visually appealing digital experiences for users. Under the mentorship of seasoned UX/UI experts, apprentices immerse themselves in the art of user research, wireframing, prototyping, and interface design, all while promoting accessibility and user satisfaction. Miami EdTech will hire one apprentice with a starting wage at \$15.00 per hour, which will be increased to \$17.00 after 1,000 hours have been completed. The SFWIB will provide a 40 percent reimbursement to Miami EdTech for gross wages, which includes 2,000 hours of OJT. The total amount of reimbursement is \$12,800.

| User Experience Designer (Alternate Title: User Experience and Interface Designer) Apprenticeship | | | | |
|--|-----------|-------------------------------|------------------------------|-----------------------------------|
| Project Wage | OJT Hours | 40 percent Wage Reimbursement | Training Cost Per Apprentice | Total Project Cost @ 1 Apprentice |
| \$15.00 | 1,000 | \$6.00 | \$6,000 | \$6,000 |
| \$17.00 | 1,000 | \$6.80 | \$6,800 | \$6,800 |
| | | | Total Project Cost | \$12,800 |

The North Miami Beach American Job Center (AJC) staff will assist with recruitment and administration. Miami EdTech will serve as the Apprenticeship Sponsor for all programs, deliver the related technical instruction, and provide support for other relevant training tools and services to program participants.

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE: Performance Chart Attached

ATTACHMENT

**Miami EdTech Data Scientist (AI/ML) Apprenticeship Program
Performance**

| Local Workforce Development Area (LWDA) Performance | SFWIB Funded Apprentice | Total Apprentice |
|--|--------------------------------|-------------------------|
| Number of Participants Served | 1 | 1 |
| Number of Participants to Complete Training | 1 | 1 |
| Training Completion Rate | 100.00% | 100.00% |
| Number of Participants to be Placed into Jobs | 1 | 1 |
| Employment Rate | 100.00% | 100.00% |
| Average Wage | \$18.00 | \$18.00 |
| Cost Per | \$14,400 | \$14,400 |
| Net Economic Benefit | \$23,040 | \$23,040 |
| Return-On-Investment | \$1.60 | \$1.60 |
| Economic Impact | \$23,040 | \$23,040 |

State and Federal Performance (Achieved and Projected)

| Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP) | Performance Goal | Projected Performance |
|---|-------------------------|------------------------------|
| Employment Rate 2nd Quarter After Exit-AD | 64.50% | 155.04% |
| Employment Rate 4th Quarter After Exit-AD | 66.10% | 151.29% |
| Median Earnings 2nd Quarter After Exit-AD | \$5,034.00 | \$9,360.00 |
| Credential Attainment-AD | 50.60% | 197.63% |
| Measurable Skill Gains-AD | 24.90% | 401.61% |
| Employment Rate 2nd Quarter After Exit-WP | 61.70% | 162.07% |
| Employment Rate 4th Quarter After Exit-WP | 59.40% | 168.35% |
| Median Earnings 2nd Quarter After Exit -WP | \$5,173.00 | \$9,360.00 |

| |
|---|
| Not Met (less than 90% of negotiated) |
| Met (90-100% of negotiated) |
| Exceeded (greater than 100% of negotiated) |

Miami EdTech User Experience Designer (UX/UI) Apprenticeship Program Performance

| Local Workforce Development Area (LWDA) Performance | SFWIB Funded Apprentice | Total Apprentice |
|---|-------------------------|------------------|
| Number of Participants Served | 1 | 1 |
| Number of Participants to Complete Training | 1 | 1 |
| Training Completion Rate | 100.00% | 100.00% |
| Number of Participants to be Placed into Jobs | 1 | 1 |
| Employment Rate | 100.00% | 100.00% |
| Average Wage | \$16.00 | \$16.00 |
| Cost Per | \$12,800 | \$12,800 |
| Net Economic Benefit | \$20,480 | \$20,480 |
| Return-On-Investment | \$1.60 | \$1.60 |
| Economic Impact | \$20,480 | \$20,480 |

State and Federal Performance (Achieved and Projected)

| Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP) | Performance Goal | Projected Performance |
|--|------------------|-----------------------|
| Employment Rate 2nd Quarter After Exit-AD | 64.50% | 155.04% |
| Employment Rate 4th Quarter After Exit-AD | 66.10% | 151.29% |
| Median Earnings 2nd Quarter After Exit-AD | \$5,034.00 | \$8,320.00 |
| Credential Attainment-AD | 50.60% | 197.63% |
| Measurable Skill Gains-AD | 24.90% | 401.61% |
| Employment Rate 2nd Quarter After Exit-WP | 61.70% | 162.07% |
| Employment Rate 4th Quarter After Exit-WP | 59.40% | 168.35% |
| Median Earnings 2nd Quarter After Exit -WP | \$5,173.00 | \$8,320.00 |

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2023

AGENDA ITEM NUMBER: 12H

AGENDA ITEM SUBJECT: APPRENTICESHIP PROGRAMS ON-THE-JOB TRAINING EMPLOYER REIMBURSEMENTS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$13,632 in Workforce System funding for On-the-Job Training reimbursements for Apprenticeship Program in Transportation and Logistics Specialist, as set forth below.

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

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

BACKGROUND:

The South Florida Workforce Investment Board (SFWIB) in collaboration with Miami Dade College offers employer-driven apprenticeship programs. Apprentices learn the technical side of a given trade while simultaneously acquiring the mechanical skills required to become proficient in that trade. Upon program completion, apprentices will receive a Florida Department of Education Registered Apprenticeship Certificate of Completion, recognized by the United States Department of Labor.

The Storage and Distribution Manager (Alternate Title: Transportation and Logistics Specialist) apprenticeship prepares participants to perform various tasks such as; receiving, storing, testing, and shipping products or materials, planning, developing, and implementing warehouse safety and security programs and activities. Hellmann Worldwide Logistics will hire one apprentice with a starting wage at \$16.50 per hour, which will be increased to \$18.00 per hour after 1,280 hours have been completed. The SFWIB will provide a 40 percent reimbursement to Hellmann Worldwide Logistics, for gross wages, which includes 2,000 hours of OJT. The total amount of reimbursement is \$13,632. The Miami-Dade College Works staff will assist with recruitment and administration.

Hellman Transportation and Logistics Apprenticeship

| Project Wage | OJT Hours | 40 % Wage Reimbursement | Training Cost Per Apprentice | Total Project Cost @ One Apprentice |
|--------------|-----------|-------------------------|------------------------------|-------------------------------------|
| \$16.50 | 1,280 | \$6.60 | \$8,448 | \$8,448 |
| \$18.00 | 720 | \$7.20 | \$5,184 | 5,184 |

Total Project Cost: \$13,632

Miami Dade College will serve as the Apprenticeship Sponsor for all programs, deliver the related technical instruction, and provide support for other relevant training tools and services to program participants.

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE: Performance Chart Attached

ATTACHMENT

Hellman Transportation and Logistics Program Performance

| Local Workforce Development Area (LWDA) Performance | SFWIB Funded Apprentice | Total Apprentice |
|---|-------------------------|------------------|
| Number of Participants Served | 1 | 1 |
| Number of Participants to Complete Training | 1 | 1 |
| Training Completion Rate | 100.00% | 100.00% |
| Number of Participants to be Placed into Jobs | 1 | 1 |
| Employment Rate | 100.00% | 100.00% |
| Average Wage | \$17.25 | \$17.25 |
| Cost Per | \$13,632 | \$13,632 |
| Net Economic Benefit | \$22,248 | \$22,248 |
| Return-On-Investment | \$1.77 | \$1.77 |
| Economic Impact | \$22,248 | \$22,248 |

State and Federal Performance (Achieved and Projected)

| Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP) | Performance Goal | Projected Performance |
|--|------------------|-----------------------|
| Employment Rate 2nd Quarter After Exit-AD | 64.50% | 155.04% |
| Employment Rate 4th Quarter After Exit-AD | 66.10% | 151.29% |
| Median Earnings 2nd Quarter After Exit-AD | \$5,034.00 | \$8,970.00 |
| Credential Attainment-AD | 50.60% | 197.63% |
| Measurable Skill Gains-AD | 24.90% | 401.61% |
| Employment Rate 2nd Quarter After Exit-WP | 61.70% | 162.07% |
| Employment Rate 4th Quarter After Exit-WP | 59.40% | 168.35% |
| Median Earnings 2nd Quarter After Exit -WP | \$5,173.00 | \$8,970.00 |

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/18/2023

AGENDA ITEM NUMBER: 11I

AGENDA ITEM SUBJECT: PRE-APPRENTICESHIP PROGRAMS ON-THE-JOB TRAINING EMPLOYER REIMBURSEMENTS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$67,824 in Workforce Innovation and Opportunity Act funding for On-the-Job Training reimbursements for Pre-Apprenticeship Programs in Electrical and Plumbing, as set forth below.

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

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

BACKGROUND:

The South Florida Workforce Investment Board (SFWIB) in collaboration with Miami Dade College offers employer-driven pre-apprenticeship programs. The partnership developed two pre-apprenticeship programs with the City of North Miami Beach as the participating employers. The apprenticeship programs are Electrician and Plumber. These pre-apprenticeship programs will lead to a career pathway that combines coursework, mentoring, on-the-job training (OJT), and paid wages that increase as the apprentices learn new skills and take on more responsibilities. Apprentices will learn key responsibilities and skills required to become proficient in the occupation. Upon program completion, apprentices will receive a Florida Department of Education Registered Apprenticeship Certificate of Completion, recognized by the United States Department of Labor.

The Electrician pre-apprenticeship prepares participants to perform various tasks such as installing circuit layouts, light power wiring, installing panel boards, and rigid conduit installations. The City of North Miami Beach will hire one apprentice for the Electrical pre-apprenticeship with wages at \$18.00 per hour. The SFWIB will provide a 40 percent reimbursement to City of North Miami Beach for gross wages, which includes 1,880 hours for OJT. The total amount of reimbursement is \$13,536.

NMB Electrical Pre-Apprenticeship

| Project Wage | OJT Hours | 40% Wage Reimbursement | Training Cost Per Apprentice | Total Project Cost @ One Apprentice |
|--------------|-----------|------------------------|------------------------------|-------------------------------------|
| \$18.00 | 1,880 | \$7.20 | \$13,536 | \$13,536 |

Total Project Cost: \$13,536

The Plumbing pre-apprenticeship prepares participants to perform various tasks such as installing fixtures and drains, installing flooring, and navigating water distribution systems and its required repairs. The City of North Miami Beach will hire four apprentices for the Plumbing pre-apprenticeship with wages at \$18.00 per hour. The SFWIB will provide a 40 percent reimbursement to City of North Miami Beach for gross wages, which includes 1,855 hours for OJT. The total amount of reimbursement is \$54,288.

NMB Plumbing Pre-Apprenticeship

| Project Wage | OJT Hours | 40% Wage Reimbursement | Training Cost Per Apprentice | Total Project Cost @ One Apprentice |
|--------------|-----------|------------------------|------------------------------|-------------------------------------|
| \$18.00 | 1,885 | \$7.20 | \$13,572 | \$54,288 |

Total Project Cost: \$54,288

The Miami-Dade College Works staff will assist with recruitment and administration. Miami Dade College will serve as the Pre-Apprenticeship Sponsor for all programs, deliver the related technical instruction, and provide support for other relevant training tools and services to program participants.

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE: Performance Chart Attached

ATTACHMENT

NMB Electrical Apprenticeship Program Performance

| Local Workforce Development Area (LWDA) Performance | SFWIB Funded Apprentice | Total Apprentice |
|---|-------------------------|------------------|
| Number of Participants Served | 1 | 1 |
| Number of Participants to Complete Training | 1 | 1 |
| Training Completion Rate | 100.00% | 100.00% |
| Number of Participants to be Placed into Jobs | 1 | 1 |
| Employment Rate | 100.00% | 100.00% |
| Average Wage | \$18.00 | \$18.00 |
| Cost Per | \$13,536 | \$13,536 |
| Net Economic Benefit | \$23,904 | \$23,904 |
| Return-On-Investment | \$1.77 | \$1.77 |
| Economic Impact | \$23,904 | \$23,904 |

State and Federal Performance (Achieved and Projected)

| Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP) | Performance Goal | Projected Performance |
|--|------------------|-----------------------|
| Employment Rate 2nd Quarter After Exit-AD | 64.50% | 155.04% |
| Employment Rate 4th Quarter After Exit-AD | 66.10% | 151.29% |
| Median Earnings 2nd Quarter After Exit-AD | \$5,034.00 | \$9,360.00 |
| Credential Attainment-AD | 50.60% | 197.63% |
| Measurable Skill Gains-AD | 24.90% | 401.61% |
| Employment Rate 2nd Quarter After Exit-WP | 61.70% | 162.07% |
| Employment Rate 4th Quarter After Exit-WP | 59.40% | 168.35% |
| Median Earnings 2nd Quarter After Exit -WP | \$5,173.00 | \$9,360.00 |

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

NMB Plumbing Apprenticeship Program Performance

| Local Workforce Development Area (LWDA) Performance | SFWIB Funded Apprentice | Total Apprentice |
|---|-------------------------|------------------|
| Number of Participants Served | 4 | 4 |
| Number of Participants to Complete Training | 4 | 4 |
| Training Completion Rate | 100.00% | 100.00% |
| Number of Participants to be Placed into Jobs | 4 | 4 |
| Employment Rate | 100.00% | 100.00% |
| Average Wage | \$18.00 | \$18.00 |
| Cost Per | \$13,536 | \$13,536 |
| Net Economic Benefit | \$23,904 | \$23,904 |
| Return-On-Investment | \$1.77 | \$1.77 |
| Economic Impact | \$95,616 | \$95,616 |

State and Federal Performance (Achieved and Projected)

| Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP) | Performance Goal | Projected Performance |
|--|------------------|-----------------------|
| Employment Rate 2nd Quarter After Exit-AD | 64.50% | 155.04% |
| Employment Rate 4th Quarter After Exit-AD | 66.10% | 151.29% |
| Median Earnings 2nd Quarter After Exit-AD | \$5,034.00 | \$9,360.00 |
| Credential Attainment-AD | 50.60% | 197.63% |
| Measurable Skill Gains-AD | 24.90% | 401.61% |
| Employment Rate 2nd Quarter After Exit-WP | 61.70% | 162.07% |
| Employment Rate 4th Quarter After Exit-WP | 59.40% | 168.35% |
| Median Earnings 2nd Quarter After Exit -WP | \$5,173.00 | \$9,360.00 |

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)