



Program Review Committee

Meeting Agenda

Friday, January 31, 2013

8:30 a.m. to 10:00 a.m.

CareerSource Central Florida Admin Office
707 Mendham Blvd., Suite 250, Orlando, FL 32825
Conference Call-in phone number: (407) 531-1243

Welcome & Chair's RemarksDr. Shugart

- Roll Call/Establishment of Quorum
- Public Comment

Approval of Minutes from Previous Meeting (10/29/13)

Action Items

- Action ItemsKevin Neal
 - Program Review Committee Charter
 - Training Provider Approval/Retention Policy

Information/Discussion Items

- Program Review Committee Support of CareerSource Central Florida Strategic Goals
 - CareerSource Central Florida will become the backbone organization for workforce development in Central Florida
 - CareerSource Central Florida will become business focused in all efforts
 - CareerSource Central Florida will identify ways to measure progress and Return On Investment (ROI)
- Daily Job Placement Report
- Local Performance Dashboard/Federal Common Measures of Performance
- Designation as One-Stop Operator/Direct Service Provider

Other Business

Chair's Closing RemarksDr. Shugart

Upcoming Meetings:

- Program Review Committee Meeting: 8:30am, February 21, 2014 at CareerSource Central Florida Admin Office
- Joint Meeting of the CareerSource Central Florida Board of Directors and Workforce Investment Consortium: 9:00am, February 27, 2014 at CareerSource Central Florida Admin Office

DRAFT

Program Review Committee Meeting

WCF Admin Office
707 Mendham Blvd., Suite 250
Orlando, FL 32825
Tuesday, October 29, 2013
10:00 a.m.

MINUTES

MEMBERS PRESENT: Dr. Sanford Shugart, Dr. Angela Adams (via phone), Greg Beliveau (via phone) Paul Bough, Wendy Brandon, Brian Michaels (via phone), Eric Ushkowitz (via phone), and Larry Walter (via phone)

MEMBERS ABSENT: Steve Clelland, Tirso Moreno and Richard Sweat

STAFF PRESENT: Kevin Neal, Pam Nabors, Joyce Hinton, Homer Boone, David Lowell, Leo Alvarez, Tonya Elliott, Anika Holmes, Nicole Jacone, and Kaz Kasal

GUESTS PRESENT: Max Ketterman/Commission for Independent Education (via phone)

WELCOME & CHAIR'S REMARKS

Welcome

Dr. Shugart called the meeting to order at 10:00 am and welcomed those in attendance.

Roll Call/Establishment of Quorum

Ms. Kasal commenced with roll call and established that there was a quorum present.

Public Comment

None offered.

APPROVAL OF THE MINUTES FROM 8/27/13

Mr. Walter noted that a correction needed to be made on the first page of the minutes in the heading section from 2:00am to 2:30pm.

Mr. Walter made a motion to approve minutes from the 8/27/13 meeting, to include the above referenced correction. Mr. Beliveau seconded, motion passed.

TRAINING PROVIDER WORKSHOP

Dr. Shugart stated that the bulk of today's meeting is to begin the dialogue, in a workshop format, to review eligibility criteria and discuss/gain input from training providers on changes in the application process. Dr. Shugart asked all attendees to introduce themselves.

After introductions were made, Dr. Shugart asked the WCF staff to provide their Powerpoint presentation.

Mr. Neal greeted the attendees and provided a timeline overview of the Workforce Investment Act (WIA) since its inception in 1998. Mr. Lowell provided an overview of current policy requirements and the application process for training providers from online application to site inspection and then board approval. Mr. Neal reviewed the new requirements from the Department of Economic Opportunity's latest guidelines. The primary purpose of the new guidelines is to identify training providers that are initially, automatically eligible from those that are not. Training providers are divided into three categories:

Category 1: postsecondary educational institutions that are eligible to receive federal funds under title IV of the Higher Education Act and provide a program that leads to an associate degree, baccalaureate degree or certificate

Category 2: entities that carry out programs under the National Apprenticeship Act

Category 3: other public/private providers of training services - entities not meeting the requirements of categories 1 and 2.

Mr. Neal indicated it is the third category that feedback is needed. The board has flexibility to create local criteria. Mr. Neal also reviewed the two-stage eligibility process: initial eligibility and subsequent eligibility which includes an annual review of: accreditation/licensure maintenance, timely reporting of student data, programs linked to local targeted occupations list, minimum levels of performance are met, and program cost information is updated. Additional resources: Florida Department of Education/Commission for Independent Education (CIE)- types of institutions under jurisdiction of CIE; and the Florida Education & Training Placement Information Program (FETPIP) - entities are required to report student data

Mr. Ketterman stated that their commission (Commission for Independent Education/CIE), as part of their licensure process, visits every institution for an on-site evaluation every 2 to 3 years. It is the policy of workforce development/DEO that all providers are required to be licensed and are subject to annual review (performance and cost). Mr. Ketterman stated that CIE evaluates each training provider in great detail and monitors on a regular basis. Also the training providers must offer programs listed on the local Targeted Occupations List (TOL). Dr. Shugart commented unless WCF's criteria is different from CIE's, we should consider theirs to avoid duplication. A training providers suggested that as part of the eligibility process, WCF could obtain a copy of the letter and review checklist that training providers receive from CIE, as part of their verification of licensure with CIE. The checklist lists violations, if there are any.

Mr. Ketterman stated that all training providers participate in FETPIP by submitting data through CIE - this data is student identifiable (name, social security number, training information) and the FETPIP site is secure for storage of this data. However, there is an 18 month delay before FETPIP data outcome reports are received. Dr. Shugart commented that these reports are useful for long term policy decisions, but not on a term-by-term basis. Mr. Ketterman stated that CIE looks at the training provider student files and employment documentation during their audits to validate what was submitted. Mr. Neal stated that case managers keep up with students that are enrolled.

CHAIR'S CLOSING REMARKS:

Dr. Shugart stated that discussions will continue on this - there is no immediate deadline; so review/analysis can continue until before the end of the program year, 6/30/14. The aim is to simplify/strengthen processes

and avoid duplication. Some larger questions for training providers to weigh-in on are: 1) programs with no two year history – what to do with this, 2) completion/credential vs. placement – are both important or is placement enough and 3) connecting what students pay for tuition vs. what they are earning. Based on provider feedback today it seems training providers are not resistant to simplifying processes and annual data collection from various sources to strengthen data. Mr. Neal stated a point of clarification – CIE used 70% placement rate and outcomes; board adopted this eligibility criteria for continuing approval as a training provider.

Dr. Shugart thanked those who attended today's meeting.

There being no further business, meeting adjourned at 11:33 am.

Respectfully submitted,

Kaz Kasal
Sr. Administrative Assistant
Administrative Assistant



POLICY#: 2014-1

SUBJECT: The Selection and Retention of Eligible Training Providers and Programs

DATE: January 23, 2014

REFERENCE: The Workforce Investment Act of 1998 (WIA), Sec. 122;
20 CFR 652, Subpart E – Eligible Training Providers;
Florida Workforce Innovation Act 2000 Sec. 445.009 (7);
Florida Statute Title XXXI, 445.009 (7);
Florida State Strategic Workforce Plan 2012-2016 Section II (B) (2) (d);
Florida Department of Economic Opportunity FG OSPS-77

PURPOSE: To set forth a specific policy and guidance by which CareerSource Central Florida shall select and manage training providers in Region 12 (Orange, Osceola, Seminole, and Lake and Sumter counties).

POLICY It shall be the policy of CareerSource Central Florida to effectively and efficiently manage the selection of training providers to ensure that the participants' needs are met whenever possible, the issuance of training scholarships follow the priorities of the board, and the training programs approved for inclusion on the matrix are reviewed annually against standard guidelines.

The Training Provider Application, instructions, and policy are posted on the CareerSource Central Florida website.

- I. All training providers seeking CareerSource Central Florida Board approval must meet the following threshold requirements:
 - The training provider must
 - be a postsecondary institution eligible to receive Title IV funding;
 - carry out programs under the National Apprenticeship Act; or
 - have a current License (Annual) from the Florida Department of Education (DOE) or its Commission for Independent Education (CIE);
 - Each program offered must lead to an Occupational Completion Point (OCP), a certification or a diploma/degree for an occupation on the Regional Targeted Occupations List (RTOL); and
 - The (private) training provider must have received CIE's approval for the requested training programs.

II. Steps in the approval process for Training Providers are:

- The training provider must complete an on-line application to determine initial eligibility.
- CareerSource Central Florida staff shall process the application(s) to determine if all threshold requirements are met (Phase I).
- If threshold requirements are met in Phase I, CareerSource Central Florida staff will request additional information and documents to support and verify eligibility (Licenses, certifications, program costs, etc.).
- If all supporting documents are submitted and approved, CareerSource Central Florida staff shall make recommendation to the Board of Directors via the Program Review Committee regarding the approval of the applicant.

III. On or before June 30, of each program year, the approved training providers will be required to submit a Request for Continuation, including:

- Licensure/Accreditation renewal documentation;
- Updated program costs (tuition, books, and other associated training fees);
- Performance information (CIE reports); and
- Proof of the Florida Education & Training Placement Information Program (FETPEP) reporting requirements.

Eligibility for continuation, or addition, of each program includes:

- Program supports the new program year's RTOL;
- Proof of FETPIP reporting compliance;
- Proof of licensing renewal by CIE or Accrediting Agency. Program performance must be consistent with the CIEs licensure requirements or the schools accrediting agency renewal guidelines. Schools whose placement/completion rates fall below threshold, and are placed on a continuous improvement plan by CIE or Accrediting agency, must provide CareerSource Central Florida with the plan of action and continued documentation of said plan.

IV. Training Provider Additions and/or Program Additions will be made on a semi-annual basis. Updated Approved Training Matrix will be published in July and January of each program year. Submission deadlines will be posted on the website and communicated to existing Training Providers.

- V. Training Providers and/or programs may be removed from the Approved Training Matrix when:
- any training program or provider does not meet the Governor's established performance levels for subsequent eligibility determination as required by the Workforce Investment Act (Section 122) and the Florida Statute 445.009 (paragraph 8) based on annual performance data submitted to the Florida Education Training Placement Information Program (FETPIP);
 - any training provider is determined to be in violation of any of the terms of the Training Provider Agreement or the ITA Training Provider Policy;
 - any training provider is unable to maintain its licensure; or
 - any training provider is reported to be under official State or Federal investigation.
- VI. Training Providers will be subject to a refund process in the event a WIA-funded student exists training prior to completion.

Currently approved training providers and programs will not be subject to the new initial eligibility process; however, they will be subject to the new annual process for continuation.

EFFECTIVE DATE: Upon approval by the Board of Directors.

EXPIRATION DATE: Not applicable.

MODIFICATION: Changes in legislation, state direction, funding availability, etc., can be cause for this policy directive to be modified.

CONTACT: Contact David Lowell, ITA Coordinator, with any questions concerning this policy directive.

Daily Job Placement Report - Data for January 14, 2014

Local Monthly Factors																	
Daily Composite Ranking	Regional Workforce Board (RWB) - Counties Served	Executive Director/Hire Date	Board Chair	Unemployment Rate - November 2013	# of Unemployed Individuals (Includes Claimants) - November 2013	# of RA Claimants On January 10, 2013	# of Job Openings Available on January 14, 2014	Percent of Wagner-Peyser Funding Allocation	# of Individuals Placed in Jobs on January 14, 2014	Percent of Individuals Placed in Jobs on January 14, 2014	# of RA Claimants Placed into Jobs on January 14, 2014	Percent of RA Claimants Placed in Jobs on January 14, 2014	Job Placements to Funding Percentage - K/I	RA Claimant Placements to Funding Percentage - M/I	Composite Score - [(N*3) + O]/4	Monthly Ranking - December	Month-to-Date Composite Ranking
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	RWB 19 - DeSoto, Hardee, Highlands	Donna Doubleday/July 2013	David Royal	7.50%	4,863	1,452	1,142	0.76%	54	4.72%	4	1.61%	620.30%	212.14%	518.26%	3	1
2	RWB 6 - Hamilton, Jefferson, Lafayette, Madison, Suwannee, Taylor	Sheryl Rehberg/September 2006	D. Coy Howell	6.50%	3,178	1,181	606	0.54%	17	1.48%	5	2.02%	276.57%	375.56%	301.32%	17	12
3	RWB 20 - Indian River, Martin, Okeechobee, St. Lucie	Richard Stetson/October 2010	Angie Metcalf	7.60%	21,468	5,428	3,222	3.11%	62	5.41%	15	6.05%	174.09%	194.46%	179.18%	4	5
4	RWB 9 - Alachua, Bradford	Kim Tesch-Vaught/July 2012	Thomas McIntosh	4.90%	7,293	2,085	4,037	1.42%	25	2.18%	7	2.82%	154.25%	199.40%	165.54%	13	3
5	RWB 24 - Charlotte, Collier, Glades, Hendry, Lee	Joseph Paterno/March 1997	Ken O'Leary	6.30%	33,804	10,219	8,747	5.75%	120	10.48%	15	6.05%	182.15%	105.12%	162.89%	8	8
6	RWB 16 - Hernando, Pasco	Jerome Salatino /January 2010	Lex Smith	7.20%	18,484	6,614	2,879	2.92%	54	4.72%	6	2.42%	161.44%	82.82%	141.78%	6	1
7	RWB 10 - Citrus, Levy, Marion	Rusty Skinner/August 1996	Darlene S. Goddard	7.10%	14,782	5,023	3,370	2.36%	36	3.14%	8	3.23%	133.45%	136.92%	134.32%	12	13
8	RWB 23 - Miami-Dade, Monroe	Rick Beasley/August 2005	Alvin West	6.90%	91,761	44,007	18,169	14.46%	234	20.44%	39	15.73%	141.30%	108.73%	133.16%	15	17
9	RWB 19 - Brevard	Lisa Rice/March 2005	William Chivers	6.80%	18,114	6,946	4,634	2.95%	38	3.32%	12	4.84%	112.58%	164.14%	125.47%	10	10
10	RWB 7 - Columbia, Dixie, Gilchrist, Union	Robert L. Jones/July 2013	Jennie M. Reed	6.30%	3,058	1,159	855	0.53%	6	0.52%	2	0.81%	98.10%	150.97%	111.31%	19	19
11	RWB 15 - Hillsborough	Edward Peachey/March 2010	Maria Mastriano Nugent	6.00%	38,252	15,435	14,674	6.62%	72	6.29%	21	8.47%	95.00%	127.93%	103.24%	2	4
12	RWB 4 - Bay, Franklin, Gulf	Kimberly L. Bodine/July 1996	Robert Swenk	6.30%	5,947	2,378	2,121	1.09%	17	1.48%	0	0.00%	136.01%	0.00%	102.01%	1	9
13	RWB 11 - Flagler, Volusia	Robin King/October 2013	Denise Breneman	6.70%	18,931	7,589	4,014	3.18%	40	3.49%	5	2.02%	109.71%	63.31%	98.11%	7	11
14	RWB 3 - Calhoun, Holmes, Jackson, Liberty, Washington	Richard Williams/Oct 2002	Raymond Russell	5.70%	2,757	1,043	637	0.52%	5	0.44%	1	0.40%	84.01%	77.57%	82.40%	11	14
15	RWB 8 - Baker, Clay, Duval, Nassau, Putnam, St. Johns	Bruce Ferguson/October 2003	Ron Avery	5.90%	43,212	18,656	12,275	7.75%	63	5.50%	20	8.06%	70.95%	104.00%	79.21%	22	20
16	RWB 14 - Pinellas	Edward Peachey/February 2003	Lenne Nicklaus-Ball	6.00%	26,860	10,651	7,826	4.77%	36	3.14%	12	4.84%	65.90%	101.42%	74.78%	9	6
17	RWB 12 - Lake, Orange, Osceola, Seminole, Sumter	Pamela Walsh Nabors / July 2012	Wendy Brandon	5.80%	69,059	28,633	22,189	12.47%	85	7.42%	36	14.52%	59.51%	116.37%	73.73%	23	24
18	RWB 21 - Palm Beach	Steve Craig/December 2011	James Titcomb	6.40%	40,598	9,488	11,465	6.76%	44	3.84%	15	6.05%	56.84%	89.46%	64.89%	18	23
19	RWB 18 - Manatee, Sarasota	Mary Helen Kress/June 1993	Dale Vollrath	6.10%	18,795	5,468	6,282	3.29%	29	2.53%	2	0.81%	77.04%	24.53%	63.91%	14	7
20	RWB 22 - Broward	Mason C. Jackson/January 1986	Pam Sands	5.20%	53,375	24,586	15,184	10.27%	60	5.24%	19	7.66%	51.02%	74.59%	56.91%	21	21
21	RWB 17 - Polk	Stacy Campbell-Domineck/September 2006	Lori Walsh	7.30%	19,407	6,825	3,534	3.07%	23	2.01%	2	0.81%	65.43%	26.27%	55.64%	5	18
22	RWB 2 - Okaloosa, Walton	Linda Sumblin/October 2011	Martha Miller	4.40%	5,826	2,410	2,342	1.27%	9	0.79%	0	0.00%	61.71%	0.00%	46.28%	16	15
23	RWB 5 - Gadsden, Leon, Wakulla	Jim McShane /April 2013	George Banks	5.40%	10,031	3,855	3,200	1.87%	9	0.79%	2	0.81%	42.12%	43.21%	42.39%	24	21
24	RWB 1 - Escambia, Santa Rosa	Susan B. Nelms/July 1996	Vacant	5.90%	12,602	4,146	3,114	2.26%	7	0.61%	0	0.00%	27.10%	0.00%	20.32%	20	16
Statewide Totals				6.40%	582,457	225,877	156,518	100.00%	1,145	100.00%	248	100.00%					



Performance Snapshot 2013-2014 (7/1/13-9/30/13)

- **Online**- Self-Assisted Online only activities
- **Basic**- Entry level staff assisted job preparation activities
- **Intensive**- More in-depth and intentional staff assisted skill building and job preparation activities
- **Training**- Staff managed long term occupational specific training activities

Job Placements

Job Placements						
	FY 13-14 QTR 1		FY 12-13 QTR 4		FY 12-13 QTR 1	
Level of Activity	Number of Job Seekers (7/1/13-9/30/13)	Number of Job Placements (7/1/13-9/30/13)	Number of Job Seekers (4/1/13-6/30/13)	Number of Job Placements (4/1/13-6/30/13)	# of Job Seekers (7/1/12-9/30/12)	Number of Job Placements (7/1/12-9/30/12)
Online	31,239	3,753	30,898	4,977	36,867	1,855
Basic	19,111	4,008	26,079	4,868	22,996	5,965
Intensive	4,295	1,434	4,102	905	4,377	864
Training	506	230	144	136	224	165
Total	55,151	9,425	61,223	10,886	64,464	8,849

- Number of job placements for each category is a subset of the number served with the exception of the training category.
- Year over year increase in placements is a result of changes in staff strategies towards job placement.
- As the intensity of activity increases, the probability of placement increases as well (12% Online; Basic 21%; Intensive 33%; Training 45%)

Activities

Activities						
	FY 13-14 QTR 1		FY 12-13 QTR 4		FY 12-13 QTR 1	
Level of activity	Number of Job Seekers (7/1/13-9/30/13)	Number of Activities Provided (7/1/13-9/30/13)	Number of Job Seekers (4/1/13-6/30/13)	Number of Activities (4/1/13-6/30/13)	Number of Job Seekers (7/1/12-9/30/12)	Number of Activities (7/1/12-9/30/12)
Online	31,239	356,630	30,898	402,823	36,867	312,578
Basic	19,111	87,318	26,079	76,300	22,996	80,487
Intensive	4,295	5,559	4,102	5,378	4,377	5,520
Training	506	506	144	144	224	224
Total	55,151	450,013	61,223	484,645	64,464	398,809

- Although the number of job seekers has decreased over the year, the average number of activities provided to job seekers has increased (8.16 FY 13-14 QTR 1; 7.92 FY 12-13 QTR 4; 6.19 FY 12-13 QTR 1).
- Training activities have increased significantly primarily because of a more intentional focus on training activities and increase funding.

Client Satisfaction- CareerSource Central Florida implemented a new process for gauging customer satisfaction in the first quarter of PY1314. 2,500 Job Seekers were selected at random to complete a satisfaction survey. Satisfaction scores are then tabulated by the highest level of activity received. While the response rate was minimal for the first quarter the satisfaction scores basically increased as the level of activity increased. The satisfaction score for online only was 58.98; Basic was 62.03; Intensive was 79.38; Training was 78.84. CareerSource Central Florida is currently working on ways to improve the response rate to reach a statistically valid # of surveys.



Performance Snapshot 2013-2014 (7/1/13-9/30/13)

- Minimal Engagement- entry level activity notifying employers of activities available through CareerSource Central Florida
- Basic Engagement- basic hiring related activities
- Intensive- staff intensive, occupation specific training activities

Employer Activities						
	FY 13-14 QTR 1		FY 12-13 QTR 4		FY 12-13 QTR 1	
Level of Engagement	Number of Employers PY1314 QTR 1 (7/1/13-9/30/13)	Number of Activities PY1314 QTR 1 (7/1/13-9/30/13)	Number of Employers PY1213 QTR 4 (4/1/13-6/30/13)	Number of Activities PY1213 QTR 4 (4/1/13-6/30/13)	Number of Employers (7/1/12-9/30/12)	Number of activities (7/1/12-9/30/12)
Minimal Engagement	131	285	119	254	54	141
Basic Engagement	995	7159	1013	8532	938	14443
Intensive Engagement	228	387	215	417	186	92
Total	1,354	7,831	1,347	9,203	1,178	14,676

- Classification of employers mirrors recent DEO incentive funding to double both the number of employers that receive intensive level activities and all activities.
- Decrease in number of employer activities is a result of the decrease in staff referrals to job orders and an increased focus on more intensive engagement activities.

Client Satisfaction- CareerSource Central Florida implemented a process similar to the new job seeker satisfaction process in the first quarter of PY1314. 377 employers were selected at random to complete a satisfaction survey. Satisfaction scores are then tabulated by the highest level of activity received. While the response rate was minimal (27 responses) for the first quarter the satisfaction scores were as follows; Basic was 100; Intensive was 78.2; Training was 73.65. CareerSource Central Florida is looking at ways to reach a statistically valid number of responses from employers.

Federal Common Measures of Performance

Common Measures	2009-2010 Actual	2010-2011 Actual	2011-2012 Actual	2012-2013 Actual	2012-2013 Goal	80% of Goal
WIA Adults:						
Entered Employment Rate	67.80%	64.80%	63.80%	68.00%	78.00%	62.40%
Employment Retention Rate	93.60%	93.00%	86.20%	87.10%	87.00%	69.60%
Average 6-Months Earnings	\$24,889.60	\$23,508.50	\$14,679.30	\$14,616.00	\$13,800.00	\$11,040.00

WIA Dislocated Workers:						
Entered Employment Rate	77.20%	79.90%	74.40%	75.20%	78.00%	62.40%
Employment Retention Rate	85.00%	86.30%	87.70%	84.10%	86.00%	68.80%
Average 6-Months Earnings	\$13,204.30	\$13,645.10	\$12,686.90	\$12,302.60	\$13,750.00	\$11,000.00

WIA Youth:						
Employment or Education	29.10%	43.70%	29.10%	72.10%	58.00%	46.40%
Attainment of a Degree or Certificate	24.50%	78.30%	96.00%	96.40%	43.00%	34.40%
Literacy and Numeracy Gains	3.50%	0.80%	0.00%	30.50%	29.00%	23.20%

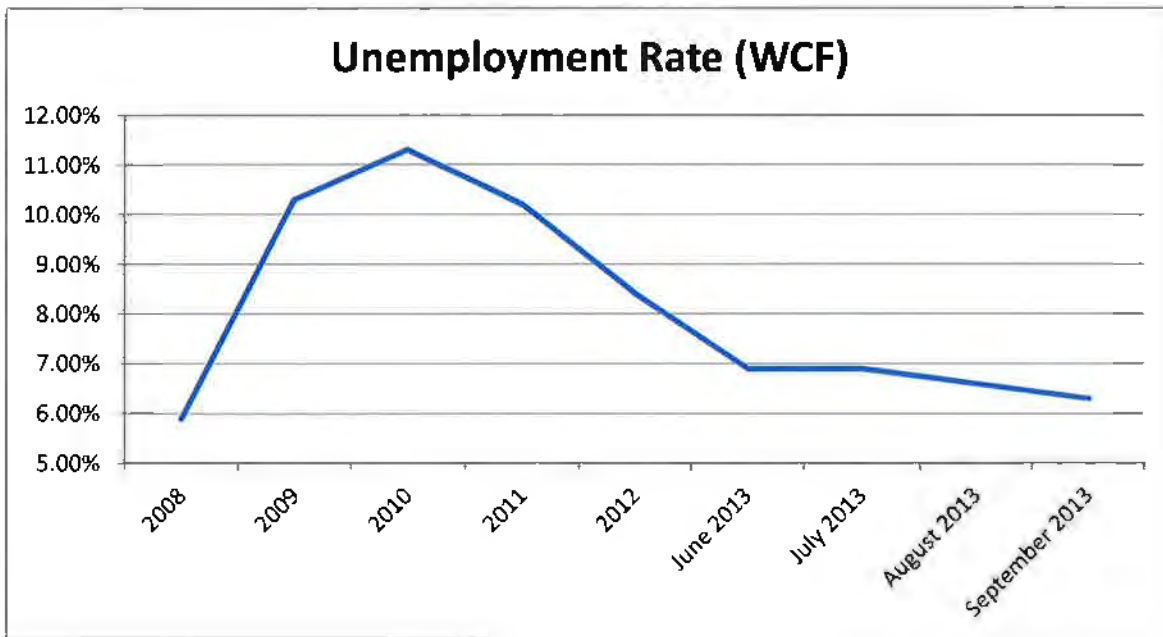
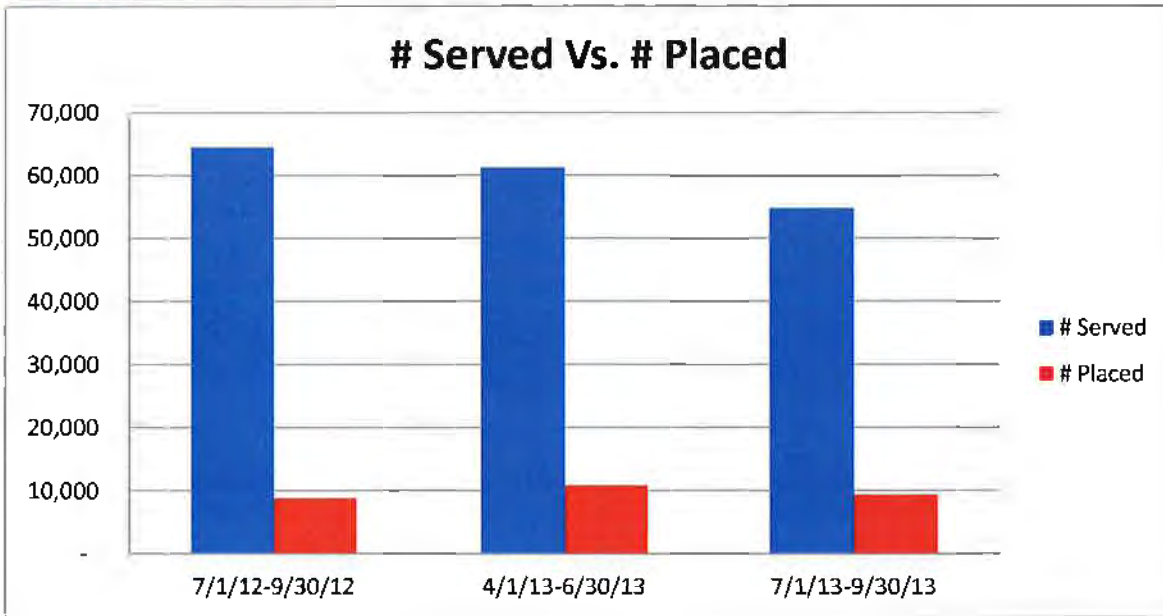
Wagner Peyser:						
Entered Employment	44.00%	49.00%	54.00%	58.46%	64.00%	51.20%
Employment Retention Rate	77.00%	80.00%	81.00%	82.59%	79.00%	63.20%
Average Wage	\$11,954.00	\$12,566.00	\$12,556.00	\$10,235.54	\$11,500.00	\$9,200.00

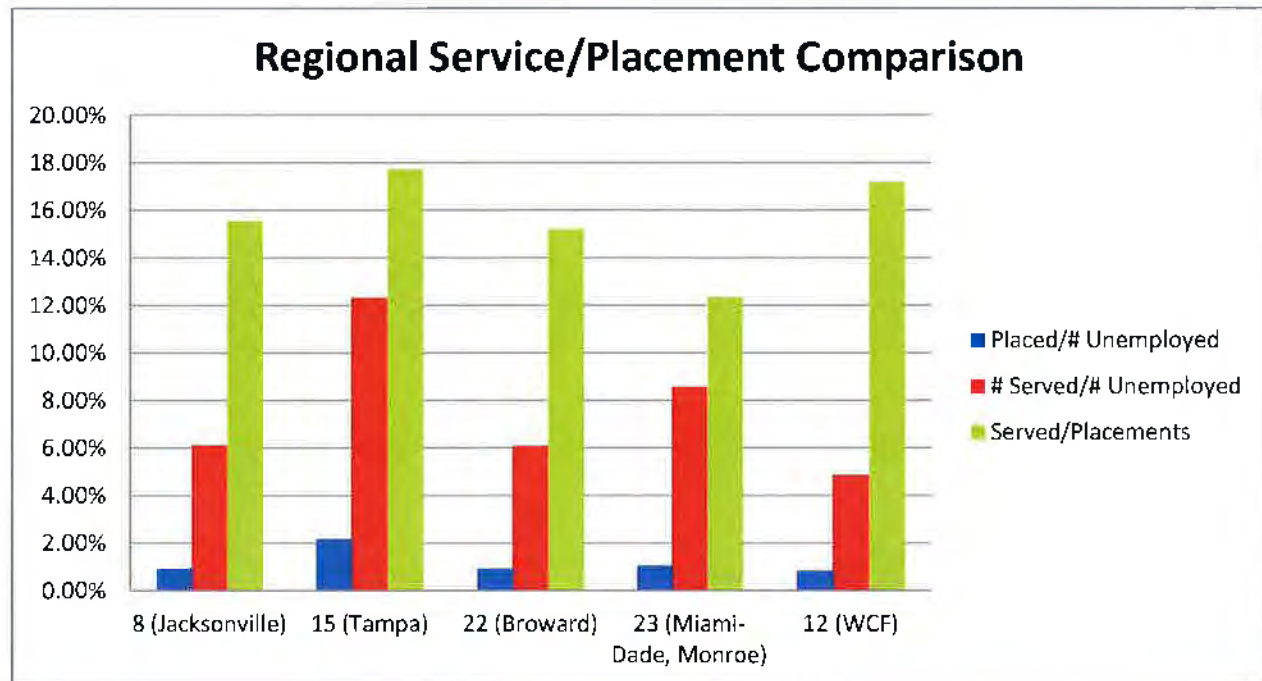
Met Target (80-100% of negotiated goal)

Exceeded Target (>100% of negotiated goal)

- Process and programmatic changes to youth program have yielded substantial performance improvement.

Performance Snapshot 2013-2014 (7/1/2013-9/30/2013)





Region	Number of Unemployed (August 2013)	Number Served	Number of Placements	Number Served/Number Unemployed	Number of Placements/Number Unemployed	Number Served/Number of Placements
8 (Jacksonville)	687,563	42,220	6,566	6.14%	0.95%	15.55%
15 (Tampa)	602,751	74,300	13,180	12.33%	2.19%	17.74%
22 (Broward)	974,384	59,441	9,047	6.10%	0.93%	15.22%
23 (Miami-Dade, Monroe)	1,216,578	104,308	12,888	8.57%	1.06%	12.36%
12 (CareerSource Central Florida)	1,122,399	54,742	9,425	4.88%	0.84%	17.22%

- Number of unemployed is from the Local Area Unemployment Statistics Program (LAUS)
- Number of Placements/Number of Unemployed shows the ratio of the estimated Number of unemployed individuals in a region to the number of individuals placed in the region
- Number Served/Number of Unemployed shows the ratio of the number served by each region to the estimated Number of unemployed individuals in a region.
- Number Served/Number of Placements shows the ratio of the number served by each region to the number placed by each region.
- While the ratio of number served compared to the number of unemployed is low, the ratio of those served to placed is 2nd highest among 5 largest regions
- Internal conversations on implementing a strategy of intentionally identifying individuals who can use CareerSource Central Florida's services is currently taking place.



**Demographic Snapshot 2013-2014
(7/1/2013-9/30/2013)**

	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
Totals	54,664	18	212	118	3,145
Race	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
White	50%	39%	46%	64%	28%
African American/Black	27%	39%	45%	26%	48%
American Indian/Alaskan Native	1%	11%	2%	1%	3%
Asian	2%	6%	1%	4%	3%
Hawaiian/Other Pacific Islander	1%	0%	0%	1%	1%
Other	0%	0%	0%	0%	1%
N/A	19%	6%	5%	4%	17%
Ethnicity	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
Hispanic/Latino	33%	44%	29%	28%	28%
Not Hispanic/Latino	67%	56%	71%	72%	72%
Age	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
14-21	7%	100%	5%	1%	13%
22-35	37%	0%	47%	21%	60%
36-50	33%	0%	38%	71%	25%
51-65	21%	0%	9%	33%	2%
>65	2%	0%	0%	3%	0%
Education	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
Less than High School	6%	50%	0%	0%	15%
High School/GED	38%	44%	26%	18%	39%
Some College	15%	6%	20%	14%	18%
Vocational Certificate	6%	0%	26%	19%	8%
Associate's Degree	13%	0%	12%	14%	12%
Bachelor's Degree	16%	0%	13%	25%	7%
Masters	5%	0%	2%	8%	1%
PHD/Specialized Degree	1%	0%	0%	1%	0%

**Demographic Snapshot 2013-2014
(7/1/2013-9/30/2013)**

County	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
Lake	11%	33%	9%	8%	11%
Orange	49%	22%	58%	54%	54%
Osceola	15%	22%	15%	16%	16%
Seminole	15%	17%	14%	21%	13%
Sumter	1%	6%	0%	1%	2%
Other	9%	0%	4%	0%	4%

Disability Status	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
Disabled	3%	0%	4%	5%	10%
Not Disabled	97%	100%	96%	95%	90%

Employment Status	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
Working Full Time	9%	0%	23%	1%	4%
Working Part Time	8%	0%	0%	0%	4%
Not Working	81%	100%	77%	99%	90%
Never Worked	1%	0%	0%	0%	2%
Other	1%	0%	0%	0%	1%

Veteran Status	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
Veterans	7%	0%	7%	18%	1%
Non Veterans	93%	100%	93%	82%	99%

Gender	WP	WIA Youth	WIA Adult	WIA Dislocated Worker	WT
Male	54%	50%	32%	53%	11%
Female	46%	50%	68%	47%	89%