



What: Board of Directors Meeting
When: Thursday, February 7, 2019
 9:00 a.m. – 10:30 a.m.
Where: Tupperware Brands, 14901 S. Orange Blossom Trail, Orlando, FL 32837
Virtual: GoToMeeting (remote attendees):
 ➤ <https://global.gotomeeting.com/join/694201525>
 ➤ 1 866-899-4679 / Access Code: 694-201-525
Board Priorities: Analyze the Business | Engage the Talent

Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Debbie Clements	
	A. Tupperware Brands	Mark Shamley Vice President, Global Social Impact Tupperware Brands	
	B. Duke Energy Check Presentation		
2.	CSCF Spotlight Story	Mimi Coenen	
3.	Roll Call / Establishment of Quorum	Kaz Kasal	
4.	Public Comment		
5.	Consent Agenda	Debbie Clements	X
	A. 12/13/18 Minutes		
	B. Approval of Staffing RFQ		
6.	Information		
	A. Chair's Report	Debbie Clements	
	B. President's Report	Pamela Nabors	
	C. Committee Reports	Committee Chairs	
	1) Executive Committee	Debbie Clements	
	2) Revenue Diversity Ad Hoc	Eric Jackson	
	3) Career Services	Dr. Kathleen Plinske	
	4) Community Engagement	Jody Wood	
	5) Audit	Larry Walter	
	6) Finance	Eric Ushkowitz	
	7) Governance	Mark Wylie	
	D. Finance Report	Leo Alvarez	
	E. CareerSource Central Florida - 2017-2018 Annual Performance	Casey Penn / Lemuel Toro Department of Economic Opportunity	

Agenda Item	Topic	Presenter	Action Item
7.	Insight		
	A. Highlights – Florida Jobs 2030	Dr. Jerry Parrish Chief Economist/Director of Research Florida Chamber Foundation	
	B. Manufacturing Opportunities	Mimi Coenen / Valencia College	
8.	Other Business		
9.	Adjournment		

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Upcoming Meetings:

- Board Meeting: 4/25/19, 9:00 a.m. - 10:30 a.m.
Location: To Be Determined
- Committee Meetings:
 - Governance Committee: 3/12/19, 9:00 a.m. - 10:30 a.m.,
Location: CSCF Admin Office, 390 N. Orange Ave., Suite 700 (7th Floor), Orlando, FL 32801
 - Career Services Committee: 3/21/19, 3:00 p.m. - 4:30 p.m.,
Location: CSCF Admin Office, 390 N. Orange Ave., Suite 700 (7th Floor), Orlando, FL 32801
 - Executive Committee: 4/16/19, 9:00 a.m. - 10:30 a.m.,
Location: CSCF Admin Office, 390 N. Orange Ave., Suite 700 (7th Floor), Orlando, FL 32801
 - Finance Committee: 4/18/19, 2:30 p.m. - 4:00 p.m.,
Location: CSCF Admin Office, 390 N. Orange Ave., Suite 700 (7th Floor), Orlando, FL 32801



CSCF SPOTLIGHT STORY

NATHANIEL TORRES, WIOA PROGRAM PARTICIPANT



SPOTLIGHT STORY

VALENCIA COLLEGE

CSCF's Partnership with Valencia College Provided Nathaniel Torres a Short-term Training Opportunity at **Valencia's Advanced Manufacturing Center**

Highlights:

- Unemployed Before Seeking CSCF Support
- Computer Numerical Control Training Program Graduate
– December 2018
- Gained Employment at Mitsubishi in Orlando, FL
- Earning \$17/Per Hour



[RETURN TO AGENDA](#)

DRAFT

**Consortium and Board of Directors Meeting
 Seminole State College/Heathrow Campus (Room 138)
 1055 AAA Drive, Heathrow, FL**

**Thursday, December 13, 2018
 9:00 a.m.**

MINUTES

CONSORTIUM MEMBERS PRESENT: Leslie Campione, Brandon Arrington, Al Butler and Lee Constantine

CONSORTIUM MEMBERS ABSENT: Mayor Demings

BOARD MEMBERS PRESENT: Debbie Clements, Andrew Albu, Steve Ball, William D’Aiuto, Keira des Anges, John Gill, Nicole Guillet, John Gyllin, Mark Havard, Eric Jackson, Leland Madsen, Sheri Olson, Kathleen Plinske, David Sprinkle, Jim Sullivan, Richard Sweat, Jane Trnka, Eric Ushkowitz, Jody Wood, Matt Walton and Mark Wylie

BOARD MEMBERS ABSENT: Greg Beliveau, Paul Bough, Wendy Brandon, Glen Casal, Jeff Hayward, John Pittman, Al Trombetta and Larry Walter

STAFF PRESENT: Pam Nabors, Mimi Coenen, Leo Alvarez, Lisa Burby, Nilda Blanco, Steven Nguyen, Alexis Echeverria, Terrence Hightower, Sean Masherella, Kristine Concepcion, Darlene Davis, Janet Saunders and Kaz Kasal

GUESTS PRESENT: Cora Miles-Powell and Michael Powell / Powell Fire Sprinkler System, Inc.; Georgia Lorenz / Seminole State College; Debbie Rodriguez / iBuild Central Florida; Tim Smith / Wharton-Smith; Arlene Hanson/Department of Economic Opportunity; Andrew Mai / Osceola County; Belinda Kirkegard / City of Kissimmee; David Ramos / Avionica; Yvette Hernandez / Goodwill Industries of Central Florida; and Thomas Wilkes / GrayRobinson

Agenda Item	Topic	Action Item / Follow Up Item
Business Matters for the Consortium		
1	<p>Welcome</p> <ul style="list-style-type: none"> • Ms. Clements, CSCF Board Chair, called meeting to order at 9:11 am. • Dr. Georgia Lorenz, President, Seminole State College, provided a brief overview of Seminole State College. 	
2	<p>CSCF Spotlight Story</p> <ul style="list-style-type: none"> • Mr. and Ms. Powell, Powell Fire Spinkler System, Inc., provided a success story on how CSCF’s recruitment and On-the-Job Training support resulted in filling a key position at their company. 	

Agenda Item	Topic	Action Item / Follow Up Item
Business Matters for the Consortium		
3	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> • Ms. Kasal reported quorum present on both Consortium and Board. 	
4	Public Comment <ul style="list-style-type: none"> • None offered. 	
5	Approval of Minutes Commissioner Campione, Acting Chair, asked for approved of minutes from following meeting: <ul style="list-style-type: none"> • 6/21/18 Consortium Meeting 	Commissioner Butler made a motion to approve the minutes from the 6/21/18 Consortium meeting; Commissioner Constantine seconded; motion passed unanimously.
6	Nomination of New Chair / Vice Chair Commissioner Commissioner Campione asked the Consortium for nominations for: <ul style="list-style-type: none"> • Chair of Consortium • Vice Chair of Consortium 	Commissioner Arrington made a motion to approve his nomination of Commissioner Campione to Chair of the Consortium; Commissioner Butler seconded; motion passed unanimously. Commissioner Arrington made a motion to approve his nomination of Commissioner Constantine to Vice Chair of the Consortium; Commissioner Butler seconded; motion passed unanimously.
7	Appointments of Regional Workforce Board <ul style="list-style-type: none"> • Craig Ducharme – Sumter County Business Seat 	Commissioner Butler made a motion to approve appointment of Mr. Craig Ducharme to represent Sumter County Business Seat on the CareerSource Central Florida Board; Commissioner Arrington seconded; motion passed unanimously.
8	Adjournment of Consortium <ul style="list-style-type: none"> • Consortium adjourned at 10:27 am. 	

Agenda Item	Topic	Action Item / Follow Up Item
Business Matters of the Board		
1	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Ms. Clements asked the Board if any item on consent agenda, as listed below, should be moved to action item portion of agenda. <p>Consent Agenda:</p> <ul style="list-style-type: none"> • Draft Minutes of 9/27/18 Board Meeting • Training Provider – Request for Approval 	<p>Mr. Jackson made a motion to approve all items on the consent agenda. Mr. Ushkowitz seconded; motion passed unanimously.</p>
2	<p>Information</p> <p>Chair’s Report</p> <p>Ms. Clements provided the following highlights:</p> <ul style="list-style-type: none"> • Encouraged Board to partake in CSCF activities, especially in areas not familiar. • Encouraged Board to read monthly newsletter “The Board Source” to keep updated on CSCF news. <p>President’s Report</p> <p>Ms. Nabors provided highlights from the President’s Report (attachment).</p> <p><u>Committee Reports</u></p> <p>Executive Committee:</p> <ul style="list-style-type: none"> • Ms. Clements, Executive Committee Chair, stated Committee met on 10/25/18 and approved to increase the budget for build-out cost for the new CSCF Lake Office to not exceed \$200,000; and to contract with Interstruct Commercial Construction for the build-out located in Lake Sumter State College Foundation Building • The Committee also met on 12/5/18 and recommended adding new training providers to CSCF’s matrix, which has been approved by the Board under Consent Agenda section earlier in this meeting. The Committee also discussed CSCF’s West Orange office – its upcoming lease expiration and search for alternative locations. 	

Agenda Item	Topic	Action Item / Follow Up Item
Business Matters of the Board		
	<p>Revenue Diversity Ad Hoc:</p> <ul style="list-style-type: none"> • Mr. Jackson, Revenue Diversity Ad Hoc Committee Chair, stated the Committee met on 10/24/18 and reviewed Ticket To Work 1st quarter results and youth pilot program in construction. Mr. Mark Brewer, President, Central Florida Foundation, joined the Committee and has provided recommendations to strengthen CSCF's profile to appeal to investors. <p>Audit Committee:</p> <ul style="list-style-type: none"> • The Committee will meet jointly with the Finance Committee on 1/31/19. <p>Community Engagement Committee:</p> <ul style="list-style-type: none"> • Ms. Wood, Community Engagement Committee Chair, reported the Committee met on 11/6/18. The Committee reviewed and provided input on Edelman's work on CSCF's master narrative. The Committee will meet again on 1/14/19 to review revised master narrative based on Committee's feedback. <p>Career Services Committee:</p> <ul style="list-style-type: none"> • Dr. Plinske, Career Services Committee Chair, reported the Committee met on 11/15/18 and reviewed results of scorecard through 9/30/18. Dr. Plinske referred to action memo "New Proposed Impact Model – Funds Adjustment" (attachment) and stated the Committee approved staff's recommendation, as per memo, and adjust impact model by reallocating \$1.2M in training funds from Construction to Healthcare, Trade & Logistics and IT & Finance. Next meeting is scheduled for 1/24/19. <p>Finance Committee:</p> <ul style="list-style-type: none"> • Mr. Ushkowitz, Finance Committee Chair, stated the Committee will meet on 1/31/19, as previously stated. 	<p>Dr. Plinske made a motion to approve reallocation of training funds from Construction to Healthcare, IT/Finance and Trade & Logistics, as presented. Mr. Sullivan seconded; motion passed unanimously.</p>

Agenda Item	Topic	Action Item / Follow Up Item
Business Matters of the Board		
	Governance Committee: <ul style="list-style-type: none"> • Mr. Wylie, Governance Committee Chair, stated Committee will meet on 1/9/19. 	
	Finance Report <ul style="list-style-type: none"> • Mr. Alvarez, Chief Financial Officer, reviewed financials through 10/31/18. 	
3	<p>Insight Panel Discussion on Construction Trends</p> <p>Moderator: Mark Wylie, CSCF Board Member & Vice Chair, and President/CEO, Central Florida Chapter Associated Builders and Contractors, Inc.</p> <p>Panelists:</p> <ul style="list-style-type: none"> • Andrew Albu, CSCF Board Member and President, Albu & Associates, Inc. • Debbie Rodriguez, Founder & President, iBuild Central Florida • Jim Sullivan, CSCF Board Member and Training Director, Central Florida J.A.T.C. • Tim Smith, Executive Vice President, Wharton-Smith, Inc. <p><u>Panel Discussion</u> Mr. Wylie facilitated discussion with panel on future of the workforce in construction. Topics included challenges and potential solutions to include: addressing short supply of construction workers, attracting more youth into construction, raising awareness of growth opportunities and career paths, and changing the stigma about construction.</p>	
4	<p>Other Business</p> <ul style="list-style-type: none"> • None offered. 	
5	<p>Adjournment</p> <ul style="list-style-type: none"> • Meeting adjourned at 11:45 am. 	

Respectfully submitted,
Kaz Kasal
Executive Coordinator



ACTION ITEM

To: CareerSource Central Florida Board of Directors
 From: Executive Committee
 Subject: CareerSource Central Florida – Temporary Staffing and Payroll Services
 Date: February 7, 2019

Purpose:

The purpose of this memo is to review the results of CareerSource Central Florida’s (CSCF) Temporary Staffing and Payroll company solicitation and to seek authorization from the CSCF Board to approve vendor selection.

Background:

A Request for Proposal (RFP) was developed to solicit competitive proposals from vendors qualified to serve as the employer of record for participants in internship activities. It is anticipated that the contract period of performance will be from April 1, 2019 through June 30, 2020, with four one-year exercisable options. The RFP was released via CareerSource Central Florida’s website beginning December 7, 2018 with a submittal date of January 3, 2019; a legal notice was also published in the *Orlando Sentinel*. Additionally, notification was also provided by email of public notice release to the following staffing companies: 1) Tews Company, 2) JMark of Central Florida dba Manpower, 3) Ad-Vance Talent Solutions, 4) Premier Staffing Source, 5) Accountemps, 6) Remedy Intelligent Staffing 7) Kelly Services, 8) Florida Premier Staffing, 9) ISG Works, 10) AppleOne Employment Services, 11) Coherent Staffing Solutions, 12) Express Pros, 13) Connect & Move Staffing LLC, and 14) Worldwide Staffing Agency.

CSCF received fourteen responses to the RFP thus allowing for free and open competition. Responses were opened and names of entities submitting proposals were recorded and distributed to the CSCF review team for evaluation. The review team included two CSCF staff and one board member. The team met to review the submitted proposals and based on the RFP rating criteria, the top five vendors were ranked as follows:

Responder	Ranked
Manpower	1
AppleOne	2
AUE Staffing	3
A & Associates	4
22 nd Century Technologies	5

Manpower’s proposal was rated highest overall based on qualifications, organizational size, overall experience, and among the lowest in cost structure.

Recommendation:

The Executive Committee recommends approval authorizing staff to enter contract negotiations with Manpower who ranked #1 as the staffing and payroll company for internship activities.

PRESIDENT'S REPORT

02-07-19

PAM NABORS
PRESIDENT & CEO

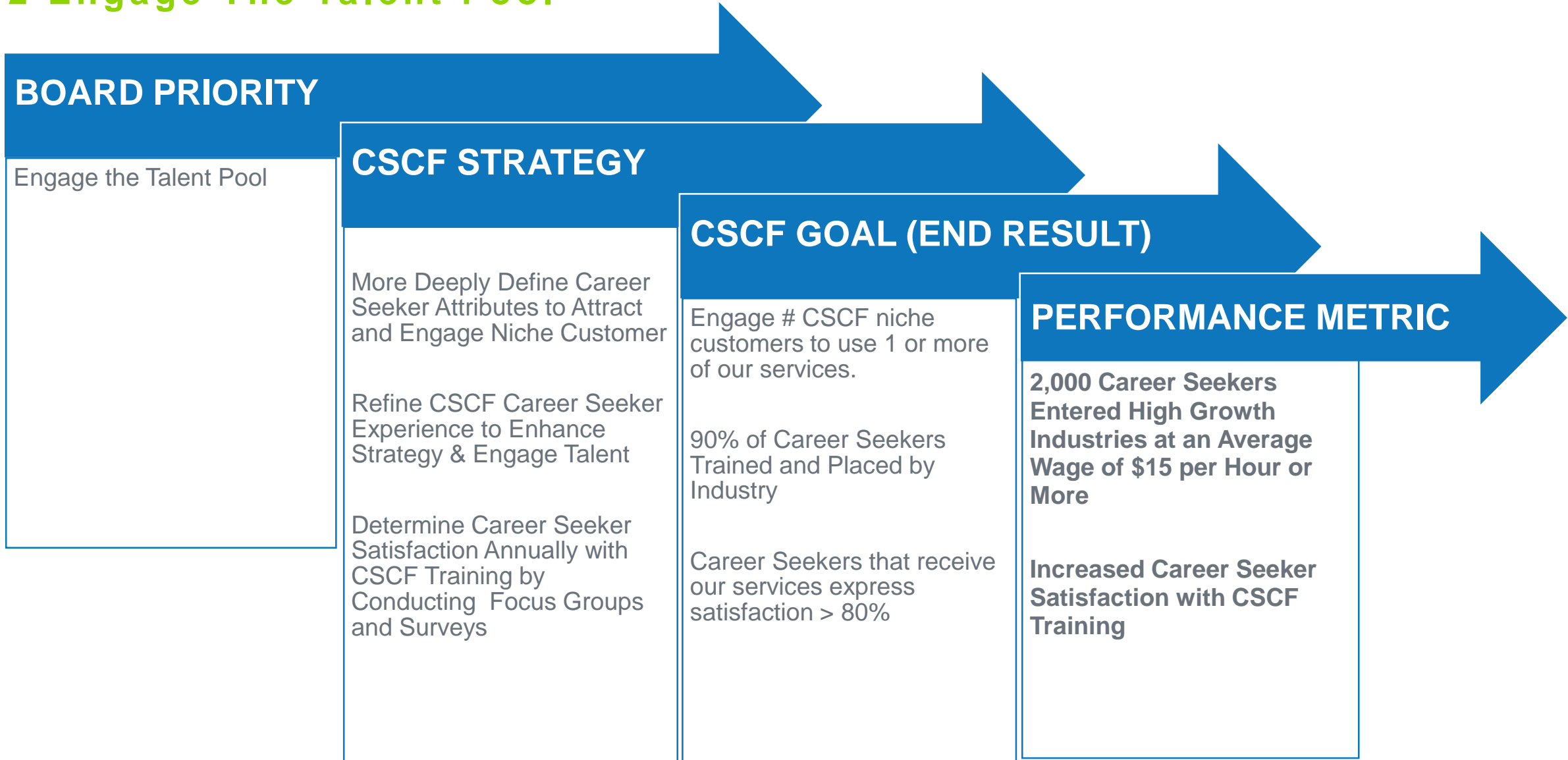
CSCF BOARD PRIORITIES

#1 Analyze The Business Environment



CSCF BOARD PRIORITIES

#2 Engage The Talent Pool



BOARD PRIORITIES - MID-YEAR ACCOMPLISHMENTS

1. Analyze the Business Environment

- ❖ + 1,600 Total Businesses Served – 420 new
- ❖ Invested \$5.5M – More Than Half of Total Investment Target
- ❖ Adjusted Impact Model – Mix of Spend / Sector Goals

2. Engage the Talent Pool

- ❖ ~1,650 Enrolled in Training
- ❖ Nearly 1,350 Individuals Completed Training
- ❖ Approximately 340 Career Seekers Verified Employment
- ❖ Master Narrative Plan Completed
- ❖ Website Audit Completed

340 Career Seekers with
Verified Employment at
an Average Wage of
\$14 Per Hour or More

PRIORITIES IN DEVELOPMENT – QUARTER 3

1. Analyze the Business Environment

- More Deeply Define Career Seeker Attributes to Attract and Engage Niche Customer
- Execute a Business Outreach Plan that Aligns with Validated Needs
- Customer Relationship Management System Staff Training
- Business Customer Satisfaction Survey & Focus Groups

2. Engage the Talent Pool

- Expansion of Summer Youth Program
- Revenue Diversity Pilot for Youth Program (Construction Industry)
- Career Seeker Satisfaction Survey & Focus Groups
- Outreach Marketing Campaigns Delivered (Hispanic; Construction)

CSCF HIGHLIGHTS



National Involvement

- President & CEO Pam Nabors Elected as 2nd Vice President of the Workforce Development Council Board of the U.S. Conference of Mayors



Leadership

- Director of Operations Bradley Collor Completes *miQuest for Excellence Business Leadership* Course; Appointed Board of Directors for East Orlando Chamber of Commerce
- *Leadership for Life Program* (Regional Leadership Forum) Veterans Program Manager Annmarie O'Brien and DEO HR Manager Joe Patton Completed



Community

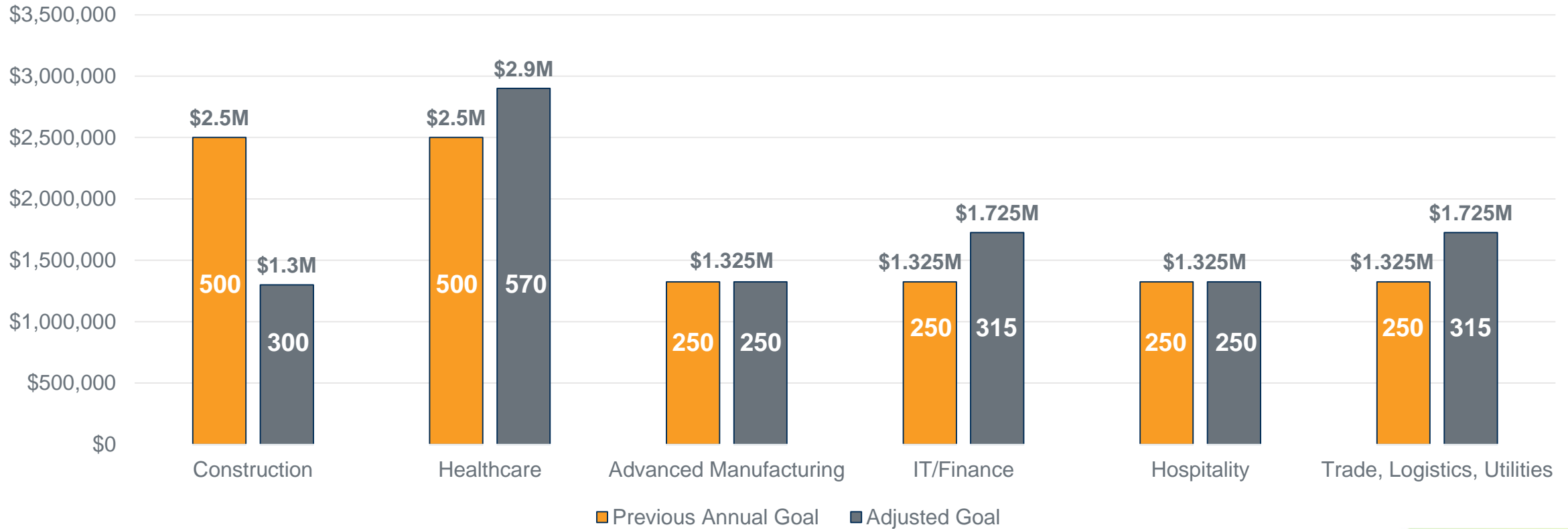
- Orlando Economic Partnership Annual Dinner Sponsorship
- Attended Annual State of Downtown Address
- Faith-based Initiative – Event Hosted for Pastoral Staff @ First Baptist Church to Connect CSCF to More Than 100 Local Churches

Scorecard

CSCF STRATEGIC PRIORITY

✓ **\$10.3M Investment In Training Services; 2,000 Career Seekers Employed in HGIs at an Average Wage of \$15/hr.**

IMPACT MODEL

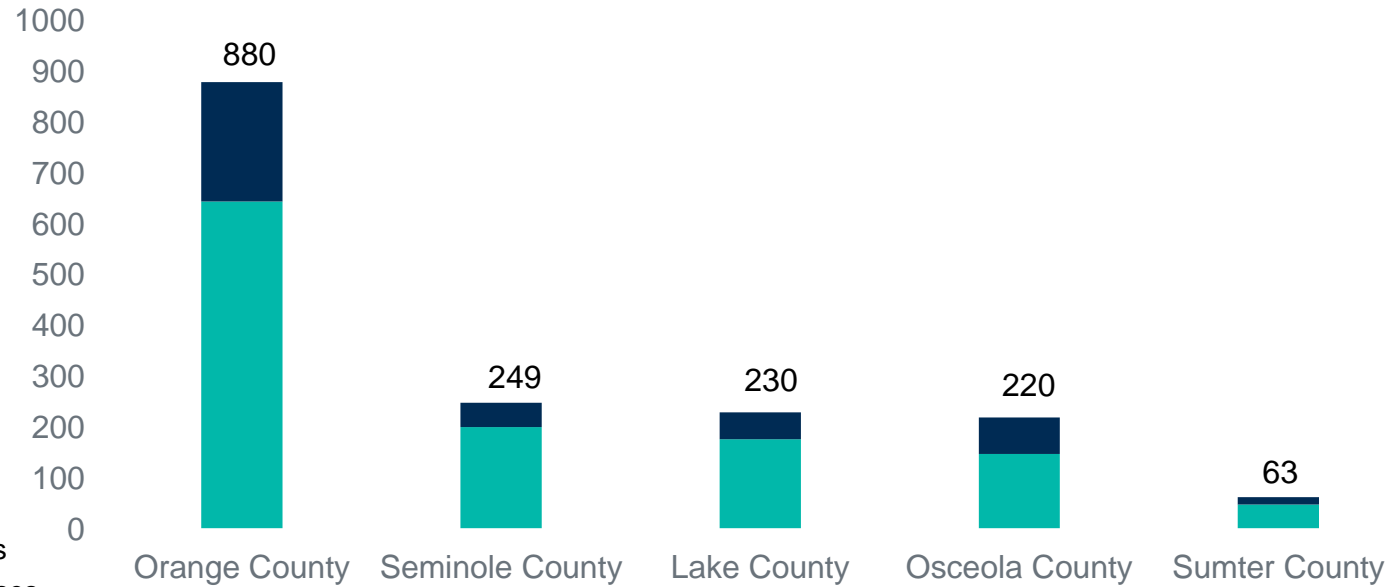


Adjusted Training Investment Model Approved By Board, December 2018



ANALYZE THE BUSINESS ENVIRONMENT

Business Scorecard



● New Businesses
● Loyalty Businesses

Businesses Served

+ 1,600

74% Loyalty

26% New

COMPOSITION

34% Healthcare

17% IT/Finance

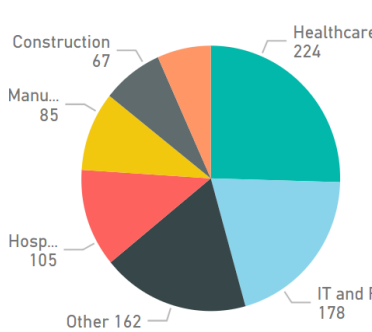
16% Other

10% Manufacturing

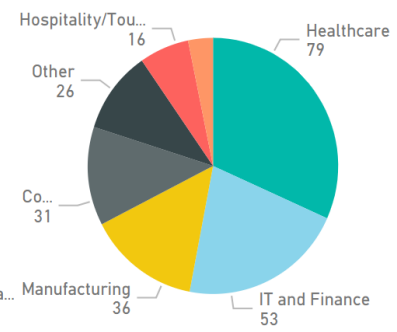
10% Hospitality

8% Construction

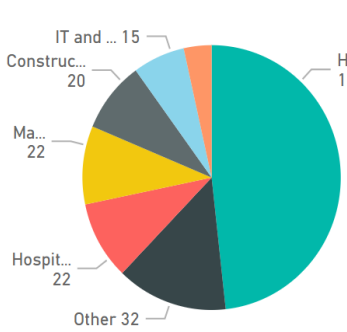
5% Trade, Logistics, Utilities



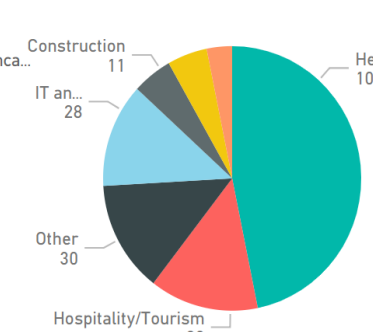
Orange County



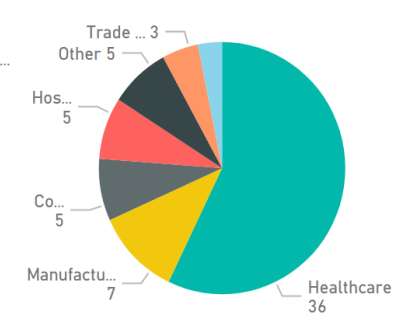
Seminole County



Lake County



Osceola County



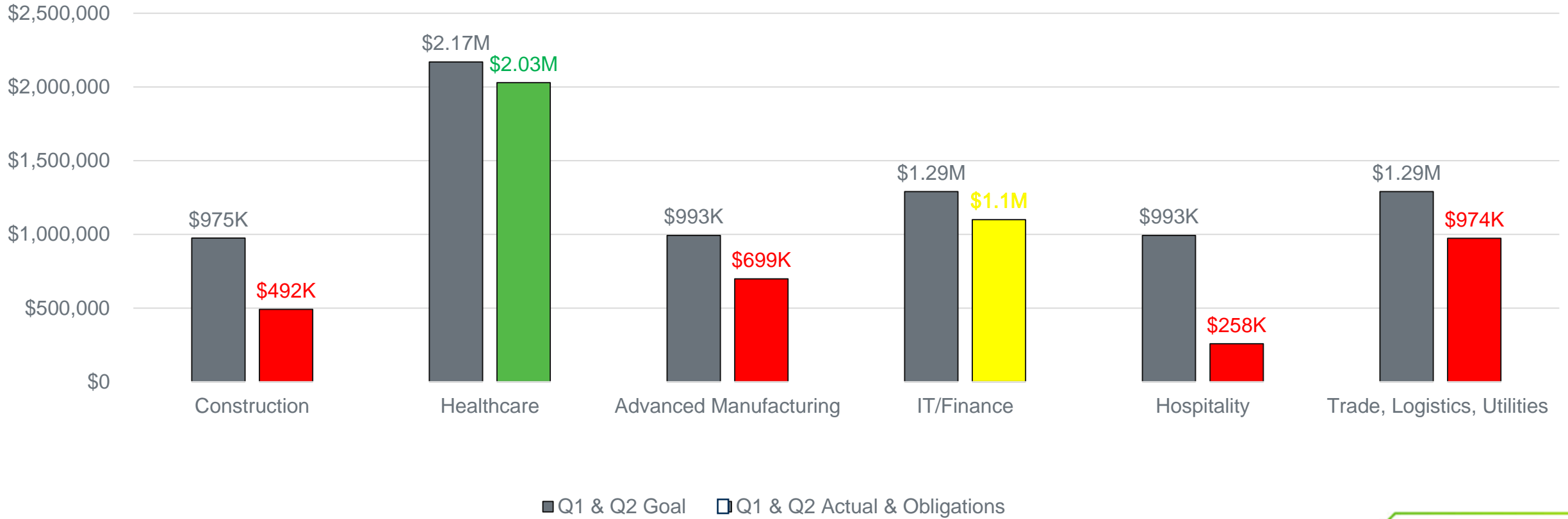
Sumter County

ANALYZE THE BUSINESS ENVIRONMENT

Training Investments Scorecard

GREEN = 90% or above of goal
YELLOW = 80% of goal
RED = less than 80% of goal

✓ \$5.5M Invested In Training Services

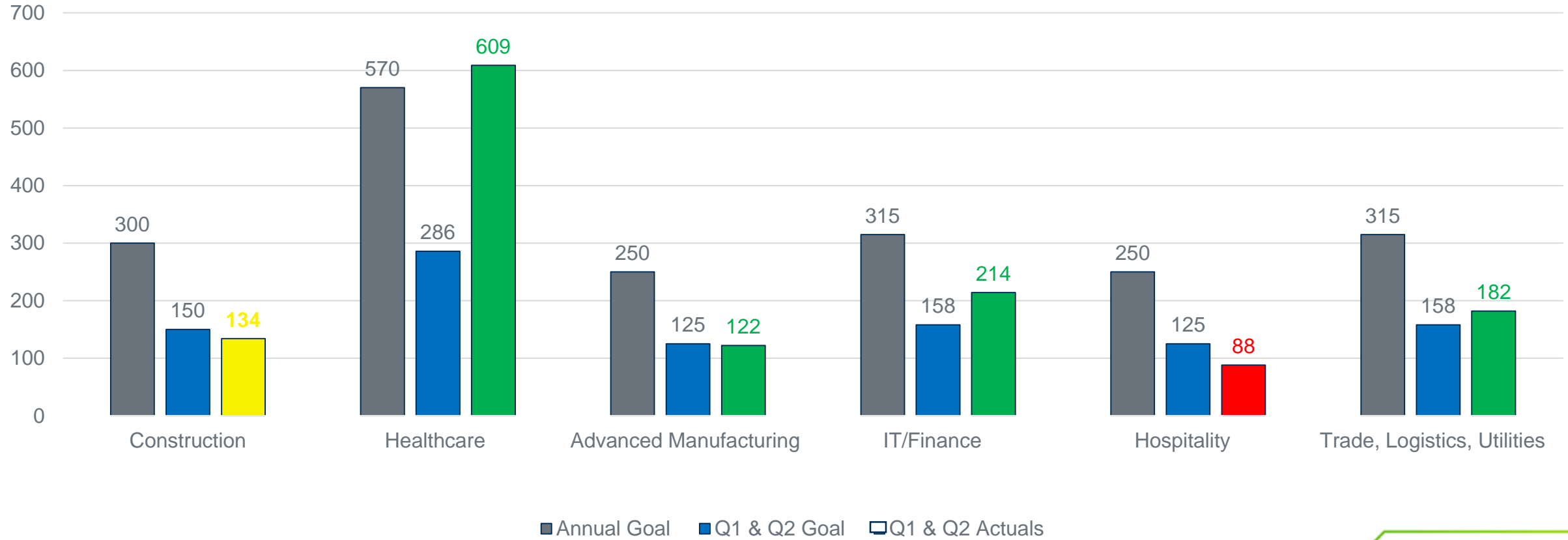


ENGAGE THE TALENT POOL

Individuals Trained Scorecard*

GREEN = 90% or above of goal
YELLOW = 80% of goal
RED = less than 80% of goal

✓ 1,350 Individuals Trained



Source: Employ Florida
*Reflects Impact Model Revision – Board Approval 12/13/18

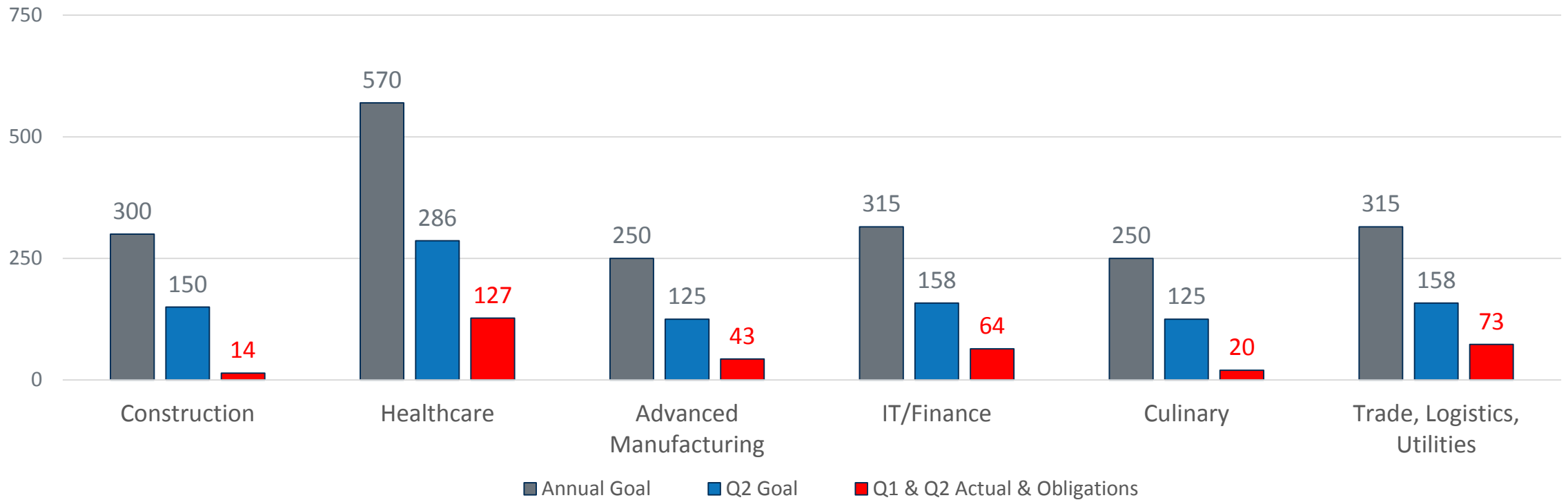


ENGAGE THE TALENT POOL

Individuals Employed Scorecard

GREEN = 90% or above of goal
 YELLOW = 80% of goal
 RED = less than 80% of goal

✓ 340 Career Seekers With Verified Employment



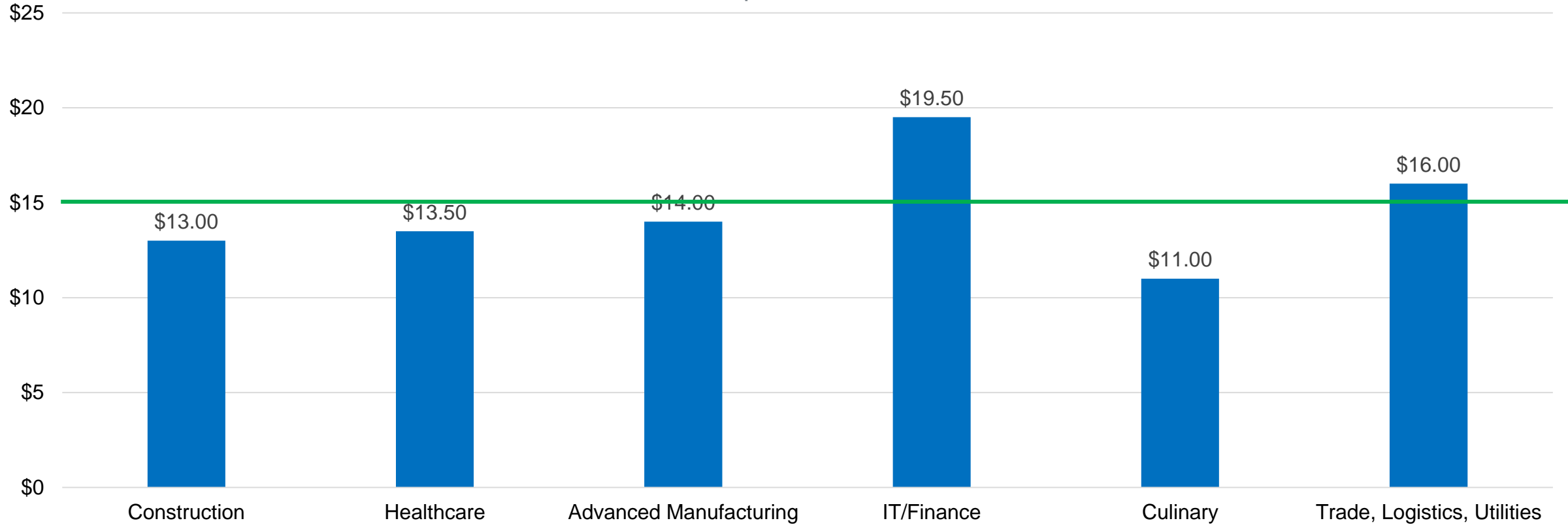
Report Time Period: July 1 – December 31, 2018
 Source: Employ Florida
 *Reflects Impact Model Revision – Board Approval 12/13/18



ENGAGE THE TALENT POOL

Average Wage Per Industry

Career Seekers Gained Employment at an Average wage of \$14 Per Hour



— Represents \$15 per hour goal

Report Time Period: July 1 – December 31, 2018



QUESTIONS & COMMENTS?

[RETURN TO AGENDA](#)



CareerSource Central Florida
Budget Versus Actual Report
As of 12/31/18

CSCF Budget FY 2018 - 2019		INDIRECT COST	RESEA 119	WIOA Adult 20	Youth 22	WIOA DW 30	WT 60	TAA 81	SNAP 85	WP 90	DVOP 94	UC 96	LVER 98	TACCCT 129	TRANCOM 130	YOUTHBUILD 133	AMERICAS PROMISE 132	Special Grants/ Other Awards	UNRESTRICTED	Actual Expenditures	% of Expenditures	
Funding Sources	Total Revenue																					
Carry In Funds From FY 17 - 18	11,048,130																					
FY 18 - 19 Award	26,415,505																					
Award Total - Available Funds	37,463,635																					
LESS planned Carryover For FY 19 - 20	(5,163,636)																					
Total Available Funds Budgeted	32,300,000																					
PROGRAM	Authorized Budget																					
Salaries/Benefits	13,578,000	721,055	188,653	1,453,296	1,023,875	165,168	1,273,547	3,818	289,903	185,073	82,641	46,124	51,540	22,593	22,162	37,427	21,114	451,584	32,460	5,968,738	44.0%	
Program Services	13,600,000	13,285	2,424	1,505,420	1,219,583	255,541	1,413,241	62,358	3,974	12,110	3,163	647	2,477	365	406	49,727	57	609,081	7,066	5,110,369	37.6%	
Professional Services	670,000	176,112	2,968	22,754	14,729	2,511	19,370	211	5,125	15,053	4,289	761	2,916	296	296	561	79	6,315	-	273,113	40.8%	
Outreach	282,000	12,651	2,280	19,156	12,124	1,873	14,679	200	3,920	10,905	3,167	516	2,589	137	137	432	77	11,889	2,500	98,450	34.9%	
Infrastructure/Maintenance & Related Cost	2,700,000	102,272	11,160	99,117	66,738	9,910	86,974	1,334	21,437	884,627	17,182	2,790	15,353	1,247	1,247	2,025	709	30,352	3,198	1,352,443	50.1%	
IT Cost/Network Expenses	1,165,000	39,931	9,076	78,122	54,689	9,789	65,414	1,586	17,078	68,226	13,535	2,372	9,412	1,424	1,424	1,654	477	23,751	-	392,982	33.7%	
Staff Development & Capacity Building	305,000	20,576	1,407	27,027	10,836	1,291	10,265	147	5,319	7,167	2,009	387	1,448	222	222	260	36	3,309	25,079	116,267	38.1%	
Indirect Cost (10%)		(1,063,366)	19,768	305,081	219,718	42,785	275,062	6,795	31,362	30,150	11,075	4,969	7,216	1,783	1,685	7,180	2,101	106,254	6,793			
EXPENDITURES	32,300,000	22,515	237,735	3,509,973	2,622,292	488,868	3,158,552	76,448	378,120	1,213,311	137,062	58,566	92,952	28,068	27,580	99,265	24,649	1,242,534	77,096	13,312,362	41.2%	
FUNDING DECISIONS	-	8,886	-	2,232	34,305	-	-	-	-	59,335	(34,127)	-	(25,208)	(28,168)	(12,580)	(34,305)	66,007	(9,418)	(36,005)	(9,418)		
TOTAL BUDGET/EXPENDITURES	13,312,362	31,401	237,735	3,512,206	2,656,597	488,868	3,158,552	76,448	378,120	1,272,646	102,935	58,566	67,745	(100)	15,000	64,960	90,657	1,233,116	41,090	13,312,362	41.2%	
TOTAL AVAILABLE FUNDS	18,987,638	(31,401)	290,265	3,041,287	2,976,158	3,407,337	4,397,256	173,552	556,435	624,997	47,297	187,752	46,097	60,100	44,999	87,166	106,495	3,308,023	178,909			
% OF FUNDS EXPENDED BY GRANT	41.2%		45.0%	53.6%	47.2%	12.5%	41.8%	30.6%	40.5%	67.1%	68.5%	23.8%	59.5%	-0.2%	25.0%	42.7%	46.0%	27.2%	18.7%			
% OF FUNDS EXPENDED (INCLUDING OBLIGATIONS)	46.3%																					
TRAINING OBLIGATIONS	\$	% of Budget																				
Training Expenditures as of 12/31/18	5,110,369	A	37.6%	A - The states mandates that 50% of total WIOA adult and dislocated worker funds are spent in client intensive training activities.																		
Obligations (Training not yet billed by vendors)	1,642,019		12.1%																			
Total Training & Expenditures	6,752,389		49.6%	B - The state mandates that total administrative cost are not to exceed 10% of total cost.																		
	ACTUAL	TARGET																				
ITA % (Adult DW)	52.1%	50.0%																				
ITA% (Youth)	21.2%	20.0%																				
ADMINISTRATIVE COST %	8.9%	10.0%																				

**CareerSource Central Florida
Current Year Budget and 2 yr Expenditure Comparison
As of 12/31/18**

	CY	PY	\$	%
Funding Sources	Revenue	Revenue	Difference	Difference
Carry In Funds From FY 17 - 18	11,048,130	5,657,409	5,390,721	
FY 18 - 19 Award	26,415,505	33,365,447	(6,949,942)	
Award Total - Available Funds	37,463,635	39,022,856	(1,559,221)	
LESS planned Carryover For FY 19 - 20	(5,163,635)	(8,448,540)	3,284,905	
Total Available Funds Budgeted	32,300,000	30,574,316	1,725,684	5.6%

	CY	PY	\$	
Budget	Expenditures	Expenditures	Difference	% Difference
Salaries/Benefits	13,578,000	5,968,738	6,054,110	(85,372) -1.4%
Career & Youth Services	13,600,000	5,110,369	2,894,728	2,215,641 76.5%
Professional Fees	670,000	273,113	397,242	(124,129) -31.2%
Outreach	282,000	98,450	96,526	1,924 2.0%
Infrastructure/Maintenance & Related Cost	2,700,000	1,352,443	1,310,554	41,889 3.2%
IT Cost/Network Expenses	1,165,000	392,982	430,184	(37,202) -8.6%
Staff Development & Capacity Building	305,000	116,267	90,331	25,936 28.7%
TOTAL EXPENDITURES	32,300,000	13,312,361	11,273,674	2,038,686 18.1%

	BUDGET	CY ACTUAL	PY ACTUAL
ITA %	50.0%	52.1%	29.5%
ADMINISTRATIVE COST %	10.0%	8.9%	9.7%



CareerSource Central Florida Performance Overview

Casey Penn and Lemuel Toro, *Department of Economic
Opportunity*

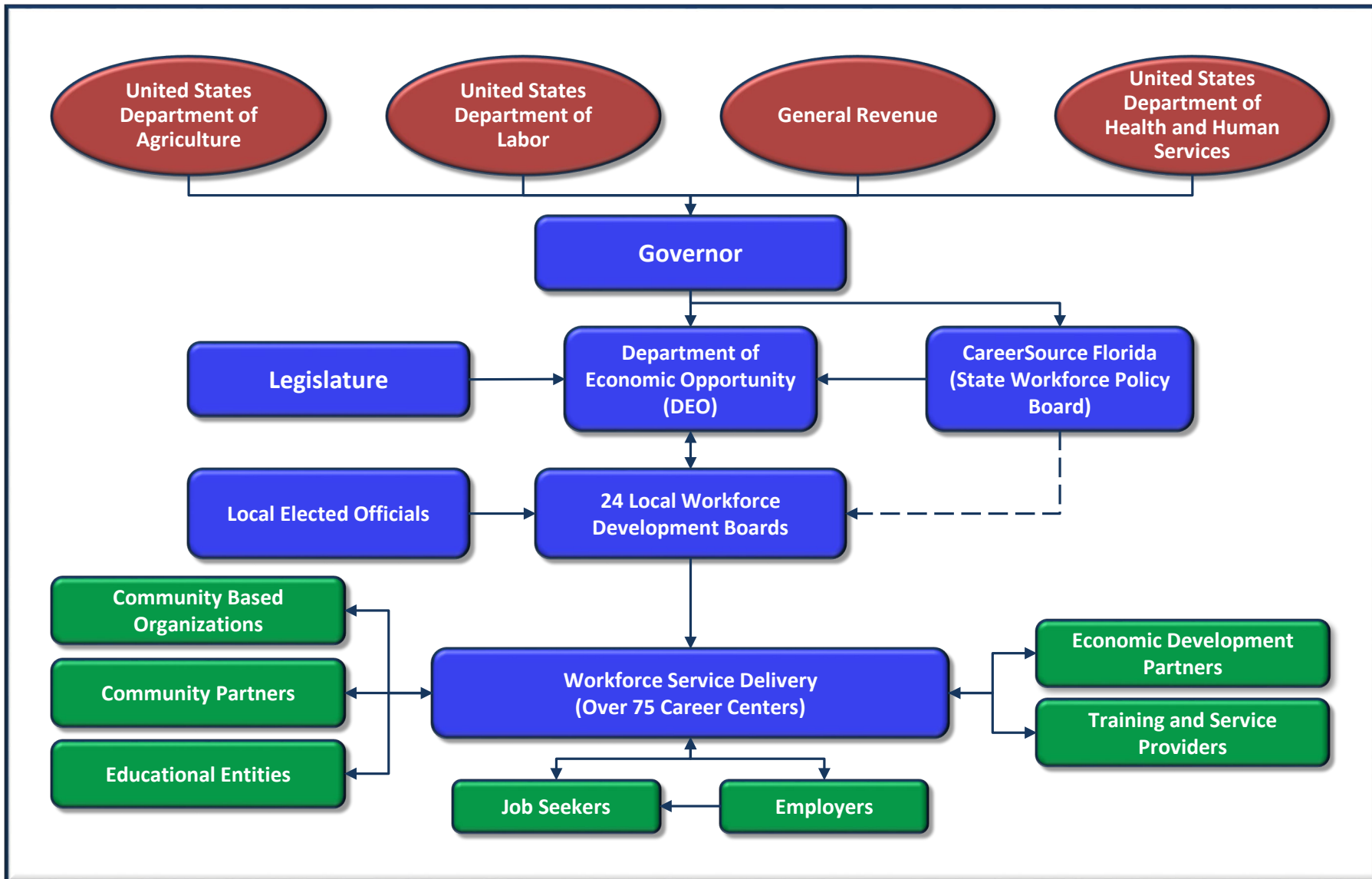
February 07, 2019



AGENDA

- Workforce Structure and Service Delivery Model
- Roles and Responsibilities
- Program Year 2017 Primary Indicators of Performance
- Programmatic Monitoring Activity
- Local Area Financial Overview
- Workforce Trends

FLORIDA'S WORKFORCE SYSTEM



ROLES AND RESPONSIBILITIES

Local Elected Officials (LEO) Roles and Responsibilities

- Select the Chief Local Elected Official (CLEO)
- Assume liability for Workforce Innovation and Opportunity Act (WIOA) program funds
- Appoint the Local Workforce Development Board (LWDB) members
- Approve the LWDB-developed WIOA budget

ROLES AND RESPONSIBILITIES

CLEO/Board Joint Roles and Responsibilities

- Develop/submit the local WIOA plan
- Conduct oversight and monitoring of the One-Stop system, Youth Activities and Employment and Training Activities
- Set policy for WIOA activities and services consistent with state and federal policies
- Select One-Stop Operators
- Negotiate and reach agreement on local performance measures
- Respond to monitoring findings

PRIMARY INDICATORS OF PERFORMANCE

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

WIOA PRIMARY INDICATORS OF PERFORMANCE

LWDA 12 Program Year (PY) 2017 - 2018 July 1, 2017 – June 30, 2018	PY 2017 Actual Performance	PY 2017 Performance Targets	PY 2017 Achievement Level	PY 2018 Performance Targets
Adults:				
Employed 2 nd Quarter After Exit	87.00%	80.10%	108.61%	85.00%
Employed 4 th Quarter After Exit	87.90%	76.50%	114.90%	82.50%
Median Wage 2 nd Quarter After Exit	\$6,774.00	\$7,065.00	95.88%	\$6,850.00
Credential Attainment *	83.20%	N/A	N/A	64.00%
Dislocated Workers:				
Employed 2 nd Quarter After Exit	85.10%	76.00%	111.97%	83.00%
Employed 4 th Quarter After Exit	92.40%	74.00%	124.86%	79.00%
Median Wage 2 nd Quarter After Exit	\$7,785.00	\$6,850.00	113.65%	\$6,850.00
Credential Attainment *	82.00%	N/A	N/A	68.00%
Youth Common Measures:				
Education and Employment Rate 2 nd Quarter After Exit	73.90%	76.00%	97.24%	71.00%
Education and Employment Rate 4 th Quarter After Exit	74.10%	69.00%	107.39%	65.00%
Credential Attainment *	92.00%	N/A	N/A	90.00%
Wagner-Peyser:				
Employed 2 nd Quarter After Exit	71.40%	64.00%	111.56%	64.00%
Employed 4 th Quarter After Exit	70.20%	66.00%	106.36%	62.00%
Median Wage 2 nd Quarter After Exit	\$4,770.00	\$4,850.00	98.35%	\$4,850.00

Not Met (less than 90% of target)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

PROGRAMMATIC MONITORING ACTIVITY

- Federal law requires the state to develop an oversight system to monitor all workforce programs receiving federal funds.
- DEO, in consultation with CareerSource Florida, annually develops and implements a process for monitoring LWDBs.
- Corrective Action Plans to address all findings are required.
- Programmatic and financial monitoring is completed annually.

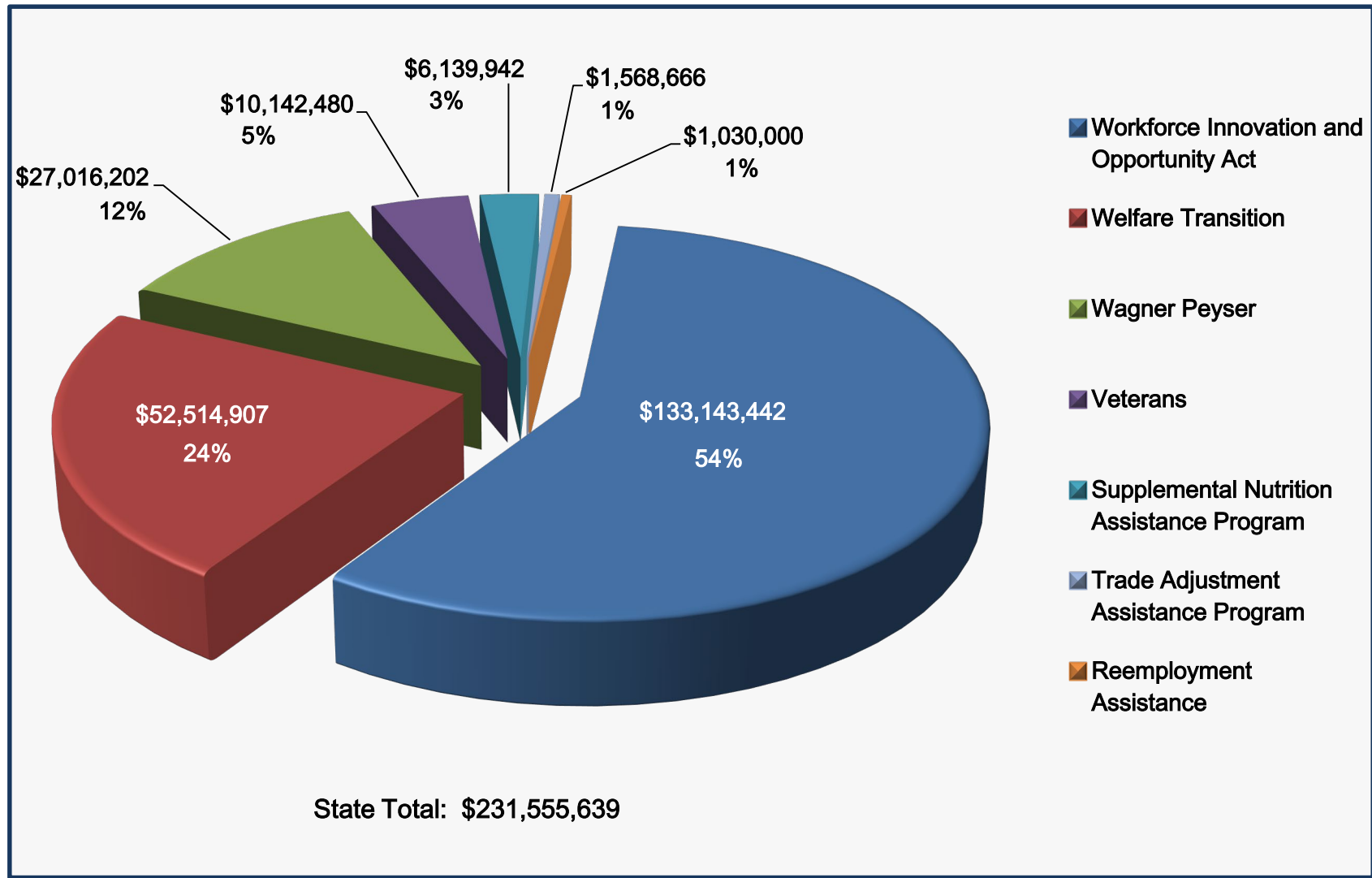
PROGRAM YEAR 2017 SUMMARY OF LOCAL FINDINGS

Program	PY 2016-17 Findings	PY 2017-18 Findings
Welfare Transition	4	3
Wagner-Peyser (RESEA, MSFW, Career Center Credentialing, MIS)	1	2
Supplemental Nutrition Assistance Program - Employment and Training	2	2
WIOA Adult / Dislocated Worker / Youth	0	0
Trade Adjustment Assistance Act	1	1
Total Findings	8	9

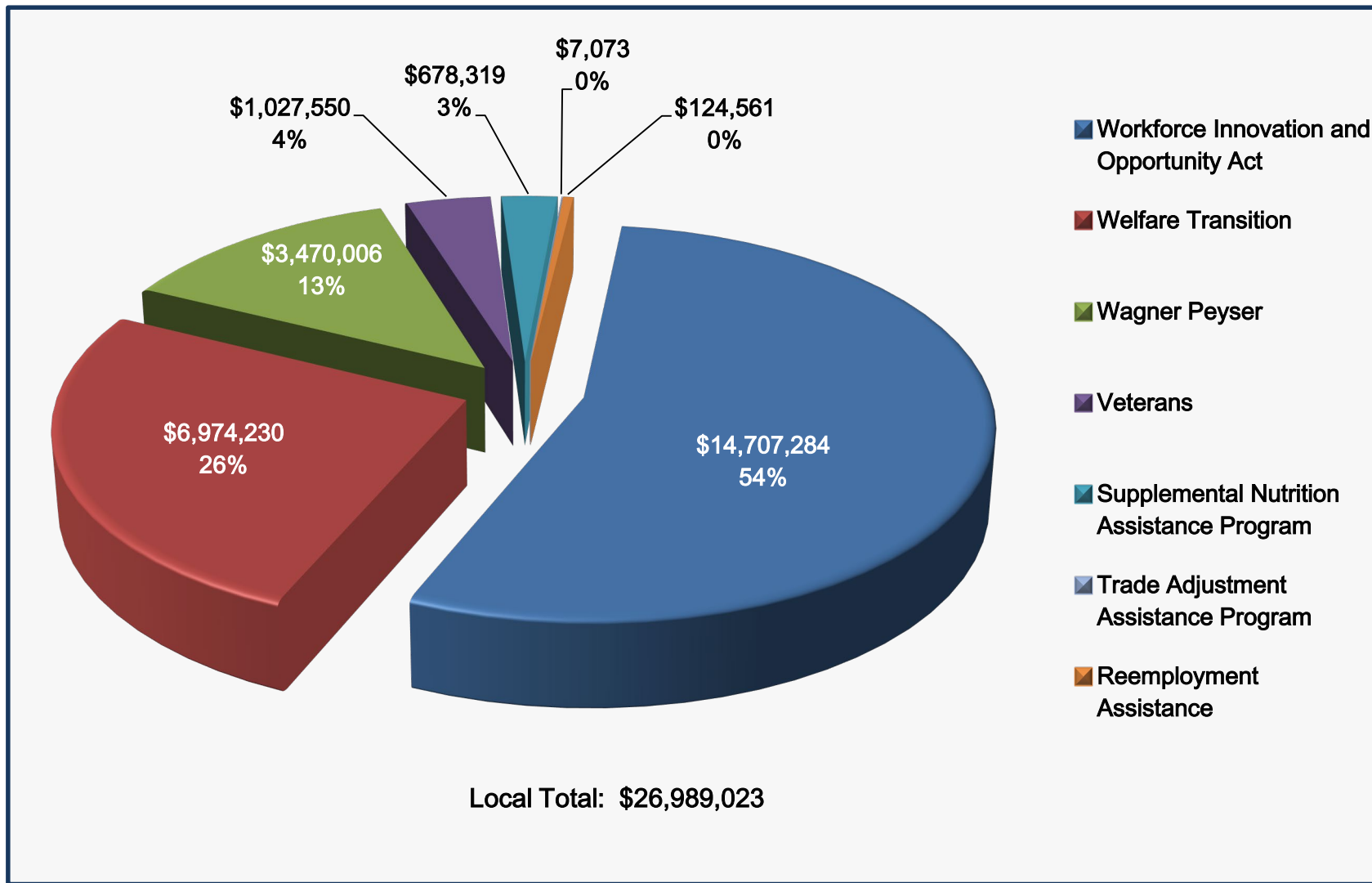
FISCAL YEAR 2017 SUMMARY OF THE RESULTS OF FINANCIAL MONITORING

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

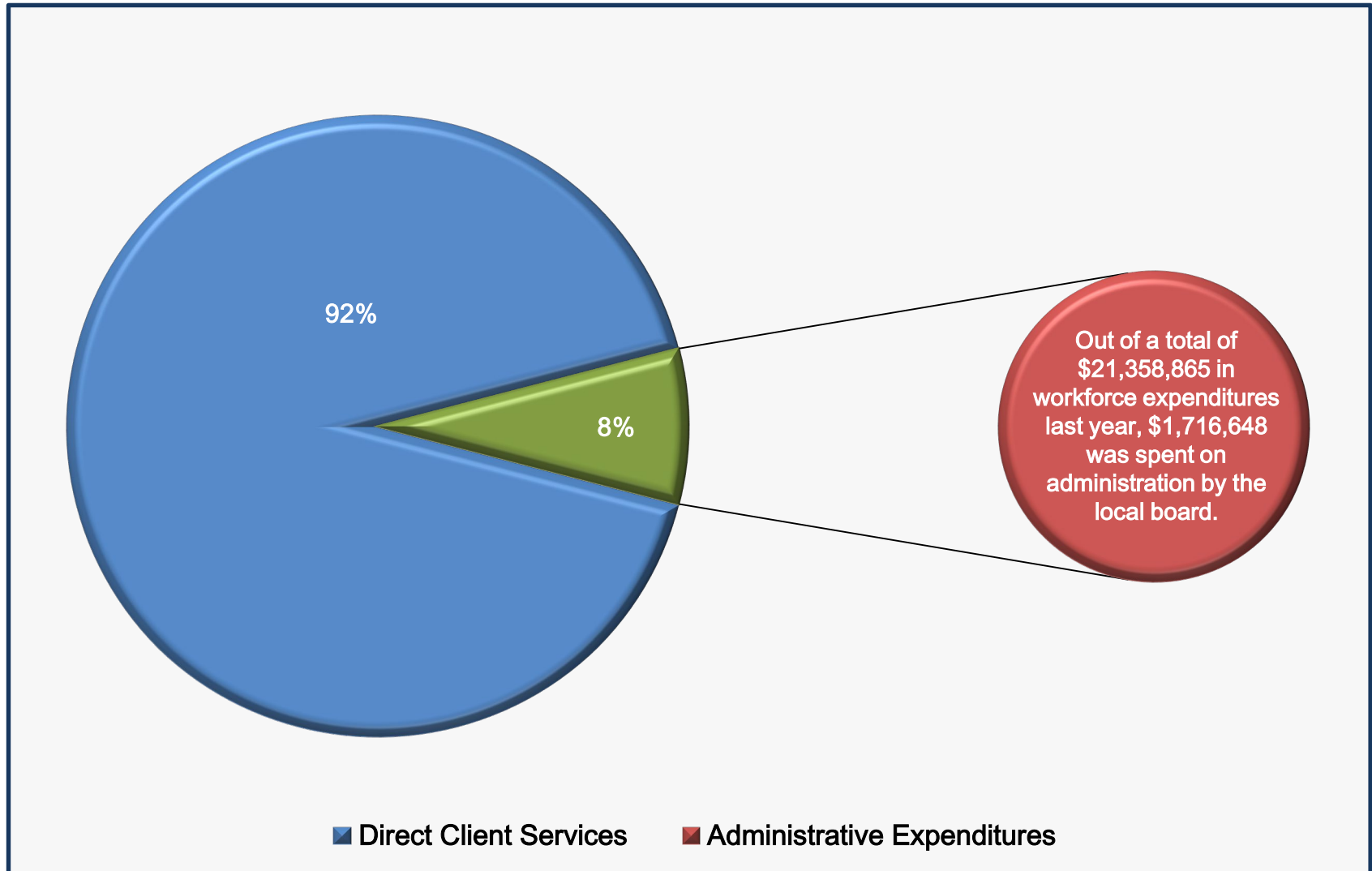
PROGRAM YEAR 2018 TOTAL STATEWIDE FUNDING



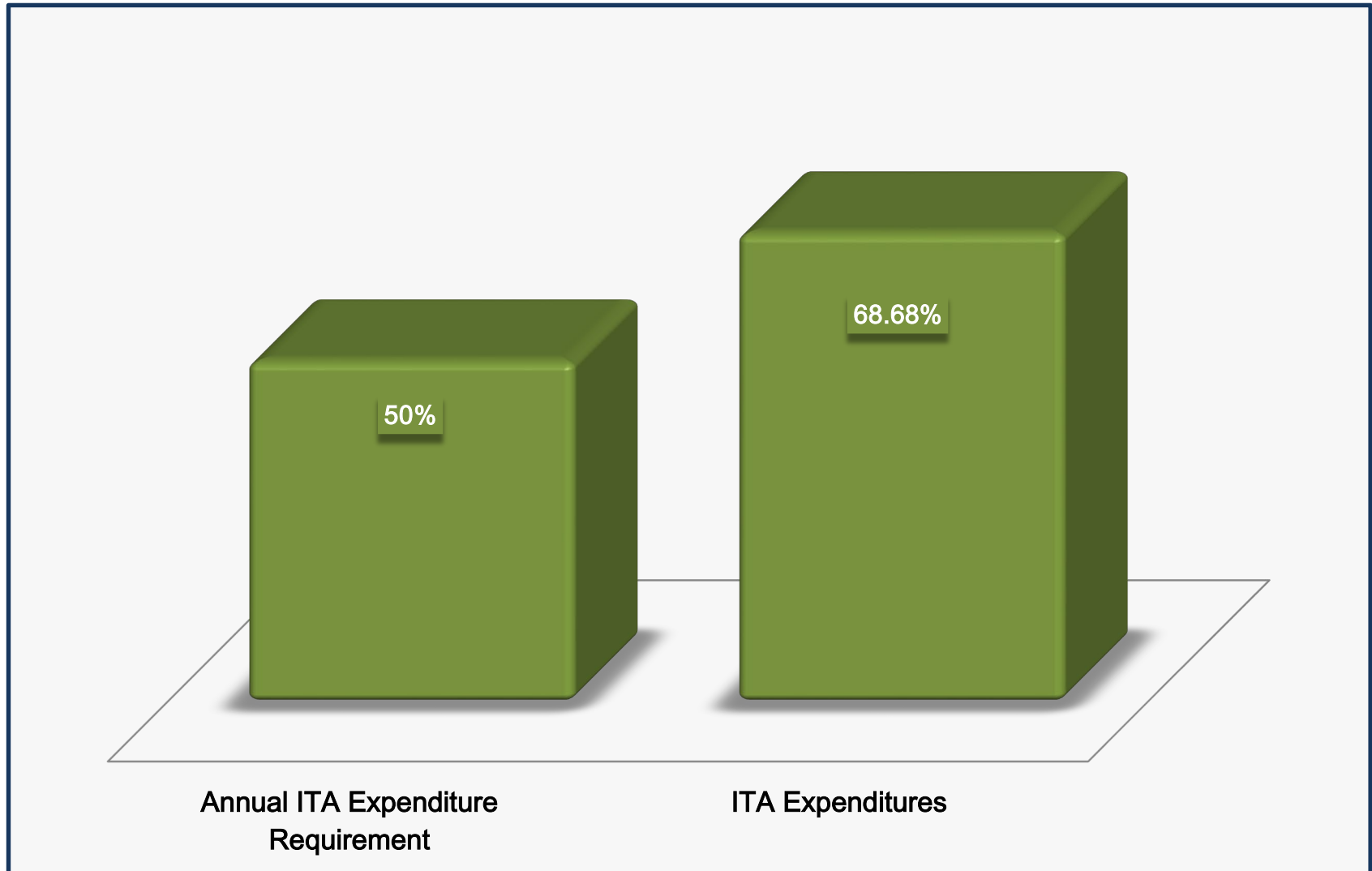
PROGRAM YEAR 2018 TOTAL LOCAL AMOUNT



PROGRAM YEAR 2017 DIRECT CLIENT SERVICES & ADMINISTRATIVE EXPENDITURES

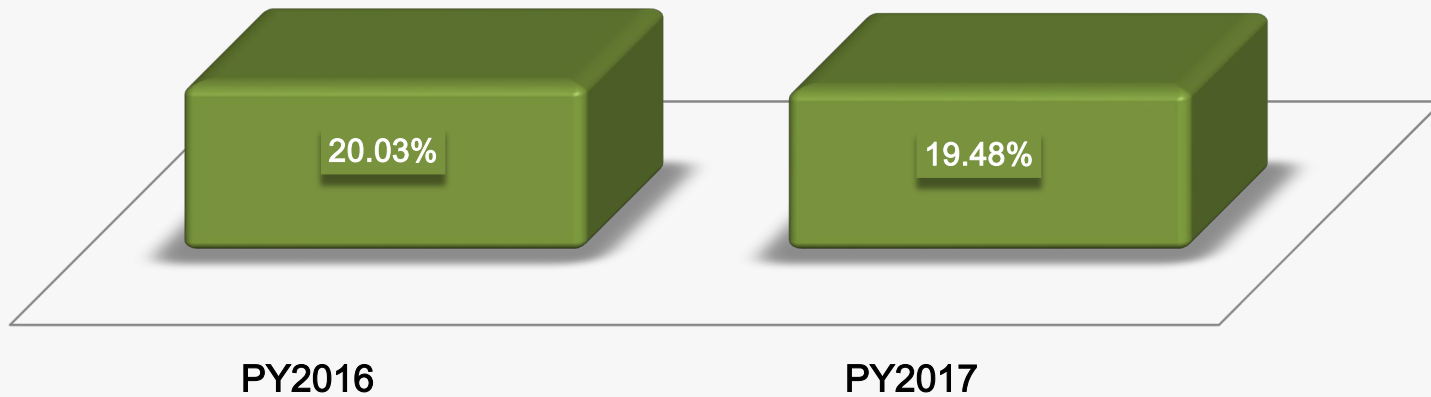


PROGRAM YEAR 2017 ITA EXPENDITURE REQUIREMENT

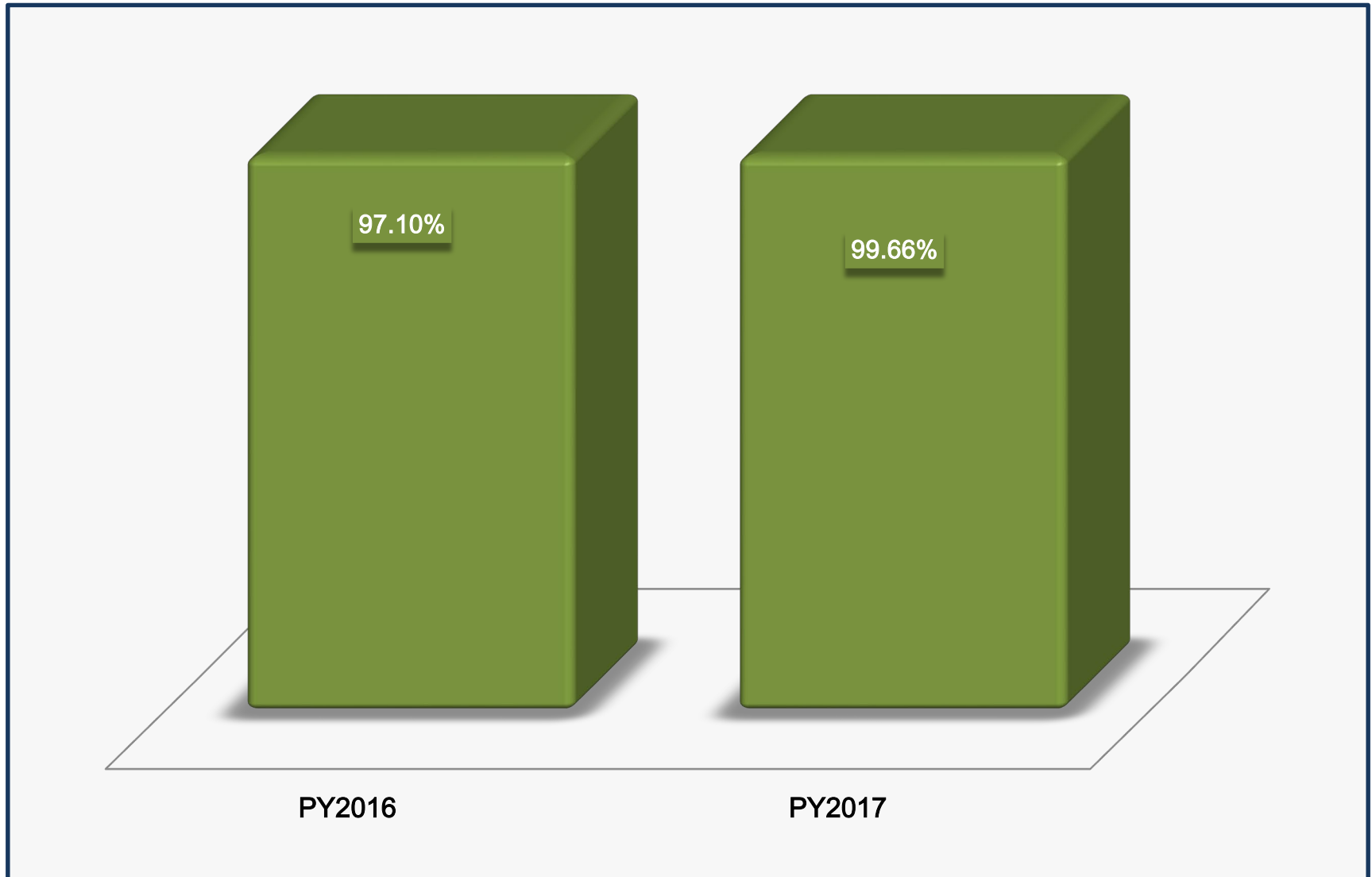


PROGRAM YEAR 2016 & 2017 WIOA WE REQUIREMENT

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



PROGRAM YEAR 2016 & 2017 PERCENTAGE OF EXPENDITURES ON OUT-OF-SCHOOL YOUTH



WORKFORCE TRENDS

Apprenticeships – Nationwide employers have hired over 411,000 apprentices since January 1, 2017.

Gig Economy – 55 million people in U.S. are “gig” workers, more than 35% of the U.S. workforce and that number is projected to increase to 43% by 2020.

Soft Skills – According to a 2018 Workplace Learning Report by LinkedIn, employers have identified soft skills as their top training priority.

QUESTIONS



ADDITIONAL INFORMATION

For more information, please contact:

Casey Penn

Florida Department of Economic Opportunity

One-Stop and Program Support

(850) 245-7485

Casey.Penn@deo.myflorida.com



**JERRY D.
PARRISH, PH.D.**

**Chief Economist
Florida Chamber Foundation**

**jparrish@flfoundation.org
@DrJerryParrish**

www.theFloridaScorecard.org

Thousands of data points

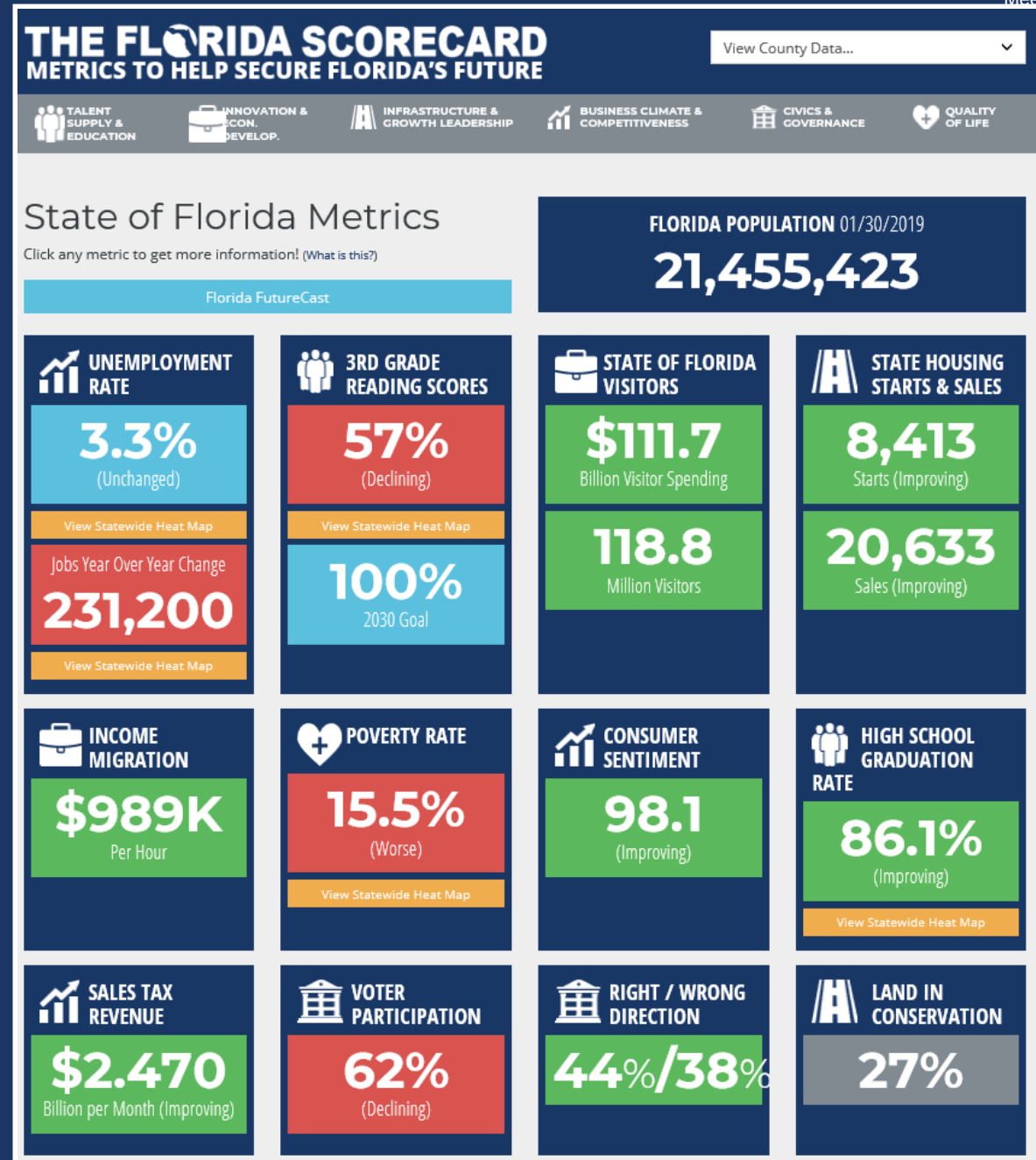
State and County Level data

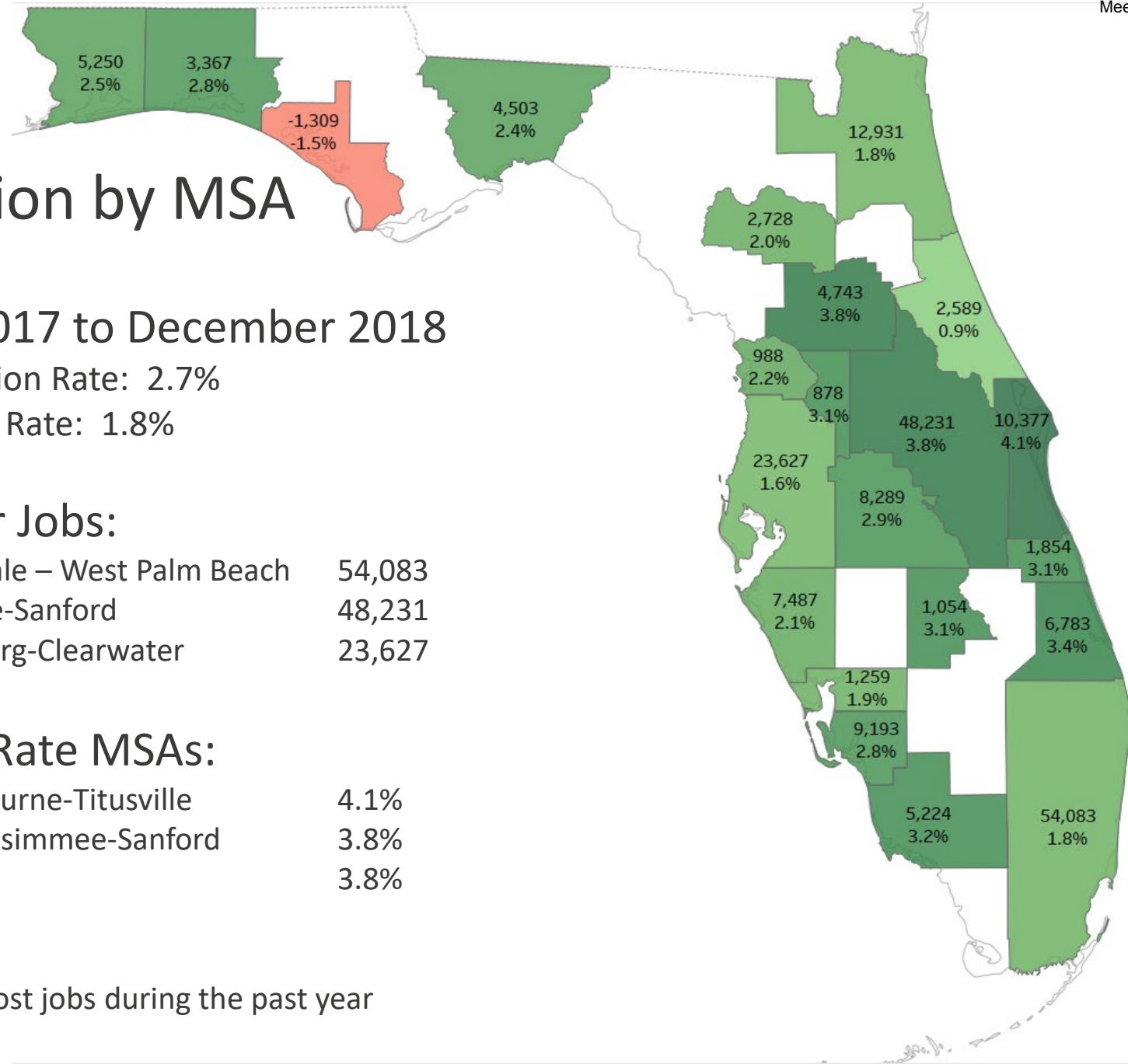
Live population counter

Downloadable Charts

Data is downloadable

Links to data sources





Job Creation by MSA

December 2017 to December 2018

Florida Job Creation Rate: 2.7%

U.S. Job Creation Rate: 1.8%

Top MSAs for Jobs:

Miami-Ft. Lauderdale – West Palm Beach	54,083
Orlando-Kissimmee-Sanford	48,231
Tampa-St. Petersburg-Clearwater	23,627

Top Growth Rate MSAs:

1. Palm Bay-Melbourne-Titusville	4.1%
2. (tie) Orlando-Kissimmee-Sanford	3.8%
2. (tie) Ocala	3.8%

Panama City MSA lost jobs during the past year

Job Creation

December 2017 to December 2018

Florida Job Creation Rate: 2.7%

U.S. Job Creation Rate: 1.8%

Top Counties for Jobs:

Orange 27,112

Broward 18,607

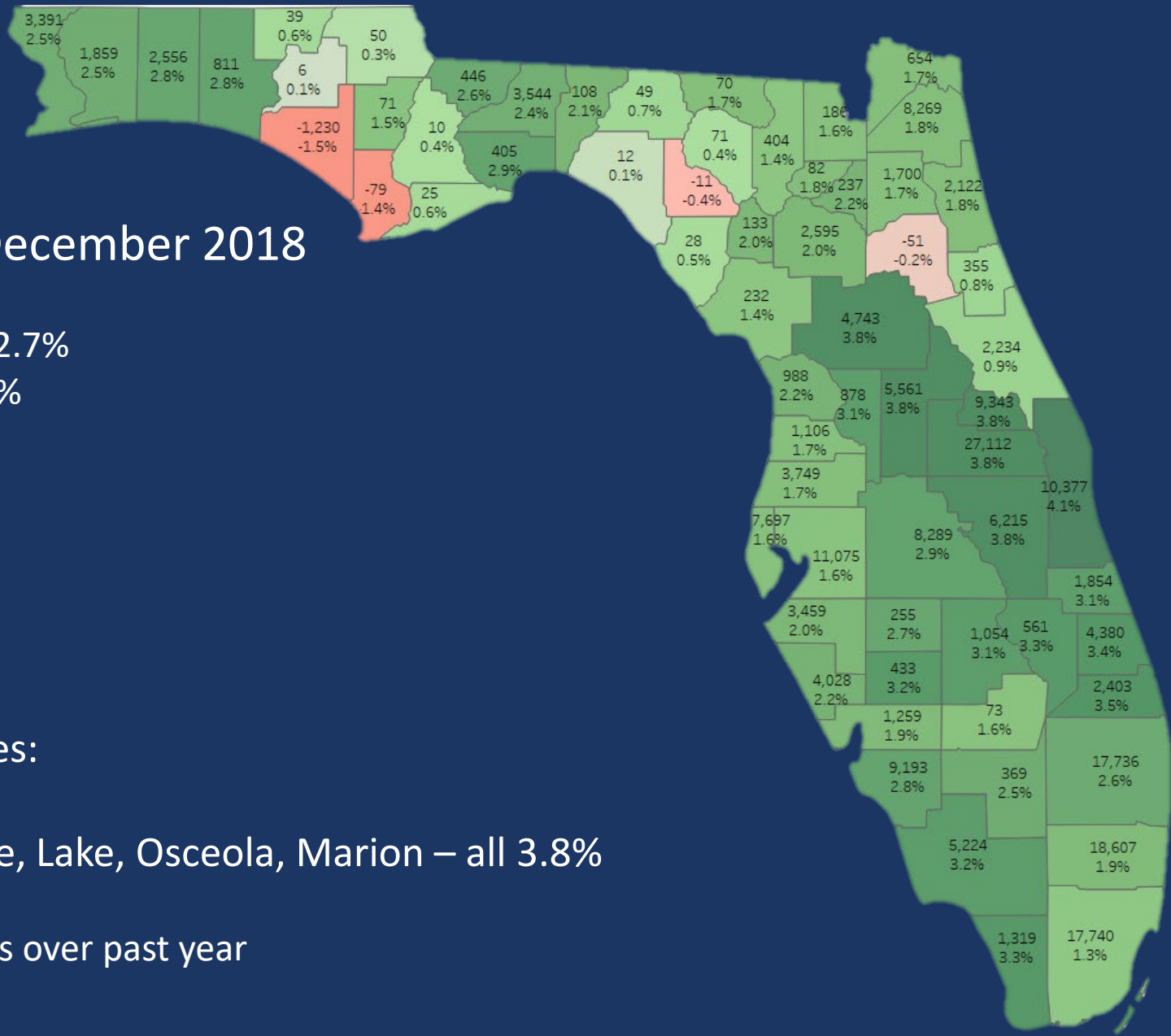
Miami-Dade 17,740

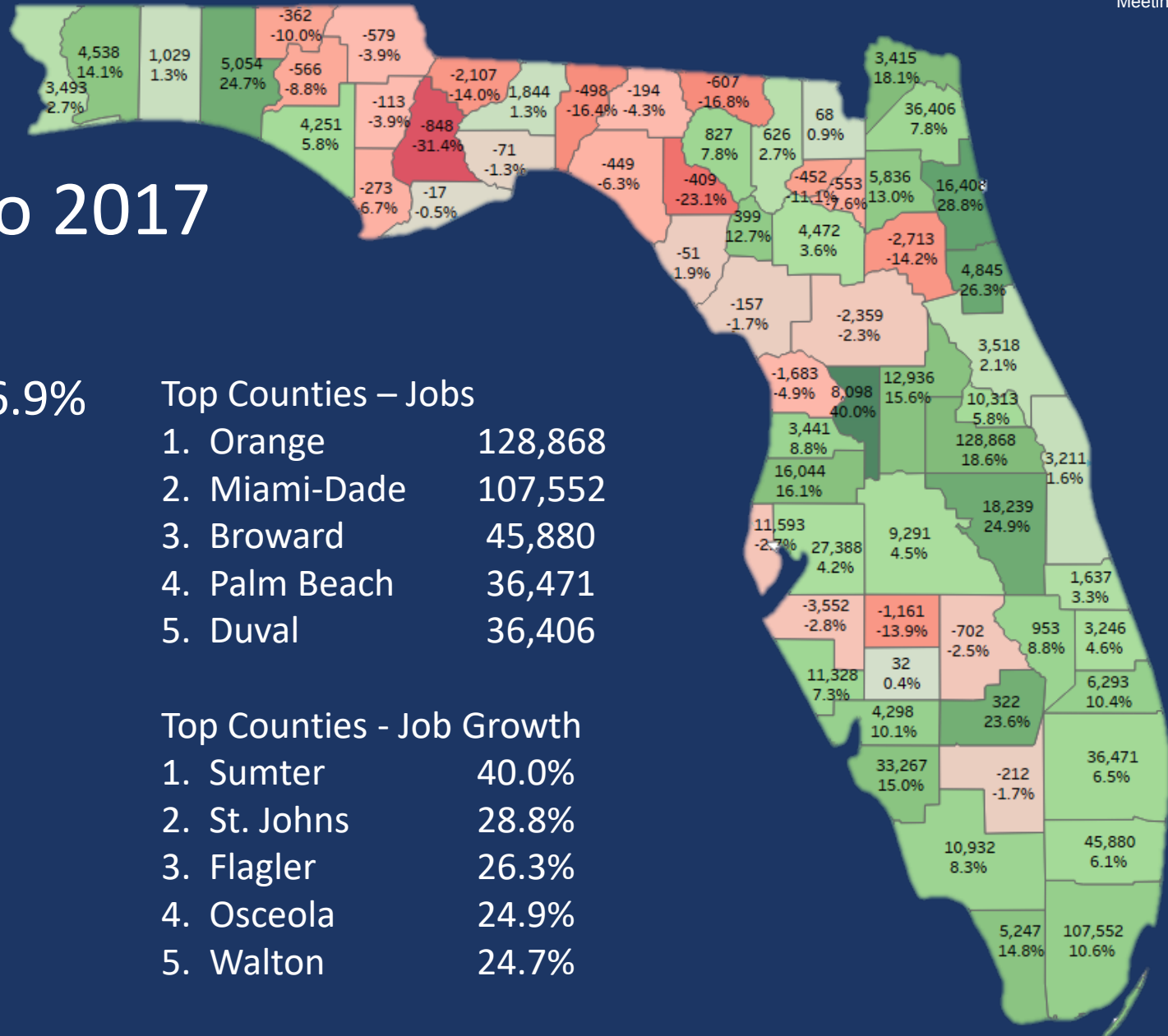
Top Growth Rate Counties:

1. Brevard 4.1%

2. (tie) Seminole, Orange, Lake, Osceola, Marion – all 3.8%

4 Florida Counties Lost Jobs over past year





Job Growth 2007 to 2017

U.S. Job Growth Rate: 6.3%

Florida's Job Growth Rate: 6.9%

26 Florida Counties Lost Jobs
between 2007 and 2017 – 38.8%

53.2% of U.S. Counties Lost Jobs
between 2007 and 2017

Top Counties – Jobs

- 1. Orange 128,868
- 2. Miami-Dade 107,552
- 3. Broward 45,880
- 4. Palm Beach 36,471
- 5. Duval 36,406

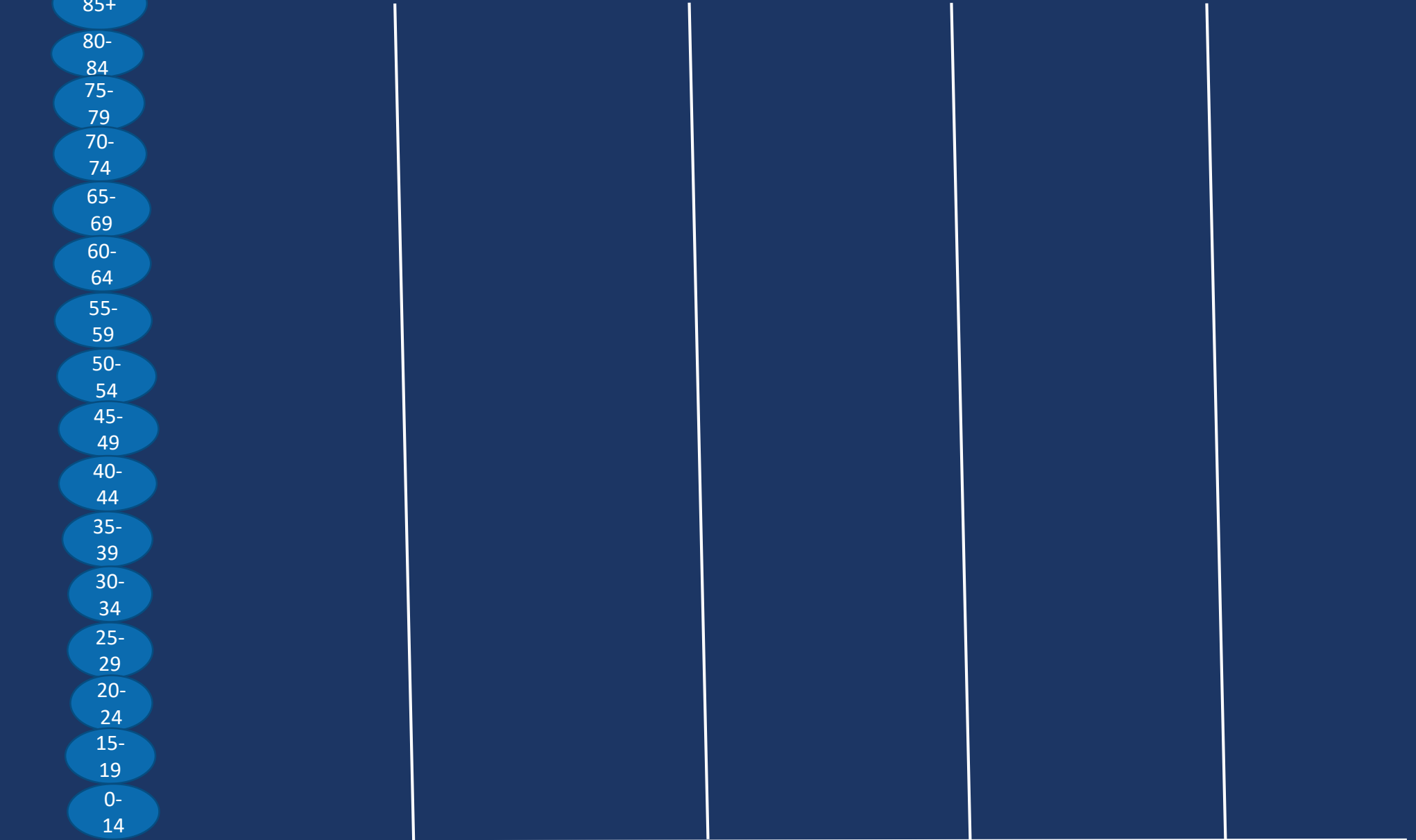
Top Counties - Job Growth

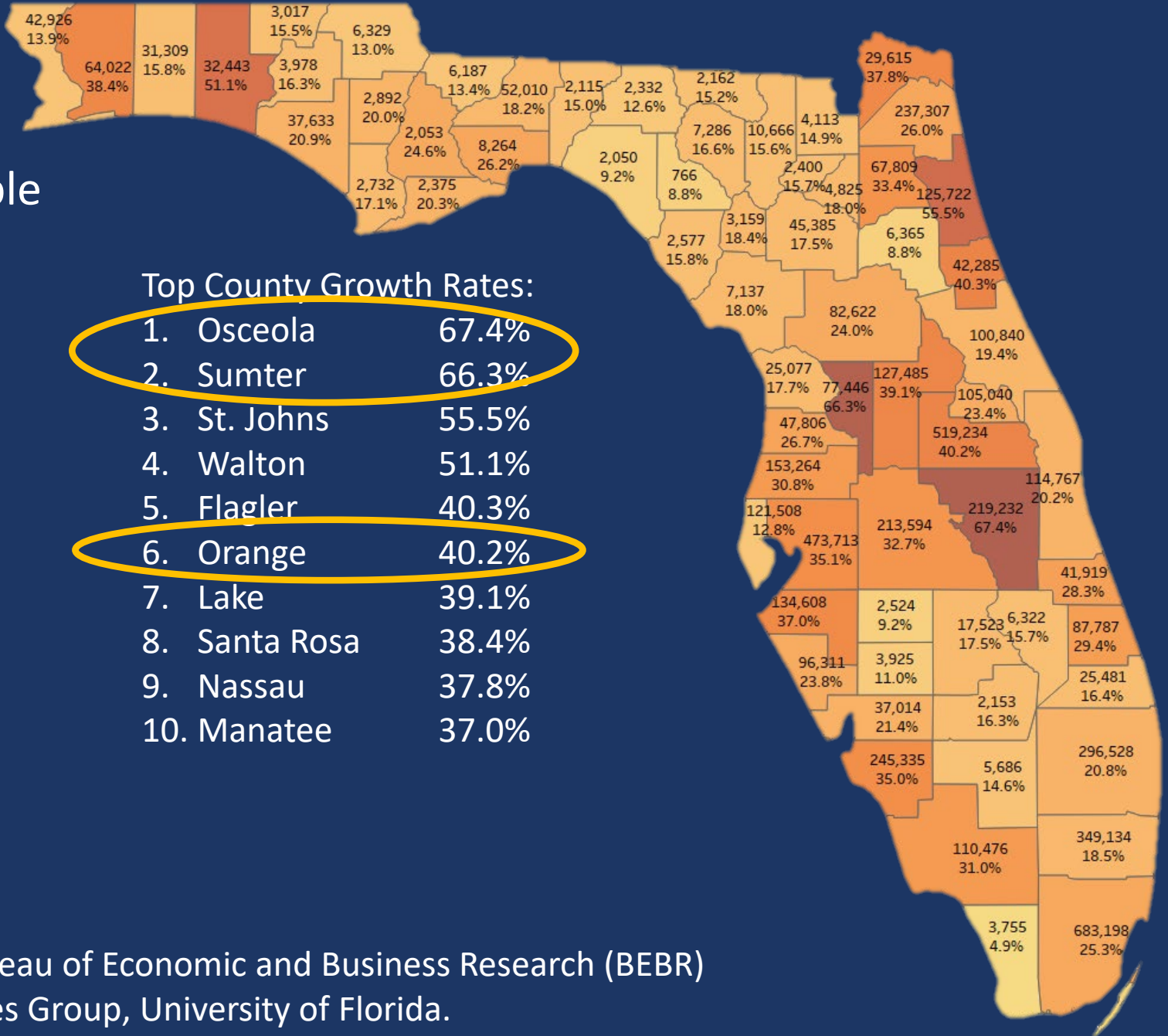
- 1. Sumter 40.0%
- 2. St. Johns 28.8%
- 3. Flagler 26.3%
- 4. Osceola 24.9%
- 5. Walton 24.7%

Florida Growth to 2030 by Age Group

Age Group

- 85+
- 80-84
- 75-79
- 70-74
- 65-69
- 60-64
- 55-59
- 50-54
- 45-49
- 40-44
- 35-39
- 30-34
- 25-29
- 20-24
- 15-19
- 0-14





Florida's Next 5 million People

Top Counties for Population Growth

1. Miami-Dade 683,198
2. Orange 519,234
3. Hillsborough 473,713
4. Broward 349,134
5. Palm Beach 296,528
6. Lee 245,335
7. Duval 237,307
8. Osceola 219,232
9. Polk 213,594
10. Pasco 153,264

Top County Growth Rates:

1. Osceola 67.4%
2. Sumter 66.3%
3. St. Johns 55.5%
4. Walton 51.1%
5. Flagler 40.3%
6. Orange 40.2%
7. Lake 39.1%
8. Santa Rosa 38.4%
9. Nassau 37.8%
10. Manatee 37.0%

The top 10 counties will account for 59.6% of Florida's Population Growth

Data Source: Bureau of Economic and Business Research (BEBR) Population Studies Group, University of Florida.

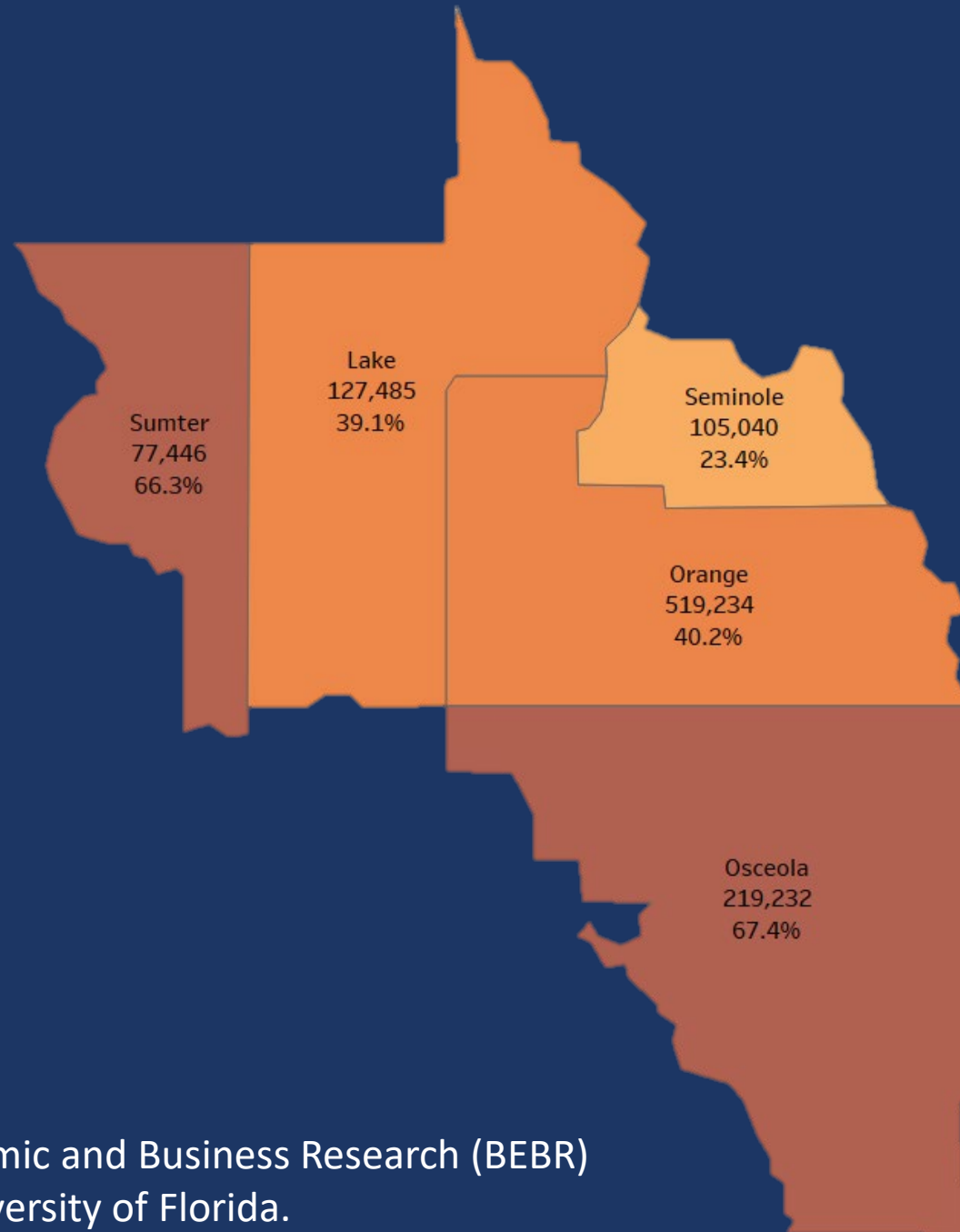
CareerSource Central Florida Region

Growth by 2030

Top Number: Number of additional people
Bottom Number: Expected growth rate by 2030

These 5 counties expected to receive 20% of the next 5 million people to Florida

1,048,437 net new people by 2030 in this area



Data Source: Bureau of Economic and Business Research (BEBR)
Population Studies Group, University of Florida.



Florida Chamber Foundation
**LESS POVERTY,
MORE PROSPERITY:**
The Florida Fiscal Cliffs Report



Kids in Poverty in Florida

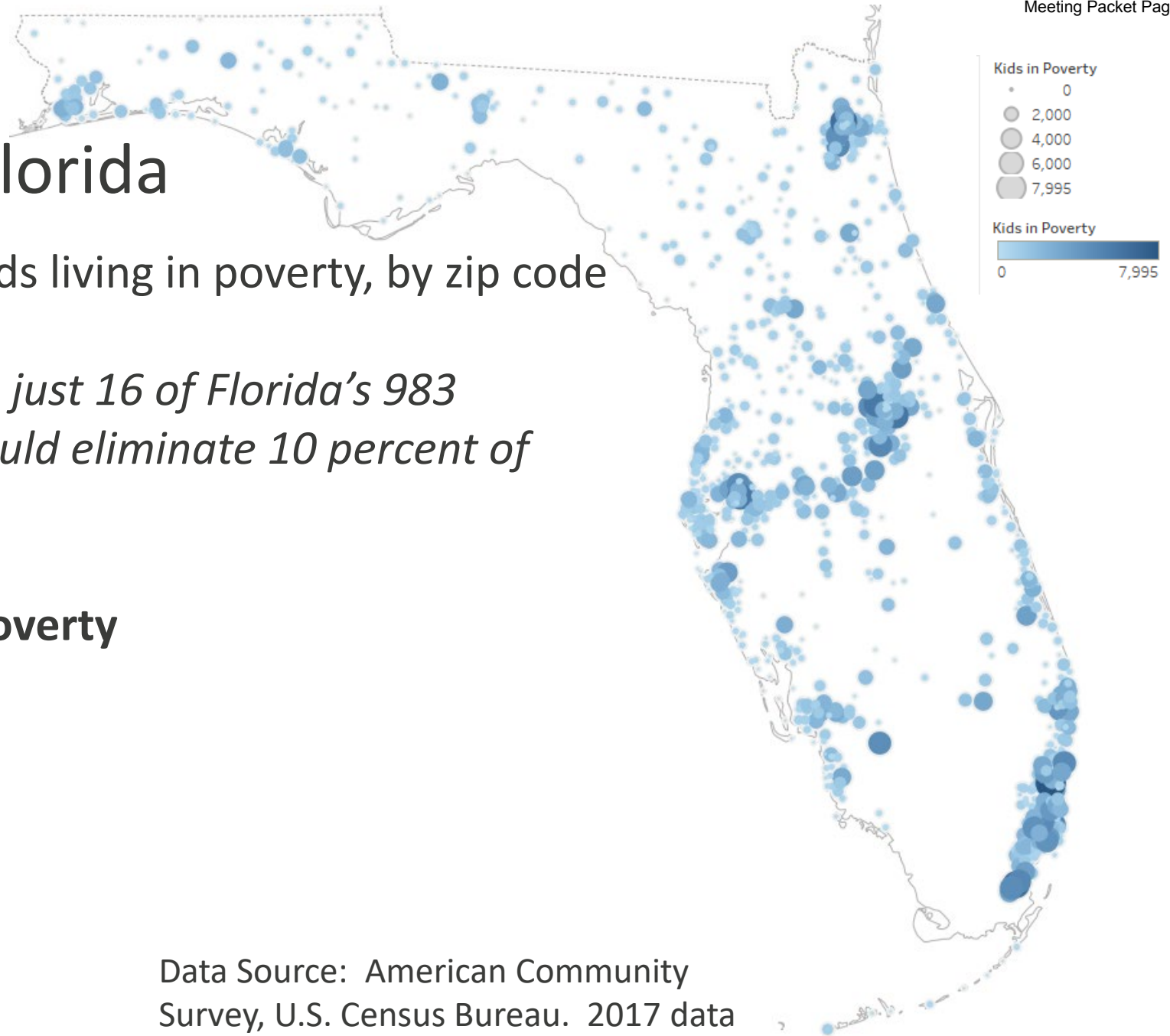
Number of under-18 year olds living in poverty, by zip code

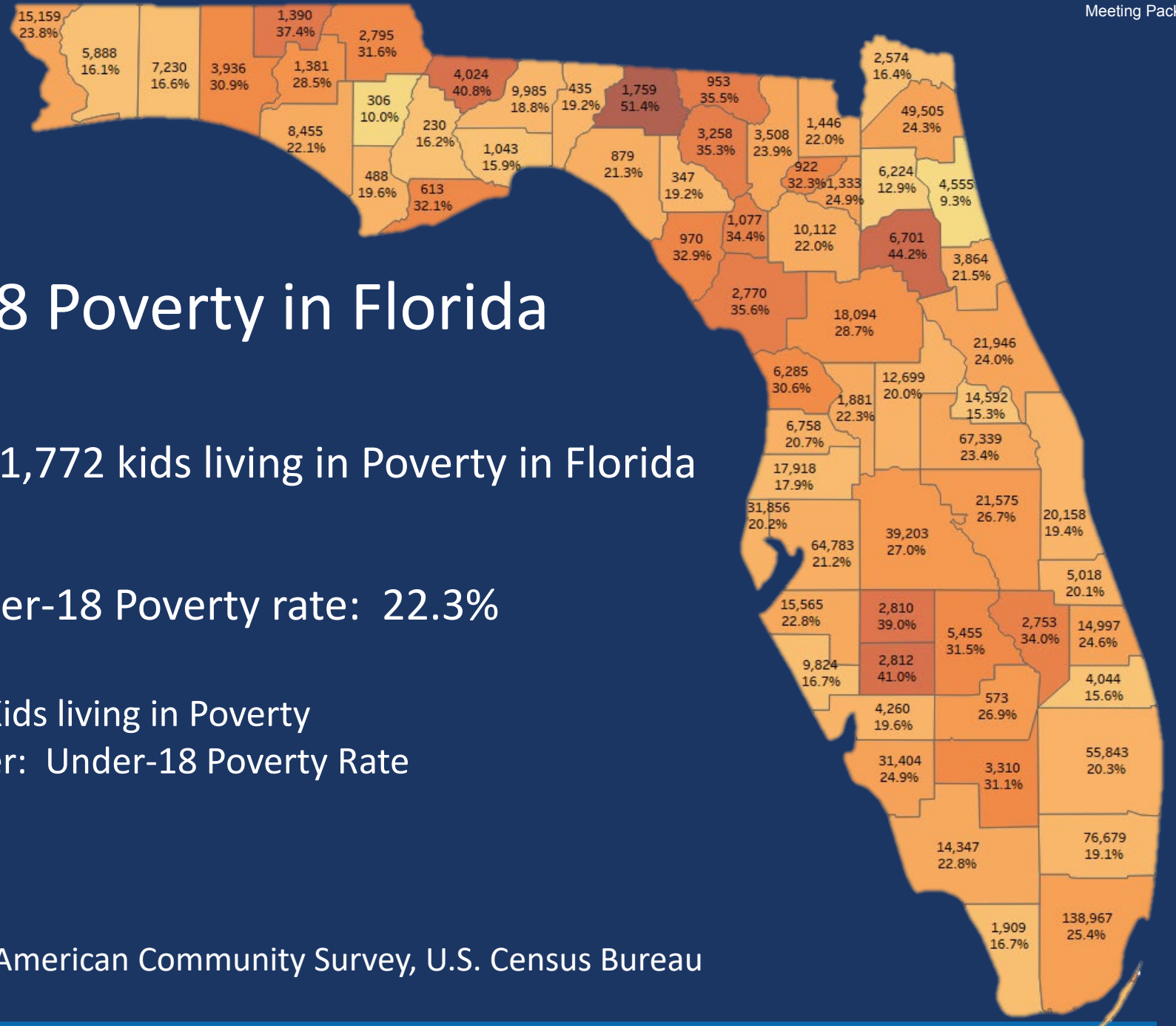
“If you eliminated poverty in just 16 of Florida’s 983 populated zip codes, you would eliminate 10 percent of child poverty in Florida”

Top Zip Codes Percent of Poverty

16	10%
39	20%
69	30%
105	40%
148	50%

Data Source: American Community Survey, U.S. Census Bureau. 2017 data





Under-18 Poverty in Florida

There are 901,772 kids living in Poverty in Florida

Florida's under-18 Poverty rate: 22.3%

Top Number: Kids living in Poverty

Bottom Number: Under-18 Poverty Rate

Data Source: American Community Survey, U.S. Census Bureau



FLORIDA JOBS 2030

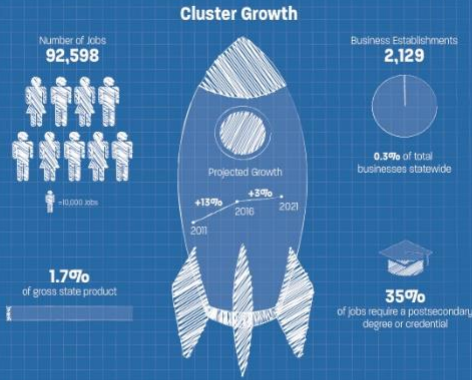
A Cornerstone
Series Report For
the Florida 2030
Initiative



**FLORIDA
CHAMBER**
Foundation

SECURING FLORIDA'S FUTURE
ffoundation.org

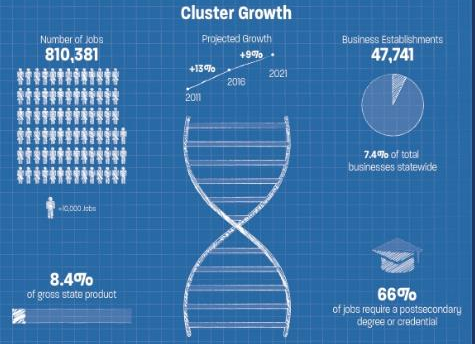
Aerospace & Aviation



Largest Sub-Clusters
with projected growth through 2021



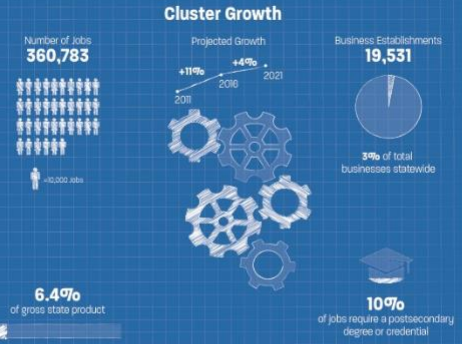
Health Care and Life Sciences



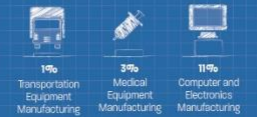
Largest Sub-Clusters
with projected growth through 2021



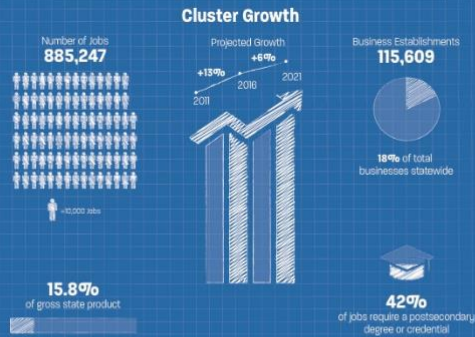
Manufacturing



Largest Sub-Clusters
with projected growth through 2021



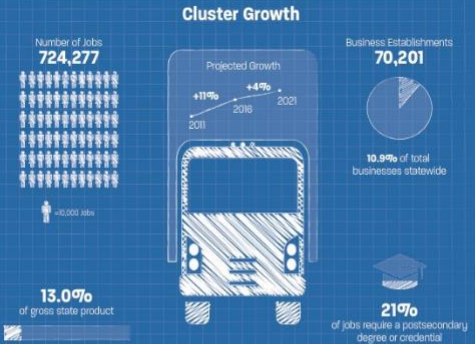
Finance and Professional Services



Largest Sub-Clusters
with projected growth through 2021

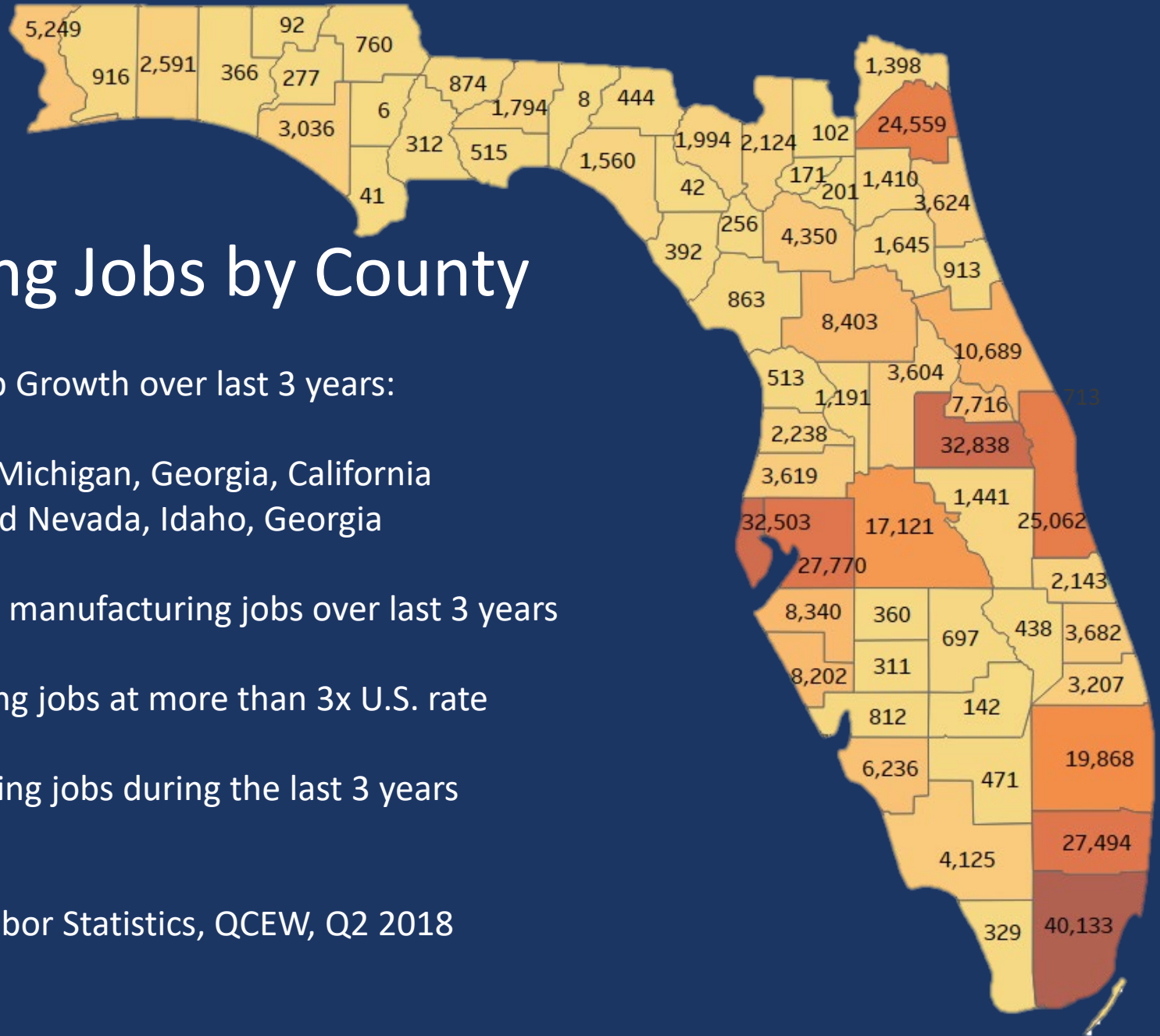


Logistics and Distribution



Largest Sub-Clusters
with projected growth through 2021





Manufacturing Jobs by County

Florida Manufacturing Job Growth over last 3 years:

28,559 jobs – 4th, behind Michigan, Georgia, California

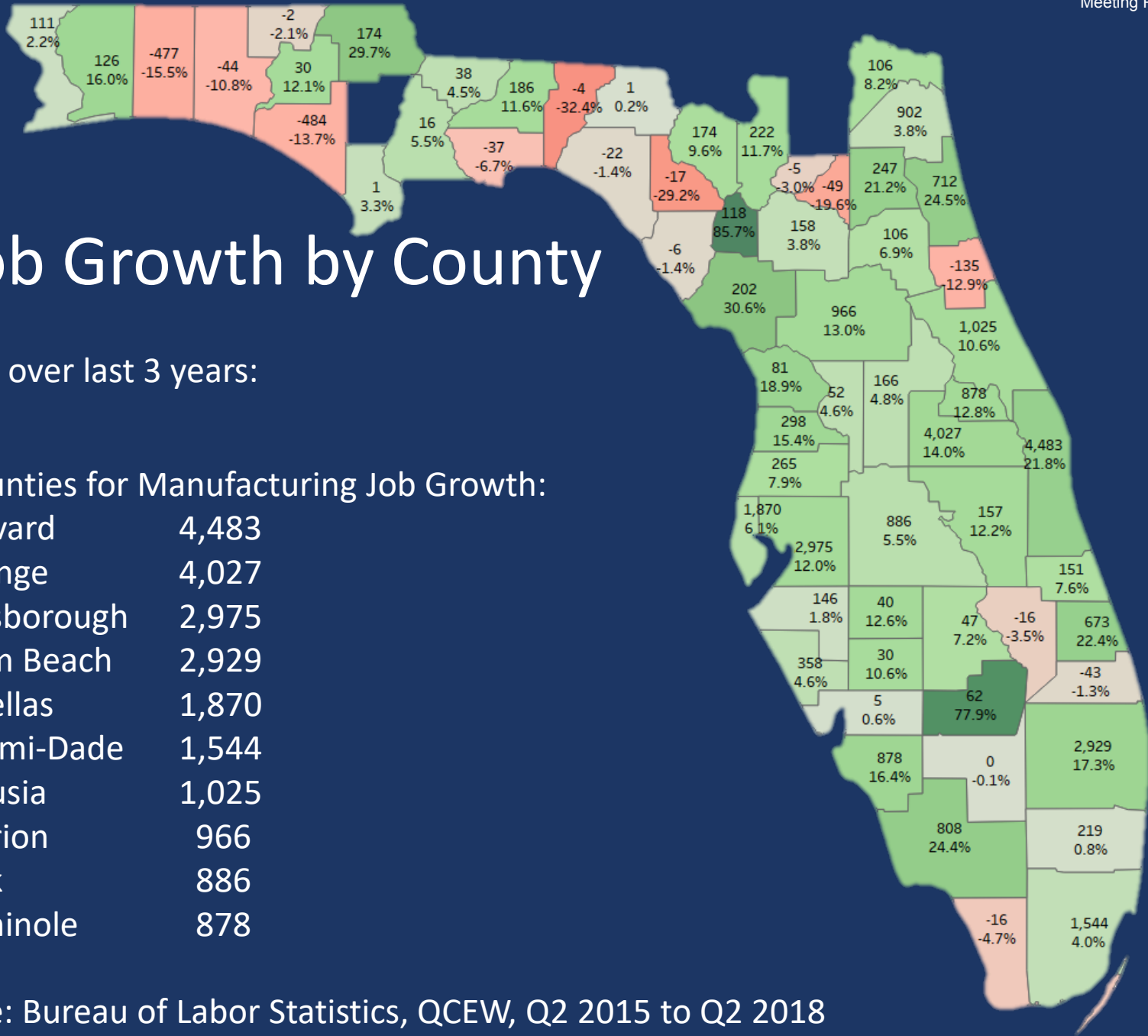
8.4% increase – 4th, behind Nevada, Idaho, Georgia

Florida grew 1 out of 11.5 manufacturing jobs over last 3 years

Florida grew manufacturing jobs at more than 3x U.S. rate

13 States lost manufacturing jobs during the last 3 years

Data Source: Bureau of Labor Statistics, QCEW, Q2 2018



Manufacturing Job Growth by County

Florida Manufacturing Job Growth over last 3 years:

Top Counties for Manufacturing Job Growth:

- 1. Brevard 4,483
- 2. Orange 4,027
- 3. Hillsborough 2,975
- 4. Palm Beach 2,929
- 5. Pinellas 1,870
- 6. Miami-Dade 1,544
- 7. Volusia 1,025
- 8. Marion 966
- 9. Polk 886
- 10. Seminole 878

Data Source: Bureau of Labor Statistics, QCEW, Q2 2015 to Q2 2018

2019 Forecasts

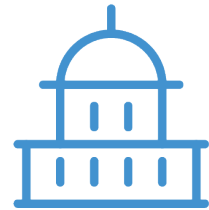
1. Jobs Created – 150,000
2. Population Increase – 330,000
3. Top Industry Growth Rates:
 1. Construction
 2. Professional & Business Services
 3. Health Services



1 PLAN
3 GOALS
6 PILLARS
for Florida 2030



1 STEERING COMMITTEE
6 ADVISORY COMMITTEES
155+ PARTNERS & LEADERS
weighing in on Florida's future



10,000+ FLORIDIANS
engaged through
83 TOWN HALLS
covering all
67 COUNTIES

Coordinates



Help secure Florida's future at Florida2030.org

Track Florida's progress at TheFloridaScorecard.org

Improving Florida's talent pipeline for a better workforce	Creating good jobs by diversifying Florida's economy	Preparing Florida's infrastructure for smart growth and development
<p>>80% of Florida's workforce has essential employability skills</p> <p>>60% of Floridians 25-64 have a high-value postsecondary certificate, degree, or training experience</p> <p>95% of entering high school students graduate within 4 years</p> <p>100% of Florida 8th graders read & perform math at or above grade level</p> <p>100% of Florida 3rd graders read at or above grade level</p> <p>100% of children are ready for kindergarten</p>	<p>Top state for gross domestic product and top quartile most diversified state economy</p> <p>#1 state for overseas visitors</p> <p>Goods exports double and services exports triple</p> <p>Top 5 state for manufacturing jobs</p> <p>Top 3 state for technology jobs</p> <p>#1 state for business startups</p> <p>Top 3 state for venture capital investments</p> <p>Top 3 state for research and development funding and patents issued</p> <p>Rural county share of Florida gross domestic product doubles</p>	<p>Diverse, attainable housing to meet future demand</p> <p>Every resident has access to public and private mobility services</p> <p>All major population and economic centers connected to regional, national, and global markets by high-capacity corridors</p> <p>World's most capable spaceport; top-tier airports, seaports, and surface transportation hubs in U.S.</p> <p>100% of Florida residents have access to high-speed communications connectivity</p> <p>Diverse and reliable energy, water, and waste management resources to meet future demand</p> <p>All Florida residents protected by resiliency plans</p>
Building the perfect climate for business	Making government and civics more efficient and effective	Championing Florida's quality of life
<p>Actuarially sound property insurance rates based on actual risk and competition</p> <p>#1 business tax climate in the nation</p> <p>Regulatory, labor, and operating risk environments rated among top 5 in the nation</p> <p>Environmental permitting and local land use processes rated among top quartile in the nation</p> <p>Occupational licensing laws rated among top 5 in the nation</p> <p>Legal climate improves to top quartile in the nation</p>	<p>100% of state agencies aligned with Florida 2030 goals</p> <p>100% of regional economic development plans aligned with Florida 2030 goals</p> <p>100% of Florida residents covered by regional visioning processes</p> <p>Increased size and impact of nonprofit and philanthropic sectors</p> <p>Doubling the rate of Floridians who volunteer and participate in civic and public service, moving us from the bottom to the top quartile</p>	<p>Top 5 state for overall well being</p> <p>Florida's brand and reputation as best place to live, work, raise a family, visit, learn, play, relocate, and compete remains top in the nation</p> <p><10% of Florida children live in poverty and 100% have a pathway out</p> <p>< 10% of Florida residents live in housing-cost burdened households</p> <p>Crime rates rank among the lowest 10 states</p> <p>Florida protects and enhances the value of its arts, culture, heritage, and sense of place</p>

ADVANCED MANUFACTURING INSIGHTS

CSCF 5 YEAR SITUATIONAL ANALYSIS

Advanced Manufacturing

Problem

- ✓ In 2014, Manufacturing Specific Training Options Weren't Available

Solutions In 2015

- ✓ Valencia College Partnership:
 - Developed & Supported Enrollment into New Programs Funded By Department of Labor
 - New Manufacturing Center Opened
 - Embedded Dedicated, Onsite CSCF Staff Member
- ✓ Discontinued Long-term Training Programs; Increased Short-term Programs (6 - 12 Months)

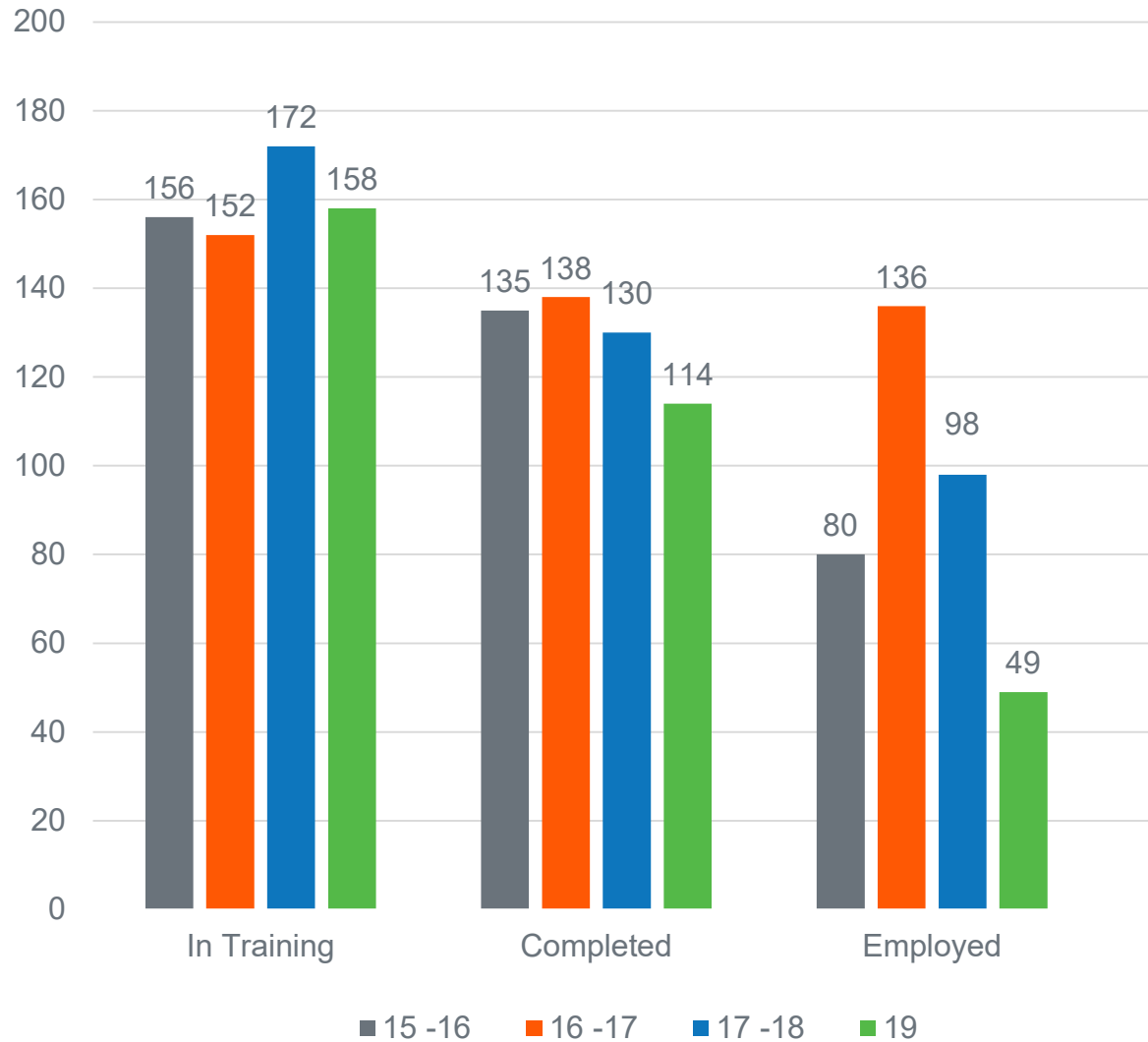
Solutions In 2018

- ✓ Lake Technical College Partnership:
 - Advanced Manufacturing Center Opened
 - Expansion of Training Programs
- ✓ UCF/Valencia Campus
 - Debut of Another Manufacturing Center Downtown Orlando
- ✓ Diversification of Training Options

ADVANCED MANUFACTURING TRAINING OUTCOMES

CSCF Impact

2015 – 2019



- **Training:**
 - ✓ 638 Trained in Over 3.5 Years

- **Completed:**
 - ✓ 520 Completed Training
 - ✓ 76% Completion Rate
 - ✓ On Target to Exceed Last Year's Total by a Large Margin

- **Employed:**
 - ✓ 360 Verified Employment
 - ✓ 86% of Career Seekers Gained Verified Employment in the Advanced Manufacturing Industry
 - ✓ Gained Employment at an Average Wage of \$14.35/hr.

OPPORTUNITIES FOR CSCF

Strategic Focus

\$1.325M Advanced Manufacturing Training Investment in 18 - 19

**** Nearly Equivalent to the \$1.4M Training Investment Made in the Previous 3 Years Combined ****

Expand Advanced Manufacturing Business Customers

Currently Working with 160 Manufacturers but the Potential Pool Is + 2,000

Analyze Current Training Programs to Confirm Skill Alignment

Expand Training Programs to Address the Largest of Sector Jobs in Manufacturing Overall
Ensure Training Programs Deliver Soft and Hard Skills Employers Want

Take Advantage of 4% Industry Growth

Technology is Redefining Careers

Continue Monitoring the New Technology Jobs to Ensure CSCF is Providing the Right Training Programs
Ensure Soft and Hard Skills In Demand Are Delivered in Training Programs

Maintain Strong Partnerships

Continue Collaborating with Educational Institutions to Add Training Programs to Meet Industry Demands

Thank you!

[RETURN TO AGENDA](#)

