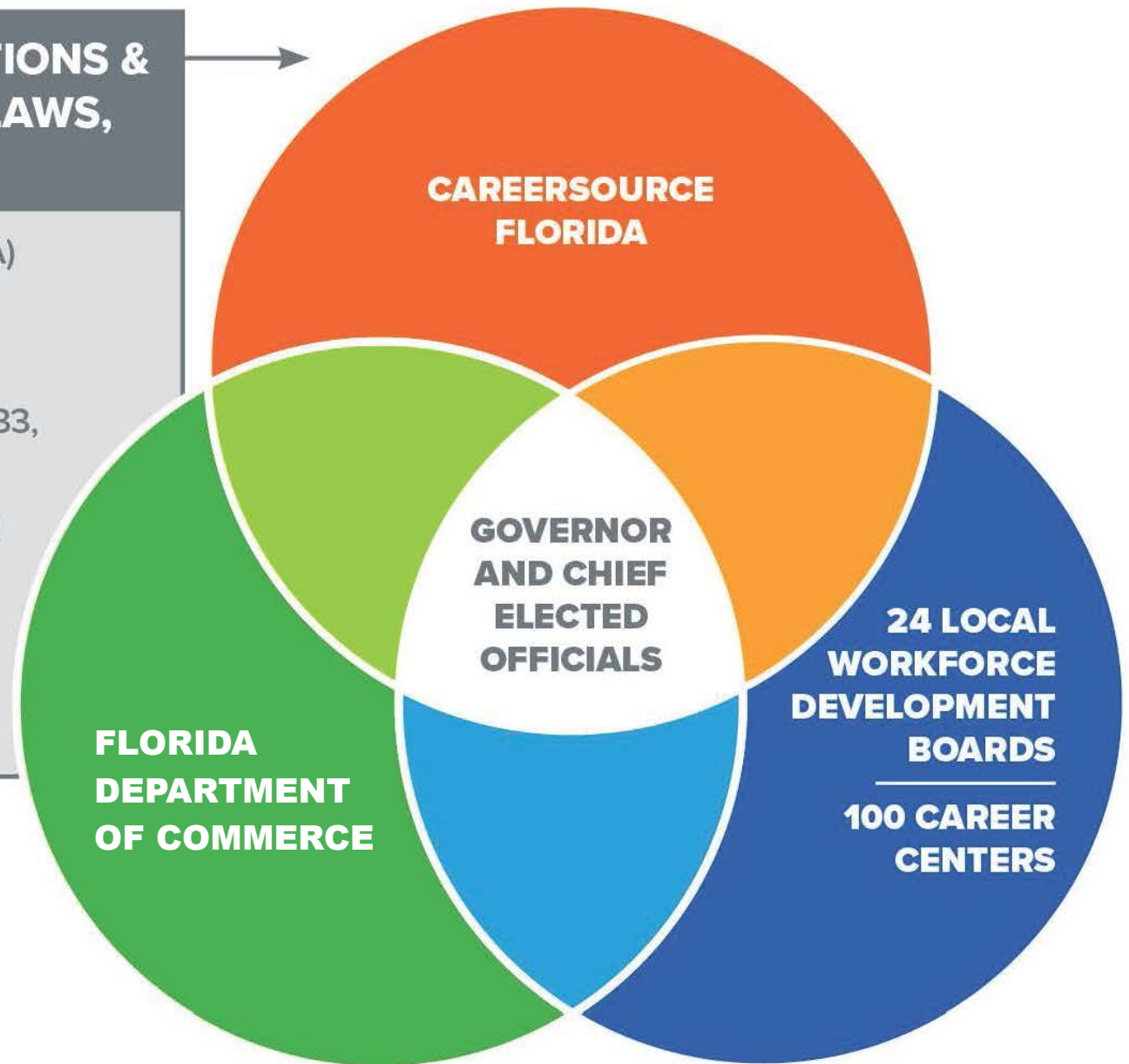


## **SECTION 2**

## FEDERAL PUBLICATIONS & GUIDANCE; STATE LAWS, RULES & POLICY

- Public Law 113-128 (WIOA)
- Public Law 104-193 (TANF Block Grants)
- Wagner-Peyser Act of 1933, as amended
- USDOL Employment and Training Administration Final Rule 20 CFR Part 652 et al.
- FL Statutes Ch. 445



**CAREERSOURCE FLORIDA NETWORK**

## Florida's Workforce System Partners

CareerSource Florida is a statewide network of career development professionals who work to find, develop and keep qualified talent. Programs are available to help businesses identify and cultivate the state's talent pool so that prospective employees have the skills and experience companies need.

Connecting employers with qualified, skilled talent, and job seekers with employment and career development opportunities, will help achieve economic prosperity.

### Structure of the System

#### CareerSource Florida (CSF)



CSF is a business-led statewide workforce investment board that provides policy oversight to the regional workforce boards and designs strategies to address critical statewide workforce needs. The board consists of business, education and government leaders appointed largely by the Governor. Two members each are appointed by the Florida Senate and the Florida House of Representatives.



#### Florida Department of Commerce (Florida Commerce)

Previously Florida Department of Economic Opportunity [DEO]), Florida Commerce serves as the fiscal and administrative agency for the state workforce system.

#### Local Workforce Development Boards

Local workforce boards have flexibility, through their own business-led boards, to design local strategies and programs to serve job seekers and employers in their communities. Statewide, local boards oversee career centers where job seekers and employers can go for recruiting, employment and training assistance and more.



CareerSource Heartland – Local Workforce Development Area 19 – serves DeSoto, Hardee, Highlands and Okeechobee Counties.

# The CareerSource Florida Network



## CareerSource Florida

### *State Policy and Investment Board*

- Workforce Development
  - ✓ Market-Driven Strategies
  - ✓ Competitive Projects
  - ✓ Training Grants
- Data and Analytics
- Strategic Planning
  - ✓ RWB Local Strategic Plan Approval
- Policy Development
- Funding Allocations
- Chartering Regional Boards

## Florida Department of Commerce

### *State Administrative and Fiscal Agency*

- Program Administration and Guidance
- Program Compliance and Financial Monitoring
- Federal Program Performance and Financial Reporting
- Technical Assistance and Support
- Workforce Staff Training and Development
- Labor Market Information (BLS)

## Workforce Boards\*

### *Employer and Job Seeker Service Providers*

- Workforce Service Delivery to Job Seekers and Employers
  - ✓ Career Centers Operations/Oversight
  - ✓ Business Services Representatives
- Local Strategic Plan Development and Implementation
- Local Compliance, Financial Oversight and Accountability
- Local Workforce Performance and Financial Tracking and Reporting

\*Each of the 24 workforce boards in the state are known as Local Workforce Development Areas/Boards, utilizing "CareerSource" and their respective geo-location in their logo.



## **Our Vision and Mission**

### **Vision Statement**

Florida will have the nation's top-performing economy and be recognized as the world's best place to live, learn, play, work and do business.

### **Mission Statement**

In collaboration with our public and private partners, assist the Governor in advancing Florida's economy for every Floridian by championing the state's economic development vision and implementing innovative initiatives to help citizens, communities, businesses and visitors thrive.

### **Guiding Principles**

**Goal 1. Lead the nation in economic growth and prosperity by supporting talent and business development.**

**Goal 2. Lead the nation in global competitiveness by promoting Florida's innovation, pro-business climate and opportunity.**

**Goal 3. Lead the nation in quality of life and quality places by providing safe, healthy and resilient communities.**

### **Goals and Objectives**

**Goal 1. Lead the nation in economic growth and prosperity by supporting talent and business development.**

Objective 1.1. Provide market-relevant workforce development, training and placement services and individual assistance that meet the needs of Florida business and job seekers.

**Goal 2. Lead the nation in global competitiveness by promoting Florida's innovation, pro-business climate and opportunity.**

Objective 2.1. Provide loans, grants and other financial support for small businesses and targeted industries in both rural and metro communities.

Objective 2.2. Ensure accountability, efficiency and quality of DEO programs, services and partnerships to safeguard taxpayer dollars.

**Goal 3. Lead the nation in quality of life and quality places by providing safe, healthy and resilient communities.**

Objective 3.1. Expand collaboration with federal, state, regional and local organizations to ensure successful implementation of statewide economic development goals.

Objective 3.2. Provide prioritized technical assistance, services and financial resources to ensure the success of Floridians and our communities.



## State Strategic Vision and Goals

### (b) State Strategic Vision and Goals.

The Unified or Combined State Plan must include the State’s strategic vision and goals for developing its workforce and meeting employer needs in order to support economic growth and economic self-sufficiency. This must include—

(1) **Vision.** Describe the State’s strategic vision for its workforce development system.

Florida seeks to be number one in workforce education and talent development by 2030, fulfilling a commitment to current and future businesses that Florida is focused on building economic prosperity for all Floridians.

- Florida defines the larger workforce development ecosystem to include businesses, education, and economic development entities, along with providers of human services.
- Florida’s workforce development system is market-driven and results-oriented, focused on providing services that are customer centered, high quality, and relevant to the labor market to Florida businesses and job seekers.
- Florida aligns goals and strategies across all core and combined partners to ensure resources are maximized toward positively impacting services to Florida businesses and job seekers.

(2) **Goals.** Describe the goals for achieving this vision based on the analysis in (a) above of the State’s economic conditions, workforce, and workforce development activities. This must include—

- (A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment and other populations.
- (B) Goals for meeting the skilled workforce needs of employers.

Florida’s goals for preparing an educated and skilled workforce that meets the needs of Florida businesses include:

- Developing a comprehensive education, employment, and training ecosystem that includes contributions from industry stakeholders and core and combined partners that streamlines access to high-quality workforce services and increases prosperity for employers and workers.



- Working collaboratively with core and combined partners to expand Florida’s labor force to meet employer demand while identifying and addressing barriers for opportunity populations.
- Reducing duplication of services and maximizing efficient use of human and financial resources to serve Florida businesses and job seekers through aligning and expanding partnerships that leverage and braid funding and coordinate programming to improve outcomes and accountability.
- Reducing welfare dependency and increasing economic self-sufficiency for Floridians by focusing on community collaboration between workforce, education, industry, and other partners to break down community silos and maximize the effectiveness of workforce development efforts.
- Diversifying Florida’s industry sectors of focus through enhanced, focused engagement with business and education stakeholders to build talent pipelines and enhance Florida’s productivity and competitiveness.

(3) **Performance Goals.** Using the table provided in Appendix 1, include the State's expected levels of performance relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) of WIOA. (This Strategic Planning element only applies to core programs.)

Core WIOA program partners continue efforts to refine a process for collecting data and reporting performance. Core programs will assist state and local workforce development boards to negotiate levels of performance based on the statistical adjustment model. This model takes into consideration state and local economic factors including unemployment rates, industry sectors, and characteristics of participants entering the program (e.g., work history, work experience, educational/occupational skills attainment, literacy levels, disability status, etc.). The core measures include:

- Percentage of participants in unsubsidized employment during second quarter after exit.
- Percentage of participants in unsubsidized employment during fourth quarter after exit.
- Median earnings of participants during second quarter after exit.
- Percentage of participants who obtain a postsecondary credential or secondary school diploma within one year after exit.
- Achievement of measurable skill gains toward credential or employment



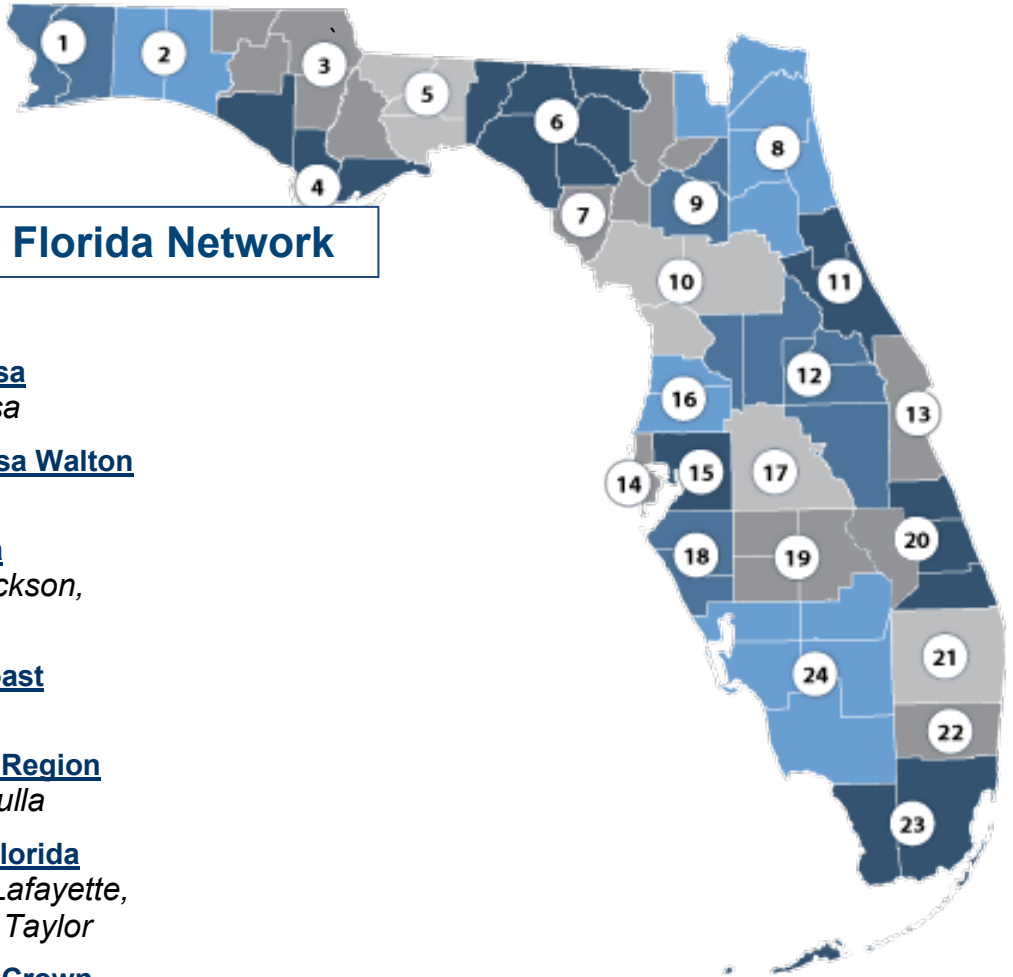


- Effectiveness in serving employers.

Negotiated levels of performance are reviewed and approved by the core program senior leadership, the state workforce investment board, and the Governor. Data are housed in the Florida Education and Training Placement Information Program (FETPIP) system for quarterly and annual reporting by WIOA core program partners. Tables with updated performance and negotiated performance goals are in Section III of this plan.

**Additional Performance Goals.** Combined and core partners have collaborated and in addition to the WIOA performance goals addressed in this section, have agreed to focus on the following statewide goals that impact the larger workforce development system in the state:

- Increase state labor force participation to 63%.
- Ensure 60% of Floridians aged 25-70 have a credential of value by 2030.
- Median wages greater to or equal to 75% of the median hourly wage in Florida.
- By 2030, increase the statewide 2nd quarter after exit employment rate by 10% for each of the following populations:
  - o Individuals 55 years and older.
  - o Youth.
  - o Individuals receiving SNAP and TANF benefits.
  - o Individuals without a HS Diploma or in ESL.
  - o Individuals with disabilities.
- Total of 7,000 newly registered apprentices annually by 2030.
- 450 registered apprenticeship programs by 2030.
- 110 registered pre-apprenticeship programs by 2030.
- Increase percentage of 12th grade secondary CTE concentrators to 25% of total enrollment.
- Build talent pipeline for targeted new and emerging industries of focus by assisting 1,000 individuals to earn credentials that directly support the sector.



**“CareerSource” Florida Network**

1. **CareerSource Escarosa**  
*Escambia, Santa Rosa*
2. **CareerSource Okaloosa Walton**  
*Okaloosa, Walton*
3. **CareerSource Chipola**  
*Calhoun, Holmes, Jackson, Liberty, Washington*
4. **CareerSource Gulf Coast**  
*Bay, Franklin, Gulf*
5. **CareerSource Capital Region**  
*Gadsden, Leon, Wakulla*
6. **CareerSource North Florida**  
*Hamilton, Jefferson, Lafayette, Madison, Suwannee, Taylor*
7. **CareerSource Florida Crown**  
*Columbia, Dixie, Gilchrist, Union*
8. **CareerSource Northeast Florida**  
*Baker, Clay, Duval, Nassau, Putnam, St. Johns*
9. **CareerSource North Central Florida**  
*Alachua, Bradford*
10. **CareerSource Citrus Levy Marion**  
*Citrus, Levy, Marion*
11. **CareerSource Flagler Volusia**  
*Flagler, Volusia*
12. **CareerSource Central Florida**  
*Lake, Orange, Osceola, Seminole, Sumter*
13. **CareerSource Brevard**  
*Brevard*
14. **CareerSource Pinellas**  
*Pinellas*
15. **CareerSource Tampa Bay**  
*Hillsborough*
16. **CareerSource Pasco Hernando**  
*Pasco, Hernando*
17. **CareerSource Polk**  
*Polk*
18. **CareerSource Suncoast**  
*Manatee, Sarasota*
19. **CareerSource Heartland**  
*Desoto, Hardee, Highlands, Okeechobee*
20. **CareerSource Research Coast**  
*Indian River, Martin, St. Lucie*
21. **CareerSource Palm Beach County**  
*Palm Beach*
22. **CareerSource Broward**  
*Broward*
23. **CareerSource South Florida**  
*Miami-Dade, Monroe*
24. **CareerSource Southwest Florida**  
*Charlotte, Collier, Glades, Hendry, Lee*