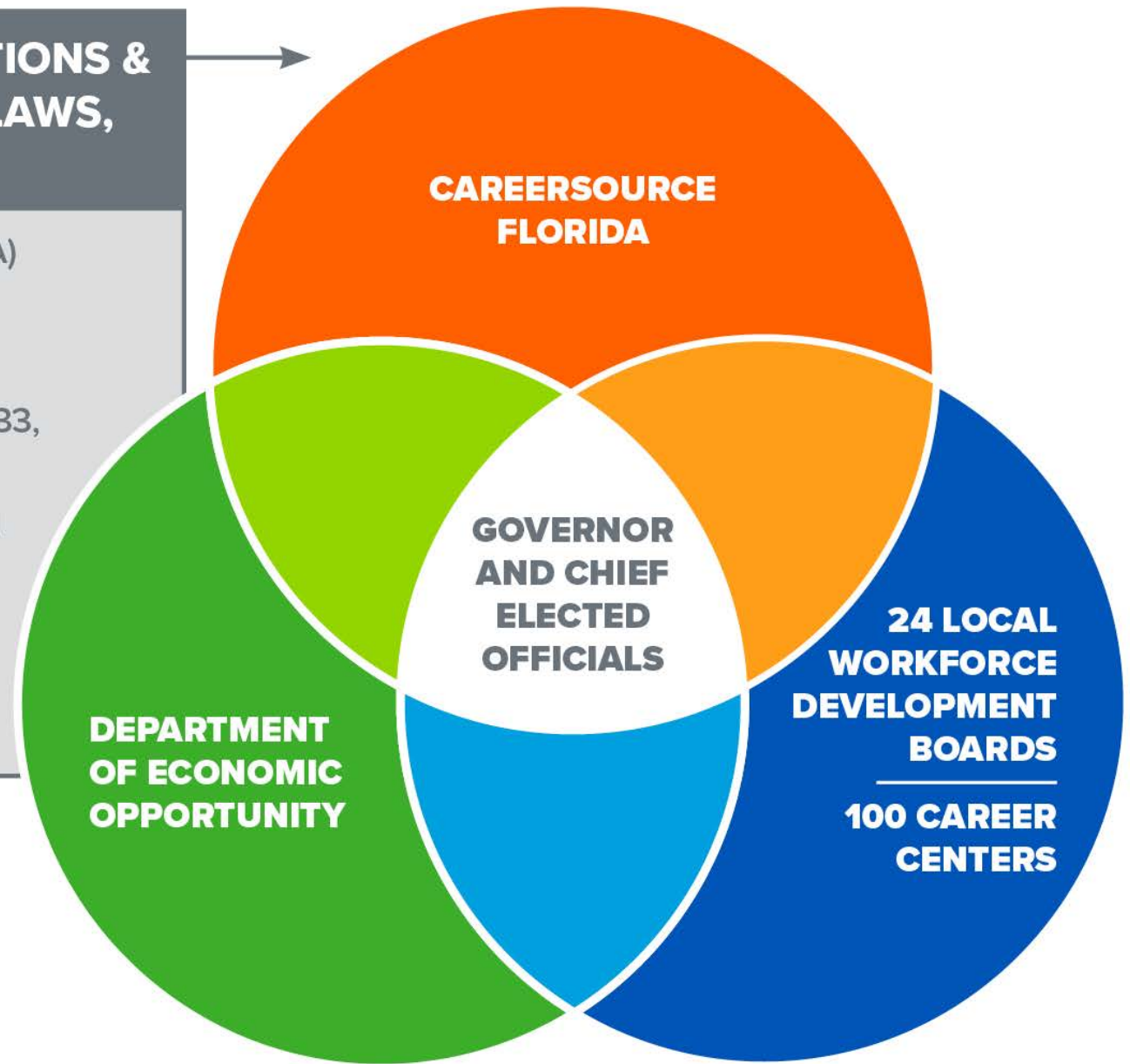


FEDERAL PUBLICATIONS & GUIDANCE; STATE LAWS, RULES & POLICY

- 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



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.

Department of Economic Opportunity (DEO)



DEO serves as the fiscal and administrative agency for the state workforce system.

Local Workforce Development Boards

24 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 nearly 100 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

Department of Economic Opportunity

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.

1. Agency Vision, Mission, Goals and Objectives

The Florida Department of Economic Opportunity's (DEO) Long-Range Program Plan is performance-based, with a five-year planning horizon designed to establish agency priorities and policies for the future as they relate to its established goals and objectives. In developing the present Long Range Program Plan, DEO reviewed and evaluated all current activities and performance in accordance with the department's statutory mission. Standards were strengthened to further improve and integrate measurement of core mission performance.

Table 1. DEO Vision, Mission, Goals and Objectives

Agency Vision	
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.	
Agency Mission	
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.	
Agency 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.

The FDBS conducts ongoing training needs assessment to ensure compliance of federal and state mandates and examines individual personnel training requirements related to current job performance, future job requirements and promotional or career advancement needs.

Adult education programs in Florida are provided by school districts, colleges and community-based organizations. While some counties may not offer adult education programs, colleges in those service areas were awarded federal grants to provide adult education programs in those areas. There are 202 locations offering adult education services. This includes main sites and satellite programs located throughout the community. Transportation is a barrier for many adults so local programs plan locations that are accessible for potential adult students.

(b) State Strategic Vision and Goals

(1) Vision

Through the implementation of WIOA, Florida has a business-led, market-responsive, results-oriented and integrated workforce development system. The enhanced system fosters customer service excellence, seeks continuous improvement and demonstrates value by enhancing employment opportunities for all individuals. Focused and deliberate collaboration between education, workforce and economic development networks maximizes the competitiveness of businesses and the productivity of the state's workforce. This increases opportunities and economic prosperity.

(2) Goals

Florida's goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment and other populations, to meet employers' need for a skilled workforce, are below. These broad goals are designed to achieve the strategic vision:

- Enhance alignment and market responsiveness of workforce, education and economic development systems through improved service integration that provides businesses with skilled, productive and competitive talent and Floridians with employment, education, training and support services that reduce welfare dependence and increase opportunities for self-sufficiency, high-skill and high-wage careers and lifelong learning.
- Promote accountable, transparent and data-driven workforce investment through performance measures, monitoring and evaluation that inform strategies, drive operational excellence, lead to the identification and replication of best practices and empower an effective and efficient workforce delivery system.
- Improve career exploration, educational attainment and skills training for in-demand industries and occupations for Florida youth and individuals with barriers to employment that lead to enhanced employment, career development, credentialing, and postsecondary education opportunities.

(3) Performance Goals

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:

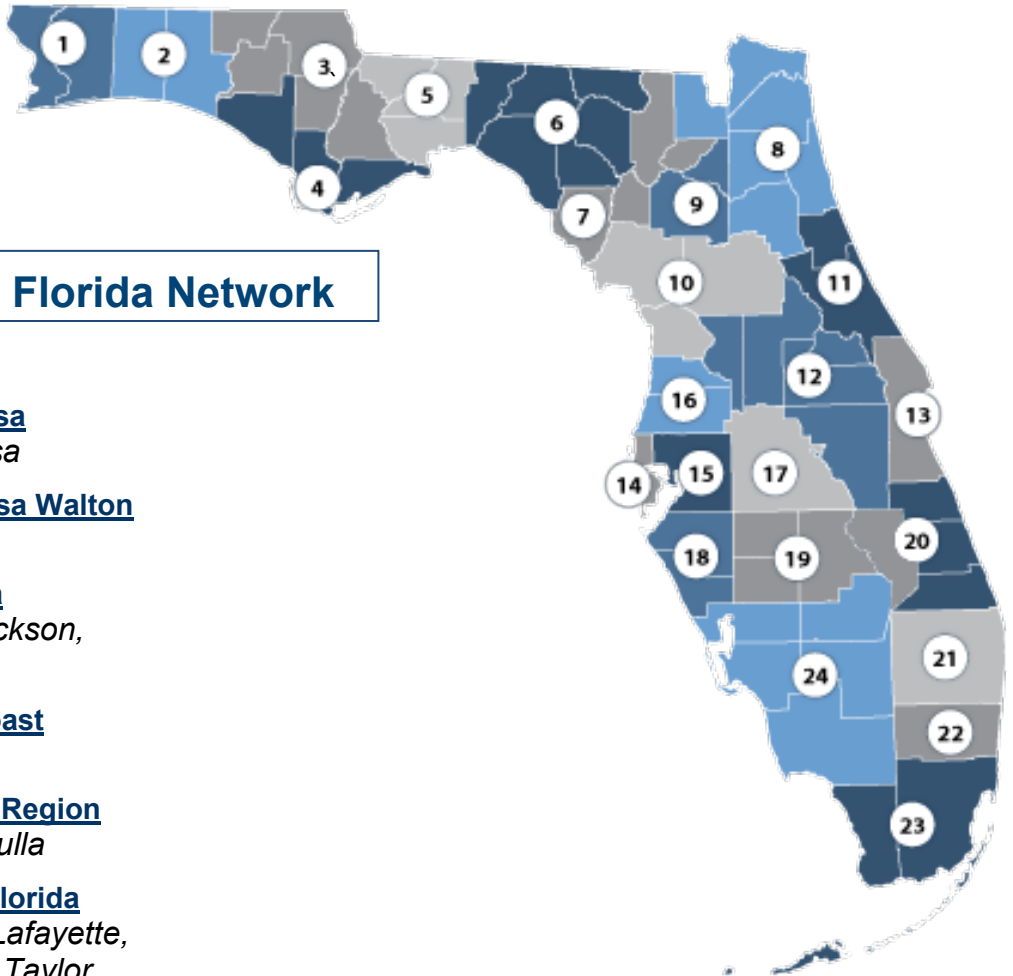
1. Percentage of participants in unsubsidized employment during second quarter after exit
2. Percentage of participants in unsubsidized employment during fourth quarter after exit
3. Median earnings of participants during second quarter after exit
4. Percentage of participants who obtain a postsecondary credential or secondary school diploma within one year after exit
5. Achievement of measurable skill gains toward credential or employment
6. Effectiveness in serving employers

Negotiated levels of performance are reviewed and approved by the core program senior leadership, the state workforce investment board and ultimately 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.

(4) Assessment

Florida will assess the overall effectiveness of the workforce development system in relation to the strategic vision and goals through a variety of approaches. The CareerSource Florida Board of Directors, including representation of all WIOA core partners and other key stakeholders, meets regularly throughout the year with an agenda tied to the vision and the goals. These meetings include updates for key strategic initiatives and projects, presentation of best practices that demonstrate progress in meeting goals, updates from core partners and other stakeholders, performance reports, and identification of board-led initiatives to further improve performance. Core partners provide performance data to the state workforce investment board. Performance is assessed in relation to state and local targets. Gaps in performance are addressed at the state and local levels. State-level teams provide technical assistance to local boards on complex performance issues. Core program partners share performance reports and special analyses of performance are conducted and shared across programs.

Assessment of overall effectiveness is considered by the state workforce investment board in preparing for annual planning and the state unified plan. Regular interagency meetings of the WIOA core partner programs address aspects of plan implementation and successful strategies for continuous improvement. These meetings include leadership and subject matter experts from the Florida Department of Education's Divisions of Career and Adult Education, Vocational Rehabilitation and Blind Services; the Florida Department of Economic Opportunity; and CareerSource Florida. A stakeholders' workgroup including core and other partners meets regularly to share information and provide input for the unified plan.



“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