



The WIOA Goal

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Who We Are & What We Do

CareerSource Florida is the state's **business-led policy and strategy** board.

We **design and invest** in strategies to **address** critical statewide **workforce needs**.

We oversee a **statewide network** of career development professionals who work directly for Florida employers to **find, develop** and **keep good employees**.





Workforce Policy & Investment Board

Policy Direction

Establishes state policy that local workforce development boards must follow in the delivery of workforce services

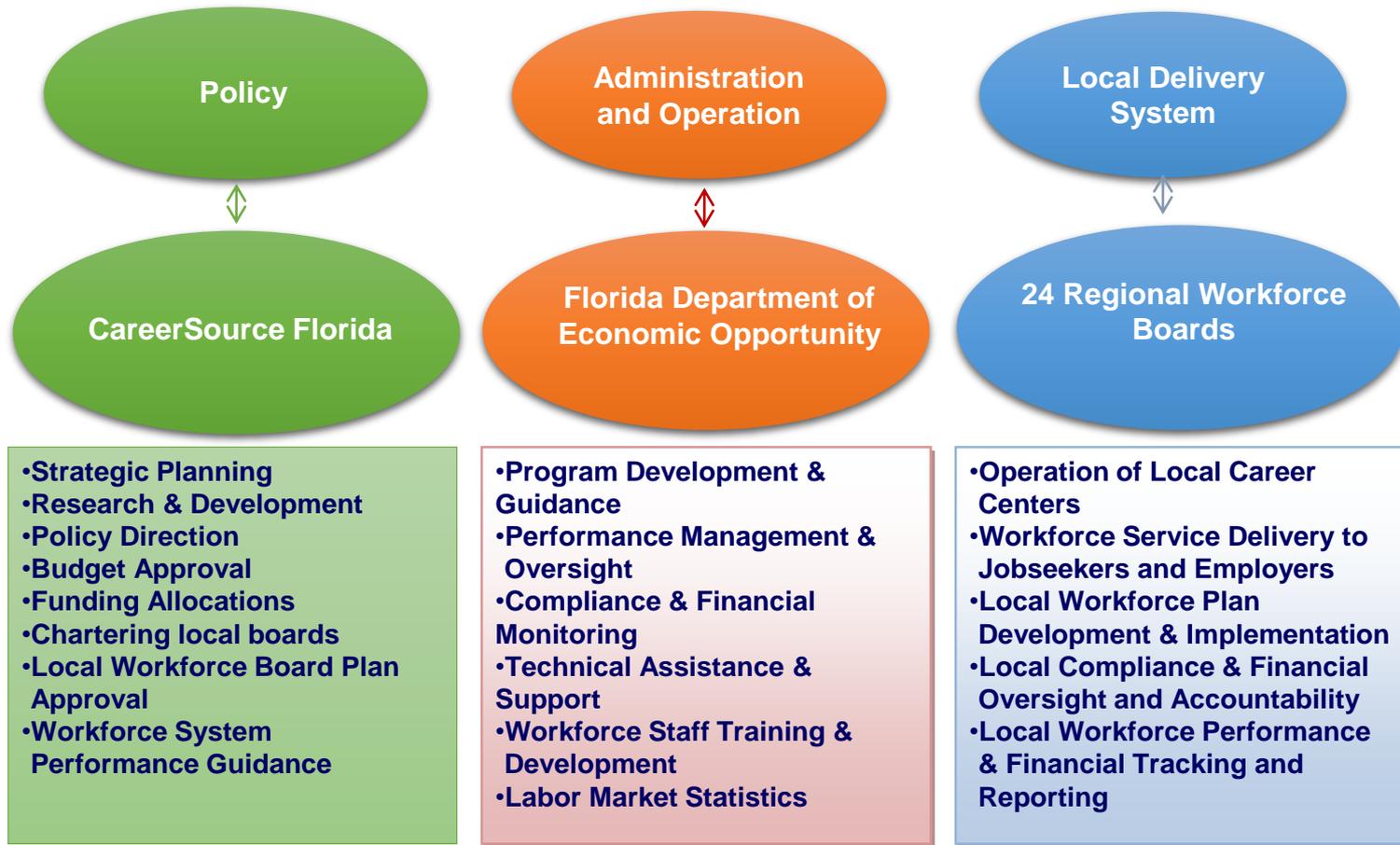
Budget Approval

Approves the annual allocation of workforce funds to DEO and the local workforce development boards

Workforce System Performance Guidance

Negotiates with U.S. Department of Labor to establish Florida's federal performance goals

CareerSource Florida Network





Workforce Innovation and Opportunity Act (WIOA)

- **Coordination and alignment of key employment, education, and training programs at all levels**
- **Builds on proven practices such as sector strategies, career pathways, regional economic approaches, and work-based training**



WIOA Planning Process

- **WIOA Task Force**
- **Core Program Working Groups**
- **Core Program Leadership Groups**
- **Stakeholder Input**



WIOA Unified Plan

- **Focusing on the Business Customer**
- **Implementing Sector Strategies**
- **Establishing Career Pathways**
- **Enhancing Performance Measurement**
- **Providing Quality Services to Individuals with Disabilities**
- **Enhanced Alignment with Florida's Workforce Network Partners**

What's Next?

- **Plan Implementation**
- **Local Planning**
- **Federal Regulations for Policy Guidance**
- **Measurement**



The Goal



WIOA Goals

- **INCREASE** access to employment, education, training and support services—particularly for people with barriers to employment.
- **CREATE** a comprehensive, high-quality workforce development system by aligning workforce investment, education and economic development.
- **IMPROVE** the quality and labor market relevance of workforce investment, education and economic development efforts.
- **PROMOTE** improvement in the structure and delivery of workforce services.
- **INCREASE** the prosperity of workers and employers
- **REDUCE** welfare dependency, increase economic self-sufficiency, meet employer needs and enhance productivity and competitiveness.

THE GOAL

Increase the prosperity of workers and employers; reduce welfare dependency; increase economic self-sufficiency; meet employer needs; and enhance productivity and competitiveness.

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DASHBOARD of FLORIDA'S TALENT

OUR GOALS

OUR RESULTS

INCREASE WORKER PROSPERITY

Real Wage (2015)

\$20.84

Up 2.7% from 2014

INCREASE EMPLOYER PROSPERITY

Existing Establishments expanding employment (2015, Q2)

19.4%

Down over the year from 19.7%

REDUCE PUBLIC BENEFITS DEPENDENCY

Public Benefits receipts of personal income (2015, Q4)

7.06%

Down over the year from 7.17%

MEET EMPLOYER NEEDS

Supply to Demand Ratio (March 2016)

1.8

Down over the year from 1.9

INCREASE WORKER PRODUCTIVITY

Per Capita GDP (2014)

\$38,664

Up 1.2% from 2013

ENHANCE BUSINESS COMPETITIVENESS

Industries more prevalent in Florida than the rest of the U.S.

46.9%

INCREASE ECONOMIC SELF-SUFFICIENCY

Industries that pay wages above threshold

64.2%



Increase Worker Prosperity

Measure

Real Wage of Florida Workers

Interpretation

Real wages adjust for inflation. An increase in real wages tells us that workers have more purchasing power

Does not address

Real wages can be driven by price or wage changes



Increase Employer Prosperity

Measure

Percent of Florida businesses that are expanding employment

Interpretation

Business environment is conducive to producing more goods or services, thus requiring more employees

Does not address

The scale of expansion or indication of future growth



Reduce Welfare Dependency

Measure

Welfare receipts as a percent of personal income

Interpretation

Personal income is comprised of salaries, wages, bonuses, investment earnings, and welfare

Decreasing welfare receipts as a percent of personal income indicates that personal income is increasingly driven by earnings

Does not address

The distribution of welfare or indicate declines in personal income



Increase Economic Self-Sufficiency

Measure

Percentage industries paying above a given threshold

(i.e. Poverty level, public benefits requirement)

Interpretation

More industries paying average salaries higher than a specified threshold indicates more workers are earning a self-sufficient wage

Does not address

Number of workers who qualify for public benefits or wage distributions



Meet Employer Needs

Measure

Supply – Demand Ratio

Interpretation

The ability of Florida's industry to employ the number of workers looking for work

Ratio of 1 means there are exactly enough workers to fill open jobs

Does not address

How workers align to job openings based on training, skills or occupation



Increase Worker Productivity

Measure

Per capita Gross Domestic Product (GDP)

Interpretation

GDP is an overall measure of economic productivity

Increases in this measure can, at least in part, be attributed to increases in worker productivity

Does not address

Population and non-labor related influences on GDP



Enhance Business Competitiveness

Measure

Industries that employ more workers than the national average
(location quotient above 1)

Interpretation

The relative strength of employment Florida's industries to the nation
Larger values indicate greater diversification

Does not address

Other measures used to compare industries to the nation

Next Steps

- **Refine metrics based on feedback**
- **Develop secondary metrics to address issues identified**
- **Develop interactive tool to display dashboard**
- **Continuous improvement**



Thank You!