



Executive Committee Meeting

CareerSource Tampa Bay

Zoom Meeting

Sep 15, 2022 9:00 AM - 10:30 AM EDT

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A. Next Executive Committee Meeting December 15, 2022

Pledge of Allegiance





Executive Committee Meeting Minutes

CareerSource Tampa Bay
Jun 16, 2022 at 11:00 AM EDT
@ Zoom Meeting

Attendance

Members Present:

Benjamin Hom

Members Present (Remote):

Tom Aderhold, Michael Bach, Sean Butler, Commissioner Gwen Myers, Don Noble, Sophia West, Audrey Ziegler

Members Absent:

Steve Morey

Attendance

Staff Present:

Rich Beynon, Dr. Byron Clayton, Sheila Doyle, John Flanagan, Kay Jefferson, Chad Kunerth, Anna Munro, Tammy Stahlgren, April Torregiante, Michelle Zieziula

Staff Present (Remote):

Saleema Bennett, Barry Martin, Michelle Schultz, Don Shepherd, Doug Tobin, Jennifer Wilson

Guests Present (Remote):

Maritza Morels - EDSI, Nicole Beverley - EDSI

Board Counsel Present (Remote):

Mary Helen Farris

Board Liaison Present (Remote):

Ken Jones

- I. Call to order, Welcome and Roll Call (Presenters: Benjamin Hom)

Ben Hom called the meeting to order at 11:00 a.m. There was a quorum present.

- II. Pledge of Allegiance (Presenters: Tom Aderhold)

Tom Aderhold led the Pledge of Allegiance.

- III. Public Comments

There were none.

IV. Approval of Minutes (Presenters: Benjamin Hom)

A. March 17, 2022 Executive Committee Meeting Minutes

Motion:

A motion to approve the March 17, 2022 Executive Committee meeting minutes.

Motion moved by Sean Butler and motion seconded by Commisioner Gwen Myers. The motion carried.

V. Chair's Report (Presenters: Benjamin Hom)

Mr. Hom reviewed the Chair's report, adding we are seeing our lowest unemployment numbers since pre-pandemic. There is a new concern on the horizon with increased inflation, gas prices and housing. Entry level positions pay rate doesn't support the basic necessities of the people available to hire.

VI. Board Counsel Report (Presenters: Mary Helen Farris)

There was nothing to report to the committee.

VII. CEO Report (Presenters: John Flanagan)

Mr. Flanagan reviewed his CEO report that was included in the agenda packet. No discussion occurred.

VIII. Action items

A. Ad-Hoc Committee (Presenters: John Flanagan)

Motion:

To approve the Chairman of the Board of Directors to appoint an Ad Hoc Committee to address system assets, and possible relocation of our Comprehensive Center on 9215 N. Florida Avenue to a space that better aligns with the needs of a modern workforce system.

Motion moved by Gwen Myers and motion seconded by Tom Aderhold. Motion went into discussion, after which this motion was amended

The following discussion ensued.

- Purpose of the Ad Hoc Committee is to investigate how and where we deliver our services and report back to this committee.
- Ad Hoc Committee members need to have knowledge of Hillsborough County demographics and some other cultural and economic indicator knowledge.
- CSTB support staff will assist in providing the appropriate demographics data and foot traffic data for current centers. Community partners like CDC and Bullard foundation will be asked for input.
- The 9215 North Florida location is our Comprehensive Center that is mandated by legislation.

Motion:

Added to the original motion:

To allow the Ad Hoc Committee to bring back recommendations and suggestions to the Executive Committee, looking at totality of the entire organization and the North Florida Avenue space.

Motion moved by Commisioner Gwen Myers and motion seconded by Donald Noble. The motion carried. Mike Bach did not support the motion.

Opposition: It was noted for the record that Mike Bach feels that we need to look at all the centers. He also feels that the research should align with the organization's strategic plan.

B. Establish Goals and Key Performance Indicators for the Chief Executive Officer (Presenters: Benjamin Hom)

It was the decision of the committee to have Mr. Flanagan present during the vote and discussion.

Motion:

To approve the Goals and Key Performance Indicators for the Chief Executive Officer in the time period of Program year 2022.

Motion moved by Commisioner Gwen Myers and motion seconded by Sean Butler. Motion went into discussion, after which this motion was amended.

The following discussion ensued:

A lengthy discussion occurred about the smart goals:

- Mr. Flanagan's evaluation period will be shifted to align with the fiscal year.
- Once the current program year closes, baseline numbers will be added to the goals and then be published.
- The smart goals are not weighted. Each goal is equally important.
- Exit interviews are not included in the satisfaction surveys.
- Mr. Flanagan will incorporate an update on his performance measures into his CEO report.

CEO Reports.

A lengthy discussion occurred about contractor EDSI's performance.

- It was the consensus of the committee that EDSI's performance should not be included as a smart goal on Mr. Flanagan's KPI.
- The committee was reminded that the program was outsourced based on a recommendation of the DOL Findings. Outsourcing wasn't the decision of Mr. Flanagan or the Board and the CSTB Board chooses the contractor.
- It is the expectation of the Board that as the CEO sees challenges with a contracted provider's performance, that they have no control over, those are brought forward for discussion.
- The Board receives quarterly reports on EDSI's performance and the reports are also reviewed at the Workforce Performance Committee quarterly meetings and in their yearly report.

After the discussion the motion was amended to approve the four goals with just one change, adding the baseline numbers.

Motion:

To approve the four proposed goals with the addition of baseline numbers .

Motion moved by Commissioner Gwen Myers and motion seconded by Donald Noble. The motion carried. Mike Bach opposed the motion.

Opposed:

Mr. Bach disagreed with the motion stating a need for more baseline data and that an annual qualitative assessment for EDSI should be a goals metric for the CEO.

IX. Information Items

A. PY 21-22 Strategic Goals Dashboard Update (Presenters: Chad Kunerth)

Chad Kunerth provided a high level overview of the live Strategic Dashboard.

B. Updated CSTB Policies (Presenters: April Torregiante)

The following 5 policies were revised.

1. Apprenticeship
2. Incumbent Worker Training
3. Employer Worker Training
4. On the Job Training
5. Eligible Training provider list

All CSTB policies can be viewed in full on the CSTB website, (<https://www.careersourcetampabay.com/reports-and-publications/>) located under the “Reports and Publications section under “About Us”

No discussion occurred.

C. Adjusted Income Level Wage Rate for 2022 (Presenters: April Torregiante)

On May 27, 2022 DEO released the Adjusted Lower Living Standard Income Level Wage Rates for 2021.

The DEO MMR PY 22-23 for CSTB wage rate for placements is \$16.25 per hour (based on a family size of three). This represents a significant increase over the prior PY, which was \$15.40 per hour based on a family of three.

No discussion occurred.

X. Committee Reports

There were no committee updates

XI. Future Business

Special Board of Directors meeting scheduled for June 27, 2022.

XII. Adjournment

The meeting adjourned at 12:21 p.m.

Minutes prepared by Tammy Stahlgren, Administrative Services Coordinator.

Key Regional Workforce / Demographic Indicators

The unemployment rate in the CareerSource Tampa Bay region (Hillsborough County) was 2.7 percent in July 2022. This rate was 1.8 percentage points lower than the region's year ago rate of 4.5 percent. The region's July 2022 unemployment rate was 0.1 percentage point lower than the state rate of 2.8 percent. The labor force was 803,151, up 31,681 (+4.1 percent) over the year. There were 21,989 unemployed residents in the region.

The industries gaining in jobs over the year were:

Leisure and Hospitality	+17,000 jobs
Trade, Transportation, and Utilities	+15,500 jobs
Professional and Business Services	+9,500 jobs
Financial Activities	+7,600 jobs
Education and Health Services	+6,500 jobs
Other Services	+4,500 jobs
Manufacturing	+2,900 jobs
Mining, Logging, and Construction	+1,400 jobs
Information	+600 jobs

industry lost jobs over the year were:

Government	-900 jobs
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Chair's Report

Unemployment Rates (not seasonally adjusted)	Jul-22	Jun-22	Jul-21
CareerSource Tampa Bay (Hillsborough County)	2.7%	2.8%	4.5%
Tampa-St. Petersburg-Clearwater MSA	2.7%	2.9%	4.5%
Florida	2.8%	2.9%	4.8%
United States	3.8%	3.8%	5.7%

Nonagricultural Employment by Industry (not seasonally adjusted)	Tampa-St. Petersburg-Clearwater Metropolitan Statistical Area				Florida			
	Jul-22	Jul-21	change	percent change	Jul-22	Jul-21	change	percent change
Total Employment	1,456,600	1,391,700	64,900	4.7	9,320,400	8,865,300	455,100	5.1
Mining, Logging, and Construction	87,600	86,200	1,400	1.6	603,500	583,500	20,000	3.4
Manufacturing	71,700	68,800	2,900	4.2	412,200	390,100	22,100	5.7
Trade, Transportation, and Utilities	274,500	259,000	15,500	6.0	1,930,100	1,829,300	100,800	5.5
Wholesale Trade	62,000	56,700	5,300	9.3	386,500	357,000	29,500	8.3
Retail Trade	166,200	159,100	7,100	4.5	1,134,100	1,087,700	46,400	4.3
Transportation, Warehousing, and Utilities	46,300	43,200	3,100	7.2	409,500	384,600	24,900	6.5
Information	28,000	27,400	600	2.2	150,700	139,900	10,800	7.7
Financial Activities	136,700	129,100	7,600	5.9	657,600	627,600	30,000	4.8
Professional and Business Services	274,600	265,100	9,500	3.6	1,547,500	1,463,800	83,700	5.7
Education and Health Services	222,500	216,000	6,500	3.0	1,376,300	1,328,900	47,400	3.6
Leisure and Hospitality	168,800	151,800	17,000	11.2	1,254,700	1,145,700	109,000	9.5
Other Services	49,800	45,300	4,500	9.9	363,800	336,500	27,300	8.1
Government	142,400	143,000	-600	-0.4	1,024,000	1,020,000	4,000	0.4

Population	2021	2020	change	percent change
CareerSource Tampa Bay (Hillsborough County)	1,497,957	1,476,431	21,526	1.5
Florida	21,781,128	21,569,932	211,196	1.0

Average Annual Wage	2021	2020	change	percent change
CareerSource Tampa Bay (Hillsborough County)	\$64,674	\$60,935	\$3,739	6.1
Florida	\$60,299	\$55,840	\$4,459	8.0

Management Operation(s)

Physical Plant

Move from Eisenhower to Meridian complex is in progress. We will be fully relocated by the end of September.

We are currently working with multiple organizations, specifically the Hillsborough County Public Library system, Town and Country branch, and the Skills Center of Tampa to identify on site partnerships.

Ad Hoc Committee on System Redesign will meet in September to begin research on Comprehensive One Stop location.

Legislative Highlights

REACH Act implementation is continuing, with CareerSource FL meeting to discuss letter grades and realignment scheduled for September 12, 2022.

FL DEO has engaged Ernst & Young for the realignment study. EY has completed Phase I of the study, which incorporated research / data from other states, employer stakeholders, state officials, and local area WDB Directors.

Phase II begins the week of September 12, 2022, with EY team meeting with Community Partners, Local Elected Officials, and will local board directors, amongst other workforce system participants and professionals, and workforce partners.

Initial letter grades will be delivered in October of 2022, once the State DEO and Department of Children and Families identify methodologies for “welfare to work” measure.

Business Development Highlights:

Partnership with United Way Suncoast on identifying youth success measures in currently in Phase I. Dr Clayton and his team are completing worldwide research and creating the initial parameters.

Chamber partnership is moving forward, with placement of CSTB team member into chamber liaison scheduled to begin in October of 2022. MOU is currently being restructured to account for new employer goals and objectives, which will begin in January of 2023.

Program Operation(s)

Please see report listed below.....

TICKET TO WORK - DPN

JULY ACTIVITIES

We currently have 23 Tickets assigned, with three new assignments this month. Generated \$4,014 this month in revenue. Attended the below outreach events:

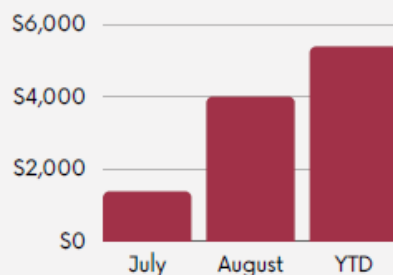
Hero's Meeting
EN Conference Call
Metro Ministries
Joint Alliance Meeting

REVENUE CHART

Payment Information



Currently, we are trending at 5.6% of the goal.



Payments Generated by the Ticket to Work Program



Three New Tickets Assigned this Month

TECHBOOST

Tech Boost grant is utilized to increase Information Technology (IT) and IT-Related industry sector based credentials and work-based training

TOTAL ENROLLMENTS

Since the Grant Launch, the team has enrolled 13 individuals. 9 participants were enrolled this month.

BUDGET OBLIGATION GRAPH

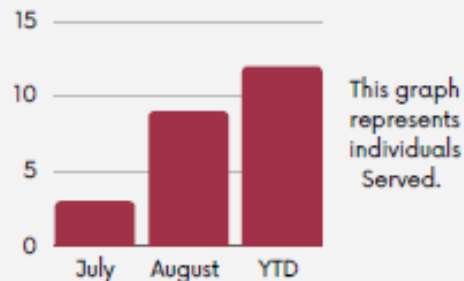
TECHBOOST GRANT - MAX \$5,000

Obligated Amount:
\$64,995



Currently we have obligated 16.8% of the year budget.

Total Budget
\$387,000



This graph represents individuals Served.

TECHBOOST
INDIVIDUALS
SERVED

TECH QUEST APPRENTICESHIP

TQA grant targets IT and IT-Related apprenticeships and pre-apprenticeship programs in development, expansion and active enrollment.

TOTAL ENROLLMENTS

In PY 22 - 23, we have enrolled 15 individuals.

BUDGET OBLIGATION GRAPH

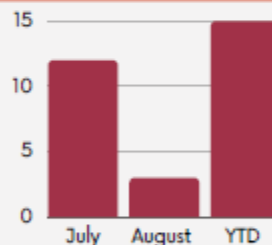
Obligated Amount:
\$9,000

TQA GRANT - MAX \$600



Total Budget
\$79,000

Currently we
have
obligated
11.4% of the
year budget.



This graph
represents
individuals
Served.



TQA
INDIVIDUALS
SERVED

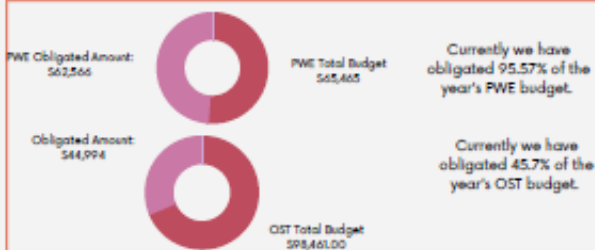
NATIONAL DISLOCATED WORKER GRANT

This NDWG grant target assisting Hillsborough residents that have been impacted by covid to be placed in temporary employment or receive occupational skills training.

TOTAL ENROLLMENTS

PY22.23:	Grant YD:
PWE - Total Enrollments 8	PWE - Total Enrollments 46
OST - Total Enrollments 3	OST - Total Enrollments 12
Total Served: 11	Total Served: 76

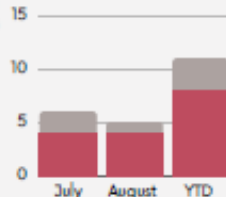
BUDGET OBLIGATION GRAPH



NDWG Individuals Served



This graph represents Individuals Served this PY.



EMPLOYER PARTNERS

Metropolitan Ministries
Feeding Tampa Bay
CareerSource Tampa Bay
United Food Bank of Plant City

GET THERE FASTER - VETERAN & MILITARY SPOUSE GRANT

The GTF grant is expanding current training and resource to address regional needs for Veterans, Transitioning Service Members and Military Spouses by providing employment training, employment and support programs.

TOTAL ENROLLMENTS

PY22.23:	Veteran/Spouse Count:
OJT - Total Enrollments 2	Veterans: 12
OST - Total Enrollments 8	Spouses: 0
IT Pre/Apprenticeship Enrollment: 2	
Total Served: 12	

BUDGET OBLIGATION GRAPH

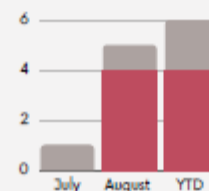


We are #3 in the state in regards to enrollments, when compared to other regions who received the grant.

GTF Veterans & Spouses Served



This graph represents Individuals Served this PY.

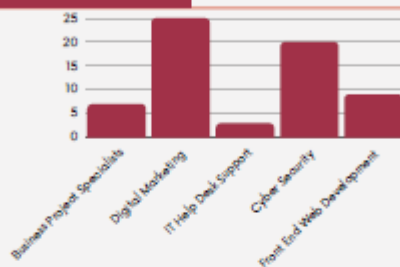


APPRENTICESHIP TO CAREER EMPOWERMENT

ACE UPDATES

64 Participants seated in ACE 2.0
60 Participants remain active
56 Measurable Skills gained (or student progress)
5 Completers have gone to work with an average wage of \$16.21
138 Certificates attained

ACE PARTICIPANT INFORMATION



COMPLETERS PLACED



EMPLOYER PARTNERS

27 Virtual
Bay Area Manufacturing Association (BAMA)
BayCare
CareerSource Tampa Bay
Cyberlicious
Computer Coach
Imperium Data Networks
Katpro Technologies
LexDock
Netwolves
PeopleGuru
Prymal Elements
On Point IT Solutions
Community Business Solutions, LLC
Ferguson Legal, PLLC
Admissions Untangled
GSE Solutions
Franklin Templeton
Corporation to Develop Communities of Tampa, Inc.
Harbor Dish
No Limit Technology
Riverview Chamber of Commerce
Ministry Event Marketing
Moffitt Cancer Center
PMI JCM Realty Group
Virtual Consulting, LLC
Visions of Destiny
BayCare
Spathe Systems
Coca Cola Florida
BCNM, LLC
EnotaryLog
Positive Spin, Inc.
Refabric

Center Traffic Update

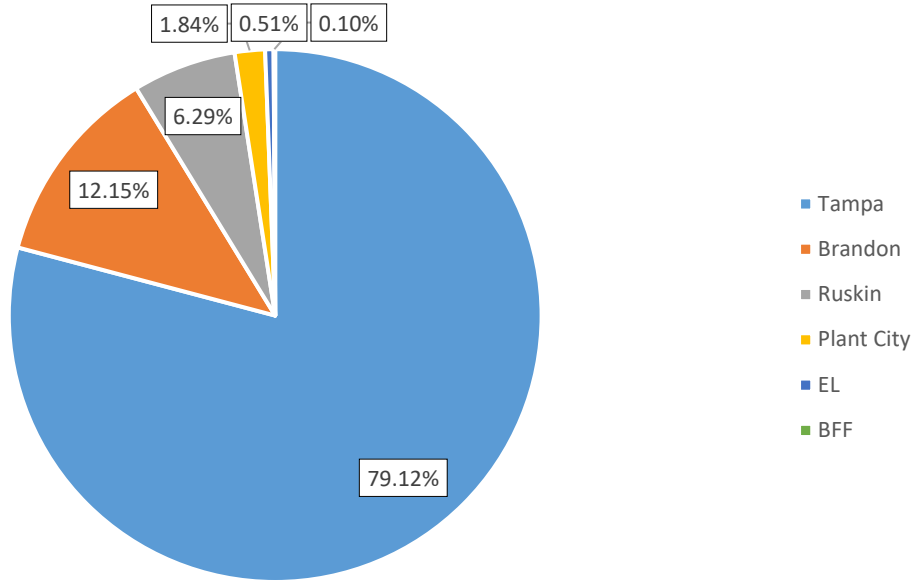
August 2022 Resource Room Traffic Update (August 1-August 31, 2022)

- A total of 4,133 customers visited Career Source Tampa Bay centers during the month of August 2022. This represents a change of +12% from July 2022 and a change of -35.9% compared to August 2021.
- The Tampa Center saw the highest percentage of the total traffic:
 - Tampa – 79.1%
 - Brandon – 12.2%
 - Ruskin – 6.3%
 - Plant City – 1.8%
 - Enterprising Latinas – 0.5%
 - Bullard Family Foundation – 0.1%
- Across all centers, we averaged 180 customers per day.
 - Tampa averaged 142 customers per day
 - Brandon averaged 22 customers per day
 - Ruskin averaged 11 customers per day
 - Plant City averaged 3 customers per day.
 - Enterprising Latinas¹ averaged 2 customers per day.
 - Bullard Family Foundation² averaged 1 customer per day.
- July 2022 contained 23 business days. We saw the highest volume of customers on Mondays. The days of week rank as follows:
 - Monday (total customers, 1003; average customers, 201)
 - Wednesday (total customers, 987; average customers, 197)
 - Tuesday (total customers, 849; average customers, 170)
 - Friday (total customers, 706; average customers, 177)
 - Thursday (total customers, 588; average customers, 147)
- Currently, we do not have an electronic sign-in function. This makes data such as unique customers and main reasons for visits are difficult to calculate. We are working towards building that data for the September 2022 traffic report.
- YTD A total of 7,768 customers visited Career Source Tampa Bay centers during current PY 22-23. This represents a change of -29.8% from YTD PY 21-22.
- YTD CSTB percentage of the total traffic:
 - Tampa – 80%
 - Brandon – 11.8%
 - Ruskin – 5.7%
 - Plant City – 2%
 - Enterprising Latinas – 0.5%
 - Bullard Family Foundation – 0.1%

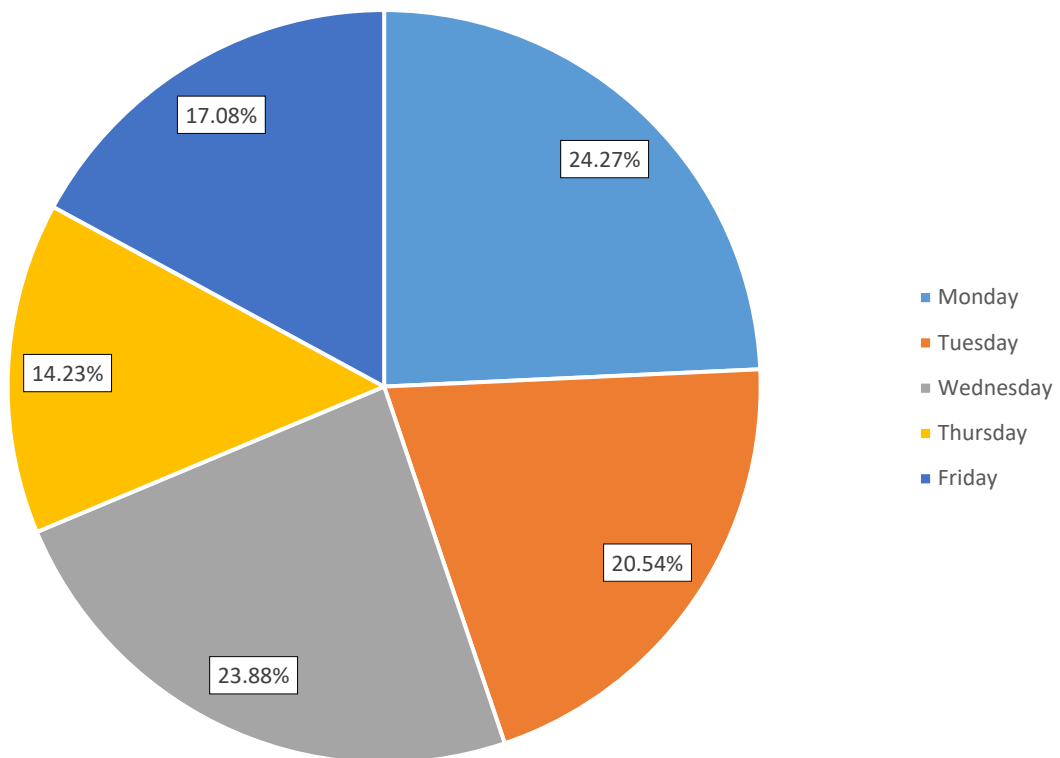
¹ As an MOU site, we maintain a presence at Enterprising Latinas on 2 days per week.

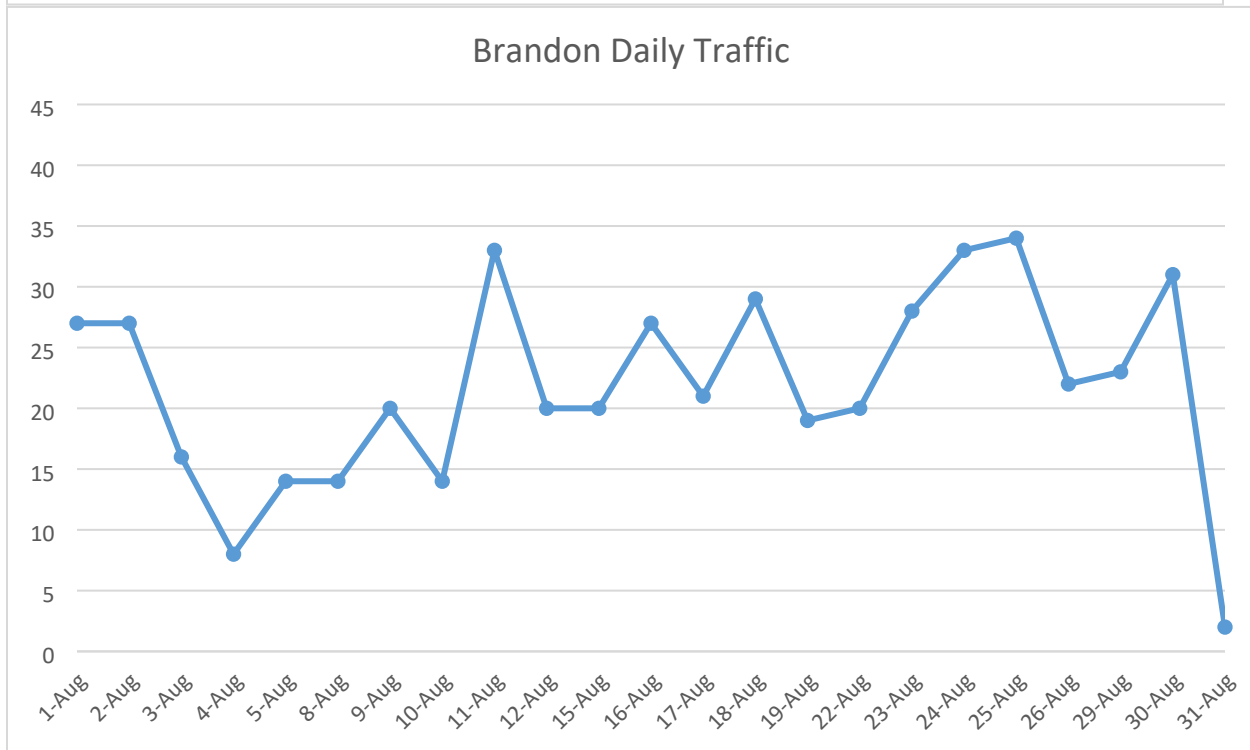
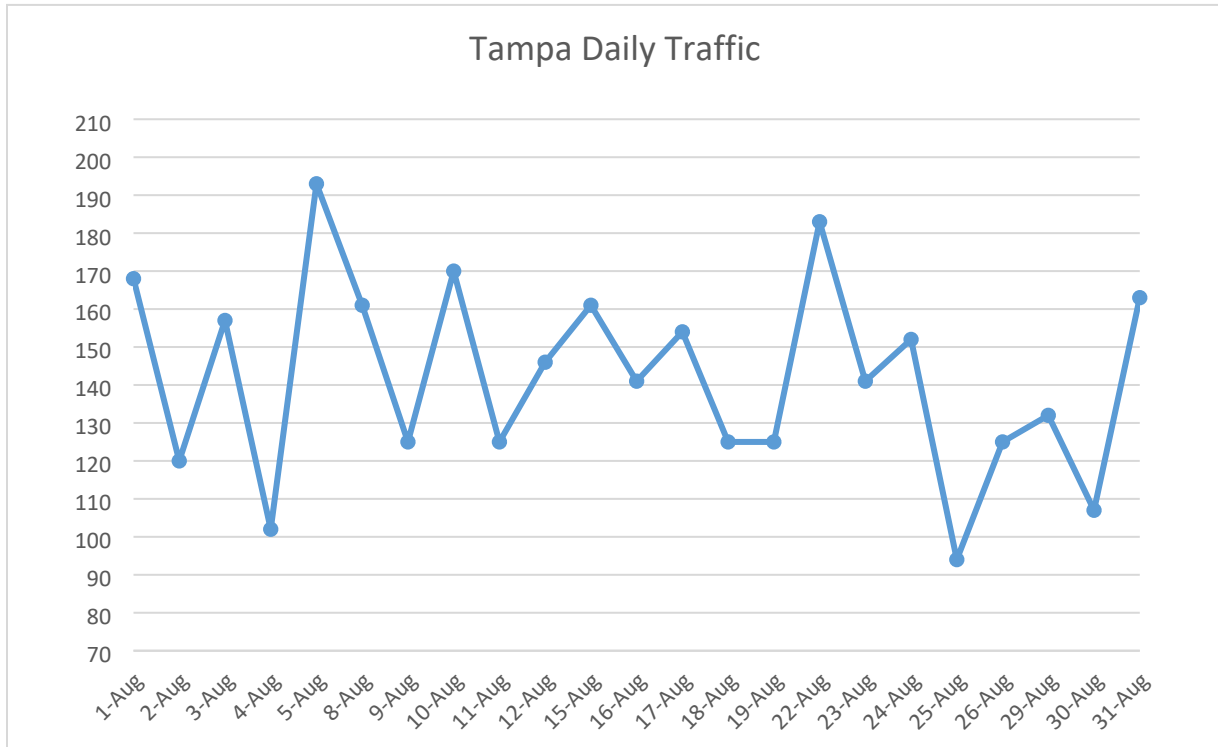
² As an MOU site, we maintain a presence at Bullard Family Foundation on 1 day per week.

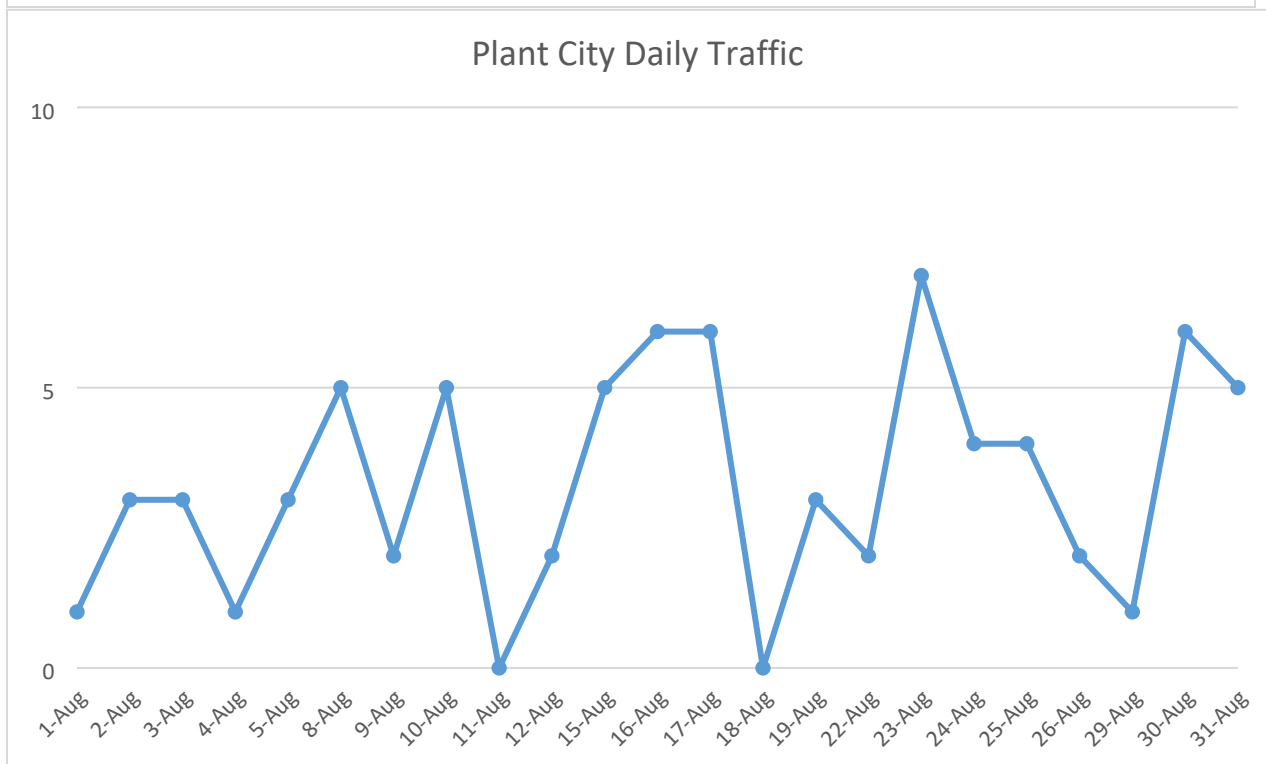
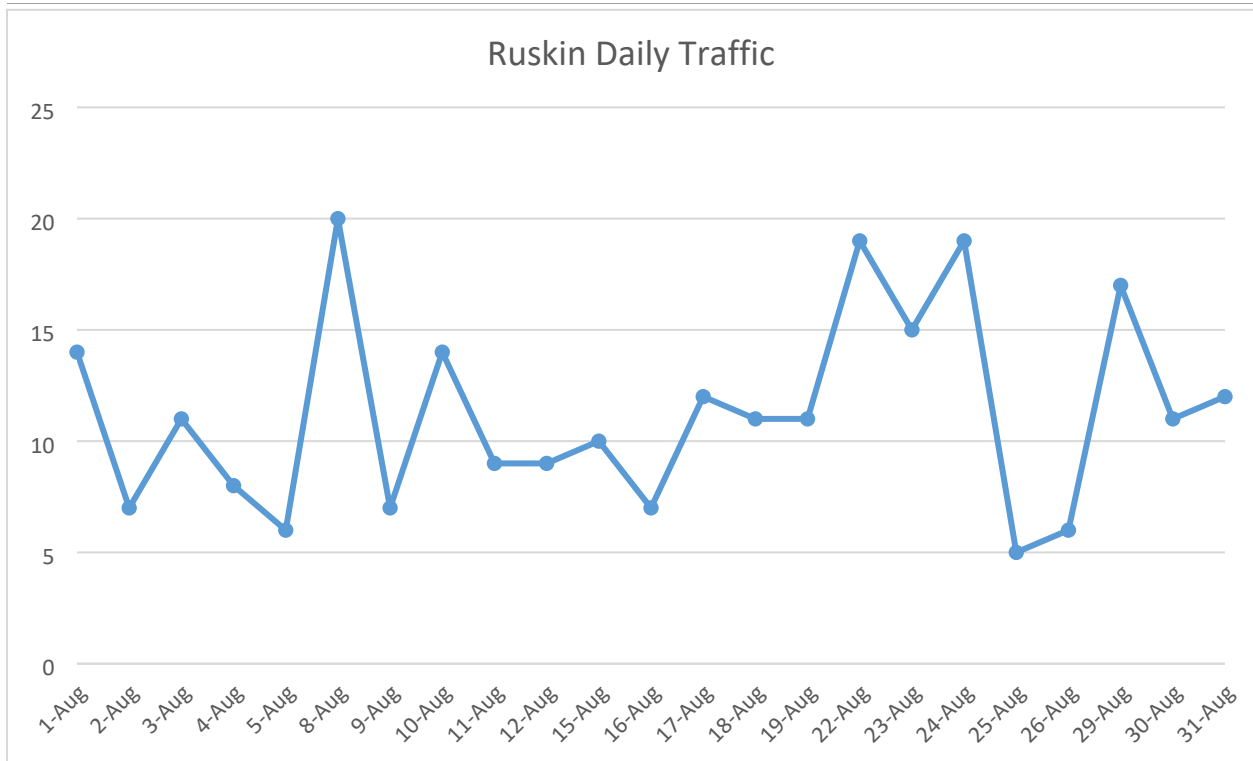
% Traffic by Center



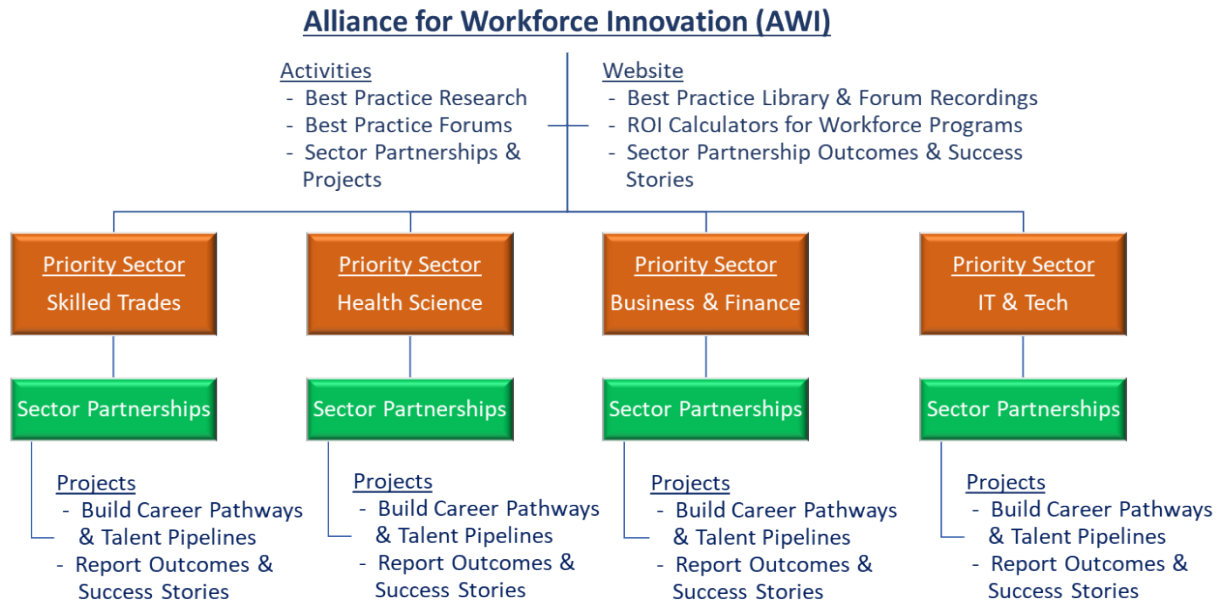
Traffic by Day of Week







Department Highlight – Sector Strategies:



Upcoming Conferences

- The Employment and Training Association (SETA) Conference – August 28th-August 31st, 2022. Louisville, Kentucky- Presenter
- US Conference WDC Board Meeting and Annual Congressional Forum – September 21st-22nd 2022, New Orleans, LA
- Workforce Professional Development Summit – September 12th – 14th, 2022
 - This conference will provide a full array of workshops specially selected to help all workforce staff at every level of their organization. The Workforce Professional Development Summit's theme this year is EXPLORE, ENHANCE, ENGAGE. CSTB is presenting 4 workshops this year.



Information Item

PY22-23 Strategic Metrics Dashboard Update

Here's the link to the live dashboard: [Strategic Goals Live Dashboard Link](#)

Introduction

This document was created to support individual CSTB Strategic PY22-23 Strategic Metrics Dashboard users as they review and interact with the Dashboard tool and seek to better understand the methodology for how metrics are calculated and reported.

Dashboard Data Dictionary

Individuals Served- Count of distinct customers that are assigned to Region 15 and have received a service or activity in WIOA, Generic Programs, WP, TAA, SNAP, or WT with an activity or service actual begin date between 7/1/2022 and 06/30/2023.

WP Enrolled- Count of distinct customers that are assigned to Region 15 and are enrolled in the Wagner-Peyser program with a participation date between 7/1/2022 and 06/30/2023.

Employer Satisfaction- Percentage of employers who select effective or higher to the monthly employer survey question "How effective has the CSTB staff been in providing you the services you need?" between 7/1/2021 and 6/30/2022.

Placements- Distinct count of customers assigned to Region 15 that had an activity code between 750 and 883 with an actual date between 7/1/2022 and 6/30/2023, a job placement start date in OSST between 7/1/2022 and 6/30/2023 or employment entered on the case closure with a closure date between 7/1/2022 and 6/30/2023.

Business Penetration- Count of distinct employers assigned to Region 15 who receive a service between 7/1/2022 and 6/30/2023.

Repeat Business Percentage- Count of distinct employers assigned to Region 15 who receive a service between 7/1/2022 and 6/30/2023 who received a service from CSTB between 7/1/2019 and 6/30/2022 divided by count of distinct employers assigned to Region 15 who receive a service between 7/1/2022 and 6/30/2023

Work Experience Enrolled- Count of customers assigned to Region 15 who receive a Work Experience activity with an actual begin date between 7/1/2022 and 6/30/2023.

OJT/Apprenticeship Enrolled- Count of customers assigned to Region 15 who receive an On-the-Job or Registered Apprenticeship activity with an actual begin date between 7/1/2022 and 6/30/2023.

New Partners- Count of new partners with CSTB who are registered in Unite US portal allowing partner to both send referrals to and receive referrals from CSTB.

Services Provided- Count of services, both staff assisted and self-service, provided to customers assigned to Region 15 with an actual date between 7/1/2022 and 6/30/2023.

Completion to Funding- Count of distinct WIOA and WP customers assigned to Region 15 who, between 7/1/2022 and 6/30/2023, have gone 90 days without a service who do not have a currently open activity divided by the distinct count of WIOA and WP customers who have an open activity or a last activity date within 90 days.

WP Entered Employment %- Count of WP Customers assigned to Region 15 who received a placement service between 7/1/2022 and 6/30/2023 divided by all WP Customers who have an active WP enrollment between 7/1/2022 and 6/30/2023.

Youth Training Counts- Count of WIOA Youth customers assigned to Region 15 who have an Occupational Skills Training, Apprenticeship, On-the-Job Training or Work Experience activity between 7/1/2022 and 6/30/2023.

Partner Referrals- Count of referrals provided by CSTB to partners within the Unite Us platform between 7/1/2022 and 6/30/2023.



Information Item

PY22-23 Contract Goals

One Stop Operator, WIOA Adult and Dislocated Worker and Business Services

Introduction

Beginning in PY21-22, CSTB contracted the delivery of One Stop Operator, WIOA Adult and Dislocated Worker and Business Services to EDSI. PY22-23 contract goals and the performance incentive value are listed below for each area.

WIOA Adult and Dislocated Worker

Performance Measure	Description	Value
Quality Assurance Review	Monitoring performance is maintained at 6% error rate or lower.	0.55%
REACH Participant Training Rate	55% or higher case load in active training	0.56%
WIOA Adult and Dislocated Worker Follow-Up Completion Rate	100% Adult and Dislocated Worker timely follow-up completion rate	0.55%
WIOA Adult Entered Employment Rate at WIOA case closure	80% or higher cases closed will be closed with employment	0.55%
WIOA Dislocated Worker Entered Employment Rate at WIOA case closure	90% or higher cases closed will be closed with employment	0.55%
WIOA Primary Indicators	Meet 100% of Adult and Dislocated Worker primary indicator goals	0.56%
Training Expenditure Rate (excludes support services)	90% of training budget expended by 6/30/2023	0.56%
On-the-Job Training/Apprenticeship	80 OJT/Apprenticeship started between 7/1/2022 and 6/30/2023 that are funded through WIOA Adult and Dislocated Worker. Minimum of 20 per quarter.	0.56%
Paid Work Experience Effective 9/1/2022	100 Paid Work Experience Starts between 9/1/2022 and 6/30/2023 that are funded through WIOA Adult and Dislocated Worker.	0.56%

Business Services

Performance Measure	Description	Value
Repeat Business	75% of all employers served during PY2023 (7/1/2022 to 6/30/2023) also served between 7/1/2019 to 6/30/2022	1.67%
Business Penetration (Multiple businesses with the same Federal Employer Identification Number equal one (1) business for purposes of this measure)	20% increase in business served compared to business served during PY2022 (7/1/21-6/30/22).	1.67%
Employer Experience	40% employer satisfaction score	1.66%

One Stop Operator

Performance Measure	Incentive	Description	Value
Partner Increase		Increase in CSTB partners added through United Us partner portal compared to partner total during PY21-22.	7.5%
Referral Increase		CSTB partner referrals through Unite Us partner portal compared to unique referral total during PY21-22.	7.5%



Information Item

PY22-23 & PY23-24 Primary Indicators of Performance Negotiated Goals

Introduction

CareerSource Tampa Bay and the Department of Economic Opportunity have successfully negotiated Primary Indicators of Performance goals for PY22-23 and PY23-24. Performance levels for each Primary Indicator of Performance metric are listed below.

LWDB 15 CareerSource Tampa Bay WIOA Performance Measures	PY2223 Negotiated Performance Levels	PY2324 Negotiated Performance Levels	PY2122 Negotiated Performance Levels
Adults:			
Employed 2nd Qtr. After Exit	82.40%	82.40%	85.50%
Employed 4th Qtr. After Exit	77.00%	80.00%	90.00%
Median Wage 2nd Quarter After Exit	\$8,500	\$8,500	\$9,400
Credential Attainment Rate	65.00%	74.00%	85.00%
Measurable Skill Gains	73.20%	73.20%	60.00%

Dislocated Workers:			
Employed 2nd Qtr. After Exit	82.90%	82.90%	85.00%
Employed 4th Qtr. After Exit	81.80%	81.80%	89.00%
Median Wage 2nd Quarter After Exit	\$10,125	\$10,125	\$9,900
Credential Attainment Rate	70.00%	84.00%	70.00%

Measurable Skill Gains	77.40%	77.40%	76.50%
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Youth:			
Employed 2nd Qtr. After Exit	77.90%	77.90%	82.00%
Employed 4th Qtr. After Exit	73.00%	75.00%	85.00%
Median Wage 2nd Quarter After Exit	\$4,708	\$4,708	\$4,900
Credential Attainment Rate	50.00%	60.00%	89.00%
Measurable Skill Gains	27.80%	27.80%	55.00%

Wagner-Peyser:			
Employed 2nd Qtr. After Exit	64.70%	64.70%	70.00%
Employed 4th Qtr. After Exit	63.50%	63.50%	68.00%
Median Wage 2nd Quarter After Exit	\$6,591	\$6,591	\$5,900



Information Item

Updated CSTB Policies

Programmatic policies are administered by the CSTB Director of Policy and Special Projects. The Director and his/her designee reviews all relevant USDOL ETA Training Employment Guidance letter and Training Employment Notices to determine if there is a need for a policy or policy revision.

When a need for a new or revised policy occurs, the CareerSource Florida Strategic Policy and Performance Team and DEO's Division of Workforce services Bureau of One Stop and Program Support receive the policy assignment. Administrative policies are issued from DEO, while strategic policies are issued from CareerSource Florida. Both types are reviewed by the CareerSource Florida Policy Development Workgroup to ensure that they align with the key characteristics of the Policy Development Framework prior to dispersing to Florida's 24 LWDBs. LWDBs are responsible for adapting the issued policy to a local level within their region.

Modification of a policy could include but is not limited to minor revisions or major changes at federal, state or local level. Policy updates are minor revisions needed to preexisting policies that do not affect the intent or objective of the policy, which may include:

- Clarify points outlined in the initial policy
- Restructure the initial information in the policy for a better flow, description, or explanation
- Corrections to existing definitions, punctuation, spelling, or agency titles
- Addition of new definitions
- Incorporating attachments to assist in policy statements or clarification

As policy modifications are made as indicated above, CSTB staff have authority to make required changes and disperse to management and staff.

Outlined below are the existing CSTB Board approved policies that have been modified during Quarter 1 (July 1, 2022 – Sept 30, 2022):

Policy Title	Policy #	Revision Date	Language Update/ Addition
Paid Work Experience (PWE)	019-C0016	9.09.2022	In accordance with DEO Admin Policy #100, local policy is updated to allow PWE for adults in certain instances, when appropriate.

All CSTB policies can be viewed in full on the CSTB website (<https://www.careersourcetampabay.com/reports-and-publications/>) located under the "Reports and Publications section under "Abc ..."



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