

CareerSource Flagler Volusia

Local Plan 2020-2024

Executive Summary

The Executive Summary of CareerSource Flagler Volusia’s (CareerSourceFV) local Plan for 2020-2024 is intended to help facilitate citizen review and comment. The Executive Summary includes a brief background and overview, a description of CareerSourceFV’s organizational structure, a description of some of the contributing factors considered while creating the Plan and a synopsis of the local workforce system and program services. In addition, the Executive Summary provides CareerSource Flagler Volusia’s Vision and Mission statements and the broad objectives identified in the Plan.

Background and Overview

The Workforce Innovation and Opportunity Act (Opportunity Act) provides direction, guidance and important updates to the workforce system. The Opportunity Act prioritizes a market-driven approach to talent development that will prepare individuals seeking employment for the jobs of today and of the future. Added emphasis is placed on the need for access to workforce services for all individuals, and calls for increased partnerships with the Department of Vocational Rehabilitation, the Division of Blind Services and providers of Adult Literacy programs (Daytona State College and Flagler County Schools) as core partners.

As Governor Ron DeSantis stated in his State of the State address on January 14th, 2020, “There is no question that Florida is cultivating the talent needed to power our economy to new horizons”. CareerSourceFV is embarking on a new era of integrated and exceptional services to businesses and job seekers under the Opportunity Act guidance to ensure that the talent needed to power our local economy is developed. Among its many components, the inclusion of core partners who directly serve individuals with a heightened effort to engage business at every level will continue to drive greater outcomes.

Organizational Structure

The Workforce Development Board of Flagler and Volusia Counties, Inc. d.b.a. CareerSource Flagler Volusia is a Florida private non-profit corporation, designated as the administrative entity, planner and grant recipient of the Opportunity Act funds, the Wagner-Peyser Act (WP) funds, Veterans Program funds, the employment and training funds for the State of Florida’s Welfare Transition Program (WTP) funded through Temporary Assistance for Needy Families (TANF) and the Supplemental Nutrition

Assistance Program Employment and Training Program (SNAP,) for Flagler and Volusia Counties.

CareerSourceFV is one of 24 Local Workforce Board Areas (LWDA) in the state of Florida that acts as the lead organization for workforce development planning. In the Flagler Volusia area, CareerSourceFV is responsible for arranging a network of service delivery that meets the workforce needs of business and public alike.

CareerSourceFV is directed by a board of directors that is comprised of area stakeholders, including representatives from the Volusia County Council, Flagler County Board of Commissioners and their respective economic development organizations and minimally 51% private sector business. Direct services are competitively procured and provided in three Career Centers in Orange City, Palm Coast and Daytona Beach.

Vision/Mission/Values

CareerSourceFV's vision is: "In Flagler and Volusia Counties, every person will find their best career pathway and every business will have the workforce it needs to succeed".

CareerSourceFV's mission is to provide innovative talent solutions for businesses and the workforce through effective collaboration and partnerships that drive the regional economy.

CareerSourceFV's values are listed below:

- **Business-Driven:** We believe Florida employers – the state's job creators – are essential to our overall success in providing effective, market-relevant workforce solutions that drive economic growth and sustainability.
- **Continuous Improvement:** Driven by our commitment to excellence, we respond to changing market dynamics. We continually strive to improve our performance to better anticipate and address the talent needs of employers and the employment and skills needs of job seekers and workers. We identify measure and replicate success.
- **Integrity:** We fulfill our mission with honesty and accountability and strive in every decision and action to earn and protect the public trust.
- **Talent Focus:** We believe in the power of talent to advance every enterprise and open the door to life-enhancing economic opportunities for individuals, businesses and communities.
- **Purpose-Driven:** Our work is meaningful and through it, we can inspire hope, achievement and economic prosperity in the lives of the customers we serve.

These values were created by those who work within the Florida Workforce Network and guided by those for whom the network is designed to serve. Therefore, these values are shared by all 24 local workforce areas and the state workforce board.

CareerSourceFV's Plan is based on the current and future projected needs of local businesses. The Plan was created using information regarding industry sectors poised for growth, and places an increased emphasis on coordination and collaboration to ensure a seamless system for job seekers, including those with disabilities, and businesses.

In concert with local economic development organizations, local area chambers of commerce, and input from members of CareerSourceFV's Board of Directors, CareerSourceFV has identified several industry sectors to target in order to have maximum impact in the community. These sectors are Construction, Healthcare, Manufacturing, Business and Professional Services, Retail, and Leisure & Hospitality.

CareerSourceFV has partnered with businesses from each sector to lead discussions with economic development, education and workforce partners to develop strategies to meet the needs of businesses in each identified sector. This has led to the development of the Alliance4 Interchange that convenes biannually.

Description of Program Services

CareerSourceFV has a robust menu of workforce services to offer businesses and individuals. Our network is designed to provide job seekers with high quality career services, education and training, and the supportive services to obtain good jobs and retain their employment. Our services emphasize matching businesses with the skilled workers they need to compete.

Activities are targeted to:

- Provide job seekers with the skills and credentials necessary to secure and advance in employment with sustaining wages.
- Provide access and opportunities to all job seekers, including individuals with barriers to employment such as persons with disabilities, low income or disadvantaged, the homeless, the ex-offender, the basic skills deficient or those with limited English.
- Enable businesses to identify with ease and hire qualified, skilled workers and access other supports, including education and training for their current workforce.
- Participate in rigorous evaluations that support continuous improvement of the local workforce system by identifying which strategies work better for various populations.

- Ensure high-quality integrated data informed decisions by local policy makers, board members, local area management, employers and job seekers including core partners and optional partners.

CareerSourceFV provides “Career Services” for adults and dislocated workers. There are two types of Career Services available within the CareerSourceFV workforce system: Basic and Individualized Career Services. These services may be provided in any order and in no required sequence providing CareerSourceFV’s service provider staff the flexibility to target services to the needs of the customer.

Some of Basic Career Services include, but are not limited to, outreach, initial assessment of needs, labor exchange services such as job search and placement assistance, provision of labor market information on in-demand industry sectors and occupations, and information relating to the availability of support services and resources. In this venue, we offer assistance to individuals who have the skills to compete in the labor market and need basic assistance, including job search skills, resumes, etc.

Services available under the Individualized Services category are: comprehensive assessments, development of individual employment plans, career planning, development of pre-vocational services such as communication and interviewing skills, internships and paid work experience activities, and job skills training such as classroom and work-based training.

In addition to the services available for adults and dislocated workers, CareerSourceFV provides employment and training services to young adults. CareerSourceFV focuses on those young adults who have not been successful in traditional education by providing opportunities to earn high school diplomas (or its equivalent), employability skills and transitioning into post-secondary education or meaningful employment.

We look forward to continuing to partner and build our network with the Department of Vocational Rehabilitation, the Division of Blind Services and Adult Literacy with Daytona State College and Flagler County Schools. Due to the dynamic exchange of information with such a diverse stakeholder community and the knowledge and expertise of all who shared their insight, CareerSourceFV is well positioned to increase the number of individuals who have earned an industry recognized, post-secondary degree or credential, foster and expand business-driven, high-quality partnerships, building more career pathways and by focusing training investments on industry-valued training.

Our continuous improvement strategies will require this Four-Year Plan to be updated as new needs are identified. Significant changes will be brought before CareerSourceFV’s Board of Directors and the Local Elected Officials of Flagler and Volusia Counties.