



Workforce Readiness and Performance Council

Meeting Materials

February 18, 2009

WORKFORCE FLORIDA
WORKFORCE READINESS & PERFORMANCE COUNCIL

WORKFORCE READINESS COMMITTEE
Teleconference Meeting, February 9, 2009: 3:00 P.M.

Meeting Summary

The Workforce Readiness Committee, of the Workforce Readiness & Performance Council, met via telephone and web conference on February 9, 2009. The committee members in attendance included: The Chairman, Eric Kennedy, J. B. Black, Mary Lou Brunell, Everett Kelly, and Don Winstead. Randy Johnson, Chairman of the Workforce Readiness and Performance Council was also in attendance.

The summary of the January 6, 2009 committee meeting was presented for approval. A motion was made by Everett Kelly and seconded by Mary Lou Brunell to approve the summary as the official minutes of the meeting. The motion was approved.

The committee considered an action item related to the distribution of Reed Act Funds for performance improvement. At the direction of the Workforce Florida Board a portion of the Reed Act funding to be distributed this program year to the state's regional workforce boards (RWBs) is to be based on performance improvement as set forth in a state implementation plan. Accordingly, the implementation plan provides for 3 periodic fund distributions based on approved award categories. Under one of the award categories, awards of up to \$50,000 are made for each RWB that meets the federal TANF program participation rates. In making the awards in this category thus far in the program year, \$200,000 was left uncommitted due to the number of RWBs who

qualified. As the approved implementation plan makes no provision for the distribution of unearned monies, it became necessary to consider policy for the distribution of the \$200,000 balance from the first round of performance improvement awards that can also be applied to the any unearned balance that might occur in next round. Staff presented a recommendation that any unearned balance remaining from the distribution funds under this award category be awarded to all RWBs using the TANF allocation formula as long as the state as a whole meets the participation rate targets as required by the implementation plan. A motion was made by Everett Kelly and seconded by Mary Lou Brunell to approve the staff recommendation. The motion was approved. The action item as presented to the committee is attached.

The committee next received a brief report by Eric Kennedy and staff regarding the action January 28, 2009 of the Workforce Florida Executive Committee to make \$6,000,000 in redirected state-level funding available for the Employ Florida Healthcare Workforce Initiative. This initiative will be rolled out first as pilot involving a memorandum of understanding between WFI, the South Florida Workforce Board, and the Healthcare Corporation of America (HCA) and will provide both incumbent worker training and training for unemployed individuals in the area. Subsequent roll outs of the pilot are anticipated in Central and North Florida as soon regional boards with available local funding are identified. The model can also easily be modified and expanded as part of the rapid deployment of additional funds that will become available under the proposed federal economic stimulus plan. The Chairman acknowledged the key role

Mary Lou Brunell played in developing the model and he cited this model and the recent memorandum of understanding among WFI, Gulf Coast Community College, Gulf Power and the St. Joe Company as excellent examples of ways the workforce system can work with the private sector to meet the challenges of the current economy. The committee also discussed some questions related to the pilot as raised by local workforce representatives that were participating in the call.

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Temporary Assistance for Needy Families (TANF)/Supplemental Security Income (SSI) Disability Transition Project is designed to examine the overlap in the TANF and SSI populations, document current approaches for identifying and working with individuals with a disability, and to identify approaches to work more effectively with individuals who may be eligible for SSI. The federal agencies are very interested in identifying one or two sites in Florida to participate in the project. Each state and local project participant would receive approximately \$100,000 to participate. The committee recognized this as a good opportunity for the state system to remain in the forefront of program innovation. Don Winstead will meet soon with those operating the project to express the state's interest and get further information. WFI staff will also work with Mr. Winstead to develop a process for interested RWBs to apply to participate. Eric Kennedy asked Randy Johnson to place the issue on the agenda for the upcoming meeting of the Workforce Readiness and Performance Council scheduled for February 18, 2009. Mr. Johnson agreed. See the attached project description.

The committee briefly discussed the federal stimulus plan legislation that has passed House and that is being discussed in modified version in the Senate. The members took note of the flow of information regarding the various proposals and acknowledged the need to continue to review the issue due to its importance to the state and the nation and the need the workforce system will soon have to implement whatever becomes final.

There being no further business, the meeting was adjourned.

**Workforce Florida Inc.
Workforce Readiness and Performance Council
and Committee Meetings,
The DoubleTree Hotel, Tallahassee, Florida
November 19, 2008**

Chairman Randy Johnson, Sr. called the meeting to order at 1:13 pm and a quorum was confirmed.

In the introductions of council members, WFI board members and other participants, Chairman Randy Johnson, Sr. also recognized Ray Gilley, president and CEO of the Metro Orlando Economic Development Commission.

Chairman Randy Johnson, Sr. described the roles of each of the committees within the Council, namely the Workforce Readiness Committee, the Workforce Performance Committee, the Youth Opportunities Committee, and the Technology Committee, and introduced the chairs of each committee respectively: Eric Kennedy, Don Gugliuzza, Buddy Streit, and Andy Perez.

Bruce Ferguson reported on the Partners Council discussion which took place on November 18, 2009 with the following points:

- Composition of the Partners Council, including regional workforce directors, management and staff from Workforce Florida (WFI), the Agency for Workforce Innovation (AWI), and other key partners such as the Department of Children and Families (DCF)
- Impacts on the workforce system and One Stop centers due to economic downturn and increases in unemployment
- By design, the regional workforce boards are comprised of business and public leadership and need to take “calculated risks” to run their businesses
- A key legislative priority is sustained/sustainable funding for the workforce system, particularly Temporary Assistance for Needy Families (TANF) funding

Eric Kennedy recommended that WFI board members should attend the Partners Council meeting so that they understand the issues that are affecting the regions

Chairman Randy Johnson, Sr. clarified that Bruce Ferguson is a voting member of the Workforce Readiness and Performance Council by virtue of his role as the Partners Council representative

Each of the committee chairs provided an update on the activities and initiatives within the scope of their respective committees:

- Workforce Readiness: (Chair: Eric Kennedy) To provide guidance and make policy decisions regarding identified workforce readiness programs that assist in the transition from social welfare and need-based support to self-sufficiency in Florida’s workforce. (Under the previous governance model, these activities were conducted by the Career Council.)
- Youth Opportunity: (Chair: Buddy Streit) To provide guidance and make policy decisions that support youth development, preparedness and opportunity in the

- workforce, with special emphasis on youth aging out of foster care, exiting the juvenile justice system, or overcoming disadvantages that could prevent their successful transition to self-sufficiency. (Under the previous governance model, these activities were conducted by the Youth Development Council.)
- Performance: (Chair: Don Gugliuzza) To evaluate and recommend policies and programs that assure effective stewardship of federal and state funding to the workforce system, with particular focus on the Workforce Investment Act (WIA), Wagner-Peyser (WP), and Temporary Assistance for Needy Families (TANF) funds and their application within the regional and state workforce system. One key aspect of workforce performance is the development and maintenance of a statewide Balanced Scorecard and the linked financial incentives tied to performance.
 - Technology: (Chair: Andy Perez) To evaluate and recommend policies and strategies for the use of technology to streamline, expedite and automate supportive services to the workforce system and to support the measurement, accountability and reporting capabilities of the state.

Don Winstead, Deputy Secretary of DCF, provided an overview of TANF and participation rate concerns for Florida, outlining how TANF funding is determined and what the expected rates of participation in work-related activities are. (All Families: 50%
Two-Parent Families: 90%)

Work participation rates measure the degree to which TANF families are engaged in work activities that lead to self-sufficiency. To count toward the rate, a family must include an adult or minor head-of-household who is engaged in qualified work activities for at least 30 hours per week, or 20 hours per week if they were a single parent.

Don Winstead also explained how the caseload reduction credit had helped Florida to meet its overall participate rate goals. He cautioned that at the current levels of performance, Florida would not meet the participation rate without the caseload reduction credits, and that the financial impact of not meeting this could range as high as \$100 million dollars, with a \$24.5 million increase in state-funded maintenance of effort (MOE)

Larry Champion (WFI) outlined the funds available to the Council, indicating that \$2 million was available specifically for youth initiatives from penalties and interest (P&I) funding, and an additional \$2 million was available for other council and committee initiatives.

A motion for the approval of the 2007-08 Balanced Scorecard and Incentive methodology was passed.

A motion for the approval of \$250,000 in Youth Opportunities Committee funds to fulfill the Shared Case Management Pilot incentive was passed.

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Mason Jackson, executive director of region 22 (Broward) asked for additional information about the development of the balanced scorecard measures and the planned “Balanced Scorecard 2.0” initiative. He also shared his impressions from the earlier Workforce Performance Committee discussion.

Chairman Randy Johnson, Sr. made closing remarks about the challenges the workforce system is facing and the need to create positive opportunities and shape the future. The Council meeting was adjourned at 3:05 pm.

WORKFORCE FLORIDA
WORKFORCE READINESS & PERFORMANCE COUNCIL

WORKFORCE READINESS COMMITTEE
Initial Meeting, November 19, 2008: 1:00 – 3:15 P.M.

Meeting Summary

The Workforce Readiness Committee, of the Workforce Readiness & Performance Council, met in a break-out session during the scheduled Council meeting on November 19, 2008. The committee members in attendance included: The Chair, Eric Kennedy, Daniel Baldwin, Hilda Quintero, JoAnn Williams, J. B. Black, Mary Lou Brunell, Everett Kelly, and Don Winstead.

In preparation for the initial meeting of the Workforce Readiness Committee, Chair Eric Kennedy had requested, and received from staff, current Florida unemployment information: a) 2008 unemployment data according to critical economic sectors; b) currently identified workforce deficient economic sectors. The intent for collecting this data was to assess any opportunities for directing the large, and growing, TANF and unemployed numbers, toward those economic sectors with workforce needs, now, and in the immediate future.

The initial meeting of the Workforce Readiness Committee was launched with this main topic: “what can be done on an immediate basis, and long-range basis to transition those populations into economic sectors where the most need is forecasted?”. In addition to the Committee Members (all present), several of the Regional Workforce Board Directors joined the meeting. The following is a notation of significant comments that evolved in this initial meeting:

- The need for both short-term (90 – days) and longer-term (12 -24 mos.) training for those in transition mode.
- The short-form application for unemployment benefits does not collect enough information to determine an applicant’s skills and experience.
- The lack of sufficient information makes it very difficult to direct these applicants toward workforce need areas.
- Without more information, the applicants are unable to utilize the Employ Florida Marketplace which is an excellent State resource for assisting those in transition mode.
- Collecting more comprehensive information at the time of application is not practical on an immediate basis due to the large numbers of unemployment and transition applicants being processed by the Regions presently.
- A suggestion was tabled that the Readiness Committee submit an application for a pilot program to change this initial application to best collect information on the applicant’s.
- A brief discussion ensued relative to having industry participants become involved in facilitating and expediting the training/education and transitioning of individuals into the workforce sectors forecasted to have the most urgent workforce needs (numbers and specific skills/training).
- The meeting was adjourned with a request to all members for specific input and recommendations for the Readiness Committee, consistent with the Council’s roles, for short-term and long-term objectives and goals.

Performance Committee Meeting Summary

The Performance Committee met as a break-out session from the Workforce Readiness and Performance Council meeting on November 19, 2008. The session was called to order and lead by Chairman Don Gugliuzza and assisted by Workforce Florida, Inc. staff, Charles Williams and Agency for Workforce Innovation staff Tony Carter. Committee members present were Miguel Fuentes, and Bob Beck who was asked to join by Steve Urquhart. Absent Committee members were Eric Smith/Lucy Hadi, James Richburg, and Mark Wilson. The meeting was open to the public and in attendance were representatives from eight of the 24 regional workforce boards to include two Executive Directors, an Assistant Executive Director, a local board member, and local board staff.

Agenda

Performance Instrument Then...Now...and to Come

The goal of the meeting was to acclimate, educate and re-educate the committee on the workforce performance instruments of past through our future and to entertain any questions from the committee members. Additionally, the Balanced Score Card 2.0 (BSC 2.0) concept was introduced and briefly discussed. Committee members were also informed of the pending Action Item of the Council to charge the Committee with the development of the workforce system's future performance instrument, BSC 2.0.

- The Action Item was properly moved and passed by the Council and is now a task of the Performance Committee.

Incentive Policy 2008 and Beyond

The goal of the meeting was to serve as a primer to the committee members of an Action Item to be voted on by the Council regarding the development of the workforce system's performance incentive policy for current and future years.

- The Action Item was properly moved and passed by the Council and is now a task of the Performance Committee.

During the open discussion, several items were presented by the audience, they are as follows:

1. Mason Jackson, Executive Director for workforce region 22 has concerns regarding the methodology applied to Level of Service for Special Populations threshold measure that is currently on the BSC.
 - This issue is taken under consideration and may need to be vetted through the Partner's Council as the current BSC has been approved by the WFI BOD.
2. Mason Jackson, Executive Director for workforce region 22 has concerns regarding including the current Participation Rate methodology that is currently on the BSC.
 - This issue is taken under consideration and may need to be vetted through the Partner's Council as the current BSC has been approved by the WFI BOD.
3. Some regions are concerned that the BSC is not a management tool.

- This issue is taken under consideration. However, the BSC was never intended to be such, rather a performance report for WFI BODs, local BODs, Executives, etc, to quickly access performance of specific areas discretely or as compared to the total field, among other strategic objectives. Therefore, issues regarding management tools such as the Monthly Management Report (MMR), data store and specific management queries needs to be addressed separately with the Agency and or through the Partner's Council.
4. Customer Satisfaction for Employers.
- This issue is under review by AWI.

Performance Committee was adjourned by Chairman Gugliuzza.

YOUTH OPPORTUNITIES COMMITTEE

MEETING SUMMARY

Committee Meeting Held: Wednesday, November 19, 2008, 1:00 p.m. – 3:15 p.m.

Committee Members Attending: Buddy Streit – Chair, Scott Goyer, and Shayne Stewart

Others Attending: Bryan Stone – Region 8, Holly Carson – AWI, Steve Craig – Region 21, Linda Sumblin – Region 2, Cynthia Pritchard – Region 5, Richard Williams – Region 3, and Dehryl McCall – AWI

Meeting Summary (future needs for committee members):

- Identify committee roles and responsibilities
- Need to have committee meetings every two weeks, until the February 2009 WFI board meeting to bring committee members up-to-date
- Identify funding
 - source(s),
 - \$\$ amount available
 - restrictions, if any
- Identify funded youth projects
 - Past projects that could be funded again
 - Existing projects; Status reports
 - Primary performance outcomes
- AWI State Youth Coordinator
 - Can provide information on the Career and Professional Education Act (CAPE); the Strengthening Youth Partnership (SYP) initiative; Workforce Investment Act (WIA) funding eligibility guidelines; and the Shared Case Management Youth Pilot project targeting Department of Juvenile Justice and Foster Care populations.

Workforce Readiness and Performance Council Information Item 1

2009 Planning Process

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The Workforce Investment Act (WIA) requires states to submit a Strategic Five-Year State Plan. This plan is also the vehicle for any waivers a state wishes to request. The United States Department of Labor (USDOL) initially required the submission of the plan for the first two years of the planning cycle in 2005. Subsequently, an updated plan was required and submitted for the next two years of the cycle in 2007. This current two-year plan update is scheduled to expire June 30, 2009, necessitating the submission of a plan update or request to extend the current plan for Program Year 2009, the final year of the five-year cycle. Federal planning guidelines for year five were issued in December 2008 giving states the options of submitting either an updated plan or a letter requesting a one-year extension of the current plan and any approved waivers. Updated plans or requests for extension must be made available for public comment and are due April 15, 2009. Florida has indicated its intent to submit a letter requesting extension of its current plan and eight approved waivers.

Historically, Florida has initiated the local Regional Workforce Board (RWB) process subsequent to the submission of its state plan to USDOL. In 2007, when plans were updated for the 2007-2009 period, planning instructions were issued in June requiring the local plans to be submitted by the end of September. This allowed the month of October for AWI and WFI staff to review the plans and prepare recommendations regarding their approval for submission at the November WFI Board meeting. This year local RWB's will have the same option as we have at the state level of submitting either an updated plan or a letter requesting extension of the current plan.

NOTE: As the passage of federal economic recovery legislation is almost certain, rules associated with expanded workforce programs or new workforce initiatives will certainly prompt USDOL to require that states update or amend their plans accordingly. The question is: Will new guidance be issued as part of the planning process outlined above for year 5? Or, will USDOL require subsequent amendment to whatever is to be submitted by April 15. Whatever the case, the state would have to pass on any new requirements to Florida's RWBs as part of the local planning process.

Action Item 5A

APPROVE REQUEST FROM REGION 4, GULF COAST WORKFORCE BOARD, INC., AND REGION 19, HEARTLAND WORKFORCE, TO PROVIDE DIRECT SERVICES (IMPLEMENTATION OF SB 428)

Background:

The federal Workforce Investment Act (WIA) allows regional boards to be designated as a one-stop operator and direct provider of core or intensive services if agreed to by both the Chief Elected Official for the workforce region and the Governor. The WIA also allows the Governor to waive the prohibition against regional workforce boards providing training services under limited circumstances. In order to ensure that regional workforce boards exercise independent oversight, the Workforce Innovation Act of 2000 (Chapter 445, Florida Statutes), as originally enacted, was more restrictive and contained an absolute prohibition against regional workforce boards being designated as a one-stop operator or a direct provider of any workforce services (including training services).

Senate Bill 428, passed during the 2008 Legislative session, modifies Chapter 445, Florida Statutes, and provides new statutory authority for regional workforce boards to now be designated as a one-stop operator and to be a direct provider of certain workforce services. The prohibition against being a direct provider of training services still remains. The legislation required Workforce Florida, Inc. (WFI) to establish procedures for regional workforce boards to request permission to become a one-stop operator or direct provider of services and to establish criteria for the review and approval of any request submitted by a regional workforce board. The revised law requires that a "reduction in the cost of providing the permitted services" must be one of the criteria used by Workforce Florida, Inc. in granting permission to a regional workforce board. The new law was effective July 1, 2008.

Eleven Regional Workforce Boards have submitted requests for permission to implement SB 428. Those requests were previously approved by the WFI board. Two additional Regional Workforce Boards – Region 4, Gulf Coast Workforce Board, Inc., and Region 19, Heartland Workforce - have submitted a request to implement SB 428. The requests have been reviewed by AWI and WFI staff. Based on staff review, the following action is recommended.

NEEDED ACTION

Approve the request from Region 4, Gulf Coast Workforce Board, and the request from Region 19, Heartland Workforce to implement SB 428 effective immediately.

**WORKFORCE FLORIDA
WORKFORCE READINESS & PERFORMANCE COUNCIL**

**WORKFORCE READINESS COMMITTEE
Teleconference Meeting, January 6, 2009: 3:30 P.M.**

Meeting Summary

The Workforce Readiness Committee, of the Workforce Readiness & Performance Council, met via telephone and web conference on January 6, 2009. The committee members in attendance included: The Chairman, Eric Kennedy, Hilda Quintero, Doug Beach, JoAnn Williams, J. B. Black, Mary Lou Brunell, Everett Kelly, Don Winstead, and Michael Stephenson.

The summary of the November 19, 2008 committee meeting was presented for approval. A motion was made by Mary Lou Brunell and seconded by Hilda Quintero to approve the summary as the official minutes of the meeting. The motion was approved.

Chris Hart, President of Workforce Florida made a presentation on the current “Recovery Florida” effort to design a workforce system response to the current economic crisis for an effort to assist those out of work to become reemployed, focusing both on those who are readily employable as well as those in need of training. The training component of the initiative would be directed toward training in growth sector occupations. The Health Care Sector has been identified as the leading targeted growth sector for the state-level training effort. He also outlined a regional component under consideration. This component would potentially involve the Regional Workforce Boards by encouraging them to identify local growth industries that could be targeted for local training as part of

the overall effort. He stated that the goal was to draft a recommendation for presentation at the January 28, 2009 meeting of the Workforce Florida Executive Committee. He asked the members of the committee for their opinion on this approach that would couple overall state-level training in the health care sector with training in regionally identified local growth industries. The response from the members was generally favorable. He also stated that it is important for the effort to look beyond the current economic crisis to identify continuing needs.

Sherril Claus with Geographic Solutions made a presentation to demonstrate the current capabilities of the Employ Florida Marketplace (EFM) interface with the unemployment compensation system to import claimant data into EFM. She then briefly outlined possibilities that could enhance this process in order to better facilitate the workforce staff's and employers' abilities to search this data by job skill and employment history and how these enhancements could improve services. She also illustrated the increased effectiveness that could be obtained by collecting the unemployment compensation claimant's email address. With the email address the system would have the capability to generate communications directly with the claimants to inform them of job openings for which they may qualify.

The committee discussed the presentation and the importance of moving forward as soon as possible with the implementation of enhancements to facilitate improved capabilities to serve the unemployment compensation claimant. The possibility of the collection of more complete unemployment claimant information at the point of application was also

discussed and this will also be pursued to determine the extent to which this could be accomplished given the costs and other limitations involved.

Don Winstead with the Florida Department of Children and Families informed the committee of a recent letter that he had received from the U. S. Department of Health and Human Services (HHS). The letter announced the opportunity for local areas applying to become study sites to identify best practices. He stated that he would forward the details to staff as this could bring the some of the state's regions the possibility of additional funding.

Steve Urquhart briefly introduced the blog site being set up for the Workforce Readiness Committee. Jay Barber, the Workforce Florida general council, discussed the requirements of Florida Sunshine Law as it would apply to committee members' use of the blog. He outlined the definition of a meeting under law and stated that communications between committee members via the blog could not occur without the prior public notice and public access required for a meeting. He stated that members and others could post information, opinions, etc. on the blog for review but that committee members could not respond directly to each other's postings without it constituting a meeting. The committee members discussed how they could move forward with the blog under the requirements outlined by Jay. Jay will summarize the requirements as he presented them. (See the attached summary.)

The committee chairman, Eric Kennedy stated that he planned to convene another committee meeting no later than 7-10 days prior to the Workforce Florida council and board meetings scheduled for February 18 and 19, 2009. He stated that staff would be contacting the members about possible meeting times.

Due to the time constraints the chairman tabled until the next meeting the final agenda item regarding the memorandum of understanding among WFI, Gulf Coast Community College, Gulf Power and the St. Joe Company.

The meeting was adjourned.

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There being no further business, the meeting was adjourned.

Florida FLUID to EFM Interface and Functionality

Change Order Summary for Approval

Prepared by Sherril Claus 12/19/08 after discussion with Richard Meik, updated 1/8/09 after webinar

Overview: Project Team is exploring how to get more UI claimants active in EFM more quickly

Current Process:

1. Five daily FLUID files are sent to GeoSol each week. This is the same file used to create registrations in OSMIS. GeoSol wrote the import code based on the existing file format. Since the system went live, the file was amended twice.
2. GeoSol DTS process currently imports the data to EFM as follows:
 - a. If the individual is already registered, we update contact information and veteran information ,if none is present, (change order 1) and occupation, if none exists (change order 2).
 - b. If the individual is NOT already registered, we create an individual registration and mark the registration source as "unemployment claimant interface." We also record the occupation code in indemp and indemp history tables.
 - c. There is no Wagner-Peyser application and program participation/enrollment created until the individual or staff record services. (This requires the completion of a participation information screen and staff *should* be collecting a few additional data fields when creating the Wagner-Peyser application.)

Changes in Process:

1. FLUID amends the FLUID file sent to GeoSol to add the following field required for Federal Reporting and a completed WP application:
 - a. Selective Service Registration
 - b. Right to work in the US status:
 - i. citizen
 - ii. US permanent resident
 - iii. Alien Refugee
 - c. Military Discharge Date (for transitioning service members and recently separated veteran flags; WISPR will require this data for TSM)
 - d. E-mail address **

** Fluid will be modified to collect E-mail address (either via link to create free email account or by auto-creation of a personal email account when an online claim is filed . This will be defined further). EFM will code the interface to accept and process the E-mail address when it is sent.

2. Record information on up to three employer history records provided in the current FLUID file (not just the occupation code) in the background employment history record for the individual.
 - a. This is searchable and easily incorporated into a resume via the resume wizard.
 - b. This would be done as an update to existing registrations with the other updates and on creation for new registrations.
3. When e-mail addresses are added to the interface, the DTS process will create a system generated email that includes a link to the EFM site to all new registrants advising them of their

username and advising/reminding them how to create a unique password. The letter will also have a link to a list of jobs available based on their skills and home address;

- a. The link will take them to the EFM site job list as a guest – requiring them to log in to see details of a job. If they do not have a current Wagner Peyser participation record,
 - i. they will be presented with the ‘four participation’ questions to create the WP application and participation record.
 - ii. The job search would be their participation first activity.
4. If a Virtual Recruiter is created, a custom report can be created to allow regions to periodically look at registrants from FLUID who have NOT applied to a job, created a resume or even logged into the system.
 - a. This could be used as part of the work rule determination of whether or not the claimant is using the state system to conduct job searches.

Other possibilities that would also be change orders:

1. It is possible that UI claimants from FLUID processed via the DTS package would not create WP app and participation automatically but PREP interface registrants would – if a record exists and a WP app is not open, a new app could be created.
 - a. We need to visit this during the PREP final requirements discussion before we program it to avoid a separate change order.

TANF/SSI Disability Transition Project

November 2008

Numerous studies have identified substantial overlap in families and individuals served by the Temporary Assistance for Needy Families (TANF) and the Supplemental Security Income (SSI) programs. Over the past decade, as the TANF program has developed policies to help recipients enter the workforce and increase self-sufficiency, it has become increasingly important for TANF agencies to screen applicants and recipients in order to meet their needs. Individuals who appear to have a disability that interferes with work pose a challenge with respect to work and work-related activity requirements. For these individuals, TANF agencies may take any number of actions, one of which may be to refer the individual to the Social Security Administration (SSA) to apply for SSI. However, given the strict definition of disability for becoming eligible for SSI, it is likely that many TANF recipients never become eligible, even if they have some form of disability. It is in the interest of TANF applicants and recipients and of TANF agencies that the screening for disability be as accurate as possible. And because well-informed referrals for SSI applications permit the best use of SSA's adjudicative resources, it is in the interest of SSA as well.

To improve program interaction, the Administration for Children and Families (ACF), which administers the TANF program, and the Social Security Administration (SSA), which administers the SSI program, are working together and in collaboration with several states and localities to examine the overlap in the TANF and SSI populations, document current approaches for identifying and working with individuals with a disability, and to identify approaches to work more effectively and efficiently with individuals who may be eligible for SSI.

The TANF/SSI Disability Transition Project (TSDTP) will take place in two major stages, each lasting approximately 12 months. The *first stage* consists of understanding the current environment through data exchange, analysis and model development. During this stage, the project team will work with each site to document the number of cases involved and their current procedures for identification of disability and referral to SSI. ACF and SSA are finalizing data-exchange agreements with five states, involving six local TANF agencies, chosen based on their interest in participating and the belief that their programs would yield useful information. Following the data analysis, ACF, SSA and its evaluation contractors, MDRC and the Lewin Group, will work with sites to develop locally-driven innovations for engaging individuals with disabilities in employment-related activities and making appropriate referrals. These innovations will be supported by sound logic models and a conceptual framework.

In the *second stage* of the project, programmatic innovations will be pilot-tested and monitored for program performance. This stage will document the implementation of innovative approaches and provide recommendations for evaluating these or similar pilot interventions. For the entire project, states and local agencies will have opportunities for input, including by participating in the Advisory Committee, chaired by SSA staff, which will oversee the initial data exchange and analysis.

The overall goal of the project is to provide valuable information to a broad audience of TANF and SSI administrators, program operators, policymakers and stakeholders, on the overlap between TANF and SSI, approaches for best serving individuals with a disability, and possibilities for program improvement and reform. ACF and SSA intend to use TSDTP findings to determine appropriate next steps, which may include a demonstration project to evaluate local innovations.

For further information, please contact:

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Workforce Readiness Committee

February 9, 2009

Action Item 1

REED ACT PERFORMANCED-BASED FUNDING DISTRIBUTION

* * * * *

In an effort to sustain fiscal year 2007-08 funding levels, the Legislature authorized the use of \$20 million in REED Act funding to replace the loss of recurring TANF/Welfare Transition funding. The distribution of the total \$20 million was as follows:

\$11,745,674 of the available Reed Act funding was distributed by formula to the regional workforce boards using the same formula used to distribute funding under the TANF program.

\$4,000,000 of the available Reed Act funding was distributed by formula to the regional workforce boards using the same formula used to distribute funding under the Wagner-Peyser Act program.

\$4,254,326 – was reserved for distribution to the regional workforce boards based upon defined performance objectives as anticipated by House and Senate staff. An implementation plan was developed under the direction of the Career Council to clearly define performance objectives. The plan's purpose is to direct the use of Reed Act funding in ways that will improve the regions' performance with the TANF participation rates, as well as overall regional performances.

Pursuant to the implementation plan:

- \$1,000,000 was be allocated using the TANF allocation formula upon receipt/review/acceptance of each RWB Reed Act Implementation Plan.
- \$3,000,000 is to be used to award performance improvement. \$1.5 million was issued based on FFY 07/08 (October 2007-September 2008) results – and \$1.5 will be issued based on the first quarter of FY 08/09 results (October 2008 – December 2008).
- The balance of \$254,326 was held for evaluation and replication of RWB plans as appropriate; for technical assistance projects; and system upgrades to support achieving the required participation rates. Any of these monies remaining unused will be added to the final performance awards based on the first quarter FFY09/09 results.

The three award categories approved for each of the \$1.5 million performance improvement awards are as follows:

1. **Meeting/exceeding All Family and Two Parent Family Florida State Participation Rate (PR)Targets - \$1,000,000** to be awarded using the TANF allocation formula. if Florida meets both the All Family and Two Parent Family *State PR Targets* .
2. **Meeting Federal All Family and/or Two Parent Family PRs - \$400,000** to be awarded to RWBs meeting the *Federal All Family PR of 50%* and/or the *Federal Two Parent Family PR of 90%*. RWBs are eligible to receive up to a maximum of \$50,000 for meeting the All Family PR and up to a maximum of \$50,000 for meeting the Two Parent Family PR.
3. **Exceeding Federal All Family and/or Two Parent Family PRs - \$100,000** to be awarded based on a graduated scale for regions at 51% or greater for the All Family PR and/or 91% or greater for the Two Parent Family PR (the higher the PRs the greater the actual award amount). The total award available (**\$100,000**) to be split among the RWBs achieving 51% and greater (All Family PR) and/or 91% and greater (Two Parent Family PR).

In making the first performance improvement awards based on FY07/08 results, \$200,000 is left uncommitted due to the \$50,000 cap for criteria 2. As the approved plan makes no provision for the distribution of unearned monies, it is necessary to consider policy for the distribution of the \$200,000 balance from the first round of performance improvement awards that can also be applied to the any unearned balance that might be left in the second round to be awarded for first quarter FY08/09 results.

Staff Recommendation

Add any unearned balance from the distribution of funds under award category 2 to category 1 and distribute it to all RWBs using the TANF allocation formula.

* * * * *

NEEDED ACTION

Consider approval of the staff recommendation for the distribution of any unearned funds remaining from the distribution of funds under performance award category 2.

R36		fx																
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	RWB	50% Based on Food Stamp Relative Share (FACTOR 1)		50% Based on Welfare Caseload Relative Share (FACTOR 2)		TANF Formula Category 1 Award	Regional Tanf %	All Family 12 mo. Redo FED	Trend Analysis Adj.	Adjusted Perf.	Category 2 Award	> 51%	FS Cat 2 excess 1 (100,000)	TANF Cat 2 excess 2 (100,000)	Total Excess redistribution	TANF Formula Category 1 Award	Category 3 Award	Total Award
2	1	\$15,495	3.1%	\$19,111	3.8%	\$34,606	3.5%	30.3%	3.70%	34.0%			\$3,099	\$3,822	\$6,921	\$34,606		\$76,132
3	2	\$4,264	0.9%	\$3,485	0.7%	\$7,748	0.8%	23.8%	3.70%	27.5%			\$853	\$697	\$1,550	\$7,748		\$17,047
4	3	\$4,529	0.9%	\$2,647	0.5%	\$7,176	0.7%	31.2%	3.70%	34.9%			\$906	\$529	\$1,435	\$7,176		\$15,788
5	4	\$6,425	1.3%	\$6,173	1.2%	\$12,598	1.3%	29.2%	3.70%	32.9%			\$1,285	\$1,235	\$2,520	\$12,598		\$27,717
6	5	\$11,708	2.3%	\$13,088	2.6%	\$24,796	2.5%	37.7%	3.70%	41.4%			\$2,342	\$2,618	\$4,959	\$24,796		\$54,551
7	6	\$5,729	1.1%	\$4,117	0.8%	\$9,846	1.0%	35.3%	3.70%	39.0%			\$1,146	\$823	\$1,969	\$9,846		\$21,660
8	7	\$4,744	0.9%	\$4,900	1.0%	\$9,645	1.0%	56.5%	3.70%	60.2%	50,000	57,868	\$949	\$980	\$1,929	\$9,645		\$129,087
9	8	\$45,032	9.0%	\$30,017	6.0%	\$75,049	7.5%	40.9%	3.70%	44.6%			\$9,006	\$6,003	\$15,010	\$75,049		\$165,108
10	9	\$8,765	1.8%	\$9,021	1.8%	\$17,787	1.8%	31.3%	3.70%	35.0%			\$1,753	\$1,804	\$3,557	\$17,787		\$39,131
11	10	\$14,156	2.8%	\$10,793	2.2%	\$24,949	2.5%	29.3%	3.70%	33.0%			\$2,831	\$2,159	\$4,990	\$24,949		\$54,887
12	11	\$14,065	2.8%	\$18,156	3.6%	\$32,221	3.2%	23.7%	3.70%	27.4%			\$2,813	\$3,631	\$6,444	\$32,221		\$70,886
13	12	\$56,262	11.3%	\$59,008	11.8%	\$115,270	11.5%	26.0%	3.70%	29.7%			\$11,252	\$11,802	\$23,054	\$115,270		\$253,593
14	13	\$11,486	2.3%	\$8,234	1.6%	\$19,720	2.0%	41.4%	3.70%	45.1%			\$2,297	\$1,647	\$3,944	\$19,720		\$43,384
15	14	\$21,171	4.2%	\$23,575	4.7%	\$44,747	4.5%	52.6%	3.70%	56.3%	50,000	33,335	\$4,234	\$4,715	\$8,949	\$44,747		\$181,778
16	15	\$40,068	8.0%	\$43,507	8.7%	\$83,575	8.4%	47.7%	3.70%	51.4%	50,000	2,511	\$8,014	\$8,701	\$16,715	\$83,575		\$236,377
17	16	\$16,191	3.2%	\$14,303	2.9%	\$30,494	3.0%	48.3%	3.70%	52.0%	50,000	6,285	\$3,238	\$2,861	\$6,099	\$30,494		\$123,372
18	17	\$20,645	4.1%	\$9,775	2.0%	\$30,420	3.0%	34.1%	3.70%	37.8%			\$4,129	\$1,955	\$6,084	\$30,420		\$66,924
19	18	\$11,543	2.3%	\$5,788	1.2%	\$17,331	1.7%	26.8%	3.70%	30.5%			\$2,309	\$1,158	\$3,466	\$17,331		\$38,129
20	19	\$5,332	1.1%	\$2,886	0.6%	\$8,218	0.8%	35.8%	3.70%	39.5%			\$1,066	\$577	\$1,644	\$8,218		\$18,079
21	20	\$13,646	2.7%	\$11,999	2.4%	\$25,645	2.6%	29.9%	3.70%	33.6%			\$2,729	\$2,400	\$5,129	\$25,645		\$56,419
22	21	\$22,522	4.5%	\$21,745	4.3%	\$44,267	4.4%	44.3%	3.70%	48.0%			\$4,504	\$4,349	\$8,853	\$44,267		\$97,388
23	22	\$39,535	7.9%	\$35,390	7.1%	\$74,925	7.5%	41.8%	3.70%	45.5%			\$7,907	\$7,078	\$14,985	\$74,925		\$164,835
24	23	\$87,440	17.5%	\$135,220	27.0%	\$222,660	22.3%	43.5%	3.70%	47.2%			\$17,488	\$27,044	\$44,532	\$222,660		\$489,853
25	24	\$19,246	3.8%	\$7,061	1.4%	\$26,308	2.6%	39.8%	3.70%	43.5%			\$3,849	\$1,412	\$5,262	\$26,308		\$57,877
26	Total	500,000	100.0%	500,000	100.0%	1,000,000	100.0%	39.2%	3.70%	42.9%	200,000	100,000	\$100,000	\$100,000	\$200,000	1,000,000		2,500,000

Report

FOOD STAMP EMPLOYMENT AND TRAINING PROGRAM

BACKGROUND

Federal law requires that Able Bodied Adults without Dependents (ABAWD)s who are between the ages of 18 – 49, who are not in school at least half-time as defined by the institution, who are working less than 30 hours per week or earning less than \$196.50 per week and who receive food stamps must participate for a specified number of hours every month in work activities in order to continue to receive food stamps. The Food Stamp Employment and Training Program (FSET) works with these individuals and help them meet their work requirements and gain skills, training, or experience to increase their ability to obtain regular employment.

During the past year, Florida has only been required to provide the FSET Program to ABAWDs in 11 of the state's 24 workforce regions due to federal rules that allow the state to waive certain counties with a high unemployment rate and exempt individuals in other counties. In November 2008, the number of individuals/households receiving food stamps had increased 23 percent over the preceding twelve months and the number of ABAWDs required to participate in the FSET Program also had increased. These numbers are expected to continue to increase given the current economic downturn in the state and nation. At the same time as the number of individuals required to participate in the FSET Program was increasing, the number of federal exemptions and waivers that allowed Florida to only provide FSET services in a limited number of workforce regions were no longer were available. These two facts dictated that the state begin to address changes in its FSET service strategy and that new avenues for additional funding needed to be explored.

An FSET workgroup was organized with representation from the regional workforce boards, the Agency, and from Workforce Florida to address service delivery changes and consider alternate funding options that would allow the state to expand program services. One of the options available to the state was to require all regions in the state to operate the program, making the state eligible for Pledge State funding. As a result, Florida applied for and received Pledge State funding in the amount of \$6,064,516. During the November 2008 WFI Board meeting, the Board took action to approve the FSET budget which included the Pledge State dollars and the recommendations of the FSET Workgroup (consisting of WFI, AWI and RWB representatives) to distribute the FSET funds to all 24 Regional Workforce Boards to begin operating FSET services effective January 1, 2009.

CURRENT SITUATION

Subsequent to the decision to apply for "Pledge State" status, the Agency learned that, due to its high unemployment rate, it was now eligible for a statewide waiver. A statewide waiver would allow Florida to excuse all ABAWDS from mandatory work requirements. This would benefit

the state in that it would allow the state to design an FSET program that targets services to Food Stamp recipients whom the state determines could best benefit from these services and not simply operate a compliance program for those required to participate in order to continue to receive their food stamps. Local workforce staff could concentrate on helping those customers who choose to participate rather than spend staff time monitoring and documenting work in order to monitor a customer's compliance with mandatory work activities. Customers would not be required to comply with mandatory activities but could voluntarily engage in employment and training that would help them achieve economic independence.

RECOMMENDATION FROM THE WORKGROUP

The FSET Workgroup met to discuss the option for the state to request a statewide waiver of mandatory FSET services and to obtain an update on the implementation of the FSET program in all regions throughout Florida. As a reminder, whether or not the state applies for and is granted a waiver, FSET services must continue to be delivered in all regions of the state effective January 2009, with only a few counties within a few regions being exempt. During the period of time when services are delivered statewide, the state will use the additional allocation of \$6 million in Pledge Funding that Florida received for "pledging" to offer FSET services on a statewide basis. The mandatory delivery of FSET services on a statewide basis will only cease when, and if, a statewide waiver is applied for, granted, and a revision to the state FSET plan incorporating a new service delivery strategy is approved. The FSET Workgroup voted to recommend to FWDA that the state apply for an FSET waiver to be implemented no later than October 1, 2009.

ATTACHMENTS TO THE REPORT

- Status of the on-going FSET training plan
- Status of the rollout under Pledge State status
- Update on the FSET Automation Project

One-Stop Service Tracking (OSST) System enhancements for the Food Stamp Employment and Training (FSET) Program

When a customer is referred to the FSET program, an alert is sent through the OSST system to the Agency for Workforce Innovation (AWI). Previously, the Regional Workforce Boards (RWBs) were responsible for sending an outreach letter to the program participant. Now, the Agency has assumed the function of reaching out to program participants and notifying them that they are required to participate in the FSET program. This and other functions have been automated to reduce the data entry and paperwork driven elements of the initial outreach requirements, which had been very staff intensive at the regional workforce board level.

- ✓ AWI now automatically sends a Notice of Mandatory Participation (NOMP) letter directly to the customer notifying them of the requirement to contact the FSET program staff according to instructions entered by the applicable RWB.
- ✓ AWI is now able to use the OSST system to keep track of participants who were sent a NOMP. The activity serves as a timing mechanism.
- ✓ The system is now automated to initiate the conciliation process if regional staff do not indicate the participant has complied with the mandatory participation requirements by entering in the system that the activity that serves as a timing mechanism has ended and participation in a new activity has begun. A letter is then automatically mailed to the participant from Tallahassee, Florida.
- ✓ If the customer does not respond to the conciliation letter before the predefined date, the system automatically requests a sanction on the case.

AWI is in the process of coding the OSST system, creating client screens. If the RWB opts to utilize the client screens, program participants will be able to:

- ✓ Log onto the OSST system;
- ✓ Indicate that they understand the program requirements (known as the Opportunities and Obligations Form);
- ✓ Answer assessment questions;
- ✓ Choose an activity (if appropriate);
- ✓ Get their next steps; and
- ✓ Print associated documents.

The OSST system will:

- ✓ Record that the participant has indicated (s)he understands his/her rights and responsibilities by entering an activity on the system;

- ✓ Record that the participant has answered all of the assessment questions;
- ✓ Record the answers to each assessment question for the program staff to review;
- ✓ Enter case notes with all appropriate information, including the next steps given to the program participant; and
- ✓ Close cases automatically.

The client screens have been developed. The changes to the case management screens have been developed as well. AWI is currently working with RWB staff to test the changes in a “mock” system. Updated security features have also been coded, and the AWI staff are in the process of testing these changes. Once the testing is complete, changes worked through with the RWB representatives will be implemented.

Food Stamp Employment and Training (FSET) Training Information

Web Based Training	
Training Conducted – Basics	Series 1: December 18, 2008 FSET Basics December 19, 2008 Introduction to Automation
	Series 2: December 22, 2008 FSET Basics December 23, 2008 Introduction to Automation
	Series 3: January 7, 2009 FSET Basics January 8, 2009 Introduction to Automation
	Series 4: February 3, 2009 FSET Activities February 5, 2009 FSET Automation Case Management Processes
Training Planned – Detailed	February 10, 2009 FSET Sanctions
	February 12, 2009 FSET Automation – Management Processes

Management Level Conference Webinars

Webinars Conducted	February 6, 2009 Opening an FSET Unit
Webinars Planned	February 10, 2009 Enhanced Automated Processes

System Testing Workshops

Session 1	<p>Wednesday, February 4, 2009</p> <ul style="list-style-type: none"> Regional representatives learned about the processes, including changes to the system and offered recommendations for change. Regional representatives completed an “unscripted” test to see the system as a client would see the system and provided comments and recommendations for improvement. Regional representatives started a scripted test, going through the processes as a client and case manager.
Session 2	<p>Thursday-Friday, February 5-6, 2009</p> <ul style="list-style-type: none"> Regional representatives completed scripted testing.

Statewide Training for Program Staff

To prevent regions from having to send all of their staff to one session, AWI will offer two sessions. This provides the RWBs the opportunity to send staff to at least one training session.

Statewide Training –	
Trip purpose	To provide regions training on the FSET program operations and the new automation process.
Destination(s)	Requests for Proposals have been submitted
Attending Regions	1-24
Month	March 2009
Number of Days	2

Statewide Training –	
Trip purpose	To provide regions training on the FSET program operations and the new automation process.
Destination(s)	Requests for Proposals have been submitted
Attending Regions	1-24
Month	March 2009
Number of Days	2

Draft Performance Committee Chair Strategy Meeting Summary

The Performance Committee Chair Strategy Teleconference was held as a follow-up to the Performance Committee meeting held on November 19, 2008. The meeting with Chairman Don Gugliuzza and Workforce Florida, Inc. staff, Charles Williams and Steve Urquhart.

Strategy Meeting Agenda

- Discuss minutes/summary, governance, protocol, etc.
 - Chair agreed with meeting summary, governance and brief discussion on function of WFI Staff as primary liaison.
- Recommend to Chair Johnson to add Bob Beck to the Performance Committee
 - Chair agreed to carry forward to the Performance Committee the recommendation to add Robert “Bob” Beck to Performance Committee.
 - **UPDATE: Bob has sent an email stating he does not want to be on the Performance Committee.**
 - Additionally, discussion regarding “sunset” of existing Performance Incentive Workgroup. Recommendation to have a joint hand-off meeting of sorts to pass on existing recommendations. *WFI has a list of the recommendations from the existing incentive workgroup. New workgroup should focus on performance/data practitioners v. management.*
- Discuss, Action Items passed down from the Council
 - 1.) Chair agreed to carry forward to Performance Committee the recommendation that the amended policy for distribution of 2007-2008 incentives be carried forward for the current PY 2008-2009 performance.
 - 2.) Chair agreed to have discussion regarding the possible establishment of L1, L2, L3 subcommittees for BSC 2.0
 - Steve to have a conversation with Andra re: L2
 - 3.) Chair agreed to have discussion regarding the possible establishment of incentive policy subcommittees for BSC 2.0
- Discuss the logistics/scheduling of teleconference with Committee members regarding Action Items.
 - Performance Committee Teleconference call during week of January 5, 2009
- Regarding the Balanced Scorecard, and 2.0, discuss the most effective channel(s) to allow for everyone's voice can be heard while allowing for a deliberate and forward-looking process that ties to more strategic goals and outcomes.
 - Regional input on 2.0 v. current BSC
 - Chair recommends having BSC SWOT meeting prior to Partners Meeting in February.

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Workforce Performance Committee

Teleconference, January 21, 2009

AGENDA

MEETING OF THE PERFORMANCE COMMITTEE

1. **WELCOME AND INTRODUCTIONSChairman, Don Gugliuzza**
2. **PROGRAM YEAR 2008 AND BEYOND PERFORMANCE INCENTIVES
POLICY RECOMMENDATION.....Chair/Charles Williams**
3. **PROGRAM YEAR 2008 – 2009 PERFORMANCE INCENTIVES POLICY
RECOMMENDATIONChair/Charles Williams**
4. **OTHER IDEAS AND NEXT STEPSChairman Don Gugliuzza**

TELECONFERENCE MEETING SUMMARY

1. Opening Remarks
 - a. Welcome from committee chair Don Gugliuzza
 - b. Performance Committee members: Chairman Don Gugliuzza, Mark Wilson, James Richburg, Lucy Hadi (emergency conflicting meeting), Miguel Fuentes (absent)
WFI Staff/Guest: Andra Cornelius, Steve Urquhart, Charles Williams, Richard Meik, Tony Carter (AWI), Amy Evancho (FEDC), other public participants.
 - c. Goal is to address and reshape the balanced scorecard and incentives for the 24 workforce regions and the state
2. Framing Discussion
 - a. Recap of last committee meeting by Charles Williams
 - b. Outline of the goals taken on by the committee, including 07-08 and 08-09 performance incentives
 - c. Additional key goal is shaping policy for 09-10 and beyond
3. Past Year Incentives
 - a. 07-08 incentives (based on existing policy using the measures already in place) have been sent out to regions on 1/14 and in 30-day review period, which ends on 2/13

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- i. If there has been no response within 30 days, it is assumed there is no protest (so basically whichever comes first - the 30 days or an indication that they aren't going to protest)
 - b. About a third of the regions have responded that they will not protest the incentives
 - c. Two regions (R9, R24) are reviewing numbers submitted and may submit a protest (nothing official at this time) (based on threshold measures they have to comply with before being eligible for incentives)
 - d. In the event that a region decides to protest, they need to send a formal protest to AWI with a description of the specific exception(s), basis for the protest, and proposed remedy for the exception(s), per AWI-FG-02-012
 - e. AWI would need to review and respond within 60 days following the protest period
 - f. A reserve of 10% of the incentives is held in the event of adjustments due to protest or other variance
 - g. WFI board has final say on protest or contested incentive payment
4. Current Year Incentives 08-09
 - a. Current proposal is to use the incentive policy and system that is in place because we are in a performance year and past the halfway point. Committee agrees to present this proposal to the Workforce Readiness and Performance Council for approval at the February 2009 WFI BOD meeting.
 - b. Don Gugliuzza is working with Charles to schedule a SWOT meeting that takes into account regional input (1 rep from each of the 24 regions) as well as state and Federal policy, program and other considerations
5. Future Incentive Policy
 - a. Goal is to establish a workgroup focused on the future Balanced Scorecard and incentive policy, and to have a workshop in Feb. 2009 in Orlando rather than have it around the Board meeting in TLH
 - b. Two (2) separate conversations need to happen – one from the state perspective as to what our aspirational goals are then how that walks down into the workforce system; then as the regions try to adapt and manage those goals, that it's relevant in their world and matches in the economic development community
 - c. Balanced Scorecard 2.0 is a cascaded performance system with three levels of performance:
 - i. Level 1 = state level meta goals, incl. Governor, top policies

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- ii. Level 2 = “super regional” goals aligned with economic development
 - iii. Level 3 = local/regional workforce goals
 - iv. Another committee/group needs to be put together to get measures put together – WFI to get this group together
- d. Between now and Feb., WFI needs to set up a webinar to educate members of the workgroup on the myriad scorecards and systems of measurement that are available:
 - i. Florida Chamber – “six pillars”
 - ii. Florida Economic Development Council – scorecard
 - iii. Enterprise Florida – operations plan measures
 - iv. Innovation Caucus – talent builders
 - v. Dept. of Labor – national benchmarks for performance
- e. Mason Jackson will contact Bruce Ferguson to coordinate a Florida Workforce Development Association (FWDA) response and to identify current best practices at the regional level

WORKFORCE READINESS AND PERFORMANCE COUNCIL

Information Item 1

BALANCED SCORECARD INCENTIVES FOR 2007-2008 PERFORMANCE

* * * * *

BACKGROUND:

At the November 2008 Workforce Readiness and Performance Council meeting, the Council approved: STAFF RECOMMENDATIONS FOR INTERIM APPROACH FOR THE AWARD OF INCENTIVES FOR 2007-2008. ACTION ITEM 1 - BALANCED SCORECARD INCENTIVES FOR 2007-2008 PERFORMANCE.

The performance calculations and draft awards are complete and have been provided to the Regional Workforce Boards for the 30 day protest period. In accordance with the state's incentive award policy, program year 2007 – 2008 Performance Incentive Awards will become final on February 13, 2009 pending any formal protest from any Regional Workforce Board. A snap shot of the “Best in Class” incentive awards recipients along with summary information are included for your information.

- 2007-2008 Performance Incentive Awards
\$2,000,000, from state-level WIA funding and \$1,000,000 from Wagner-Peyser funding was approved by WFI Board and set aside to award incentives for 2007-2008 performance. No Welfare Transition funding was reserved for incentives for the year. The performance incentive awards methodology applied the provisions of the previous incentive policy as it relates to equal shares, bonuses, the minimum expenditure requirements, and the distribution of and/or disqualification for incentives based on quartile rankings with the exception of the customer satisfaction measures where equal shares were awarded to qualified regions.
 - “Best in Class” recognitions
 - Top performers receive top awards
 - Throughput (exitors) based on cohorts within the incentive performance period.
 - 597,003 Job Seeker received workforce system services of which 369,345 found employment (65%)
 - 17,329 received training related services through the Workforce Investment Act of which 15,759 found employment (91%)
 - 17,446 received training related services through the Workforce Investment Act and found employment with an average earnings increase of 165% of the Lower Living Standard Income Level for the State of Florida.
 - 85% of the 4,068 Youth participants that exited were with positive outcomes (3,451)
 - Seventy-two percent of the 11,820 Welfare Transition customers that found employment were still employed 3 quarters later
 - 7,029 employers served

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Program Year 2007 – 2008 “Best in Class” Awards

WIA Employment Retention Rate		
RWB	Rate	Awards
17	97.24%	\$43,982
14	95.91%	\$43,982
01	95.76%	\$43,982
04	95.76%	\$43,982
13	94.61%	\$43,982
20	94.14%	\$43,982

WIA Employment Rate		
RWB	Rate	Awards
14	99.92%	\$34,722
21	99.61%	\$34,722
08	98.18%	\$34,722
03	97.80%	\$34,722
04	97.57%	\$34,722
07	97.22%	\$34,722

WIA - Adult Employed Worker Outcome Rate		
RWB	Rate	Awards
07	100.00%	\$42,824
14	99.91%	\$42,824
21	99.83%	\$42,824
08	99.08%	\$42,824
01	97.89%	\$42,824
04	97.42%	\$42,824

Older Youth Retention Rate)		
RWB	Rate	Awards
04	94.12%	\$50,000
19	87.50%	\$50,000
06	85.71%	\$50,000
07	85.19%	\$50,000
21	84.78%	\$50,000

Younger Youth Retention Rate		
RWB	Rate	Awards
19	100.00%	\$42,824
04	94.05%	\$42,824
23	83.43%	\$42,824
01	82.61%	\$42,824
22	80.58%	\$42,824
02	78.95%	\$42,824

Wagner – Peyser Employment Retention Rate		
RWB	Rate	Awards
14	80.84%	\$32,118
12	80.39%	\$32,118
04	79.66%	\$32,118
15	79.34%	\$32,118
11	79.33%	\$32,118
17	79.27%	\$32,118

Wagner Peyser Entered Employment		
RWB	Rate	Awards
04	68.90%	\$28,274
15	68.34%	\$28,274
01	65.74%	\$28,274
02	64.64%	\$28,274
18	64.26%	\$28,274
17	63.54%	\$28,274
03	63.54%	\$28,274

Based on Program Year 2007 – 2008 Performance Incentive Awards

WORKFORCE READINESS AND PERFORMANCE COUNCIL

Information Item 2

BALANCED SCORECARD INCENTIVES FOR 2008-2009 PERFORMANCE & BALANCED SCORECARD 2.0

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BACKGROUND:

- At the November 2008 Workforce Readiness and Performance Council meeting, development of the state's performance incentive awards policy for program year 2008 and beyond was assigned to the Performance Committee.
 - Due to issues associated with timing, logistics, and that program year 2008 - 2009 is half over it was recommended by staff to apply the program year 2007-2008 Performance Incentive award methodology to program year 2008 – 2009 performance period.
 - The Performance Committee approved staff recommendation to apply the program year 2007-2008 Performance Incentive award methodology to program year 2008 – 2009 performance period.
 - This allows aggressive, but sufficient time to develop the performance instrument, Balanced Scorecard 2.0 and to develop the state's performance incentive awards policy for future years.

- Balanced Scorecard 2.0/Incentive Policy Milestones
 - Mesh Session with Economic Development (L1, L2)
 - BSC SWOT Session with Regional Workforce Development Boards (L3)
 - Implementation for program year 2009 - 2010
 - Balanced Scorecard 2.0/Incentive Policy Milestones

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YOUTH OPPORTUNITIES COMMITTEE

MEETING SUMMARY

Committee Meeting Held: Tuesday, December 16, 2008, 3:30 p.m. – 4:45 p.m.

Committee Members Attending: Buddy Streit – Chair, Shayne Stewart, Scott Goyer, Rod Love, James Baiardi and Sen. Steve Wise

Others Attending: Steve Urquhart, Dehryl McCall, Helen Jones, and Larry Champion – WFI, Holly Carson and Vickie Smith – AWI, Terri Eggers – DJJ, Bryan Stone – Region 8, Linda Sumblin and Mary Lou Reed – Region 2, Debra Tharpe – Region 5, Richard Williams – Region 3, Kathleen Woodring – Region 10, and Gail Galbraith – Region 21

Meeting Summary:

- Purpose of the Youth Committee – Buddy Streit
- Next meetings scheduled for December 30th, January 13th, January 27th, and February 10th – if there are any conflicts please email Dehryl McCall.
- Discussion of limitations using Workforce Investment Act Youth Funding – Dehryl McCall
- Discussion on Career and Professional Education Act (CAPE) – Holly Carson
 - Kurt Hammond (Senator Wise’s staff contact – 487-5816)
 - Senator Wise recommended that the Youth Opportunities Committee make a presentation to the Senate Committee. The funding generated by the academy should be going back to the Academy.
- Request to organize Site visits (suggested Okaloosa Career Academies - Frank Fuller) and other sites.
- Strengthening Youth Partnerships overview - Dehryl McCall
 - Shared Case Management Pilot
 - United States Department of Labor Pilot (USDOL) in Jacksonville, and Ft. Meyers
- A suggestion was made by Chairman Streit to add a Department of Education and a Department of Children and Families partner to the Council. Terri Eggers suggested Gloria Spradley-Brown from Department of Education and Catherine Heath from Department of Children of Families.
- Shared Case Management Pilot (DJJ/Foster Care) Overview – 250K approved for incentives. 150K for program year 2007-2008 and 100K for program year 2008-2009. Nearly all the regions are participating this year. Funds will be distributed in January.

- Overview of available funds – Larry Champion
 - Proposed to set aside 2 million of the Penalty and Interest Funds. Reports must be submitted to USDOL.
 - Purpose must be allowable under WIA
 - This committee has influence over determining how best to use these funds.
 - We would do this through the Request For Proposal process

- Performance Measures (Common Measures) – Dehryl McCall
 - Placement in Employment or Education
 - Attainment of Certificate or Degree
 - Literacy & Numeracy - currently at 20% and negotiated a 29% level

Senator Wise suggested looking at past pilots targeting literacy. Terri Eggers suggested that we look into asking USDOL for a waiver to allow DJJ kids to be labeled as out-of-school youth.

- Suggestions for earmarking funds:
 - Youth with low reading scores
 - Department of Juvenile Justice Youth
 - Foster Care Youth
 - Older Illiterate Youth
 - DJJ - High School Graduates
 - Virtual Education
 - Career Academies
 - DJJ Vocational Training
 - CHOICE Academies
 - Disabilities - Aspergers Syndrome
 - Migrant and Seasonal Farmworker Youth

- Open Discussion for non-committee members:
 - Mary Lou Reed – Look into Summer Youth Programs. Willing to coordinate a visit to the Career academies in Region 2.
 - Richard Williams – Also willing to coordinate a site visit to some of the DJJ facilities in Region 3. Also suggested looking into the definition of in-school youth.

Action Items:

- Coordinate Site Visits (Career Academies and Juvenile Justice Centers)
- Send in suggestions for use of committee funding
- Channel all information to Dehryl McCall and the information can be posted to the blogsite.
- Next Call is on December 30th at 3:30 pm.

YOUTH OPPORTUNITIES COMMITTEE

MEETING SUMMARY

Committee Meeting Held: Tuesday, December 30, 2008, 3:30 p.m. – 4:10 p.m.

Committee Members Attending: Buddy Streit – Chair, Shayne Stewart, Scott Goyer, Rod Love,

Others Attending: Steve Urquhart, Dehryl McCall – WFI, Lois A. Scott – AWI, Terri Eggers – DJJ, Catherine Heath - DCF, Linda Sumblin – Region 2, Richard Williams – Region 3, and Gail Galbraith – Region 21.

Meeting Summary:

- Welcome – Buddy Streit
- Review of previous Summary
- Next meetings scheduled for January 13th, January 27th, and February 10th – if there are any conflicts please email Dehryl McCall.
- Scheduling of Site visits for January 23rd:

Career Academies

- Embry Riddle, Choctawhatchee High School (begin at 8:30 CST) a group will leave Tallahassee at 6:30 EST.
- Niceville Senior High School – Information Technology Institute

Juvenile Facilities

- DOVE Academy for girls
- Graceville Academy for boys

Dehryl will head counts and coordinate trip with assistance from both Linda Sumblin and Richard Williams.

- Strengthening Youth Partnerships - Dehryl McCall
 - Planning another quarterly meeting
- Shared Case Management Pilot first year outcomes – received data back from both DJJ and DCF and Telly Buckles of Agency for Workforce Innovation is doing the data crunch and we are hopeful to get the final numbers and incentive dollars out to the Regional Workforce Boards in January.
- Catherine Heath – Department of Children & Families - Independent Living Coordinator: Serve youth over 13 in Foster Care until 18 when they age out. Overlay services prepare them to be self sufficient when they age out. They also provide additional services for 18-23 year olds through the form of 3 programs: Road to Independence, Transitional Support

- “Out-of-school” youth definition: Dehryl has left messages for our USDOL representative and will communicate once he gets back from the holiday break.
- Rod Love, Terri eggens and others expressed their appreciation to Chairman Streit for continuing the bi-weekly committee calls and “keeping the ball rolling”.
- Next Call will be held on January 13th at 3:30 pm.

YOUTH OPPORTUNITIES COMMITTEE

MEETING SUMMARY

Committee Meeting Held: Tuesday, January 13, 2009, 3:30 p.m. – 4:30 p.m.

Committee Members Attending: Jim Baiardi, Shayne Stewart and Kevin Neal for Monesia Brown.

Others Attending: Steve Urquhart, Dehryl McCall, Charles Williams – WFI, Holly Carson – AWI, Tammy Workman - DCF, Gloria Spradley – Brown, Linda Sumblin – Region 2, and Gail Galbraith – Region 21.

Meeting Summary:

- Welcome & attendance – Dehryl McCall
- Review of previous Summary
- Site visits on January 23rd and next meetings are scheduled for January 27th, and February 10th
- Welcome Gloria Spradley-Brown from Department of Education. Gloria is the Bureau Chief of Grants and Compliance for Workforce Education, primarily serving career and technical education programs and technical educational programs. She is an expert on Career and Technical Education and has been a member of Florida’s Strengthening Youth Partnerships.
- Shared Case Management Pilot first year outcomes – received data back from both DJJ and DCF. Agency for Workforce Innovation has provided WFI with the first set of numbers and an in depth analysis is being done with regards to verifying that data and the implementation of rewarding incentive funds. A first look at the data match shows that 4,042 Foster Care youth and 2,464 DJJ youth were served in the 2007-2008 program year by our regional workforce boards. These numbers are way above the self reported numbers which illustrates that our RWBs are serving more of these populations that they give themselves credit for. This data is still being analyzed as of yet and should be considered DRAFT until finalized.
- “Out-of-school” youth definition for DJJ youth in facilities issue: Dehryl has spoken to USDOL representative Brad Sickles and discovered no other states have asked for such a waiver. Additionally Brad felt that because these DJJ participants are considered “in-school” by Florida and the facilities are receiving FTE dollars, he felt like this would not get approved. Steve Urquhart asked if there were any innovative tools or approaches being used to improve Literacy and Numeracy gains. Linda Sumblin responded by saying that Region 2 was utilizing the Ready to Work credential and that tool helped them improve literacy & numeracy scores in her region. Brad did mention that if these youth who were dropouts could be registered prior to becoming enrolled into the DJJ facility,

- The next Strengthening Youth Partnerships meeting is planned for Monday, February 23rd and will be held in Tallahassee. Dehryl and Holly have been working on an agenda and any agenda ideas should be sent to either Holly or Dehryl. Additionally, Florida is submitting an application to USDOL to be a host state for State Team Peer-to-Peer Forums. This will consist of hosting a minimum of three states with teams ranging from 5-15 individuals primarily representing Workforce, Department of Juvenile Justice, Health and Human Services (DCF), and Department of Education. A northwest location is being looked at as it would be closer to the southeastern States. This forum will take place prior to September 2009.

- Site visits planned for January 23rd:

Career Academies

- Embry Riddle, Choctawhatchee High School (begin at 8:30 CST) a group will leave Tallahassee at 6:30 EST.
- Niceville Senior High School – Information Technology Institute

Juvenile Facilities

- DOVE Academy for girls
- Graceville Academy for boys

So far confirmations for the trip are: Buddy Streit, Shayne Stewart, Scott Goyer, Kevin Neal (for Monesia Brown), Dehryl McCall, Holly Carson, Terri Eggers (for Frank Peterman/Rod Love), and Catherine Heath. Jim Baiardi is tentative and should know by this coming Friday.

Linda Sumblin and Shayne Stewart are excited to host the group which start us off at 8:30 CST at Choctawhatchee High School, and will include Principal Cindy Gates, Jeff Scroggins – Director of the CHOICE model career institutes and Superintendent Tibbetts. Linda has also invited Senator Gates and Speaker Sansom. There will be time allowed for the committee members/attendees to talk to the students about their involvement in the academy.

- Potential funding for this committee to spend this year looks like it will be around 500K. Our Performance Based Incentive Funds (PBIF) funds will be repaid and we should have those back to spend those over the next two programs years (2009-2010 and 2010 and 2011). Steve Urquhart explained how we had to forfeit these dollars this year because of the budget shortfall. In fireman's terms "We've loaned the State these monies this year".

With a 500K budget this program year, we are looking at where we have the best ability to improve our performance in Literacy & Numeracy or look at another key targeted youth initiative having a quick impact on our youth programs. We also need to continue to ramp up our RFP process so once we have identified our initiative for the next year we are ahead of the game.

One challenge we are faced with is looking at existing programs or creating initiatives that will target key youth needs around the State. Linda Sumblin suggested that we look

at using the 500k to ramp up Summer Youth programs for all 24 regions to use on planning and implementing these youth programs. Many areas are dusting off old summer youth program plans as there is talk about the new Administration and the direction they will take. An additional point was made that with a short timeline it would be difficult to issue an RFP, receive proposals, implement and obtain outcomes prior to June 30.

- Steve Urquhart spoke about the “Blog”. Steve mentioned that the Youth Opportunities Committee “Blog” has been created and there has been legal opinions researched as far as how we can use this new technology and not violate any State Sunshine Laws. This is in the works and the Blog will be looked at as being a repository for all of our information and should be made available by our next meeting/teleconference.

YOUTH OPPORTUNITIES COMMITTEE

MEETING SUMMARY

Committee Meeting Held: Tuesday, January 27, 2009, 3:30 p.m. – 4:30 p.m.

Committee Members Attending: Buddy Streit – Chair, Shayne Stewart and Scott Goyer.

Others Attending: Steve Urquhart, Dehryl McCall – WFI, Holly Carson – AWI, Terri Eggers - DJJ, Linda Sumblin – Region 2, and Gail Galbraith – Region 21.

Meeting Summary:

- Welcome & attendance – Buddy Streit
- Review of previous Summary
- Next meeting is scheduled for February 10th with a TBA conference call with the COO group concerning Summer Youth Programs.
- The Committee Chair and members provided a recap of the recent site visits to Career Academies, Embry Riddle at Choctawhatchee High School and Niceville Senior High School – Information Technology Institute as well as Juvenile Facilities, DOVE Academy for girls and Graceville Academy for boys. In attendance on the trip were: Chair - Buddy Streit, Committee Members - Shayne Stewart, Scott Goyer, as well as Dehryl McCall - WFI, Holly Carson - AWI, Terri Eggers - DJJ, and Catherine Heath of DCF.

Scott Goyer weighed in with his impressions of the trip. He was encouraged by the high caliber programs we saw and the enthusiasm of both the instructors and students alike. Buddy spoke to the pride displayed by the students in both the Career Academies and DJJ facilities. Shayne Stewart appreciated the opportunity for everyone to come to his neck of the woods and spoke to the excitement of the parents whose students were engaged in the Career Academies. He also spoke to the excitement of the girls in the DJJ facilities and their pride and genuine desire to learn. Shayne recommended that we look at funding those most at risk i.e. the DJJ kids. Buddy agreed, and spoke to the difference of the two populations and how 90% of the families at the High School had broadband at home and the advantages that those kids had over the DJJ kids. The Committee has a tough choice of how to best use the funds allocated to the committee for recommendation to the Council. Scott spoke to whether or not the programs could be replicable and what could be easily taken from the programs we visit. Buddy agreed that replicability should be one of the criteria for the proposed RFP.

- Funding - the Youth Opportunities Committee has 500K and a new allocation should be known in May. Steve Urquhart spoke to the potential funding coming from the Economic Stimulus package. Steve spoke to the 250K and how that was locked down for the pilot.

th and for this committee to spend the 500K. We don't want to have these funds sitting as we argued for their need.

The Youth Opportunities Committee must now act and decide on a recommendation spend this 500K. Steve spoke to the examples of a Summer Youth grant application process and how a match would be incorporated in the proposal process and the example of Literacy Numeracy and stated that these were just examples.

The question of eligibility criteria came up and Steve spoke to the 500K being WIA funds and Dehryl weighed in on the WIA eligibility being 14-21, low-income with a barrier.

The Summer Youth concept was brought up again and Steve Urquhart spoke to the potential of the 1.2 Billion dollars coming to the States to spend on Summer Youth programs. If the regions are not ready to spend these funds, the monies will go to the States that are ready to spend these funds. The analogy of "Brewster's Millions" was used in that we have to move these funds quickly and efficiently.

The Summer Youth programs must be developed months prior to the implementation. Terri Eggers mentioned that we could blend these initiatives. Develop Summer Youth programs with emphasis on Foster kids, DJJ Kids coming home from facilities. Buddy asked for additional input from the regions.

Linda Sumblin spoke to Region 2's efforts to customize their Summer Youth programs to targets DJJ kids and she spoke to how some of the youth who were not work ready earned stipends to work on their Work Readiness and Literacy skills. They also incorporated a 6-8 week master apprenticeship programs so they could also learn a trade (carpentry, hospitality, electrical etc.). She spoke to the fact that they served a high percentage of DJJ youth and youth with barriers. They also worked with probation officers to work with these youth.

Scott agreed with the Committee that our RWBs needed to be prepared for the potential Summer Youth funding. There was mention of the eligibility process and how we might look at asking USDOL to reinstate the "reduced and free lunch" and how we might look at an ease of eligibility requirements through a Waiver or another process. Dehryl mention the data validation requirements and how now only the Date of Birth requires a hard copy document and all other eligibility items can be self-attested.

The Committee spoke to how we might merge the targeted populations into the implementation of the Summer Youth Programs. Perhaps the Summer Youth components could incorporate the serving of those kids returning from a facility. In the RFP we could

ask how they plan to do this. Terri mentioned the idea of starting a Reentry team (RT) between the School District, Workforce Board, DJJ and DCF the RFP could be a fiscal incentive to promote this.

Buddy mentioned that we need to document this project/s and get them ready for the council and board meeting.

Steve mentioned that we could potentially see up to 50 million dollars coming to Florida. The COO group has already taken some steps and he recommended a joint conference call with a representation of the COO group. Buddy asked Dehryl to set up this call and would love to see a posting of what documents they have on the website.

Steve spoke to the availability of the Blog site and how we need to populate this site. We can push out the blog site link and ask them to share what they have electronically.

Dehryl will ask for electronic documents and post them on the Blog.

The Committee's goal is to have a proposal concept ready by the 10th to submit this to the Council at their next Meeting on the 18th of February.

YOUTH OPPORTUNITIES COMMITTEE

MEETING SUMMARY

Committee Meeting Held: Tuesday, February 3, 2009, 10:00 a.m. – 11:00 a.m.

Committee Members Attending: Buddy Streit – Chair and Jim Baiardi.

Others Attending: Steve Urquhart, Dehryl McCall – WFI, Holly Carson, Dianne Vacca – AWI, Terri Eggers - DJJ, Tammy Workman DCF, Gail Galbraith – 21, Julie Sanno – 15, Brenda Gause Region - 16, Richard Williams and Rose Adams - 3, Jennifer German – 4 , Mary Lou Reed and Linda Sumblin – 2, Debby Tharpe – 5, Bryan Stone -8, Anna Schneider and Jean Ledew – 7, Maggie Thomas and Kathy Karshan – 1, Robin King Region 11, Alice Cobb – 12 and Carol Hilton - 22.

Meeting Summary:

- Welcome & attendance – Buddy Streit
- Review of the reason for this call. Dehryl was asked to frame the purpose of the call. The Committee has influence over 500K that could be used to help influence or prime the pump for the Summer Youth Programs. The Chief Operating Officers (COO) group was asked to participate in today's call and provide input from the regional workforce board perspective concerning Summer Youth programs in anticipation of the Federal economic stimulus package. Additionally, the PBIF funds are coming in May for use in July as well as the proposed Economic Stimulus package funds, which could mean an additional 43 million dollars in youth funding to Florida.
- Alice Cobb spoke about the lengthy discussion the COO group had with the RWBs on how quickly they could ramp up and prepare for a summer youth employment program. Alice recommended that the following individuals speak for the COO group: Bryan Stone, Linda Sumblin, Jennifer German and Carol Hilton. They will be making recommendations to the Florida Workforce Development Association (FWDA).
- Buddy asked for input from the group as to why the RWBs should need these funds to ramp up for Summer Youth programs. The Federal Economic Stimulus package funding will be given directly to the RWBs. Jennifer German stressed the need for the development to begin as soon as possible. This was echoed by Linda Sumblin and she stated that all the RWBs were in the same situation. Linda spoke to the dynamic and specifics of operating Summer Youth programs. She suggested an equal allocation to each region.
- Chair - Buddy Streit asked if we knew enough about whether or not we would be getting these funds to suggest funding this initiative. Steve Urquhart spoke to the House Bill and Senate Bill looking the same and Dehryl McCall weighed in regarding the flexibility and how the HR1 bill uses language that does not restrict the use of funds to only summer employment. Although the direction seems to be moving towards a strong Summer

th) we should have a signed Bill. Jim Baiardi spoke to the ambiguity of what we will finally end up with and liked the pilot approach as opposed to allocating to all regions but agreed that we had no time to spare.

- Bryan Stone weighed in and spoke to the information he received from his contacts in Washington who stated that this is coming. Bryan spoke to the lack of Summer Youth programs in our RWBs since the transition from JTPA into WIA back in 1998. Buddy asked about the change from Summer Youth to the Year Round Youth. Brian stated that at that time USDOL felt like engaging a youth in a year-round program was far more effective than a summer only program. With this stimulus package it looks as if it is changing back to a summer only program. Buddy stated that “yes” we have to take advantage of the Stimulus package funding but that the Youth Opportunities Committee is interested in long-term solutions to youth workforce issues. We need to be expedient here and a year round approach has a stronger impact. Brian suggested that funding this initiative would afford the RWBs the ability to plan correctly and make the connections with partners and do it right away, as now they are behind the eight ball.
- Buddy asked for ideas on how RWBs would make this happen. Bryan stated that he would immediately hire a part-time and perhaps a full time person to plan for the summer program. Brian spoke to the need to move quickly just to develop the vision and not even speaking about all the specifics and details of the summer youth program.
- Buddy asked Richard Williams if he saw any connection with the Federal Economic Stimulus and what the Committee saw on our site visits. Richard stated that he did see connections but each region would know their own individual needs. Richard also spoke to a best practice of using teachers during the summer and the impact they saw on the participating youth.
- Jim Baiardi spoke to his involvement as a youth in a New York Summer Job program. He credited his stable work history to his involvement at the age of 13 or 14 and how he received some strong values. Carol spoke to her involvement in running summer youth programs. Broward county runs a 16-18 year old summer youth employment program and how they received 2,500 applications within a three week period. The proposed bill opens this up to 14 – 24 year olds. This will greatly impact the staffing needs to operate a summer program to this size. She reiterated that we are way behind the eight ball. She mentioned that piloting is good when you have time but now we don’t have much time.
- Alice Cobb spoke to the issue that every regional board will have to start up a summer youth program. She spoke to the fact that the RFP process would take too long to get the funding out and the difference between the regions and that issued pilot might not work. Buddy agreed. Bryan spoke to the fact that the 24 regional workforce boards are already working together and sharing documents to help each other. Carol who used to work in

region 21 and now works in region 22 spoke to the difference between the regions and agreed that an equal distribution of the funding between regions would be best. Linda agreed to this idea of an equal distribution. Jennifer German agreed as well.

Buddy asked Steve about the timing on the funding. Steve stated that we have to commit the 500K by June 30 but it would not look good if we still had these monies at the May meeting. He also spoke to the fact that the Council has the discretion to distribute the funds. What would have to be looked at is if the Committee agreed to an equal distribution among the RWBs and would that really achieve the Council and Committee's goal. Could we really be effective with this approach? The regions are saying yes. Buddy spoke to the fact that the size differences of the regions may not do well with an equal allocation. Richard voiced the issue that each RWB will have to staff up for this regardless of the size. Buddy posed the issue of the funds would not only be used to fund staff. Alice mentioned the point that the RWBs are sharing information and she agreed to the funding allocation method. She mentioned the wish to see Florida in the fore front nationally. Mary Lou agreed. Carol agreed. Tammy Workman spoke to DCF's implementation of DCF's "Operation Full employment". Tammy wants to reach out to our workforce partners. Dehryl wants her to share more about this with the partners at the next Strengthening Youth Partnerships meeting in late February.

Next Committee meeting is scheduled for February 10th. We will put together recommendations for the next call. Steve mentioned that it might be useful to invite Bryan and Alice for the next conference call to provide feedback from their discussion on Summer Youth programs with USDOL later this week. Buddy thanked all for their participation.

YOUTH OPPORTUNITIES COMMITTEE

MEETING SUMMARY

Committee Meeting Held: Tuesday, February 10, 2009, 3:30 p.m. – 4:45 p.m.

Committee Members Attending: Buddy Streit – Chair, Scott Goyer, Shayne Stewart, Jim Baiardi, and Rod Love.

Others Attending: Dehryl McCall, Richard Meik, Charles Williams – WFI, Holly Carson – AWI, Catherine Heath, Tammy Workman - DCF, Mary Lou Reed and Linda Sumblin – 2, Rose Adams and Richard Williams – 3, Jennifer German – 4 , Debby Tharpe – 5, Bryan Stone - 8, Kathleen Woodring – 10, Alice Cobb – 12, Dawn Hamilton – 13, Shela Stewart – 17, Gail Galbraith – 21, Tracey Landsbury – 24.

Meeting Summary:

- Welcome & attendance – Buddy Streit
- Recap of 2/3/09 summary notes
- Update on the economic stimulus package – Senate passed their version at 838 billion. This will now head to the senate–house conference. President Obama hopes to sign this before Presidents Day. The senate bill language keeps the 1.2 billion for youth 14-24 targeting summer jobs.
- Recap of the USDOL Summer Youth workgroup – Dehryl was contacted by Brad Sickles to nominate two locals from Florida – Alice Cobb, president of the COO group and Bryan Stone of Worksource.
- Alice spoke about her participation on the call. Two questions were asked 1) what questions do you have? and (2) what are the most needed information of USDOL? The call was well represented by roughly 20 local and state staff. Timing is critical and planning is the most critical point. We are already way behind schedule. Many areas have not yet operated Summer Youth programs. There is an immediate need for guidance. The use of flexibility on eligibility. Request for guidance on assessment, procurement and acceptable outcomes i.e. remained in school as many are in-school youth. Allowable worksites and monitoring and a need for simplification. Many have already started planning and they need guidance ASAP. Most asked for maximum flexibility. Now is not the time for new program ideas, extensive paperwork requirements or holding on to current youth rules. Alice also received feedback from other regional calls. Feedback mirrored our call. They spoke to their being a 40 day delay for guidance and they expect implementation within another 40 days. USDOL stated that it was their intent to get money into the hands of the youth via work experience from a Summer Youth program. Alice then spoke to the chairman and committee to encourage the committee that it is the COO's opinion that it's critical that a portion of these funds be equally distributed to the RWBs as a Summer Youth planning grant. This will give them the funds needed to plan and prepare the program that is expected to be fully operational within 80 days. They want the State to remain in the forefront of workforce development in the US, especially

through this stimulus program which will be highly visible and to help them through this they need the committee's help now.

- Bryan Stone weighed in and spoke to the fact that USDOL spoke to their intent that there be a sizeable summer youth program. Someone asked what that meant. USDOL spoke to the fact that in previous summer youth efforts there was 675 million dollars for Summer Youth and this time around it is double that funding.
- On the call, Dehryl spoke to the fact that States will need special considerations for their reporting systems. Several states were talking about the change of age from 14-21 to 14-24. Dehryl spoke to the fact that Florida could use their Generic module of EFM.
- Bryan Stone offered up his opinion that the State could utilize the monies for planning purposes and also target the populations that the committee wanted to serve.
- Jennifer German stated that having the planning monies would allow the RWBs to go ahead and work with their partners so they can locate the DJJ and Foster Care populations so that they are ready to be served right away.
- Jim Bairdi and Rod Love joined us now and there is a quorum. Buddy recapped the Summary for the committee members and spoke about the proposed action items and asked the committee members to ask any and all questions. Rod Love spoke to the fact that his agency is taking major budget cuts and he would like to see the partnership strengthened and serve his kids to reduce recidivism. He also wants to minimize some of the hurdles when serving those kids returning to their communities and he wants to fast track this process.
- Buddy spoke to the Committee about having weekly calls, going on site visits and requesting regional workforce board feedback. There was an open discussion last week with the COO group on the Summer Youth programs. He stated that it was important to recognize the importance of the mission of the committee. The Committee has been charged with having a longer view and to develop strategies and models for our workforce system to better itself. It's not synonymous with the RWBs, but in support of the RWBs. The Committee has come up with a recommendation to support the priming of the pump for summer youth and also to target the DJJ and Foster Youth population. Buddy spoke to the timeline of 80 days looking being May.
- Buddy spoke to the proposed action item speaking to targeting three areas of the states.
- Dehryl spoke to the status of the funding and the history of the funding from the 12 million in recession , temporary loss of the PBIF funds , and stressed that the Committee was able to hold on to the 500K to target these key areas and that the committee fought very hard to keep these funds for these initiatives.
- Buddy asked the committee members to ask questions of the larger group. Buddy agrees that the mission is to get the funds into youth working and that there will be a large amount of funding coming down the pipe very quickly. The question is "Would it be best for the Committee to look at the best models or just split up the funding where some will do a great job and some will do a not so great job. There is no disagreement that we want the best product possible.
- Shayne Stewart made the comment that one model might not be beneficial to certain areas of the state as the state had very different areas. Buddy spoke to the question of

“should we spend all the 500K on Summer Youth initiative or split it up on the Summer Youth and the High risk youth”. Shayne wanted us not to be so stringent. He gave an example of how he might target the funds on the areas that the RWBs lack strength in.

- Buddy went back to the recommendation on the table. Target the Summer Youth and RFP the DJJ and Foster Care populations to RWBs and other entities. Shayne wants to be cognizant of the regional differences. Doesn't want to go with a one size fits all package. Shayne recommends looking at performance based funding.
- Buddy wants to know “do we split the funding?” Jennifer German agreed with the one size does not fit all. She agreed with a split of maybe 100K. She spoke to the short term urgency. Buddy asked about how we could do it. Jennifer spoke COO group and the sharing of best practices and to the need to hire additional staff to help coordinate the Summer Youth planning. She spoke about the development of a manual to better work with their DJJ and DCF partners.
- Alice restated that there could be a compromise on the funding. Buddy asked “Why do we need a committee”. He stated that what he is hearing is that all we need is a calculator. Alice spoke to the idea of instead of doing a three region split there be a compromise on that portion but that the committee keep their # 2 project. Alice stated that the value that the committee members brings us invaluable, just like her local board.
- Buddy spoke to the point of trying to get down to a funding question and “what would it costs for a 2 and ½ month staff person”. Jennifer spoke to her needs of being around 16K to fund a full time person and possibly a low level clerical position.
- Richard Williams spoke about his conversations with his local board members and to the point that many regions do their cost allocations differently. Richard is down to the wire on youth money as they didn't prepare for this initiative to come down the pipeline.
- Buddy asked the question of the committee “what did they want to carve out of their budget”. The 16K per region would eat up most of the funds. Buddy asked about the availability of existing program documents and manuals. Alice spoke to the efforts of the COO group and their blog site sharing their materials. They are getting as many examples as possible although many would have to be customized as some agencies are for profit, not for profit, etc. There is no one manual.
- Buddy asked if any other RWBs have resources. Alice went on the record as saying that her region would not ask for any funds as they will use their current monies but that the small regions didn't have the same luxury. Buddy asked about how many RWBs would be defined as a small RWB that did not have the resources. Dehryl stated that the small regions made up a third to a half of the RWBs. Buddy asked input about the idea of targeting 10 small low funding regions getting 15K. They would utilize these funds. Shayne proposed 12.5K for all RWBs except for those who did not need the funds. Buddy stated that was double of what he is proposing. Buddy wants to go ahead and put out what they would get and not ask as he felt many would take the funds even if they didn't need it.
- Buddy proposed a modification of action item, option 1 targeting the 10 neediest regions to help them start up the planning of the Summer Youth Programs and tapping into the available best practices and sharing of information. The Committee would take the remaining 350K to target the high risk youth through the RFP and competitive bid process.

- Buddy asked that we put this to a vote and a quorum was present. Jim Baiardi moved to vote on the action item. Rod Love seconded the motion. Buddy, Rod and Jim voted yes on this motion and Shayne voted no. The motion passed.
- Dehryl will type up summary notes to share and we will implement. Buddy stated that “this was a great introduction to the world of workforce boards” and he really appreciated the level of input from the RWBs.
- Buddy thanked all and the meeting was adjourned.

WORKFORCE READINESS AND PERFORMANCE COUNCIL

Information Item 1

PROPOSED FUNDING OPPORTUNITIES FOR THE YOUTH OPPORTUNITIES COMMITTEE

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In January of 2009 the Youth Opportunities Committee was given a total of 500K to target several vital youth initiatives. On February 10th, the Committee decided to fund the following initiatives:

1. A planning grant to “prime the pump” for small regions to quickly develop summer youth programs in anticipation of the Economic Stimulus package. The total cost of this initiative is 150K. A 15K allocation will be distributed to the ten smallest regional workforce boards, who as of February 6th have expended over 60% of their WIA Youth funding. These regions are: 2, 3, 4, 6, 7, 9, 10, 13, 16 and 19. These funds will enable the regional workforce boards to better prepare a summer youth program which should allow more youth to be served and allow better services to be given to those youth who are served.
2. A demonstration grant targeting those youth involved in DJJ and/or Foster Care with special emphasis on training, literacy and numeracy grade level gains and the development of a transition system to support a transition plan for the engaged or transitioning youth. The total cost of this initiative is 350K and will be put through a competitive bid process.

Note: Florida has negotiated a 29 percent rate on its Federal Literacy and Numeracy Common Measure. Although it was the first year Florida tracked this data, last years data shows that Florida was at 34 percent by years end. This year Florida’s first quarter showed a rate of 39 percent and the second quarter (October – December) shows a sharp decrease down to 20 percent. **Because there have been issues identified with the federal software the above numbers are suspect at this point in time. The Agency for Workforce Innovation is in the process of developing its own data queries to pull the data. Because Florida wishes to exceed our goal of 29%, the above demonstration grant includes literacy and numeracy grade level gains.**

WORKFORCE READINESS AND PERFORMANCE COUNCIL

Information Item 2

STRENGTHENING YOUTH PARTNERSHIPS INITIATIVE

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STRENGTHENING YOUTH PARTNERSHIP INITIATIVE

OVERVIEW

Florida's Strengthening Youth Partnership (SYP) initiative focuses attention on *ensuring that every young person in Florida is ready and able to pursue a meaningful job path upon exiting secondary education.* Today's youth are our future workers. Ensuring they are prepared to enter the labor market upon completion of education and training, so they can transition to independent living, is a critical task that must be a high priority if economic prosperity is to be realized for them and *sustained* for our state and nation.

The initiative was designed to strengthen youth partnerships by organizing a state effort for sustained dialogue to improve programs, services and outcomes for youth by thinking long-term, integrating complementary services, identifying duplicative efforts, gaps in services, and resource alignment. This interagency collaboration currently includes representatives of the following agencies and programs:

<u>Workforce Florida, Inc.: Youth Development Council</u> <u>Agency for Workforce Innovation</u> <u>Regional Workforce Boards</u> <u>Governor's Council of Indian Affairs</u> <u>The Able Trust (High School/High Tech)</u> <u>Department of Children and Families: Family Safety</u> <u>Associated Industries of Florida</u>	<u>Department of Education: Bureau of Family and Community Outreach; Division of Vocational Rehab; Division of Workforce Education</u> <u>Department of Juvenile Justice: Educational Programs, Residential Programs</u> <u>Department of Community Affairs</u> <u>Department of Health: Child & Adolescent Health</u> <u>Volunteer Florida</u>
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What does the SYP intend to do?

- Educate state and local agency staff about business expectations, the critical importance of youth acquiring occupational skills in the current economy, and the available programs and resources to develop Florida's future workforce;
- Support a state organizational structure that will use collaborative interagency planning, resource alignment, implementation and outcome evaluation for the purpose of more effectively preparing youth for employment and the transition to adulthood;
- Clearly define or redefine each agency's role to contribute the most to value-added services so that public funds are invested wisely and not duplicated;
- Support a state policy framework for assuring the most at-risk youth become engaged in activities that will enhance personal and community economic development;
- Untangle agency policies that work at cross-purposes;
- Develop action-oriented approaches that will produce tangible results; and
- Accrue more federal funds for the state through joint efforts.

What has SYP achieved thus far?

- **CHOICES Career Academy Demonstration Projects** in 16 school districts were funded with statewide Workforce Investment Act (WIA) funds with a 100 percent required local match from 2004 – 07. The recommendation for replications to support reforms in career education in Florida high schools was originally made by partners in the SYP initiative to increase opportunities for skills training and to improve graduation rates. **Impact: The continued expansion of CHOICE-modeled career academy programs in Florida high schools was codified in state law in 2007 with the Florida Career and Professional Education Act.**
- **Employ Florida Banner Center for Career Academies** – A two-year, \$1 million grant was awarded to the Okaloosa County School District in 2006 to create the Employ Florida Banner Center for Career Academies. **Impact: This Banner Center is charged with providing technical assistance to other districts seeking to launch career and professional academies and creating statewide standards for career/vocational education.**
- **Partnership and Data Sharing Agreements** executed between state partners.
- **Project Connect** served 292 juvenile offenders, the most at-risk population of youth. Held state contractors/partners meeting to identify best practices, barriers and recommended policy changes. **Impact: With \$641,427 in funding from Workforce Florida, four Regional Workforce Boards serving 11 counties created local intervention programs aimed at reducing recidivism of youthful offenders by providing job-skill training, community service and transition assistance once they returned home. A total of 292 offenders were enrolled with positive results — a recidivism rate of 14% compared to the 39% state average for youthful offenders.**
- **Florida High School/High Tech (HS/HT)**, a transition program for students with disabilities, is under the leadership of The Able Trust and has developed a collaboration of the Florida Department of Education, Vocational Rehabilitation, State and Regional Workforce and the Department of Juvenile Justice. During the 2006-2007 school years, 1,000 high school students with disabilities were enrolled. **Florida was one of the first two states to begin HS/HT programs in DJJ residential facilities as a result of statewide SYP meetings.**
- **A statewide pilot project to develop a shared services/case management model between regions for juvenile offenders and youth in foster care started in July 2007** to increase levels of service and performance to these populations as well as the development of a transfer and shared services model that could be used with other at-risk populations.
- **Cross Pollination** on various youth councils/initiatives, i.e. Partners in Transition, Independent Living Council, Career and Education Task Force Study, Career Education Committee for DJJ, Florida Developmental Disabilities Council, Homeless Coalition, Florida Energy Workforce Consortium, Florida Blueprint Commission for Juvenile Justice, etc.
- **Multi-agency and local coordination** to apply for U.S. Department of Labor grants to prepare youthful offenders to enter high-growth and high-demand industries as well as grants to serve youth aging out of foster care. Proposals not funded.
- **A cross-agency “train the trainer” workshop was held July 19-20.** Training included Youth @Work: Talking Safety curriculum, Florida Works, an Internet-based career building program (available at www.floridaworks.org), and Florida CHOICES, which can be used to assess, explore and plan for various careers (www.Florida.access.bridges.com).

- The **Federal Shared Youth Vision** calling for states to create a collaborative approach for preparing the most at-risk and neediest youth for jobs in a global economy was issued in 2005. The partners elected to respond to a competitive proposal to become one of 16 pilot states to advance the Vision through the Strengthen Youth Partnership initiative, which had already gained momentum with state partners. **Impact: Florida was chosen as one of 16 states to participate in the Advanced Youth Forums and to receive funding for two pilot sites in Florida to replicate the Strategic Youth Vision with targeted services for at-risk youth. The pilot in Charlotte County has set up an Offender Re-entry Board to improve educational and employment outcomes for offenders and decrease the recidivism rate. Through the pilot, a family service guide to services has been created and forums have been held to help families learn family-friendly coping behaviors. The First Coast Workforce Development Board (Jacksonville and surrounding counties) conducted a community assessment and action plan for serving youth with special needs with processes being documented to create a model for replication in any community. The information is at: http://www.workforceleadership.net/project/shared_youth_vision .**
- **Workforce Florida's Board has invested Workforce Investment Act (WIA) state set aside funding to support the Vision:** State set aside funding for PY05-06, PY06-07 and PY07-08, the *Florida BEST: Business Employment Solutions and Training* initiative, has allowed regions to identify gaps in needed local services and implement creative projects that fill those gaps. **Impact: \$14.5 million trained adults and youth in fields such as advanced manufacturing, health-care technology and construction.**
- **Forums that Focused on a Shared Youth Vision and Interagency Collaboration**
 - **Best Practices** serving the most at-risk youth presented at Statewide Strengthening Youth Partnerships meeting in July 2004. Over 75 participants from multiple agencies.
 - **Youth Technical Assistance Workshop** for youth workforce professionals held July 19-20, 2005. Over 80 participants from multiple agencies.
 - **CHOICES replications showcased** at the third statewide youth meeting June 14-16, 2006, which focused on "Winning the Global Competition."
 - **A Statewide Cross-agency Youth Summit** was held in conjunction with the annual Workforce Summit in January 2007 for front-line workforce professionals focused on best practices for employment of the most at-risk populations and community collaboration.
 - **Statewide meeting was held March 17-18, 2008**, to showcase Florida's two **Shared Youth Vision Pilots** and meet with 41 Independent Living Coordinators to hear information from speakers requested by state partners. The March 17th meeting drew 50 participants, while 95 people took part in the March 18th meeting representing myriad state agencies and organizations.
 - **New Orleans Workforce Innovations Conference July 2008** brought together local, state and national-level strategic workforce investment partners to learn from successes and cultivate the talent development solutions needed in today's global economy. Co-hosted by the U.S. Department of Labor, Employment & Training Administration (ETA) and the American Society for Training & Development (ASTD), Workforce Innovations has become ETA's flagship event for bringing together leaders in workforce development and key partners in business, education, economic development, community-based organizations and philanthropy.
 - **Statewide meeting was held September 26, 2008** With over thirty partners present the following items were discussed: An update on the Statewide Shared Case Management Pilot Project; a report

on DJJ activities to develop local Shared Youth Vision initiatives; a summary of the Workforce Innovations Conference; a review of the SYP web site construction; a briefing on the Florida's Children and Youth Cabinet; and several agency updates.

- **Next SYP Meeting will be held February 23, 2009 at the Agency for Workforce Innovation in Tallahassee.** Topics to be discussed are as follows: Agency Updates; review of the SYP website; High School/High Tech Overview (National Grant); Operation Full Employment – DCF; USDOL Peer to Peer Initiative; Briefing on Florida's Children and Youth Cabinet; and an Update on the Statewide Shared Case Management Pilot Project—review of data/incentives.

The Strengthening Youth Partnership website is being developed to serve as a portal and central location to access all of the youth resources available through Florida's government agencies and departments. Housed on the Agency for Workforce Innovation's website, the site will focus heavily on educating youth about their workforce options while providing links to other Youth Partnership resources. **The site will be launched by February 2009.**

WORKFORCE READINESS AND PERFORMANCE COUNCIL

Information Item 3

INCENTIVES FOR THE STATEWIDE YOUTH SHARED CASE MANAGEMENT PILOT

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In 2007 the Workforce Florida Youth Development Council oversaw the development of a statewide pilot project for a shared services model between participating local regions for juvenile justice and foster care youth. Beginning in July 2007, the two-year pilot project was initiated to encourage regions to “connect” with each other just as local agencies have connected to provide a better network of services to juvenile offenders and youth in foster care, as they are moved from time to time to other regions due to their legal status. The anticipated outcomes include increased levels of service and performance to these populations as well as the development of a transfer and shared services model that could be used with other at-risk populations.

The Council also recommended and WFI Board approved the appropriation of \$250,000 from funds under the discretion of the Youth Development Council for performance incentives for the pilot regions involved in the statewide shared case management pilot and directed Workforce Florida, Inc. staff to work with the Agency of Workforce Innovation and the regions to compose recommended criteria for awarding the incentive funds. The committee recommendations were subsequently approved by the Youth Council and presented to the WFI Board at its May 2008 meeting.

Incentive Methodology:

For the period July 1, 2007 – June 30, 2008 – Provide 40% or \$100,000 of the \$250,000 incentive funds to participating regions that increase the number of participants served that are juvenile offenders and foster youth as defined in the Final Guidance Paper issued by the Agency for Workforce Innovation titled Targeting WIA Services to Youth in the Department of Juvenile Justice and the Foster Care Systems. These funds to be split equally by the two methods of calculation as defined below:

- 1) Using a comparison of the percentage increase of those populations served from July 1, 2007 – June 30, 2008 as compared to those served between July 1, 2006 – June 30, 2007, and
- 2) Using a comparison of the percentage served to the existing percentage *residing* in the region. Each percentage rate in numbers one and two above will carry equal weight in a cumulative average.

For the period July 1, 2008 – June 30, 2009 – Provide 60% or \$150,000 of the \$250,000 of the incentive funds to participating regions by:

Awarding \$100,000 to regions increasing participants service that are juvenile offenders and foster youth as defined in the Final Guidance Paper issued by the Agency for Workforce Innovation titled Targeting WIA Services to Youth in the Department of Juvenile Justice and the Foster Care Systems using the same method as used for the previous year as defined in numbers one and two above, and

Awarding \$50,000 to the regions based on year-to-date performance on the Youth Positive Outcome Rate as defined in the Balanced Scorecard Measure.

Method of Distribution for Years One and Two:

2/3 of the incentive funding (\$100,000 year one and \$150,000 year two) will be awarded to the top performing quartile with 1/3 of the funding being awarded to the next highest quartile.

Status of Funding for Incentives for the Youth Shared Case Management Pilot

Data is currently being gathered from our partner agencies Department of Juvenile Justice and the Department of Children & Families through a data sharing interagency agreement. Once the data has been received and the incentive policy has been calculated, those Regional Workforce Boards will be recognized and sent their portion of the incentive funds. Some initial looks at the available data have been encouraging and show that a greater level of emphasis has been placed on serving the DJJ and Foster Care populations. If data is available by February 18th then it will be distributed to the council, committee and the attending regional workforce boards.

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