

Talking Points:

Youth

The Youth Opportunities Committee received over 90 RFP responses to an RFP for \$4 million in funding.

The RFP goal was/is providing services to low income youth with barriers to entering the workforce, youth aging out of foster care, youth with disabilities, out of school youth and other at-risk factors.

Ultimately 15 were selected and Workforce Florida staff is currently working on contracts for the 4 winning regional workforce boards and 11 other organizations.

Performance

The state team (AWI and WFI) is working closely with the performance workgroup and the regions to develop an inventory of available reporting tools, to provide training and practical application on the reports available, and conduct a gap analysis of additional management decision support tools needed within the next 90 days.

As part of the WFI strategic planning process that will be presented to the Governor at the end of December 2009, the board is developing aspirational goals and cascaded measures to support the implementation of the five year plan.

WFI and AWI staff will focus on putting Balanced Scorecard 2.0 in place by the end of the calendar year, in concert with the WFI strategic plan.

Technology

In cooperation with Andra Cornelius and several others from the AWI and WFI team, the committee is moving ahead with the Microsoft "Elevate America" initiative, wherein Microsoft is donating 35,000 training vouchers for Florida to develop IT and computer skills.

Andy Perez has recommended that this program focus on the "hardest to serve" to assist people who don't typically have access to training and technology.

He shared the progress of several initiatives underway in Miami/South Florida including an effort to provide broadband access and computers, software and training to more than 400 low income families.

Additionally, he provided an overview of the Digital Divide and digital literacy study being conducted in Miami through Florida International University. Results are expected this month, and this may be a study to conduct statewide.

Reemployment

Priority Reemployment (PREP) and Reemployment Eligibility (REA) programs are being integrated with EFM. The REA program has expanded from 6 to 19 regions participating. These programs are designed to select unemployment compensation (UC) system customers for assessments and targeted services with the goal of minimizing their time on unemployment.

AWI and WFI staff will be meeting with GeoSol this week to work on this integration effort. Significant steps have been taken to integrate the Florida Unemployment (FLUID) system with EFM.

Florida is focusing on UC customers who have been on unemployment for a longer period of time and are now receiving extended benefits (EB) and up to 79 weeks of unemployment. The profiling aspect of PREP anticipates UC customers who are likely to exhaust their benefits and proactively address their workforce readiness needs.

TANF Partnerships and Subsidized Employment

The TANF Emergency Contingency Fund under ARRA makes more than \$200 million available to Florida, offering the opportunity to craft a subsidized employment program for the public sector as well as one that would support private sector/economic development and expansion goals.

CLM Workforce, Region 10 has designed pilot subsidized employment programs in Marion County and with the City of Ocala, as well as partnering with the local economic development organization to support the creation of permanent jobs with a limited time subsidy.

A DCF call center is currently operating in the region and 76 positions are funded using subsidized employment.

\$20 million has been requested through the Legislative Budget Committee (LBC) process that would be set in reserve in support of subsidized employment.

Don Winstead noted that at this time US Department of Health and Human Services is still working on their process to "flow" the ECF funds to Florida, and acknowledged that there are still some technical hurdles to overcome.

Workforce Readiness & Performance Council Meeting Summary

November 4, 2009

Council members present:

Don Gugliuzza, chair
Andy Perez, technology committee chair
Bob Beck, reemployment subcommittee chair
Leslie Ingram, reemployment subcommittee co-chair
Rusty Skinner, Partners Council representative
Scott Goyer
Everett Kelly
J.B. Black
Don Winstead
Mary Lou Brunell

Staff and guests:

Richard Meik
Dehryl McCall
Charles Williams
Steve Urquhart

Don Gugliuzza called the meeting to order at 1:35 pm. Mr. Gugliuzza is chairing today's meeting in Eric Kennedy's absence.

Rusty Skinner announced that the interface between the unemployment system and Department of Revenue has glitches that are slowing down.

Mr. Gugliuzza requested the roll call. Ten members of the Council were present, and quorum was not reached.

Mr. Gugliuzza narrated the agenda for the Council and emphasized the linkage of Council investments to the Workforce Florida strategic plan. He encouraged all Council members to stay involved in that process and note the progress that has been made.

Youth Opportunities

Dehryl McCall presented an update on the Youth Opportunities Committee activities and recap of the Summer Youth Program.

Mr. McCall provided an update on the status of the request for proposal (RFP) opportunity for \$4 million in funding. With over 90 RFP responses, ultimately 15 were selected and Workforce Florida staff is currently working on contracts for the 11 awardees; notices of fund availability (NFA) have been made for the 4 winning regional workforce boards.

Mr. McCall narrated the goals and targets of the RFPs, including low income youth with

barriers to entering the workforce, youth aging out of foster care, youth with disabilities, out of school youth and other at-risk factors.

Mr. McCall updated the Council on the Strengthening Youth Partnerships (SYP) initiative and efforts to better coordinate between agencies supporting youth services and interventions in Florida.

Mr. McCall described the resource www.myfloridayouth.com as a Web site in support of the SYP partnership efforts.

Mr. McCall provided feedback on the recent US DOL "Peer to Peer" forum where Florida was represented with 9 partner organizations.

Mr. Skinner made the comment that youth funding at the regional level is one of the smallest, even under the American Recovery and Reinvestment Act (ARRA) limiting the ability of the regions to make a difference with youth funding. The Florida Workforce Development Association (FWDA) and regional directors are requesting better collaboration on youth investments with the regions in the future.

Performance

Mr. Gugliuzza introduced the main themes for performance and reporting, and asked Charles Williams to provide an update on the progress of the state performance team and the work groups focused on reporting and performance.

Mr. Williams outlined the many resources that are available on the Workforce Florida Web site related to reporting, such as the Workforce Investment Act (WIA) Annual Report, monthly ARRA reports, the state workforce Balanced Scorecard and quarterly welfare transition reports.

Mr. Williams provided an update on the performance work group activities, including the status of potential renegotiation of performance targets with US DOL. At this point, based on recent trend data it does not appear that renegotiation is required, but we continue to closely monitor this.

Mr. Gugliuzza referred to the WFI strategic planning process that will be presented to the Governor at the end of December 2009. He referred to the presentation of aspirational goals and cascaded measures from this morning's strategic planning workshop. Mr. Gugliuzza directed WFI and AWI staff to focus on putting Balanced Scorecard 2.0 in place by the end of the calendar year, in line with the WFI strategic plan.

Mr. Skinner concurred with the emphasis on performance reporting but asked that equal weight be placed on providing local management tools.

Technology

Andy Perez remarked that he is really enjoying his work with the WFI board and the technology committee. He provided a narrative of the most recent Technology Committee

meeting last month in Palm Harbor at the Geographic Solutions (GeoSol) headquarters.

Mr. Perez provided an update on recent efforts by GeoSol to provide support to Florida's workforce system, including the development of a virtual community forum (EFM Users Group) and training resources.

Mr. Perez outlined the goals of the Microsoft "Elevate America" initiative, including the donation of 35,000 training vouchers for Florida. He talked about a similar initiative in Miami ("Elevate Miami") and the early results of that program. Mr. Perez recommended that this program be considered within the scope of the Technology Committee, and to focus on the "hardest to serve" to assist people who don't typically have access to training and technology.

Mr. Perez outlined the Miami-Dade program he is working on now with PerScholas to refurbish computers, provide training, software and internet service (AT&T DSL) for more than 400 low-income families. He reinforced the importance of providing access to technology.

Mr. Perez commended Andra Cornelius and the possibility to follow a similar template on a statewide level.

Mr. Perez shared the progress of a Digital Literacy study in South Florida (through Florida International University) and the possibility of a similar study for the state of Florida to identify and begin to address digital divide, access to technology and workforce readiness issues.

Steve Urquhart provided an overview of the technology investments endorsed by the committee for WFI staff to move forward.

- Attendance tracking and scan card
- WorkKeys and assessments
- Consumer reports education data module
- Monster.com "Power Seeker" workshops with 50/50 cost sharing
- Supply and Demand modeling to supplement Florida's LMI
- Broadband capacity assessment

Mr. Skinner addressed the perception issue of some customers who enter unemployment but rely on Monster.com and CareerBuilder. He mentioned that it would be very helpful to have the full EFM application as part of the unemployment insurance process.

Reemployment

Bob Beck provided an update on the reemployment subcommittee scope of work, including front line services, intensive services, priority reemployment (PREP) and reemployment eligibility (REA). He cited Chris Hart's recent President's Report and the emphasis on rising to the challenge.

Richard Meik provided a narrative of the state's reemployment services response

particularly under the ARRA guidelines and additional stimulus funding. He acknowledged that guidance on reemployment was only finalized at the time that regions were submitting their local plans, meaning there was not sufficient time to incorporate into the local plans. This is being addressed by WFI staff to ensure that all regions have included a special emphasis on reemployment.

Mr. Meik updated the Council on the status on the PREP and REA modules and integration with EFM. He noted that the REA program has expanded from 6 to 19 regions participating. These programs are designed to select unemployment compensation (UC) system customers for assessments and targeted services with the goal of minimizing their time on unemployment.

Mr. Meik noted that AWI and WFI staff will be meeting with GeoSol this week to work on this integration effort. He highlighted the work that has been done to integrate the Florida Unemployment (FLUID) system with EFM.

Mr. Meik provided an overview of Florida's efforts to focus on UC customers who have been on unemployment for a longer period of time and are now receiving extended benefits (EB) and up to 79 weeks of unemployment.

Mr. Meik discussed the profiling aspect of PREP that anticipates UC customers who are likely to exhaust their benefits and proactively address their workforce readiness needs. This model is ready to be tested and will likely be implemented in early 2010.

Leslie Ingram asked if there are any financial consequences if the regions do not have their plans in place, to which Mr. Meik stated that there are not. However, Mr. Meik pointed out that we are required to demonstrate the use of ARRA funds and specifically to show that 62.5 percent of funds are directed to serving dislocated workers/unemployed.

TANF Partnerships

Rusty Skinner provided an update on workforce efforts to address the current welfare transition challenges and customer demands which have increased due to the economy. He also shared some of the discussion from a meeting with Don Winstead (DCF), Barbara Griffin (AWI) and Chris Hart (WFI) to look at the business model and begin to craft a "common sense" approach.

Mr. Skinner stated the goal of expanding the partnership discussion to include the Department of Health, and to come back to the Council with recommendations in February 2010.

Mr. Skinner provided an overview of the TANF Emergency Contingency Fund under ARRA and the ability to craft a subsidized employment program for the public sector as well as one that would support private sector/economic development and expansion goals.

Mr. Skinner recapped efforts in his region (CLM Workforce, Region 10) to design subsidized employment programs in Marion County and with the City of Ocala, as well as partnering with the local economic development organization to support the creation of permanent

jobs with a limited time subsidy. A DCF call center is currently operating in the region and 76 positions are funded using subsidized employment.

Mr. Skinner outlined the steps taken to request \$20 million that would be set in reserve (pending approval by the Legislative Budget Committee in early December 2009) in support of subsidized employment.

Don Winstead noted that at this time US Department of Health and Human Services is still working on their process to "flow" the ECF funds to Florida, and acknowledged that there are still some technical hurdles to overcome.

Mr. Perez asked if the 80 percent reimbursement under the subsidized employment program is similar to the WIA on-the-job (OJT) training program, and Mr. Skinner responded that it is not as intrusive to the employer and that efforts are being made to streamline the process.

Partners Council

Mr. Skinner noted that because the main issues of the Partners Council were addressed during the meeting, there were no additional issues for the Partners Council report.

Mr. Gugliuzza adjourned the meeting at 2:58 pm.