

Creating The Strategy
for Today's Needs and Tomorrow's Talent



WORKFORCE READINESS & PERFORMANCE COUNCIL

Wednesday, February 10, 2010
1:30 – 3:15 p.m. EST

A G E N D A

Welcome & Chair's Remarks..... Eric Kennedy

CREATING THE STRATEGY FOR TODAY'S NEEDS AND TOMORROW'S TALENT

Dedicated Commitment to Change Management and Transformation

Achievement #35

1. Preparing For Orientation to Operational Plan

COUNCIL/COMMITTEE INFORMATION, REPORTS & ACTION ITEMS

Top National and State Leadership for the Demand-Driven Solution

Achievement #17

1. Action Item: Local Workforce Plan Endorsements and Certifications
2. Action Item: Performance Incentives Funding Recommendation
3. Action Item: Performance Incentives Award Recommendation

DISCUSSION / INFORMATION ITEMS

1. Technology Committee Update
2. Youth Committee Update
3. Re-employment - including update on UC Extreme Makeover project
4. Performance Committee Update
5. TANF Partnerships/Florida Back to Work Update
6. Partners Council Report

OPEN DISCUSSION

CHAIR'S CLOSING REMARKS

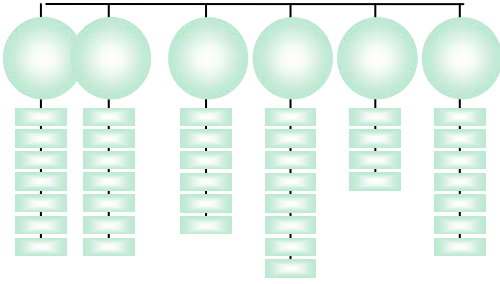


Color Key

Yellow = Operating Plan Leadership

Blue = Potentially Impacted or Aided by Operating Plan

(D) denotes due diligence and/or research is required



Operating Plan Title: (insert here)

Update Frequency: (insert here)

Point Manager/Project Lead: (insert name, title and contact information here)

Mission: (insert here)

Top Line Metrics:

| | | | | |
|--------------------|--------------------|--------------------|--------------------|--------------------|
| Insert here | Insert here | Insert here | Insert here | Insert here |
|--------------------|--------------------|--------------------|--------------------|--------------------|

Milestones:

| | | | |
|------------------------------------------|------------------------------------------|------------------------------------------|------------------------------------------|
| Insert here <i>Insert date</i> | Insert here <i>Insert date</i> | Insert here <i>Insert date</i> | Insert here <i>Insert date</i> |
|------------------------------------------|------------------------------------------|------------------------------------------|------------------------------------------|

Baseline/Situation Assessment: (insert here)

Collaborative Partners:

Insert here

Insert here

Action Plan Summary: (insert here)

Resource Requirements:

Insert here

Insert here

Insert here

Insert here

Barriers and Reforms: (insert here)

Action Item 1

APPROVAL OF LOCAL WORKFORCE PLAN ENDORSEMENTS AND CERTIFICATIONS

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As with the previous State Plan, local RWB plans expired June 30, 2009 and the U.S. Department of Labor (USDOL), required those plans to be updated for the final year of the 5-year federal planning period or the year beginning July 1, 2009. Due to provisions of the American Recovery and Reinvestment Act of 2009 (ARRA), these updates also had to conform with additional requirements specific to the stimulus funding. As in the past, Workforce Florida required the Regional Workforce Boards (RWBs) to develop a comprehensive workforce plan updates, consolidating WIA, Wagner-Peyser, and TANF (Welfare Transition) into a single plan and to provide information to re-certify the membership of RWBs.

The certification of membership of the RWBs is conducted per Public Law 105-220 Title I Section 117 (c) 2, Workforce Investment Act of 1998. This certification is conducted by Workforce Florida to determine whether or not the composition and appointments are consistent with the provisions of the state and federal law and regulations.

The local planning process was initiated later this year due to the federal schedule which was backed up to accommodate the ARRA. During the May 28, 2009, Workforce Florida board meeting, the board approved planning instructions for the Regional Workforce Boards to extend their regional plans to cover the 2009-2010 program year, year 5 of the planning cycle. The instructions for completing the Local Workforce Plan may be viewed at: <http://www.floridajobs.org/workforce/index.html>. The instructions provided guidance to RWBs in the development of a local plan that is consistent with the State Plan as submitted and approved by the U. S. Department of Labor. The local plan covers the July 1, 2009 – June 30, 2010, time period. The plan instructions were distributed to the regional boards in May. The local two-year plans were due to Workforce Florida September 15, 2009. Staff from the Agency for Workforce Innovation and Workforce Florida have reviewed the plans submissions and continues to review information that is still being submitted. All regions will receive a follow-up letter. Although approved, some minor information may be needed.

After a review by AWI and WFI staff, the following actions are recommended:

APPROVE: The region met the major requirements for full plan approval and local board re-certification

APPROVE WITH CONTINGENCIES: The region is in the process of filling required board positions, and/or clarification and/or additional documentation is needed

NOT READY FOR WFI BOARD ACTION: Region 7, Florida Crown Workforce Board, Inc. is the only region not ready for WFI Board Action. Due to the withdrawal of one of the chief elected officials from the interlocal agreement governing Region 7, Workforce Florida, Inc., at the behest of the Executive Office of the Governor, will be working with the Region 7's chief local officials to obtain compliance with Section 117(c)(2), WIA.

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NEEDED ACTIONS

(Reflects status as of February 3, 2010)

Approve the local plan and re-certify board membership for the following regions:

- Region 1 Workforce Escarosa, Inc.
- Region 2 Workforce Development Board of Okaloosa and Walton Counties
- Region 3 Chipola Regional Workforce Development Board, Inc.
- Region 4 Gulf Coast Workforce Board
- Region 5 Workforce Plus
- Region 9 FloridaWorks
- Region 10 Workforce Connection – Citrus, Levy, Marion
- Region 11 Workforce Development Board of Flagler and Volusia Counties, Inc.
- Region 14 WorkNet Pinellas
- Region 18 Suncoast Workforce Development Board, Inc.
- Region 19 Heartland Workforce
- Region 20 Workforce Development Board of the Treasure Coast
- Region 21 Workforce Alliance, Inc.
- Region 22 Workforce One
- Region 23 South Florida Workforce Investment Board
- Region 24 Southwest Florida Workforce Development Board, Inc.

Approve with contingencies the local plan and re-certify board membership for the following regions:

- Region 6 North Florida Workforce Development Board
- Region 8 First Coast Workforce Development, Inc.
- Region 12 Workforce Central Florida
- Region 13 Brevard Workforce Development Board
- Region 16 Pasco-Hernando Jobs and Education Partnership Regional Board, Inc.
- Region 17 Polk County Workforce Development Board

For Discussion:

Region 15 Tampa Bay Workforce Alliance, Inc.

Not ready for WFI Board action: Authorize the WFI Executive committee to take action on the plan for these regions at the March 2010 meeting or upon receiving a revised interlocal agreement and plan.

Region 7 Florida Crown Workforce Board, Inc.

Action Item 2

APPROVAL OF 2008-2009 PERFORMANCE INCENTIVE FUNDING RECOMMENDATION

The State submitted a request for waivers to the USDOL as part of the current program year 2009 planning process. The State requested a continuation of the current waivers that had been previously approved and requested several new waivers targeted toward increasing the program flexibility of the workforce system to respond to the current downturn in the economy.

Some of the State's requests were approved, denied and some were partially approved. Specifically, the State's request to continue a waiver to allow the state to use a portion of the funds reserved from the dislocated worker grant for rapid response activities (25% Governor's Reserve) for incumbent worker training and other allowable statewide activities.

The USDOL approved this waiver but with new restrictions. The State may only use these funds for incumbent worker training and not for "any other statewide activity" as was previously allowed. As a result of this restriction, the availability of previously set aside incentive award funds that were based on "any other allowable statewide activities" are in jeopardy. Therefore, in an effort to honor the intent of the previous incentive policy and regional expectations, Staff is recommending the following funds from the Workforce Readiness and Performance Council is used for 2008-09 performance incentive awards:

- \$1 million dollars from the "TANF Partnership" and
- \$500 K from the "Performance Committee"

NEEDED ACTION

Approval of \$1.5 million dollars from the Workforce Readiness and Performance Council, Specifically, 1 million dollars from the "TANF Partnership" and \$500 thousand dollars from the "Performance Committee" to be used for performance year 2008-09 incentive awards.

Action Item 3

APPROVAL OF 2008-2009 PERFORMANCE INCENTIVE AWARD METHODOLOGY RECOMMENDATION

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As with the previous methodology, Regional Workforce Boards (RWBs) must meet each of the following minimum expenditure requirements based on state and/or federal law.

- State 90% Expenditures on Direct Services Requirement;
- State 50% ITA Expenditure Requirement for WIA Adults and Dislocated Workers and
- Federal 30% Out-of-School Requirement for the program year.

OPTION 1: If determined eligible, RWBs will receive incentive award based on its BSC aggregate performance for services to:

- Job Seekers (Wagner-Peyser (WP)) and,
- Disadvantaged Customers, Unemployed Adults and Youth (Workforce Investment Act (WIA)) for the program year.

OPTION 2: If determined eligible, RWBs will receive incentive award based on its BSC aggregate performance for services to:

- Job Seekers (Wagner-Peyser (WP)) and,
- Disadvantaged Customers, Unemployed Adults and Youth (Workforce Investment Act (WIA)) for the program year and
- Welfare Recipients

OPTION 3: If determined eligible, RWBs will receive incentive award based on relative performance against the following measures:

- Wagner-Peyser Entered Employment Rate (WP)
- Adult Entered Employment Rate (WIA)
- Employed Worker Outcome Rate (WIA)
- WIA Employment Retention (WIA)
- Wagner-Peyser Retention (WP)
- Older Youth Retention (WIA)
- Younger Youth Retention (WIA)
- Funds for the following measures are distributed in equal shares to eligible regions.
 - Customer Satisfaction all Employers (WP)
 - Customer Satisfaction Job Seekers (WP)
 - Customer Satisfaction WIA Participants (WIA)

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NEEDED ACTION

Approval of Performance Incentive Awards based on Staff recommendation of: **Option 1-** Performance for Services to Workforce Investment Act Customers and Services to Wagner-Peyser Customers based on 2008-2009 Balanced Scorecard composite scores.

Information Item 1

TECHNOLOGY COMMITTEE UPDATE

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Microsoft Elevate America

Microsoft has created the Elevate America Initiative in order to enhance the technical job skills of the citizens of Florida. The goal of the Elevate America Initiative is to donate training vouchers for Microsoft eLearning courses and select Microsoft certification exams at no cost. It is Microsoft's intent that the vouchers are made broadly available to meet the needs of Floridians who will utilize this resource to obtain important technology skills that are needed for jobs of today. Microsoft has offered Florida 35,000 training vouchers. Activation must be made within 90 days of the State's receipt of the vouchers. The goal is to execute the agreement with Microsoft by March 2010.

Information Item 2

SUMMARY REPORT FROM THE YOUTH OPPORTUNITIES COMMITTEE

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- Youth Opportunities Committee Meetings since last WFI Board Meeting: December 10, 2009 and January 20, 2010.
- Main issues focused on by the committee include:
 1. The Youth Opportunities Committee released its awards and implemented a total of 16 pilot projects and targeted initiatives to serve Florida's Neediest Youth which include: (Children of incarcerated parents; Court-involved youth; Youth at risk of court involvement; Homeless and runaway youth; Indian and Native American Youth Migrant youth; Out-of-school youth; Youth most at risk of dropping out Youth in or aging out of foster care; Youth with disabilities; Improvements in Literacy & Numeracy Rates; Alternative Education Opportunities (to include long distance or virtual); Training leading to receipt of industry recognized credentials, if available, in high growth sectors such as emerging technologies, green jobs, and S.T.E.M (science, technology, engineering and math); and Rural Career Academy Development. (**See attached Spreadsheet which identifies each project outlining the targeted population, project deliverables, number of participants served and cost per participant.**) Since most of the projects have recently started there are few substantial deliverables to report at this time; however, a detailed report will be provided to the Workforce Readiness and Performance Council as the projects move forward, per Chairman Eric Kennedy's request.
 2. The Shared Case Management Pilot: Two-year pilot (2007-2009) Targeting Services towards Department of Juvenile Justice (DJJ) Youth and Foster Care Youth has ended on June 30, 2009 and data has been recently gathered from both the Department of Juvenile Justice and the Department of Children & Families. Final analysis is being done and will be discussed at the Committee's face to face meeting in Tallahassee on February 10th from 12:00 – 1:30 pm. The purpose of the Project was to increase Florida's current level of participation and services to youth in foster care and/or youth in the juvenile justice system; to develop a "Shared Case Management Model."

| YOUTH OPPORTUNITIES COMMITTEE | | | | | | | | | |
|-----------------------------------------|-----------|----------------------------------------------------------------------------------------------------------------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----------------------|--------|--|--|
| AWARDEES/DRAFT SPREADSHEET | | | | | | | | | |
| Submitting Entity | Award | Project Title or Sector | Proposal Target Area | Deliverables | # of Participants | Cost Per Participant | Signed | | |
| St. Johns County School District | \$322,209 | Touch Points for Tomorrow (TP 2.0) | Youth most at risk of dropping out/STEM | NUMBER OF YOUTH ENROLLED - 350 NUMBER OF YOUTH COMPLETERS - 320 (college/ind. cert + 20 intern +20 college camp) NUMBER OF EMPLOYMENT OR EDUCATION - 300 NUMBER OF DEGREES OR CERTIFICATES - 300 (college credits or industry certifications) | 350 | \$921.00 | 20-Nov | | |
| WorkNet Pinellas | \$255,600 | Operations Life Skills | Youth in or aging out of foster care | NUMBER OF YOUTH ENROLLED 131 NUMBER OF YOUTH COMPLETERS 100 NUMBER OF EMPLOYMENT OR EDUCATION 100 NUMBER OF DEGREES OR CERTIFICATES 45 NUMBER OF GRADE GAINS (Reading & Math) 20 | 131 | \$1,951 | 1-Oct | | |
| PACE Center for Girls | \$315,000 | PACE Center for Girls Youth Opportunities Program | Youth most at risk of dropping out | NUMBER OF YOUTH ENROLLED 600 NUMBER OF YOUTH COMPLETERS 510 NUMBER OF EMPLOYMENT OR EDUCATION 510 (or 85% of those located) NUMBER OF DEGREES OR CERTIFICATES 161 NUMBER OF GRADE GAINS (Reading & Math) 390 | 600 | \$525 | 20-Nov | | |
| WorkNet Pinellas | \$247,500 | STEM TEC (Training for Emerging Careers) | STEM | Enrollments Number of youth enrolled in training - 150 Number of Blueprints Number of blueprints developed for career planning - 150 Number of Completers Number of youth trained and successfully completing the program - 143 Number of Grade Gains* Number o | 150 | \$1,650 | 1-Oct | | |
| Tantie Juvenile Residential Facility | \$69,300 | Strategic Academic and Solar and Green Vocational Education for Minority and Hispanic Court Adjudicated Youths | Court-involved youth | NUMBER OF YOUTH ENROLLED 132 (86 currently but 46 additional will be enrolled during grant period) NUMBER OF YOUTH COMPLETERS 99 of 132 youths will graduate HS NUMBER OF EMPLOYMENT OR EDUCATION 99 will continue to postsecondary education NUMBER OF DEGREES OR CERTIFICATES 99 NUMBER OF Ready to Work Certificates 55 | 132 | \$525 | 17-Dec | | |
| Center for Business Excellence (RWB 11) | \$294,764 | Project READY | Court-involved youth | NUMBER OF YOUTH ENROLLED 179 (100% at-risk youth) NUMBER OF YOUTH COMPLETERS 152 successful completions NUMBER OF EMPLOYMENT OR EDUCATION 86 GED/Diplomas earned NUMBER OF DEGREES OR CERTIFICATES 86 GED/Diplomas earned NUMBER OF GRADE GAINS (Reading & Mat | 179 | \$1,647 | 1-Oct | | |
| Intervention Services, Inc. | \$95,010 | ISI Connect | Youth in or aging out of foster care | NUMBER OF YOUTH ENROLLED 100 for classes; 40 for employment NUMBER OF YOUTH COMPLETERS 70 for all 8 classes in series; 40 for employment; 30 to sustain employment NUMBER OF EMPLOYMENT OR EDUCATION 60 NUMBER OF DEGREES OR CERTIFICATES 20 | 100 | \$950 | 6-Dec | | |
| Florida Sheriff's Youth Ranches, Inc. | \$275,795 | Florida Futures | Low-income with barrier | NUMBER OF YOUTH ENROLLED - 48 NUMBER OF YOUTH COMPLETERS - 38 NUMBER OF EMPLOYMENT OR EDUCATION - 34 NUMBER OF DEGREES OR CERTIFICATES - 38 NUMBER OF GRADE GAINS (Reading & Math) - 38 OTHER DELIVERABLES - 1) FastTrack GED Program | 48 | \$5,746 | 29-Dec | | |

| | | | | | | | | |
|--------------------------------------------------------------|-------------|--------------------------------------------------------------------|----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|--------|--|
| FloridaWorks | \$449,399 | FloridaWorks Youth Program for Emerging Industries-Region 9 | Low-income with barrier | NUMBER OF YOUTH ENROLLED 350 NUMBER OF YOUTH COMPLETERS 300 NUMBER OF EMPLOYMENT OR EDUCATION 225 NUMBER OF DEGREES OR CERTIFICATES 175 Outreach to Employers 50 OJT Placements 10 Plan & Promotions for Greening Nation Inst 1 | 350 | \$1,284 | 1-Oct | |
| Suwannee County Public Schools | \$448,238 | Project Workforce | Youth most at risk of dropping out | NUMBER OF YOUTH ENROLLED 225 NUMBER OF YOUTH COMPLETERS 180 NUMBER OF EMPLOYMENT OR EDUCATION 180 NUMBER OF DEGREES OR CERTIFICATES 180 NUMBER OF GRADE GAINS (Reading & Math) 180 STEM internships 75 and STEM externships 20 | 225 | \$1,992 | 14-Dec | |
| Unity Family Community Center, Inc. | \$149,572 | Y.E.S. (Youth Employability Skills) Program | Low-income with barrier/ at-risk of court involvement | NUMBER OF YOUTH ENROLLED 100 NUMBER OF YOUTH COMPLETERS 80 NUMBER OF EMPLOYMENT OR EDUCATION 75 NUMBER OF DEGREES OR CERTIFICATES 50 NUMBER OF GRADE GAINS (Reading & Math) 50 | 100 | \$1,496 | 23-Nov | |
| Page 15 (Urban Think Foundation, Inc.) | \$29,403 | Page 15 | Low-income with barrier | NUMBER OF YOUTH ENROLLED 120 NUMBER OF YOUTH COMPLETERS 120 | 120 | \$245 | 14-Dec | |
| Hillsborough County Public Schools | \$450,000 | Hillsborough Executive Internship Program: Rising to the Challenge | Youth in or aging out of foster care | NUMBER OF YOUTH ENROLLED 100 NUMBER OF YOUTH COMPLETERS 50 NUMBER OF EMPLOYMENT OR EDUCATION 75 NUMBER OF DEGREES OR CERTIFICATES 50 NUMBER OF GRADE GAINS (Reading & Math) OTHER DELIVERABLES 5-year strategic plan; continuation system; research component | 100 | \$4,500 | 11-Dec | |
| Troy Foundation, Inc. | \$204,057 | Teen Cuisine 2 | Court-involved youth | NUMBER OF YOUTH ENROLLED 40 NUMBER OF YOUTH COMPLETERS 30 NUMBER OF EMPLOYMENT OR EDUCATION 30 NUMBER OF DEGREES OR CERTIFICATES 40 NUMBER OF GRADE GAINS (Reading & Math) 40 | 40 | \$5,101 | 6-Dec | |
| The Able Trust | \$220,256 | Florida High School/High Tech Expansion | Youth with disabilities/Foster Care & Court-involved | NUMBER OF YOUTH ENROLLED 85 NUMBER OF YOUTH COMPLETERS 68 NUMBER OF EMPLOYMENT OR EDUCATION 68 NUMBER OF DEGREES OR CERTIFICATES 68 NUMBER OF GRADE GAINS (Reading & Math) 80 % | 85 | \$2,591 | 11-Dec | |
| Lakeview Center, Inc. dba Families First Network of Lakeview | \$133,155 | Moving Foster Care Youth to Success | Youth in or aging out of foster care | NUMBER OF YOUTH ENROLLED 130 – (14 to 17) and 105 – (18 to 21) NUMBER OF YOUTH COMPLETERS 98 – (14 to 17) and 79 – (18 to 21) | 235 | \$567 | 30-Dec | |
| | \$3,959,258 | | | | Total Participants = 2945 | Average Cost Per = \$1344 | | |

Information Item 3

RES/REA UPDATES

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Unemployment Compensation Modernization – Extreme Makeover

The Agency for Workforce Innovation (AWI) is in the process of replacing its unemployment compensation mainframe application system in order to streamline the processing of claims and to expedite benefit payments. This is a five-year effort scheduled for completion by the end of 2013. The 2007 Florida Legislature directed the Agency for Workforce Innovation to evaluate the replacement of the 30 year old system. This was followed by a feasibility study recommending the implementation of a new system which it projected would result in a cost savings of up to \$43 million annually. Accordingly the 2009 Legislature authorized the expenditure of \$2 million in federal funds for the next phase of the project, to develop detailed system requirements. The expected benefits of the new system include:

- Enhanced call center operations
- Improved efficiency of adjudication and appeals activities
- Reduced errors, fraud and overpayments
- Implementation of a simplified, robust technical infrastructure

An additional benefit will also include the enhanced integration of the UC application system and Employ Florida Marketplace (EFM) systems to better facilitate the delivery of reemployment services. To this end AWI and its vendor the North Highland Company are continuing a dialogue with Workforce Florida and representatives of the state's regional workforce boards to identify the information that workforce needs to facilitate reemployment planning and the delivery of services to the UC claimants. The Florida Workforce Development Association has named local representatives who have joined with AWI and WFI staff in providing input into the development of the new system requirements. Currently North Highland and work group members are in the process of reviewing examples of increased integration, interviewing other states regarding best practices, and contacting state and local staff for suggestions.

Reemployment Services Update

UI claimants are placed in a Priority Reemployment Program (PREP) pool at the 4th week of the claim and when they have received a first check. These individuals are placed in the PREP pool by Region, so that local workforce boards can provide them with follow-up reemployment services such as a PREP orientation (an overview of all services offered by the One-Stop—usually completed in groups) and Reemployment and Eligibility Assessments (REAs) which are intensive one-on-one appointments with the UI claimant.

WFI and AWI, working with Geographic Solutions have integrated components of the PREP and REA Programs into EFM so that local workforce boards can streamline processes and increase efficiency in providing reemployment services. This includes:

- The integration of the scheduling of appointments for both PREP orientations and REA appointments in EFM effective January 1. This will streamline the process for local workforce board staff by having the required information in one system.
- An extensive series of webinars and weekly conference calls held for local staff to provide them with training and technical assistance; additionally, extensive technical assistance was provided via telephone calls and e-mails;
- Ongoing meetings to to develop high level descriptions and specifications for completion of the integration of the REA program into EFM to include:
 - Interfaces and data transfer protocols to systems such as the Unemployment Compensation Mainframe
 - Federal reports, regional reports, and reports for the UI Adjudicators so they can conduct fact-finding on those UI claimants who do not show up for their appointment.
 - System enhancements to EFM to ensure program and performance data is available

Reemployment and Eligibility Assessment Program (REA) Grants Update

Florida has formally requested to use remaining 2008 grant funds to fund some the enhancements and automation described above. Due to the late startup, the state has also requested an extension to the 2009 Supplemental Grant to allow the regions until June 30, 2010 to complete the required number of assessments.

Additionally we are in the process reviewing new guidelines and operational procedures for the 2010 REA Grant which will become effective April 1, 2010. These new guidelines have also been distributed to the regional workforce boards for review for them to confirm whether they wish to participate in the 2010 program and, if so, the number of assessments they plan to complete through March 31, 2011.

New 2010 REA guidelines include the following:

- The REA assessment must include:
 1. One Stops must identify reemployment service needs, at a minimum, to include:
 - a. An Orientation to help claimants access self-service core services offered by the One-Stop Career Center through the resource room or virtually, with particular emphasis on accessing available labor market and career information. *(Note, the Agency will be requesting funds in the 2010 grant to develop an on-line virtual orientation that REA participants can access via EFM.)*
 - b. Referral to appropriate services offered through the One-Stop (e.g., resume writing, interviewing technique workshops, etc.); and

- c. Staff assisted support in the development or review of an Employability Development Plan (EDP). The EDP must document and include required work search activities, appropriate workshops/services, and/or approved training.
 - d. UI eligibility assessment and referral to adjudication, as appropriate, participants who fail to report to any training or other activities/workshops noted in the Employability Development Plan.
2. The provision of Labor Market Information; (i.e., unique to the REA participant's skills, experience and interests).
3. Additionally, regions must agree to a comparison/control group for the USDOL Evaluation Study

USDOL has contracted for an evaluation study of the REA Program. A measure of program effectiveness is to be derived by comparing outcomes of REA program participants with outcomes from a similar group of claimants who did not participate in the REA program.

Information Item 4

PERFORMANCE COMMITTEE UPDATE

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INFORMATION TO BE PRESENTED AT BOARD MEETING

Information Item 5

FLORIDA BACK TO WORK

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Summary Statement:

The *Florida Back to Work* program can provide up to \$200 million in federal funding for jobs for Floridians who receive, or are eligible to receive, Temporary Assistance for Needy Families (TANF), and can create nearly 25,500 jobs based on a \$12 per hour salary. The program will provide up to a 95 percent reimbursement to Florida's businesses to cover the costs of employee wages and benefits. All available jobs listed under *the Florida Back to Work* program will be posted on the Employ Florida Marketplace – employflorida.com. The initial *Florida Back to Work* grants will be awarded on February 1, 2010.

First Round Funding Requests – Summary: (as of January 25, 2010)

| | |
|-----------------------------------|----------------------------------------|
| Total # of projects: | Over 900 |
| Total # of jobs through program: | Over 10,300 |
| Total TANF dollars: | Over \$190 million (max \$200 million) |
| Total cash from employers: | Over \$10 million |
| Total "in kind" toward project: | Over \$38 million |
| Total combined value of projects: | Over \$241 million |

Background:

- There is a federal Emergency Contingency Fund (\$5 billion nationally) under the Temporary Assistance for Needy Families (TANF) Program that allows states to earn 80% of every dollar spent on increased expenditures in any of the following three areas:
 - cash assistance
 - non-recurring short-term benefits
 - subsidized employment
- New federal guidance allows the state to count the employer cost of training and supervising employees in subsidized employment slots at an amount that will allow the state to cover most of the 20% in project costs that HHS will not reimburse. This allows

local governments and other employers to participate with a minimum amount of cash contribution to help support the subsidized employment project.

- Florida potentially could earn approximately \$281 million (one-half the amount of the state's annual TANF Block Grant Allotment). Florida has currently earned \$23 million so far, based on increased cash assistance expenditures. The Department of Children and Families (DCF) estimates DCF may earn up to \$70 million for increased cash assistance expenditures. Some of the remaining \$200 plus/minus million available also could be earned by increased expenditures for non-recurring short-term benefits for cash assistance recipients.
- This TANF funding source is a one-time, non-recurring funding opportunity. The state can only draw down from the Emergency Contingency Fund based on the amount of increased expenditures in these three areas through September 30, 2010.
- The initial subsidized employment project was developed by the Citrus Levy Marion Regional Workforce Development Board in consultation with Workforce Florida Inc. and AWI for a DCF Call Center.

What is Subsidized Employment?

- Subsidized employment is the use of TANF funds to pay for all or a portion of the costs of employee wages, benefits, supervision and training for eligible participants. The reimbursement will cover all benefit costs including required FICA, FUTA, and workers compensation costs. It will also reimburse other associated costs including the cost of the on-site supervision and training and Regional Workforce Board costs to develop, manage, and monitor the program.

General Federal Guidelines:

- All of the employee wage costs for individuals in a subsidized employment project can be paid with the TANF funds earned by this program. The TANF program also will pay for most of the cost of employee benefits and RWB costs associated with the project. The employer will need to contribute funding in an amount equal to the project's costs not paid for with TANF funds earned. That amount is equal to 20% of any non-wage costs of the project. These costs include the cost of any participant benefits, the employer's share of payroll taxes, any third-party processing agent costs, and the costs for the Regional Workforce Board associated with the development, management and oversight of the project.
- Units of general government (both state and local), private not-for-profit and private for-profit employers are eligible to sponsor a subsidized employment project.
- Both public and private sector employers will need to commit, in writing, to contribute the necessary amount of funding for project costs not paid for with the earned TANF

funds and also commit to provide adequate supervision and training for the subsidized employees.

- A subsidized employment slot cannot be created when an individual is in layoff status from the same or substantially equivalent job, or when the employer has terminated an individual from employment or caused a voluntary reduction in its workforce in order to fill the vacancy with a subsidized worker.
- Employers who provide a subsidized job can be the employer of record or a third party such as a Professional Employer Organization (PEO) can be the employer of record for the individuals hired.

Who is Eligible to Benefit From a Subsidized Employment Position:

- Individuals who are either currently receiving cash assistance, or are in the process of applying for cash assistance and have been tentatively approved for that assistance, or have a family income at or below 200% of the federal poverty level and have a child under the age of 18 are eligible for a subsidized employment position.
- Many current recipients of Unemployment Compensation (UC) benefits have current incomes less than 200% of the federal poverty level and, if they have a minor child at home, will qualify for this program. Determination of the income level is based on the applicant's prior 30 days' income.

What are the Benefits to Participating Employers:

- State and local governments can directly benefit from receiving help with employee costs during this time when state and local tax revenues have dramatically decreased.
- Private sector employers who need to expand and increase their workforce as the economy begins to rebound can benefit from help with employee costs at a time when it is challenging to obtain the financial resources needed to hire additional workers.
- Employers who wish to participate will need to complete a project application that details the number and type of subsidized positions requested and the job skill sets of the positions, the wage and benefit cost by position, and a written commitment to provide a funding contribution equal to that amount not reimbursed by TANF.

General Program Guidelines:

- Funding from the TANF contingency fund for subsidized employment projects will end September 30, 2010 so no subsidized position could extend beyond that date.
- RWBs will determine participant eligibility for the program and participating employers will make the final hiring decision based on the skill requirements of the subsidized job. Nothing in these guidelines prevents employers from following their established

personnel policies and procedures to terminate the employment of any participant placed into a subsidized position.

- Participating employers will be required to post any subsidized job opening in Employ Florida Marketplace (EFM) at www.employflorida.com.
- Employers will pay the wage and benefit costs and be reimbursed by the program for those payments.
- The wage/salary level should be based on that paid by the employer for comparable positions doing comparable work for that employer.
- Employers interested in sponsoring a subsidized employment project must complete an employer information sheet and complete a budget that details the project costs.
- The Legislative Budget Commission has approved an initial \$20 million in budget authority for the Agency for Workforce Innovation to support the subsidized employment initiative. The budget has been put into a reserve and the agency will request budget from that reserve to support approved subsidized employment projects as they are submitted.
- Participating public and private not-for-profit employers will not be required to retain employees at the end of the subsidy period although they will be strongly encouraged to do so. The expectation for private for-profit employers is that the subsidized position is an anticipated permanent job and that the employer intends to retain employees whose job performance is satisfactory. The intent of the program is to help businesses in their efforts to recover and expand and not to subsidize an employer's existing workforce.

General Q&A:

- **What is the total funding amount?**

The *Florida Back to Work* program can provide up to \$200 million in additional one-time, non-recurring federal funding for jobs for Florida's neediest citizens.

- **Who is eligible?**

Parents with a child younger than 18 living at home whose family income is less than 200% of federal poverty level in the last 30 days are eligible; this will include many Floridians who are receiving unemployment compensation benefits and anyone currently receiving TANF cash assistance.

- **How long does the program last?**

Funding for the program is available until September 30, 2010, which is the end of the federal fiscal year.

- **How many jobs will the *Florida Back to Work* program create?**

The *Florida Back to Work* program can create up to 25,478 direct and indirect jobs based on an average hourly wage of \$12. This equates to \$18,720 in salary for the nine months of the program, based on \$200 million and assuming participants work 40 hours a week. (Although the program lasts for nine months, the rate of pay would be equivalent to \$24,960 per year.)

- **What is the benefit to employers?**

The *Florida Back to Work* program will provide up to a 95 percent reimbursement to cover the costs of employee wages and benefits. Employers will need to contribute the in-kind cost of the employee supervision and training and a cash contribution to cover the remaining 5 percent cost.

- **Are all employers eligible?**

Public, private for-profit businesses and not-for-profit entities can participate.

- **Who is operating *Florida Back to Work*?**

The *Florida Back to Work* program is a partnership between AWI, WFI and DCF and will be administered through the state's 24 Regional Workforce Boards.

- **How can I find out about job listings?**

Participating employers will post job openings on the Employ Florida Marketplace – employflorida.com.

- **When will the jobs be available?**

The initial round of proposals will be due from the RWBs on January 15, 2010. The initial *Florida Back to Work* grants will be awarded on February 1, 2010.