



Transportation & Economic Development Appropriations Subcommittee

**Tuesday, November 1, 2011
1:30 PM – 4:00 PM
Reed Hall (102 HOB)**

Meeting Packet

**Dean Cannon
Speaker**

**Mike Horner
Chair**



The Florida House of Representatives

Appropriations Committee

Transportation & Economic Development Appropriations Subcommittee

Dean Cannon
Speaker

Mike Horner
Chair

November 1, 2011

AGENDA
1:30 PM – 4:00 PM
Reed Hall

- I. Call to Order/Roll Call
- II. Introduction and Opening Remarks
- III. Department of Highway Safety and Motor Vehicles
 - Motor Carrier Compliance Transfer Update**
 - Driver License Issuance Services Transfer to Tax Collectors Update**
 - Steven Fielder, Legislative Affairs Administrator*
- IV. Department of Economic Opportunity
 - Ready to Work Program Overview**
 - Colleen Englert, Executive Director*
 - Lois Scott, Workforce Program Support Manager*
- V. Workforce Florida
 - Workforce Overview**
 - Chris Hart, President/CEO*
 - Workforce Central Florida Update**
 - Kevin Neal, Deputy Director of the Division of Workforce Services*
- VI. Adjourn

Department of Highway Safety and Motor Vehicles



Motor Carrier and FHP

The Office of Motor Carrier Compliance was transferred to the Department of Highway Safety and Motor Vehicles, Division of the Florida Highway Patrol on July 1, 2011. As part of this transfer, the state realized a savings of \$1.3 million in fiscal year 2011-2012. For the 12-13 fiscal year the Department has identified an additional \$537,301 in savings resulting from this consolidation.

Motor Carrier and FHP Continued

Since July 1, the Department has worked quickly and efficiently to integrate our new members into the Highway Safety family.

- All Commercial Vehicle Enforcement (CVE) Troopers have completed FHP Transition Training
- CVE Troopers' uniforms have been re patched.
- All CVE vehicles have been re-branded to FHP.
- Basic crash reporting outline has been developed for CVE and will be fully implemented by December 15, 2011
- The Deland Field Office has moved into space within Troop D in Deland. Tampa, Ocala, and Panama City are scheduled to move once connectivity has been established through DHSMV.
- 13 Sergeants have been reclassified to Trooper positions, 1-Lieutenant Colonel position has been downgraded and reclassified to a CVE Trooper.

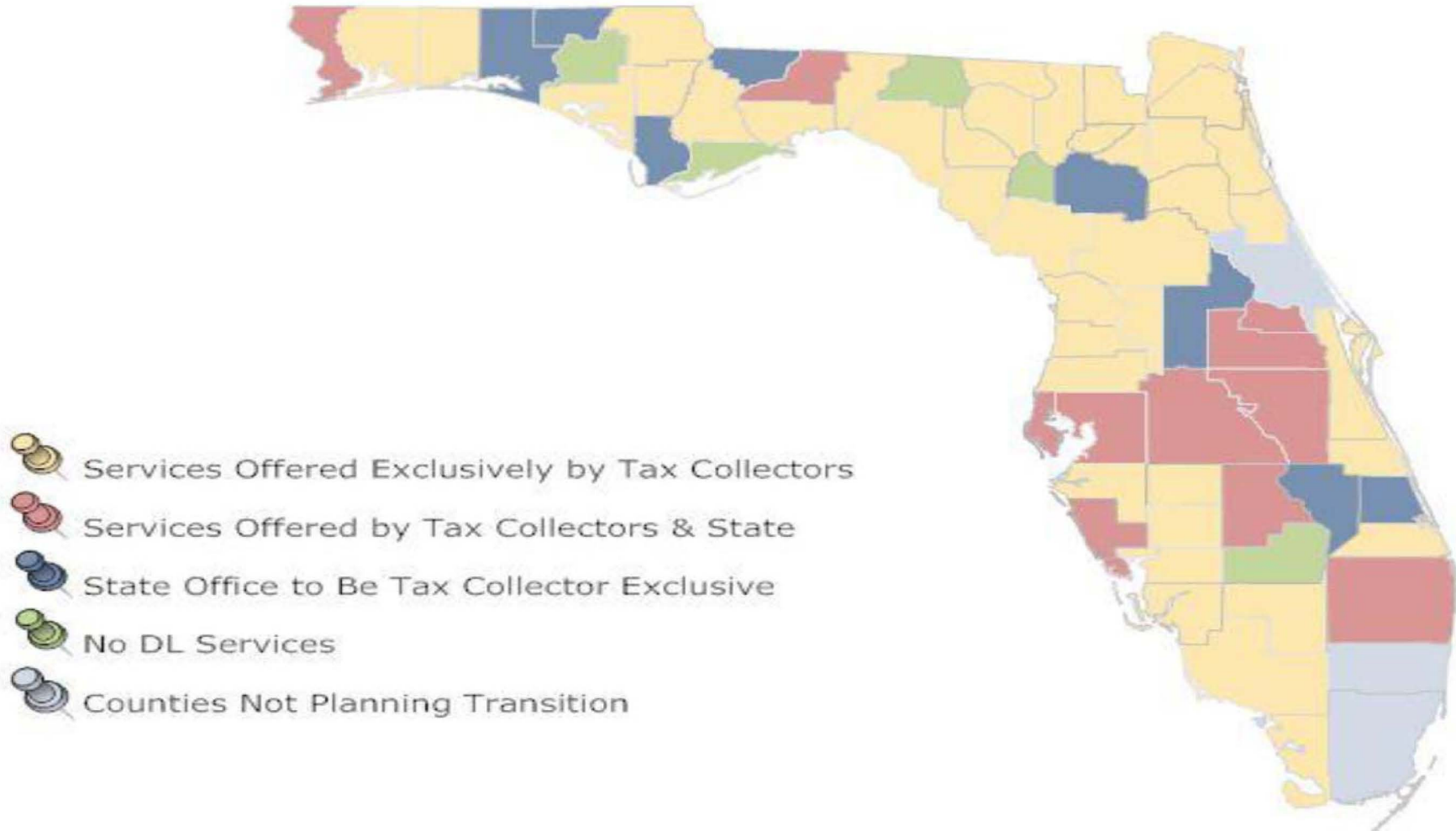
Motor Carrier and FHP Continued

Lessons Learned:

- Communications and connectivity is problematic when working between two agencies with different security policies.
- Connectivity with the Northwood Shared Resource Center has been hampered by the premature move of OMCC servers. This has created numerous IT issues and required many workarounds. Ensure the mandate is clear that all IT functions are to continue uninterrupted until all connectivity is established both pre and post transition. Also ensure that if one of the agencies functions are being split apart that there are no IT or Criminal Justice issues are caused by the split.

Tax Collectors and Driver Licenses

Transition Update



Tax Collectors and Driver Licenses

Section 4 Services

Required Minimum Services Phased in by

July 1, 2013 Level 1	July 1, 2014 Level 2	July 1, 2015 Level 3
<p>Driver License and Identification Card U.S. Citizen</p> <ul style="list-style-type: none"> • Original from Out-of State* • Original Learners* • Renewal** • Replacement** 	<p>Driver License and Identification Card Non U.S.</p> <ul style="list-style-type: none"> • Original from Out-of State*** • Original Learners*** • Renewal*** • Replacement*** 	<p>Driver License and Identification Card U.S. and Non U.S.</p> <ul style="list-style-type: none"> • Original***
<p>Commercial Driver License U.S. Citizen</p> <ul style="list-style-type: none"> • CDL Renewal without Hazmat • Original from Out-of-State without Hazmat* • Replacement** 	<p>Commercial Driver License U.S. and Non U.S. Citizen</p> <ul style="list-style-type: none"> • CDL Renewal with or without Hazmat*** • Original from Out-of-State with or without Hazmat*** • Replacement with or without Hazmat*** 	
<p>July 1, 2013 Level 1</p> <p>Exams</p> <ul style="list-style-type: none"> • Vision • Written 	<p>July 1, 2014 Level 2</p> <p>Exams</p> <ul style="list-style-type: none"> • Oral Exams with Interpreters 	<p>July 1, 2015 Level 3</p> <p>Exams</p> <ul style="list-style-type: none"> • Driving Exams • Department Re-Exams • Medicals • Five-Day Letters
<p>Reinstatements</p> <ul style="list-style-type: none"> • D6** • Child Support** • Failed To Pay Court Financial Obligations** 	<p>Reinstatements - all</p> <ul style="list-style-type: none"> • Financial Responsibility** • Suspensions** • Revocations** • Cancellations** 	



FLORIDA
DEPARTMENT *of*
ECONOMIC
OPPORTUNITY

House Transportation & Economic Development Appropriations Subcommittee

Presented by: Lois Scott, Workforce Program Support Manager, Department of Economic Opportunity

Tuesday, November 1, 2011



Florida Ready to Work Program

- **Initially created by the Florida Legislature in 2006 within the Department of Education.**
- **Florida Ready to Work (RtW) is a state sponsored workforce development program that is aligned with Florida's education reform initiatives to develop the skilled workforce required to retain and create jobs and to grow Florida's economy.**
- **Program transferred to the Department of Economic Opportunity effective October 1, 2011.**



Florida Ready to Work Program

- **Florida Ready to Work Credential is the centerpiece of the RtW Program.**
 - **A career readiness certificate certifies that a Florida student/jobseeker has the fundamental job skills necessary to succeed in today's rapidly changing and competitive economy.**



Florida Ready to Work Program

- **Focuses on the core foundational skills required for most jobs today from entry level to professional.**
- **Aligned with Florida Chamber and Talent Supply Chain strategies to develop the “ready to work” talent to retain and create jobs and grow Florida’s economy.**
- **Implemented in partnership with education and workforce development partners statewide.**



Florida Ready to Work Program

- **Online Courseware** – Provides students and jobseekers with targeted training in core foundational skill areas identified by employers as necessary for job success across industries and occupations.
- **Online Placement and Post Tests** – Embedded in courseware to pinpoint skill gaps, focus instruction and track progress.



Florida Ready to Work Program

- **Proctored Assessments** – Validates mastery of core workplace communication, reasoning and problem-solving skills in 3 core areas.

Applied Math – Use of workplace math – four basic functions of math – to communicate information and problem solve i.e., calculate percentage discounts and mark-ups

Reading for Information – Use of workplace reading i.e., manuals, memos, policies, directions, etc. to communicate information and problem solve

Locating Information – Use of workplace charts, graphs, instrument gauges, etc. to communicate information and problem solve

Research has shown that these fundamental skills are necessary for more than 85 percent of all jobs today.



Florida Ready to Work

- **Credential – Standardized career readiness certificate issued by the State of Florida, validating a participant has the core foundational skills required for most jobs today.**

Gold – Minimum score of 5, ready for 90% of jobs

Silver – Minimum score of 4, ready for 60% of jobs

Bronze – Minimum score of 3, ready for 30% of jobs

Portable, 30+ states with similar programs



The Results

- **110,000+ Credentials Earned** with preliminary data indicating Credential earners are outperforming those without the Credential in terms of both job placement and earnings by as much as 30 percent.
- **200,000+ Unique Participants** statewide developing their career readiness skills.



The Results

- **350+ Implementation Partners** including regional workforce boards, technical centers, high schools, adult education programs, community colleges, corrections, juvenile justice programs and community-based organizations.
- **650+ Employer Partners**, representing 300,000 employees statewide, using the program to identify qualified new hires, reduce hiring/training costs and build the skills of their incumbent workforce.

AS OF SEPTEMBER 2011



Initial Skills Review

Florida Law

- **Legislation passed during the 2011 legislative session (HB 7005), required that: Effective August 1, 2011, all new unemployment compensation (UC) claimants – those applying for benefits for the first time – would be required to complete an Initial Skills Review.**
- **Initial Skills Review, as defined in the law, is an “online education or training program designed to measure an individual’s mastery level of workplace skills.”**
- **Law Provides for Exemptions: Claimants who “... affirmatively attest to being unable to complete such review due to illiteracy or a language impediment.”**



Initial Skills Review (ISR)

- **All Claimants who are not exempt must “complete” the ISR to receive UC benefits, but are not required to “pass.”**
- **The ISR is aligned with the Florida Ready to Work Program.**
- **The ISR focuses on the core communication, reasoning and problem-solving skills required for most jobs today from entry level to professional.**



ISR Core Skills

➤ **Focuses on the core communication, reasoning and problem-solving skills required for most jobs today from entry level to professional.**

Three Parts:

1. **Applied Mathematics** – Workplace math, using basic four functions of math to communicate, answer questions or solve problems i.e., calculating percentage discounts and markups.
2. **Reading for Information** – Workplace reading to answer questions or solve problems i.e., memos, letters, directions, signs, policies and regulations.
3. **Locating Information** – Use of workplace charts, graphs, tables, forms, flowcharts, diagrams, floor plans, maps and instrument gauges to communicate, answer questions or solve problems.



ISR Scores

Jobseeker receives a “**score**” based on the highest level completed

- Score 5** = Completed Levels 3-4-5
Indicates above average career readiness skill
- Score 4** = Completed Levels 3-4
Indicates average career readiness skills
Additional foundational skills training may be suggested
- Score 3** = Completed Level 3
Indicates basic career readiness skills
Additional foundational skills training may be suggested

No score is given to those jobseekers who completed Level 3 but did not answer 80 percent of the questions correctly. This indicates that those jobseekers are potentially under skilled and additional foundational skills training is recommended.

One-Stop Counselor uses a jobseeker’s score to identify occupations which the jobseeker may be qualified for based on the skill level required for that occupation.



Preliminary Results – First 60 Days

- **196,688 unemployed jobseekers “completed.”**
- **Majority demonstrating minimum career readiness:**
 - **Applied Math = 60 percent**
 - **Reading for Information = 79 percent**
 - **Locating Information = 72 percent**
- **Additional education/training may be required for those wanting to compete for higher wage, higher skilled jobs.**
- **25 percent voluntarily using the online courseware – an average of 40 minutes per participant.**



Questions?

Lois Scott

Workforce Program Support Manager

Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4135

850-245-7428 | floridajobs.org



WORKFORCE FLORIDA INC.

Florida Workforce System Overview

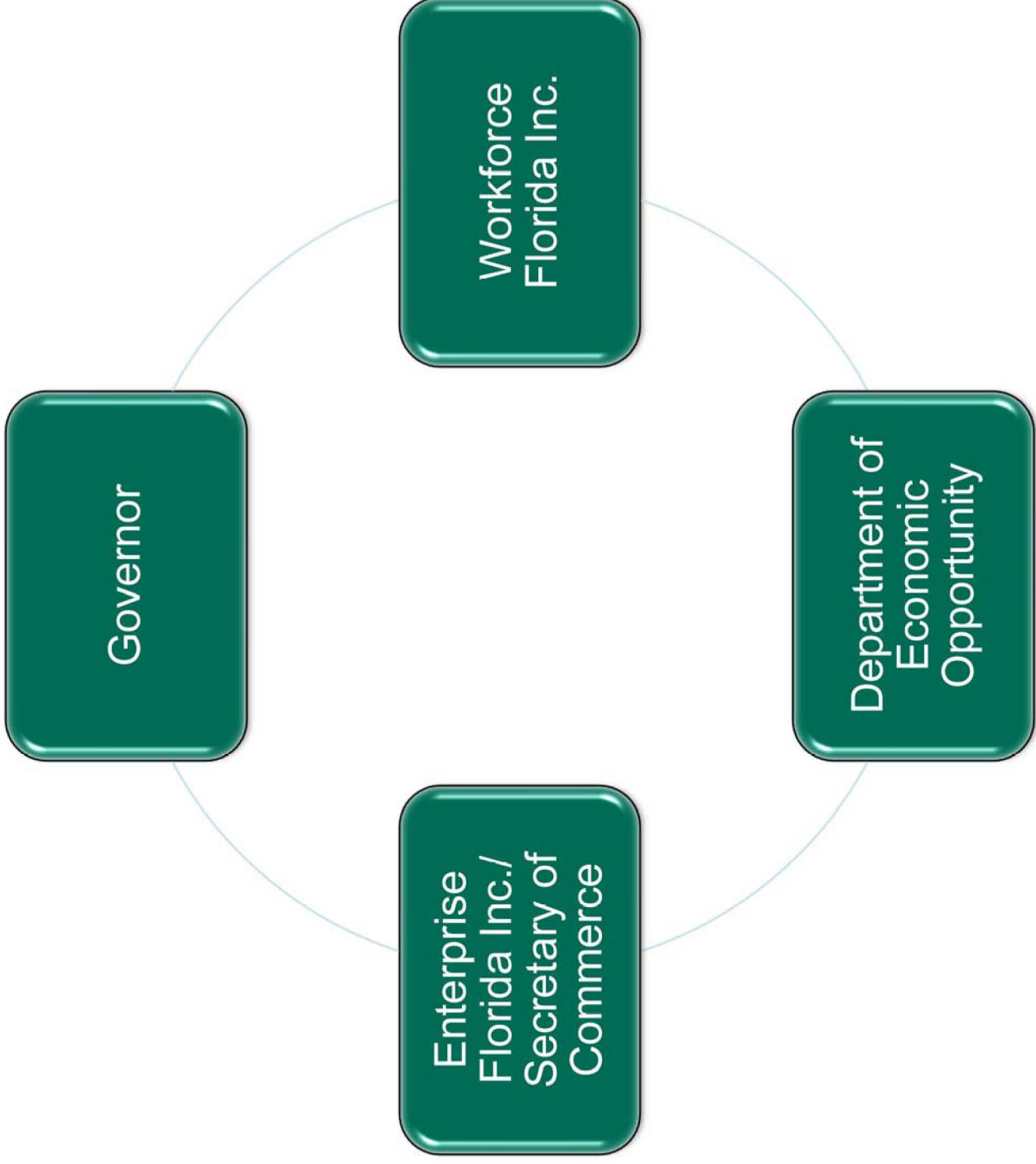
FLORIDA HOUSE OF REPRESENTATIVES *Transportation & Economic Development Appropriations Subcommittee*

Chris Hart IV, Workforce Florida President/CEO
&
Kimberly Moore, WORKFORCE *plus* CEO

November 1, 2011 • 1:30 p.m. ET



FLORIDA'S ECONOMIC DEVELOPMENT STRUCTURE



UNITED STATES DEPARTMENT OF LABOR

federal publications & guidance

- Public Law 105-220
- USDOL Employment and Training Administration Final Rule 20 CFR Part 652 et al.
- Office of Management and Budget Circulars A-110, A-122 & A-133

FLORIDA GOVERNOR

WORKFORCE
FLORIDA INC.

DEPARTMENT OF
ECONOMIC OPPORTUNITY

state
laws, rules &
policies

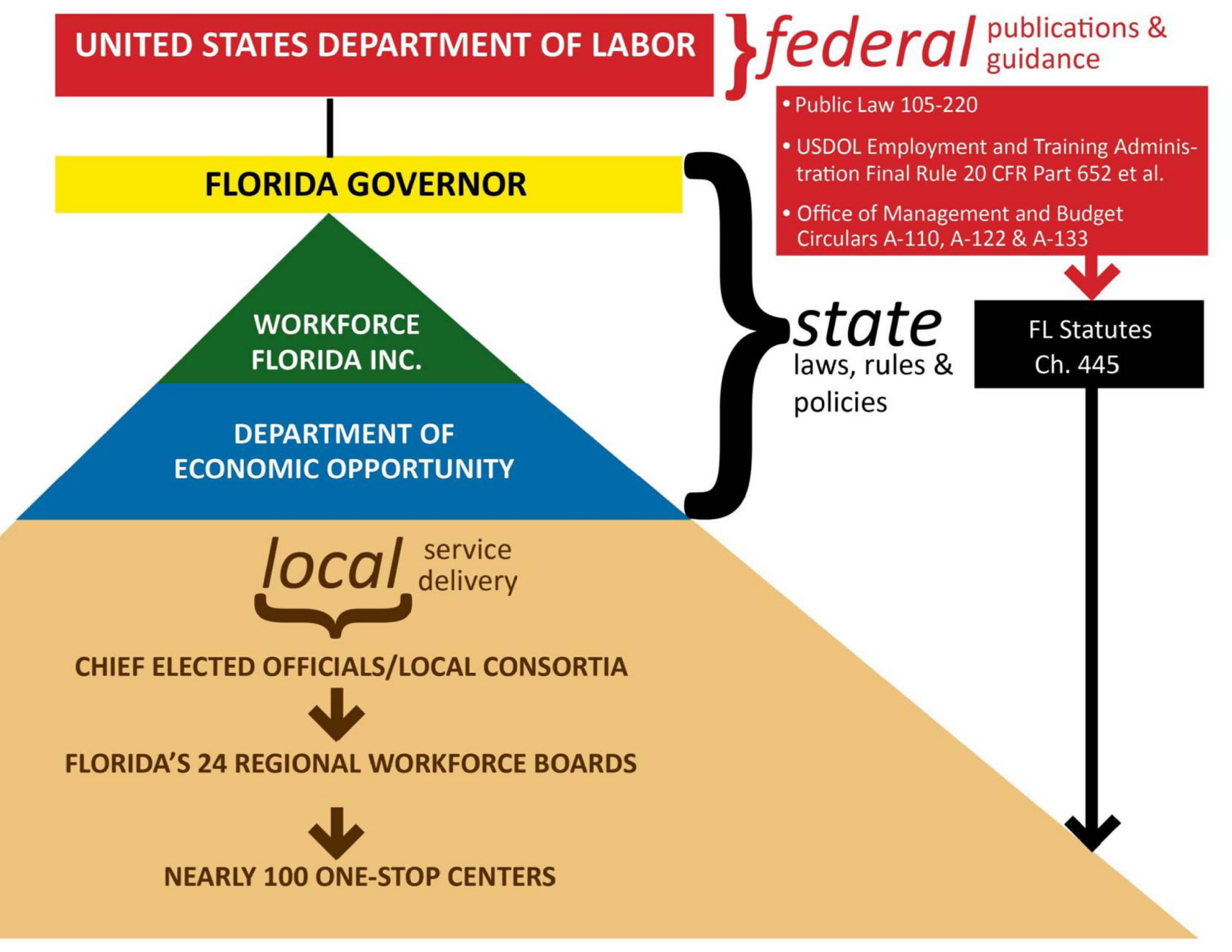
FL Statutes
Ch. 445

local service
delivery

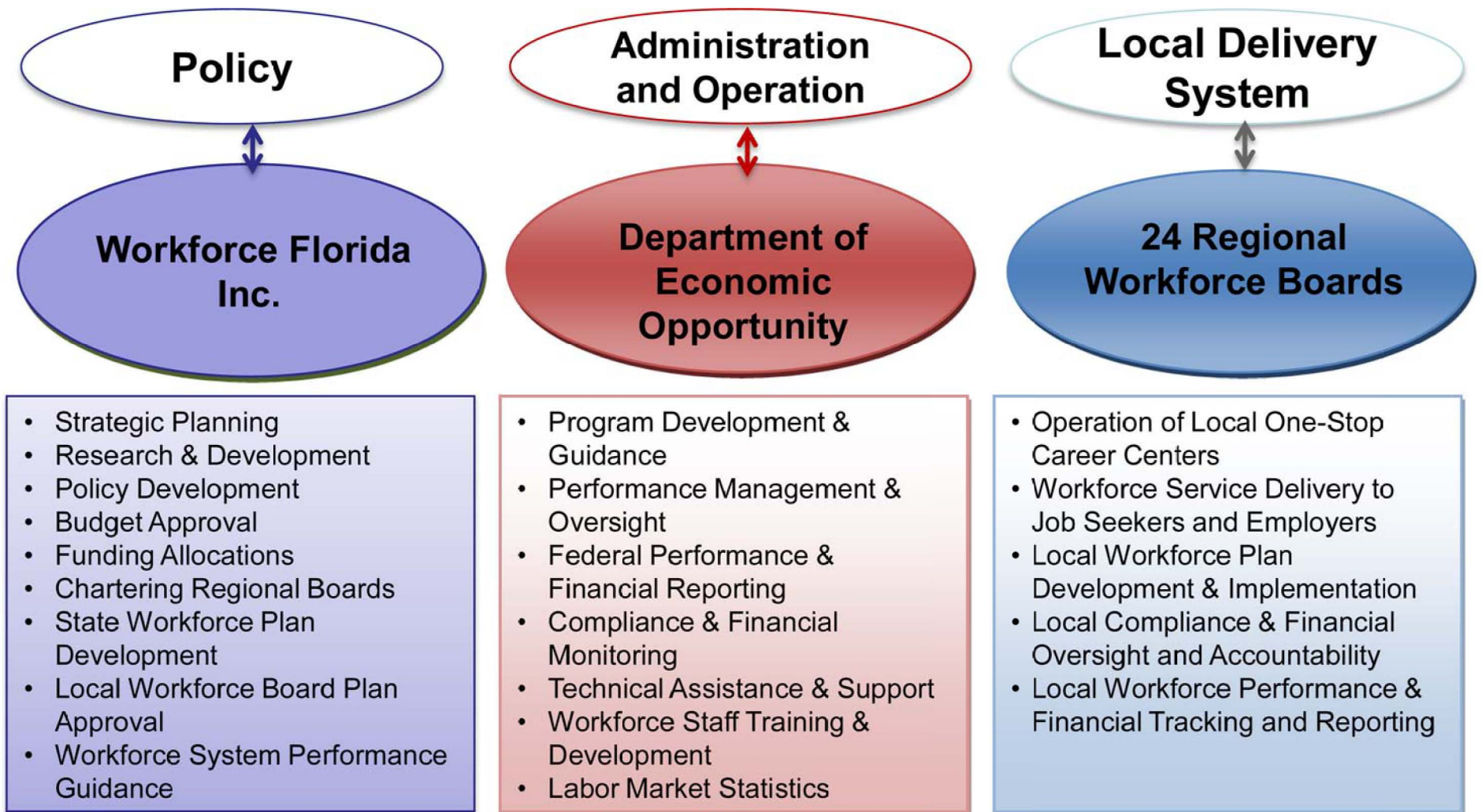
CHIEF ELECTED OFFICIALS/LOCAL CONSORTIA

FLORIDA'S 24 REGIONAL WORKFORCE BOARDS

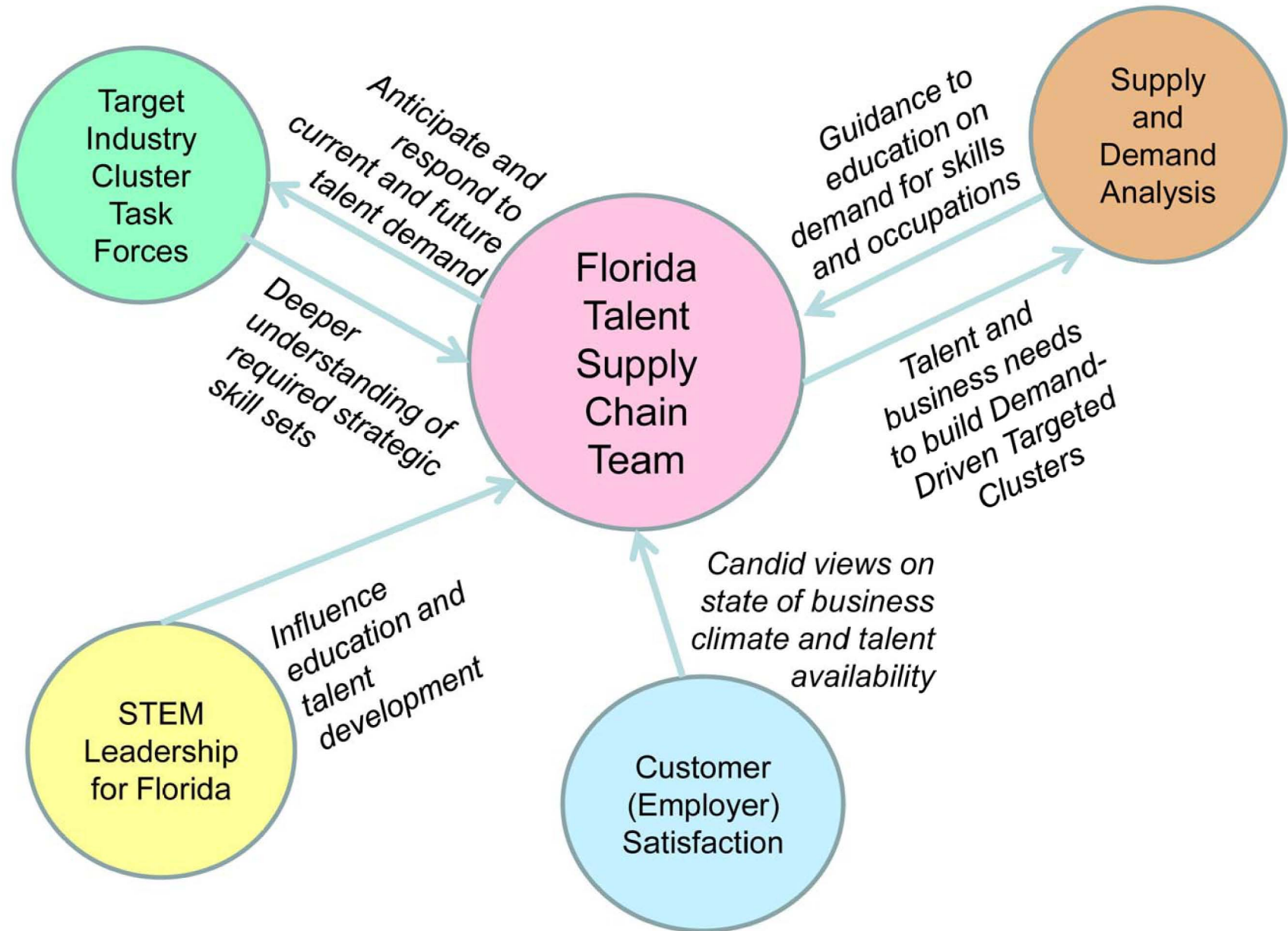
NEARLY 100 ONE-STOP CENTERS



FLORIDA'S WORKFORCE SYSTEM



WORKFORCE FLORIDA STRATEGIC PROJECTS: ADDRESSING BUSINESS' TALENT NEEDS



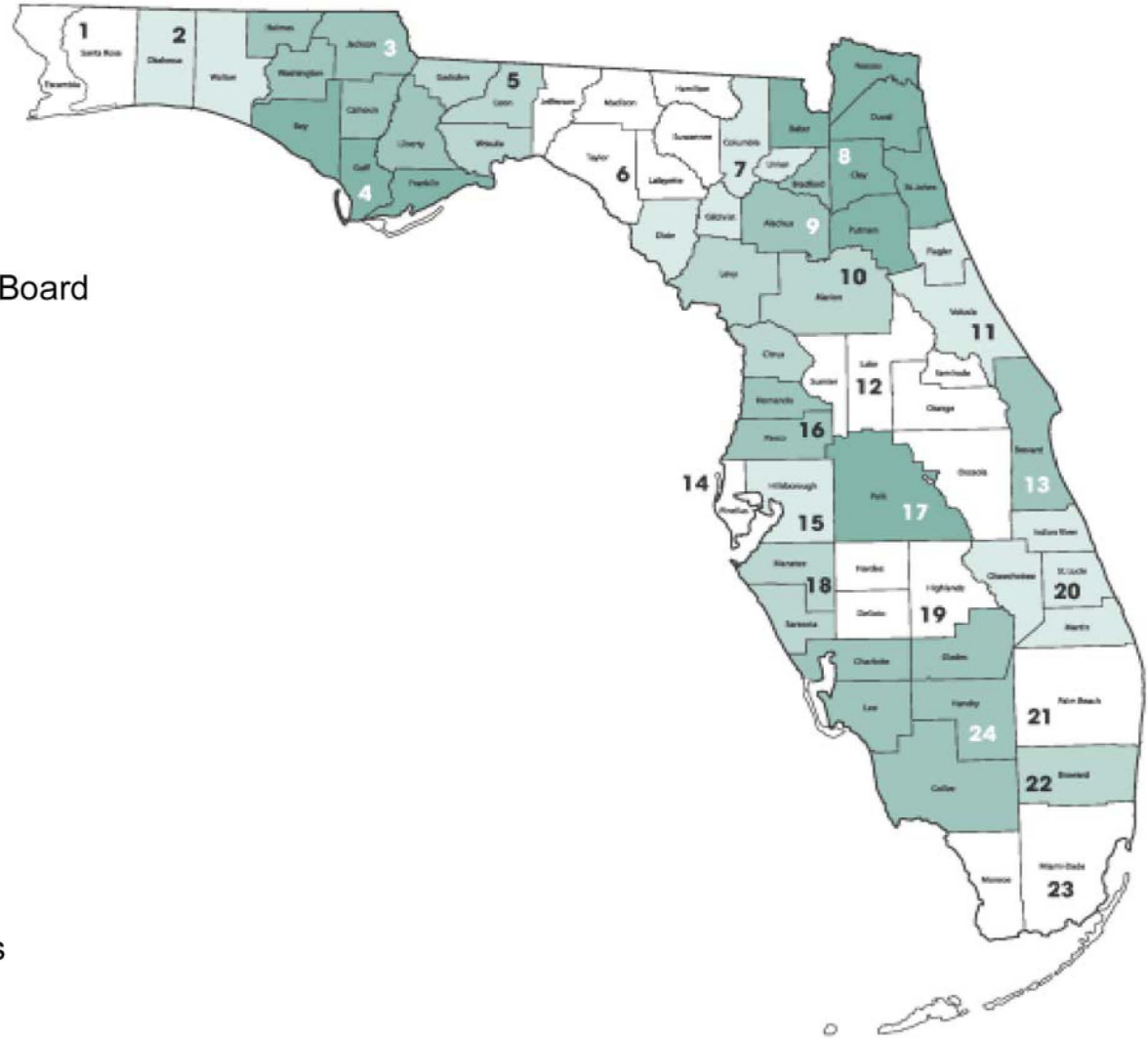
QUICK RESPONSE TRAINING

Provides partial reimbursement to new or expanding Florida businesses for customized training of employees. Also used to bolster job retention through skills upgrade.

- Support job creation
- Helped businesses provide training for more than 92,000 Floridians since 2000
- Trainees' wages increased 36.12 percent on average within 15 months of completing training
- For every public dollar invested, \$12.35 in private funds were leveraged
- State funded

FLORIDA'S WORKFORCE REGIONS

1. Workforce Escarosa
2. JobsPlus
3. Chipola Regional Workforce Board
4. Gulf Coast Workforce Board
5. **WORKFORCE** *plus*
6. North Florida Workforce Development Board
7. Florida Crown Workforce Board
8. WorkSource
9. FloridaWorks
10. Workforce Connection
11. Center for Business Excellence
12. **WORKFORCE CENTRAL FLORIDA**
13. Brevard Workforce
14. WorkNet Pinellas
15. Tampa Bay Workforce Alliance
16. Pasco-Hernando Workforce Board
17. PolkWorks
18. Suncoast Workforce
19. Heartland Workforce
20. Workforce Solutions
21. Workforce Alliance
22. WorkForce One Employment Solutions
23. South Florida Workforce Board
24. Southwest Florida Works





Florida's Workforce System/Our Focus

Retooling → ReEmploying → Rebuilding
Florida

Primary Driver – Florida’s Recovery Business

- **Key Facts:**

- Business Establishments - 587,725

- Establishments with 10 or fewer employees - 473,428 (80.6%)

- Establishment with 50 employees or less – 564,779 (96.1%)

- 40% of Total Employment in Florida

- **Services to Employers:**

- Offer a quality pool of job ready candidates
- Ability to post vacancies, screen candidates, assess skill level
- Skills upgrade (existing workforce)
- Provide connection to business incentives
- Provide forecasting data (i.e. industry specific)

REACT:

Oct 2009 thru Sept 2010 –
397

Oct 2010 thru Sept 2011 –
2,125

Key Role: Engage > Anticipate > Support



Retooling → ReEmploying Floridians

- **Key Facts:**

- Unemployed – 977,000
- Advertised Jobs – 218,779
- **4.5 Candidates per every advertised job**

- **Services to Job Seekers:**

- Job Referrals/Placement Assistance
- Job Readiness Preparation
- Labor Market Information
- Career Counseling
- Assessment on Job Skills & Aptitudes
- Access to Short-term Training (i.e. retooling)

Services Provided: 2010/2011 - 2,723,847
1st Qtr 2011/2012 - 783,073

Target Groups:

- Disabled
- Minorities
- Youth
- Veterans
- Unemployed
- Professionals
- Older/Mature Workers
- Transitioning Offenders



Shifting the Scales – Through Innovation



- “Growing the Talent”
- “Fostering Entrepreneurism”
- “Leading through Technology”
- “Re-Engineering our System”
- “Capitalizing on Opportunities”



Key Stakeholders – Shared Strategy



Our Call To Action



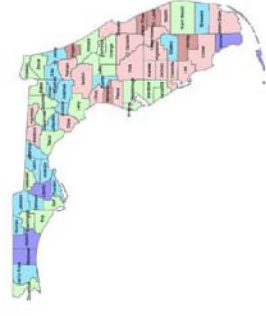
The 977,000 Reasons Why

Leverage Existing Resources
“Work Smart”

Think outside of the Box
“Innovation”

Use the tools in our toolbox
“Resourceful”

Florida Wins!



RECENT STATE ACCOUNTABILITY AND TRANSPARENCY ACTIONS

ACTIONS TAKEN BY WORKFORCE FLORIDA INC.

- Statewide policy prohibiting the expenditure of public funds for food, beverage, and dining activity adopted 12/16/09.
- Contracting review policy adopted 5/13/10 that established a review process for Regional Workforce Boards (RWBs) for contracts over \$25,000 with board members, relatives of board members, and board employees.
- Contracting prohibition policy adopted 8/18/11 that prohibits workforce board contracting with board members, with certain exceptions permitted at the board's discretion.

ACTIONS TAKEN BY THE FLORIDA LEGISLATURE

- FY 2010-11 and FY 2011-12 GAA proviso language prohibits RWBs, Workforce Florida, and the Agency for Workforce Innovation (AWI) from purchasing meals, food, or beverages for board members, staff, or employees of the RWBs.
- FY 2010-11 and FY 2011-12 GAA proviso language requires approval from AWI and Workforce Florida for contracts exceeding \$25,000 between a RWB and a member of that board that has any relationship with the contracting vendor.
- FY 2011-12 GAA proviso language requires that any expenditures by RWBs for outreach, advertising, or public relations must have a direct program benefit and the cost of promotional items which exceeds \$5,000 must be preapproved by AWI.



**FLORIDA
DEPARTMENT *of*
ECONOMIC
OPPORTUNITY**

House Transportation & Economic Development Appropriations Subcommittee

*Presented by: Kevin Neal, Assistant Director, Division of Workforce Services
Interim Director, Workforce Central Florida*

Tuesday, November 1, 2011



Workforce Central Florida Update



Chronology of Major Events

- **September 21**
 - Letter from Governor Rick Scott**
 - Two-week Probation
 - Discharge senior executive staff
 - Replace entire board of directors
 - Appoint Interim Executive Director
 - High-Risk Designation

- **September 26-28**
 - Teleconference with Local Chief Elected Officials**

- **September 29**
 - **Central Florida Workforce Investment Consortium Meeting**
 - **Update on meeting Governor's probationary requirements**
 - **Initial Board appointments**



Chronology of Major Events (cont.)

- **October 3** **1st Day Reporting to serve as Interim Executive Director**
- **October 5** **Consortium Meeting**
- **October 10-13** **One-on-one meetings with Local Chief Elected Officials and staff**
- **October 21** **Consortium Meeting**
- **October 27** **WCF Board Meeting**



Major Focus Areas

- **Continuity of Services**
- **Transparency and Accountability**
- **High-Risk Special Conditions and Restrictions**
- **Independent Audit**
- **Technical Assistance**

Continuity of Services

- **Communicating with staff regarding the importance of maintaining quality service as their number one priority.**
- **Remaining focused on serving our business and job seeker customers.**
- **Keeping staff and the general public informed on the transition of the organization.**

Transparency and Accountability

- **Outreach and reporting to Chief Elected Officials and Board Members**
- **Public Notification and Access to Information**
- **Staff involvement in efforts to improve transparency and accountability; and**
- **Staff encouraged to report any suspected fraud or abuse.**

High-Risk Special Conditions and Restrictions

- List of conditions and restrictions with deliverables.
- Deadlines for deliverables.
- Weekly teleconferences with DEO finance and audit staff.
- Technical assistance from DEO finance and auditing staff.

Independent Audit

- **Annual audit of financial statements and compliance with Office of Management and Budget (OMB) Circulars**
- **Expanded scope of engagement.**
- **Audit field work.**

Technical Assistance

- **Teleconferences and In-person visits to provide financial and auditing technical assistance.**
- **DEO and WFI have offered to provide technical assistance to the Consortium and WCF Board of Directors as needed.**

Questions?

Kevin Neal

(Assistant Director, Division of Workforce Services - DEO)

Interim Director

Workforce Central Florida
707 Mendham Boulevard, Suite 250
Kissimmee, FL 34744

407-531-1222 | workforcecentralflorida.com

