



Rising to the Challenge

**Staying Focused on the Future, Tackling
Today's Workforce Challenges**

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Vice President, Workforce Performance

June 2, 2009



Florida in transition ... “perfect storm”



Florida's Workforce Landscape

885,000

Jobless Floridians

9.6 % Unemployment Rate

Region 11's Workforce Landscape

30,910

Unemployed in Region 11

Flagler 14.4%

Volusia 10.3%

Unemployment Rates

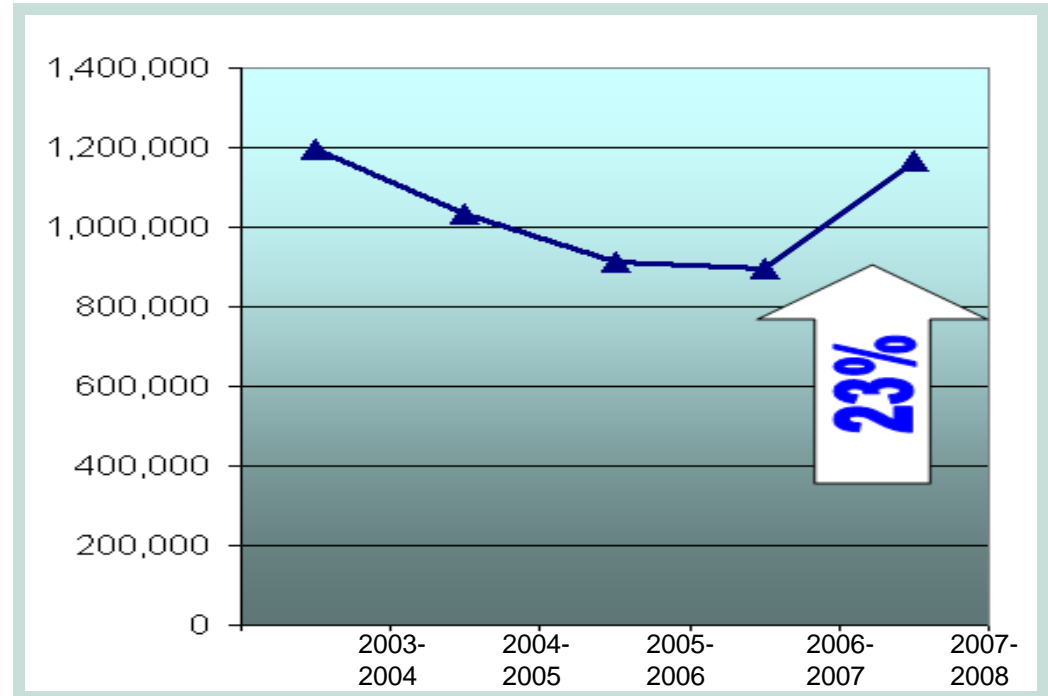
Today's Workforce Challenge

Workforce System Service Trends

Floridians served through main funding streams –

Wagner Peyser (WP),
Workforce Investment Act (WIA),
Temporary Assistance for Needy
Families (TANF) and
Food Stamp Employment and
Training (FSET) –
on the rise

WORKFORCE NUMBER OF CLIENTS
SERVED 2003 TO 2008

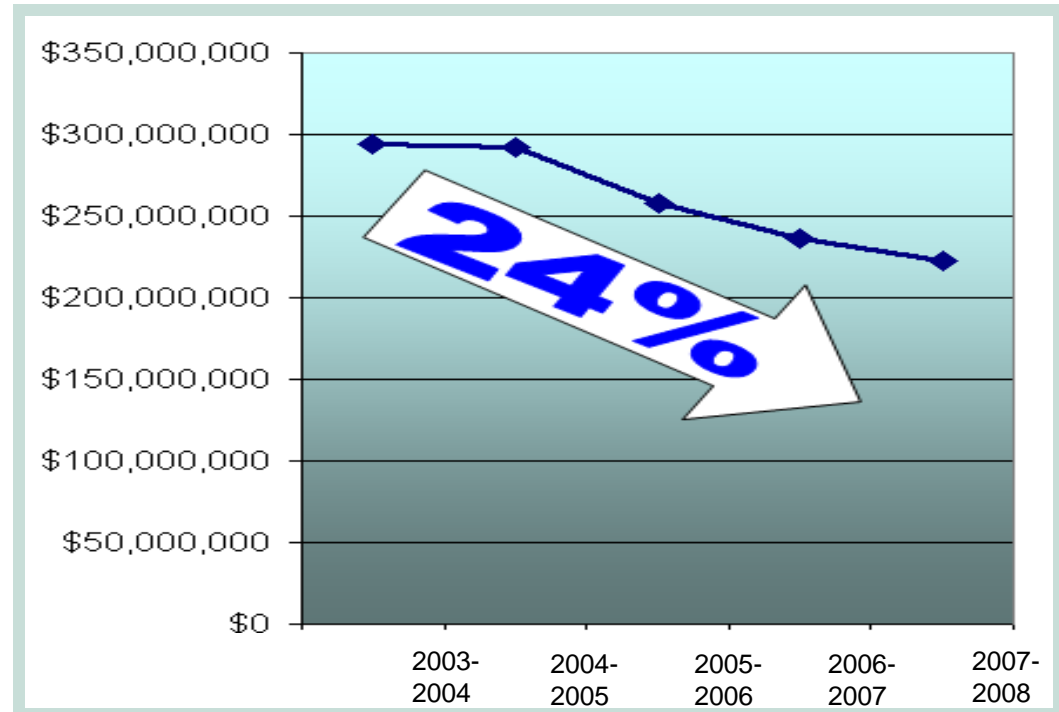


Today's Workforce Challenge

Workforce System Funding Trends

- Florida's Workforce System is largely federally funded
- Annual funding for the main streams are declining


WORKFORCE FUNDING 2003 TO 2008



Region 11: How Did We Do?

- # 9 Ranking for Services to Employers
- # 16 Ranking for Services to Welfare Recipients
- Relative Ranking for Services to Job Seekers may be an indicator that requires closer attention:
 - Job Seeker Entered Employment Rate
 - Veteran's Entered Employment Rate
- Relative Ranking of Services to Disadvantaged Customers, Unemployed Adults, and Youth may be an indicator that requires closer attention:
 - Earnings Rate
 - Entered Employment Rate
 - Retention Rate



BALANCED SCORECARD					
REPORT CARD FOR PERIOD ENDING					
PROGRAM YEAR: 6/30/2008					
 Regional Workforce Board 11	PERFORMANCE OUTCOME RANKING OF SERVICES TO:				
	Job Seekers	Employers	Disadvantaged Customers, Unemployed Adults, and Youth	Welfare Recipients	
	✓		✓		
	Rank	20	9	22	16
	Composite Score	63.54	82.49	88.81	53.10
Statewide	65.32	80.99	103.03	54.11	
Best in Class	71.69	86	120.4	59.55	
Job Seeker Entered Employment Rate ✓		Veteran's Entered Employment Rate ✓			
Region	60.02%	Region	59.58%		
Statewide	61.87%	Statewide	61.32%		
Best in Class	68.90%	Best in Class	70.45%		
Employer Customer Satisfaction Score		Adult and Dislocated Workers Earnings Rate ✓			
Region	82.49	Region	127.39%		
Statewide	80.99	Statewide	164.47%		
Best in Class	86	Best in Class	251.57%		
Adult and Dislocated Workers Entered Employment Rate ✓		Adult and Dislocated Workers Retention Rate ✓			
Region	68.98%	Region	84.75%		
Statewide	90.94%	Statewide	91.02%		
Best in Class	99.92%	Best in Class	97.24%		
Welfare Transition Earnings Rate					
Region	52.36%				
Statewide	54.21%				
Best in Class	61.60%				

2 Years Aggregate Comparison

PROGRAM YEAR 2007 - 2008

	PERFORMANCE OUTCOME RANKING OF SERVICES TO:			
Regional Workforce Board Number	Job Seekers	Employers	Disadvantaged Customers, Unemployed, Adults, and Youth	Welfare Recipients
11	20	9	22	16

PROGRAM YEAR 2006 - 2007

	PERFORMANCE OUTCOME RANKING OF SERVICES TO:			
Regional Workforce Board Number	Job Seekers	Employers	Disadvantaged Customers, Unemployed, Adults, and Youth	Welfare Recipients
11	24	5	23	7

Kudos ...

- Participation and contributions to the Youth Shared Case Management pilot
 - Project SELF
- Award of incentives for performance in the Youth Shared Case Management pilot



	close	chg	vol
			100s
5.16	+0.01	19751	
1.71	-0.09	458	
0.35	-0.03	4	
2.26	+0.05	34954	
6.99	-0.06	5251	

Cautions ...

- Relative ranking as compared to peer regions of Services to Disadvantaged Customers, Unemployed Adults, and Youth may be an indicator that requires closer attention, particularly:
 - Combined Adult and Dislocated Worker Entered Employment Rate
 - Combined Adult and Dislocated Worker Employment Retention Rate
- Overall 2 year performance trend




	close	chg	vol
			100s
	5.16	+0.01	19751
	1.71	-0.09	458
	0.35	-0.03	41
	2.26	+0.05	34954
	6.89	6.99	-0.06 5251

Show Me the Money ...

WIA Employment Retention	\$0
WIA Adult Employment	\$0
WIA Younger Youth Retention	\$6,944
WIA Older Youth Retention	\$0
W-P Wagner Peyser Employment Retention	\$32,118
WIA Adult Employed Worker	\$0
W-P Wagner Peyser Entered Employment	\$5,208
WIA Customer Satisfaction - WIA Participants	\$15,152
W-P Customer Satisfaction - Employers	\$11,364
W-P Customer Satisfaction - Job Seekers	\$11,364
Totals	\$82,150
Minus 10% Set Aside	\$8,215
Total Incentive Payment	\$73,935

The \$787 Billion Gorilla ...

Helping Workers Hurt by Recession

- **Extended unemployment benefits**
 - **Increases in Food Stamp (SNAP) benefits**
 - **Funding for job training (ca. \$4 Billion)**
 - **Job matching initiative (ca. \$500 Million)**
 - **Aid to seniors, disabled veterans, SSI**
 - **Extending Trade Adjustment Assistance (TAA)**
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\$787 Billion needs a logo!





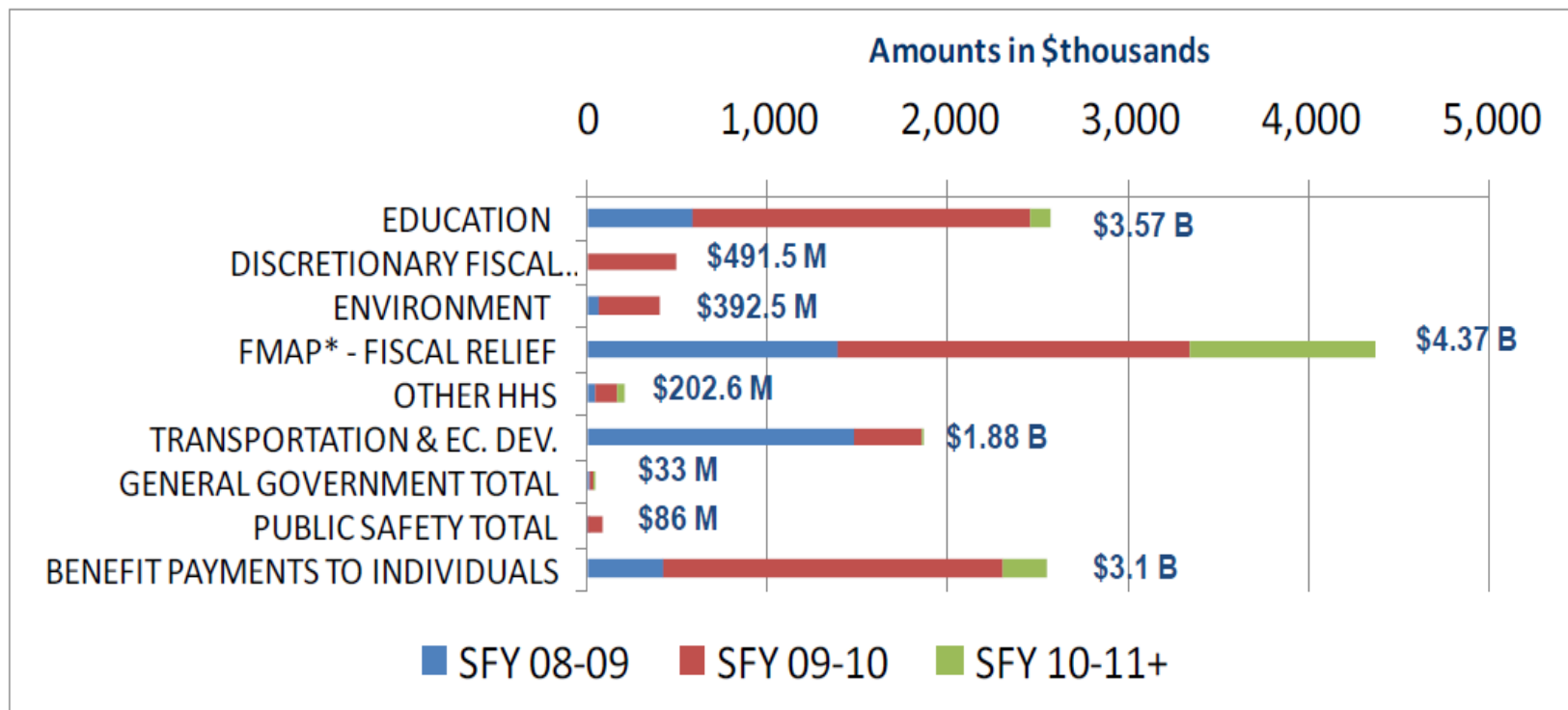
The American Recovery and Reinvestment Act of 2009

Purposes

- (1) To preserve and create jobs and promote economic recovery.
- (2) To assist those most impacted by the recession.
- (3) To provide investments needed to increase economic efficiency by spurring technological advances in science and health.
- (4) To invest in transportation, environmental protection, and other infrastructure that will provide long-term economic benefits.
- (5) To stabilize State and local government budgets, in order to minimize and avoid reductions in essential services and counterproductive State and local tax increases.

Funding from Recovery Act Over \$14.1 Billion

Does not include competitive grants



Top Workforce Trends (2009)

Welcome to the “new normal” ...

1. Trimming perks and benefits
2. Upgrading talent rosters
3. Postponing retirement
4. **Transferring skills**
5. Relocating
6. **Going back to the classroom**

Source: CareerBuilder Q2/2009 U.S. Hiring Forecast

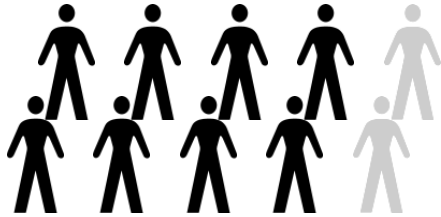
Today's Workforce Challenge

Helping Floridians find and retain employment during the current economic downturn with an eye toward **securing the state's future** as the economy rebounds



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			100s
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1.71	-0.09	458	
0.35	-0.03	4	
2.26	+0.05	34954	
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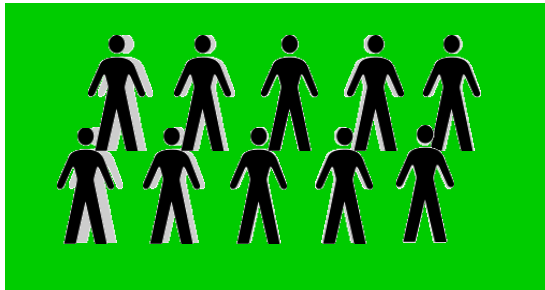
Tomorrow's Workforce Challenge



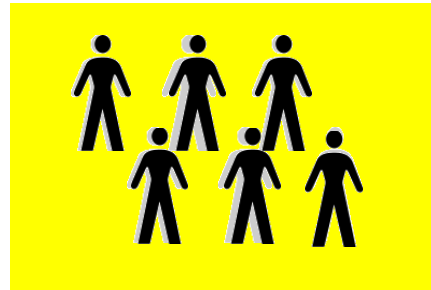
8 Out of 10 New Jobs
will require some post-secondary
education and training

...but Fewer Than Half of high school
freshmen continue education beyond high school

Enter
High
School



Complete High
School in 4
Years



Continue to
College
Immediately



Complete Associate's
or Bachelor's Degree
in 6 Years

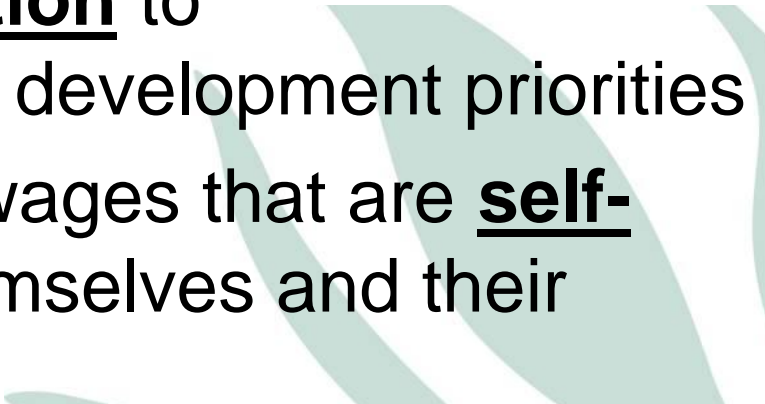


Rising to the Challenge

Our Goals:

- Maximize state and local **partnerships** to enable success in Florida's communities
 - Maximize public and private **investment** in workforce development
 - Diversify Florida's **economy** and talent base
 - Develop world-class **talent**, 21st Century skills!
- 

Defining Workforce Development

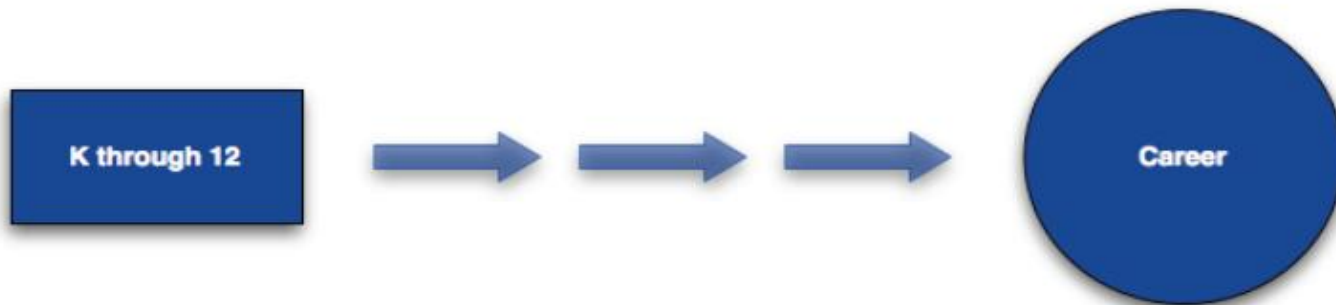
- The people side of economic development
 - Helping workers and the businesses that employ them stay competitive
 - Enhancing skills through lifelong learning
 - Returning adversely affected workers to employment as soon as possible
 - Linking training and education to local/regional/state economic development priorities
 - Enabling individuals to earn wages that are self-sufficient to take care of themselves and their families
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Conventional wisdom

The Smart Ones



The Not So Smart Ones



Debunking “conventional wisdom”

Myth 1

The Smart Ones



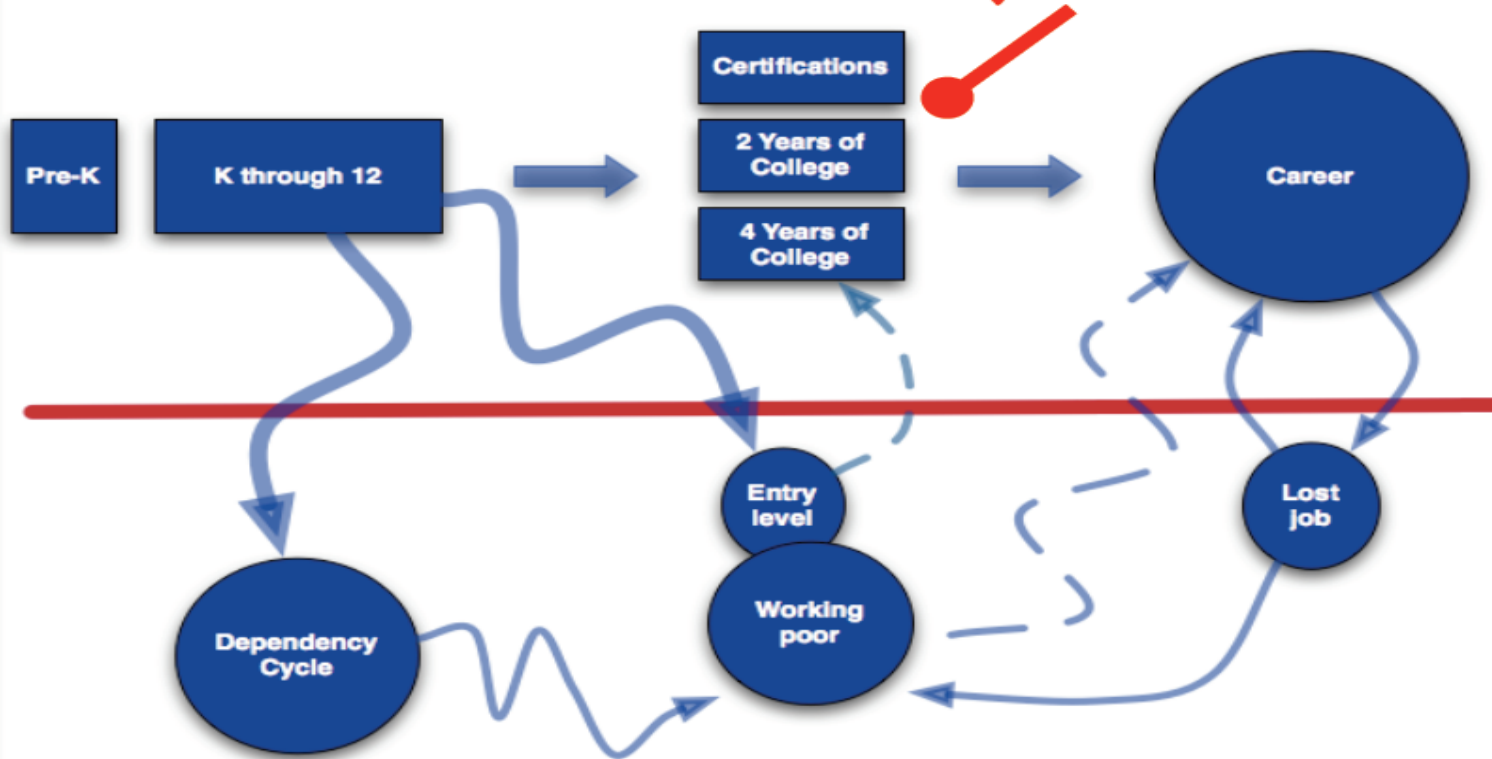
The Not So Smart Ones

Myth 2



New rules of engagement ...

Nearly half of new job openings will be
“middle skill” jobs



Building Florida's Future

Investing in developing Florida's talent is more important now than ever

Consider:

- Florida will be third-largest state by 2011
- More than 70 percent of the current labor force will still be in the state's workforce in 2020, underscoring the need for lifelong learning and skills development

Florida's Workforce System is:

Coping with the economic slowdown by:

Keeping business needs on the radar

Training workers for jobs in growing industry sectors

Developing innovative new solutions through our partnerships

Preparing for the future by:

Bolstering talent pipeline development

Focusing on sectors that diversify the state economy

Supporting job creation





Workforce Florida, Inc.

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Building Florida's Future

Workforce Florida Board of Directors

- Diverse executive-level expertise
- Strong commitment to world-class talent

Councils

Business Competitiveness Council

Finance and Administration Council

Workforce Readiness and Performance Council

Strategy Council

Partners Council

Committees

Emerging & Growth Markets

Sustainability/Infrastructure

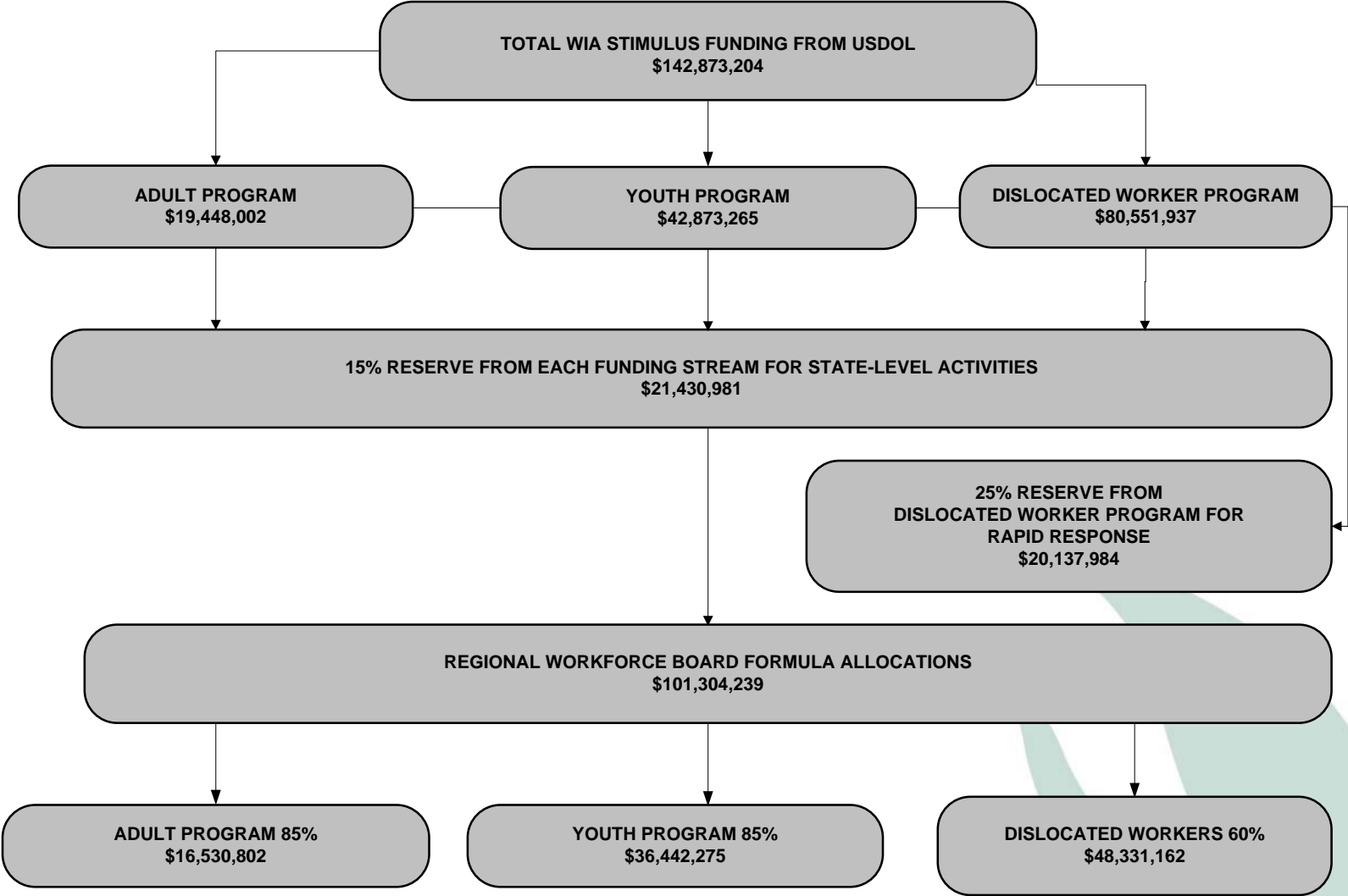
Entrepreneurship and Small Business

Youth Opportunities

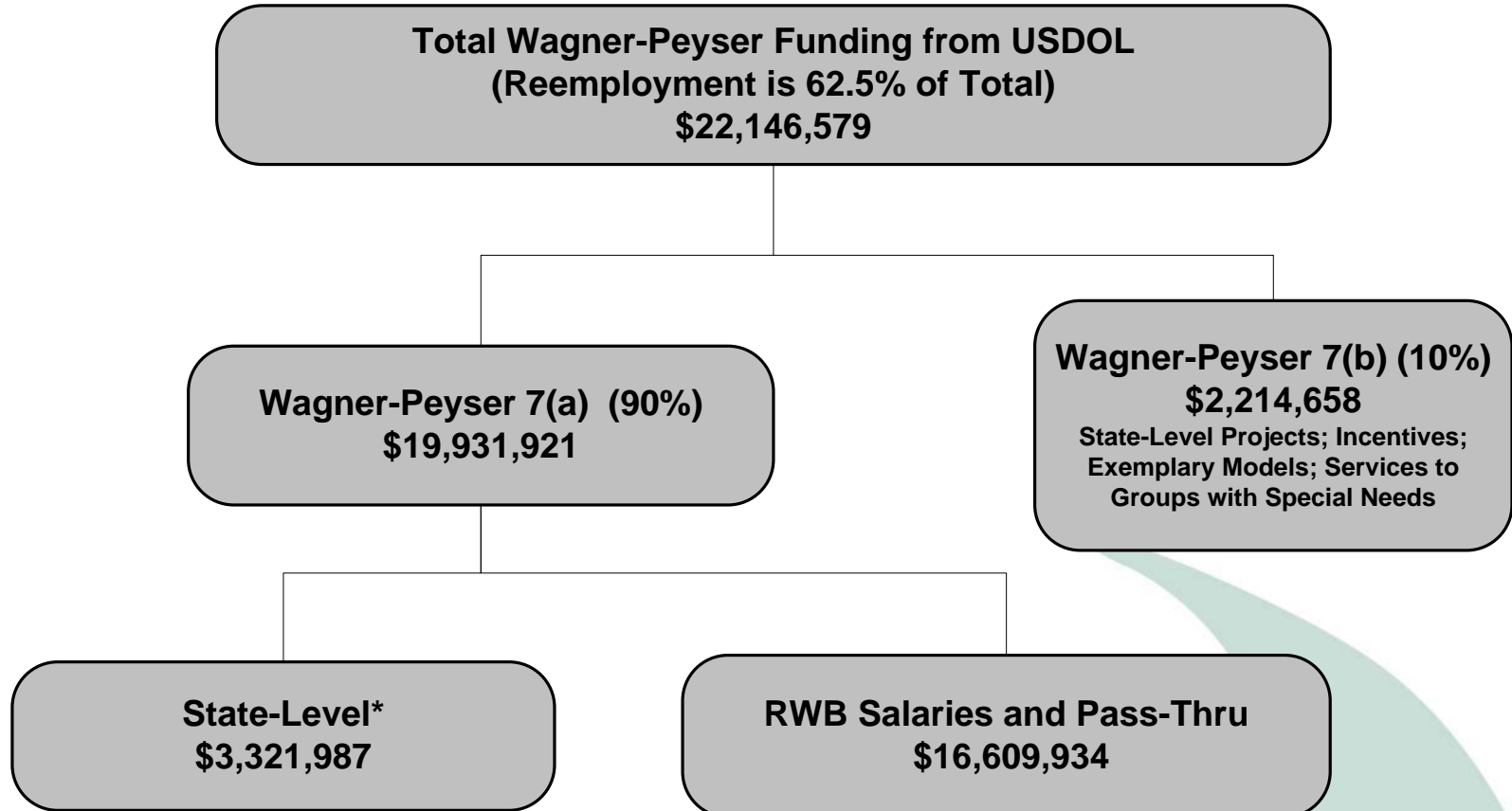
Performance

Technology

STIMULUS FUNDING WORKFORCE INVESTMENT ACT (WIA)

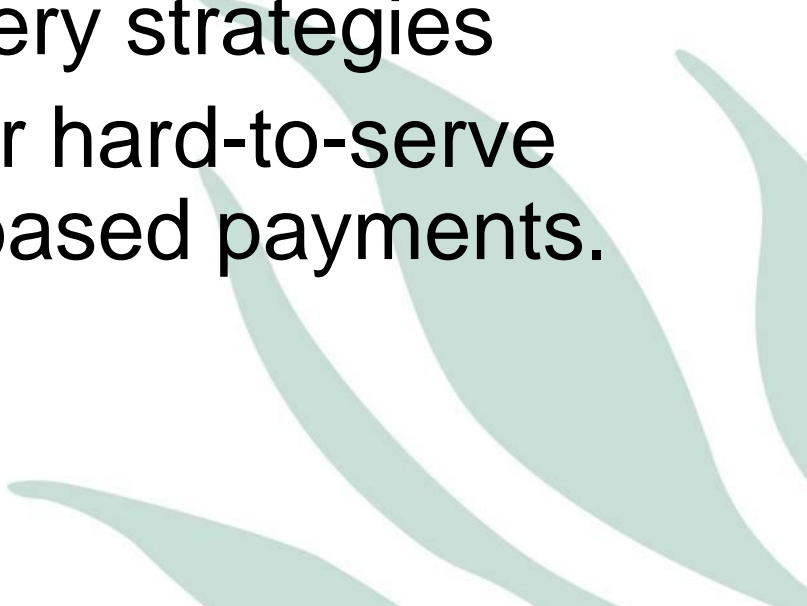


STIMULUS FUNDING WAGNER-PEYSER




* State-Level includes WFI and AWI functions such as: Agency Management; Financial Management; Grant Management, Compliance Monitoring; Training and Technical Assistance; Participant and Performance Tracking; Planning and Policy Development; and may include Labor Market Statistics services.

Key Features of Recovery Act

- Transparency and accountability
 - Expedited and effective use of stimulus funds concurrently with regular formula funds
 - Emphasis on training and innovative and invigorated service delivery strategies
 - Emphasis on services for hard-to-serve populations and needs-based payments.
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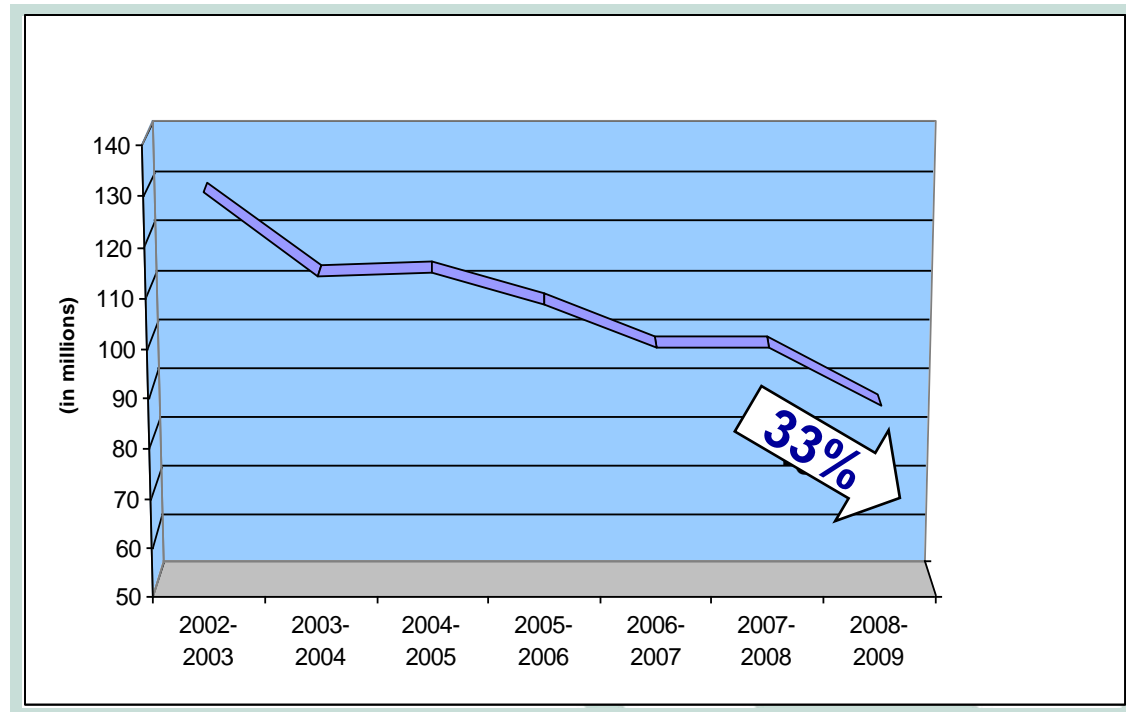
Funding Availability

- WIA – must be expended by June 30, 2011
 - Wagner-Peyser – available for obligation through Sept. 30, 2010 and expended by June 30, 2011
 - Congressional intent – majority of funding must be utilized within first year of availability
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TANF: What's at Stake

- TANF is used to support employability, remedial and skills upgrade training as well as job search and work support for welfare transition clients and the working poor
- TANF funds to support employment are more critical than ever with rising unemployment and welfare rolls and the continuing downward trend in federal WIA funding, which has declined 30 % in the last three years

TANF Funding
2003-2009



TANF: What's at Stake

- Any reduction in TANF funding will have serious negative consequences on the state's ability to meet increased federal participation rates.
- Florida's welfare caseload is increasing and clients will be on welfare longer as state unemployment—currently higher than the national rate—continues to increase, as projected. This will minimize significantly caseload reduction credits, which have been critical in Florida meeting the participation rates.
- A proposed federal rule would eliminate the ability of states to count excess maintenance of effort (MOE) spending toward the state caseload reduction score. Florida has always maximized MOE credits, which have also been critical in ensuring Florida could meet the participation rates.
- If the new federal participation rate requirements are not met, it could cost Florida in excess of \$100 million in TANF funding.

Workforce Florida's Board Includes Representatives From

Northwest Florida State College

Medical Services Company

Avalex Technologies

**Florida Chamber
of Commerce**

Boys & Girls
Club

Wyle Aerospace Group

Tropicana

Florida High Tech Corridor Council

Akerman Senterfitt

Gulf Power Company

Thomas Langley Medical Center

Keiser University

Broward College

YMCA

Staffing Professionals, Inc.

Amadeus

Florida Carpenters Regional Council

Baldwin & Associates, LLC

Workforce is Key in Meeting Many Critical State Needs

Health & Human Services

- **Youth**
 - Project Connect, Strengthening Youth Partnerships, Statewide Shared Case Management Pilot Project, Business Employment Solutions & Training, Creating Opportunity through Vocational Training, Secondary Career Academies
- **Welfare Transition**
 - Employment and training services using TANF dollars help families transition from public assistance to self-sufficiency helping to ease the state's Medicaid burden

Cross-agency Collaboration

- Florida Departments of Children & Families, Juvenile Justice, Community Affairs, Elder Affairs, Education

Workforce is Key in Meeting Many Critical State Needs

Education

- K-20
 - Pipeline initiatives for targeted, high-demand sectors
 - Employ Florida Banner Centers
 - Career & Professional Education Act (CAPE)
 - Florida Ready to Work Program
 - Technical/Vocational Training

Disaster Response

- National Emergency Grants

Environment

- Employ Florida Banner Center for Alternative Energy
 - QRT Rural Utility Project Grants – Skills upgrade training in renewable disciplines critical to utility industry, including solar photovoltaic
 - Proposed Employ Florida Banner Center for Water
- 