



**WORKFORCE SUMMIT – JANUARY 2007**

**WORKFORCE TRAINING  
OPPORTUNITIES  
FOR  
FLORIDA'S BUSINESSES**

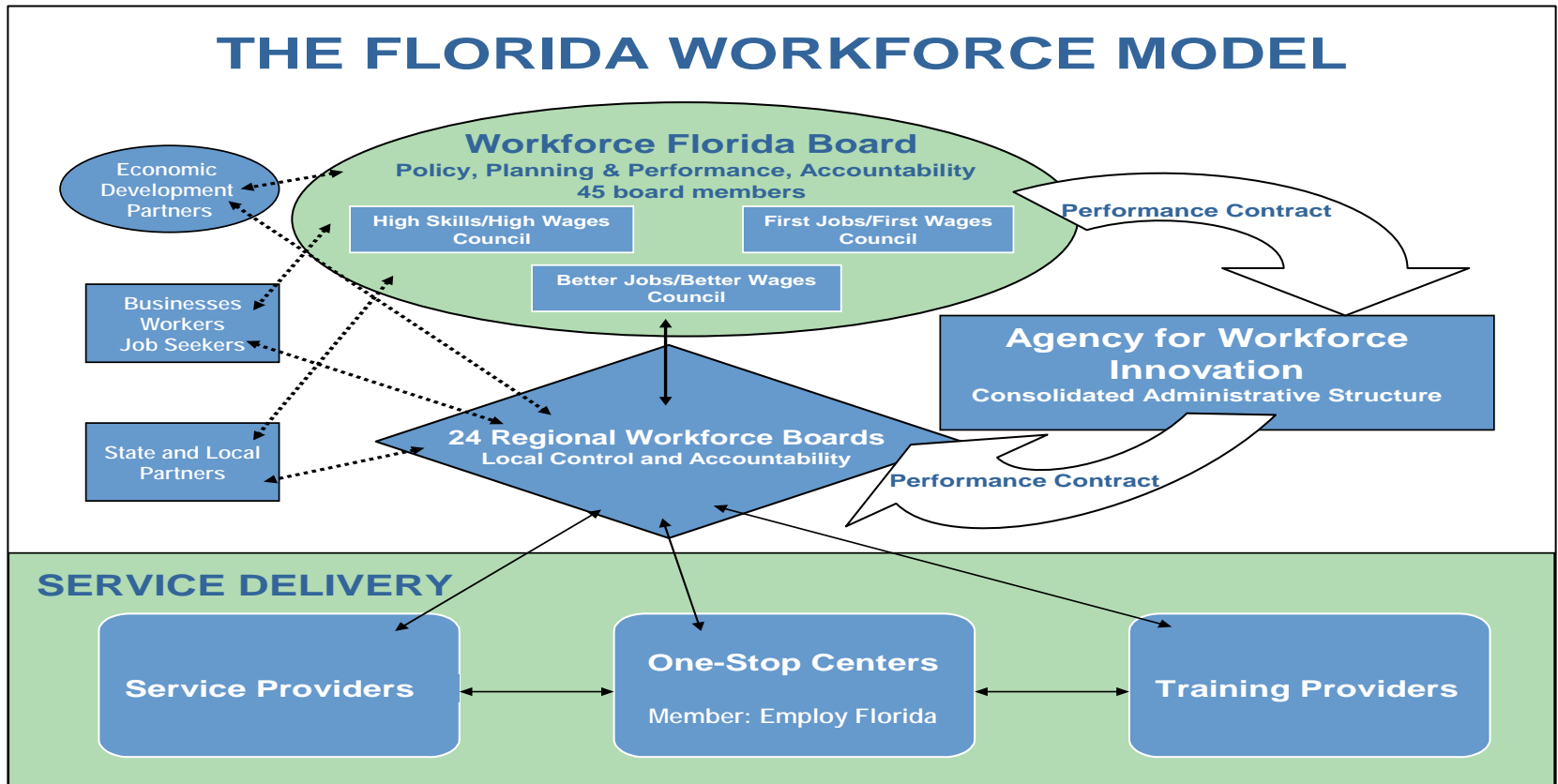


## The Florida Workforce Model

- **Created in 2000 by the Workforce Innovation Act**
- **to meet the workforce needs and challenges of Florida businesses**
- **by linking workforce and economic development strategies through business-driven initiatives and programs**
- **to ensure that Florida's workforce has the skills that will meet current and future business needs.**



# The Florida Workforce Model





# Training Grants

**Quick Response Training (QRT)**

**General Revenue**

**Incumbent Worker Training (IWT)**

**State-level WIA plus GR**

The State's public-private workforce development policy entity

**Employed Worker Training (EWT)**

**Regional Workforce Board Funding**



# TARGETED INDUSTRIES

## WORKFORCE FLORIDA'S TARGETED INDUSTRIES

- MANUFACTURING
- FINANCE & INSURANCE SERVICES
- WHOLESALE TRADE
- INFORMATION INDUSTRIES
- PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES
- MANUFACTURING SERVICES
- ADMINISTRATIVE & SUPPORT SERVICES



# State Training Grant Programs

## Quick Response Training Program (QRT)



# QRT History

## Quick Response Training Program (QRT)

- **Established in 1993**
- **Provides grant funds for customized entry- level skills training for new and existing/expanding Florida businesses that are creating new high-quality jobs**



# QRT Funding and Awards

## Quick Response Training Program (QRT)

- **\$5 million (FY 06/07) - State Funds**
- **Since inception of the program**
  - **422 awards**
  - **\$75,477,679**



# QRT Requirements

## Quick Response Training Program (QRT)

- **New jobs earning 115% of average county/state wage**
- **Special consideration for companies located in Enterprise Zones, Brownfield areas, rural counties, areas of critical economic concern**
- **Create jobs in qualified targeted industries**
- **New and expanding companies producing an exportable good or service**
- **Customized training not available at local level**



# Benefits to Company

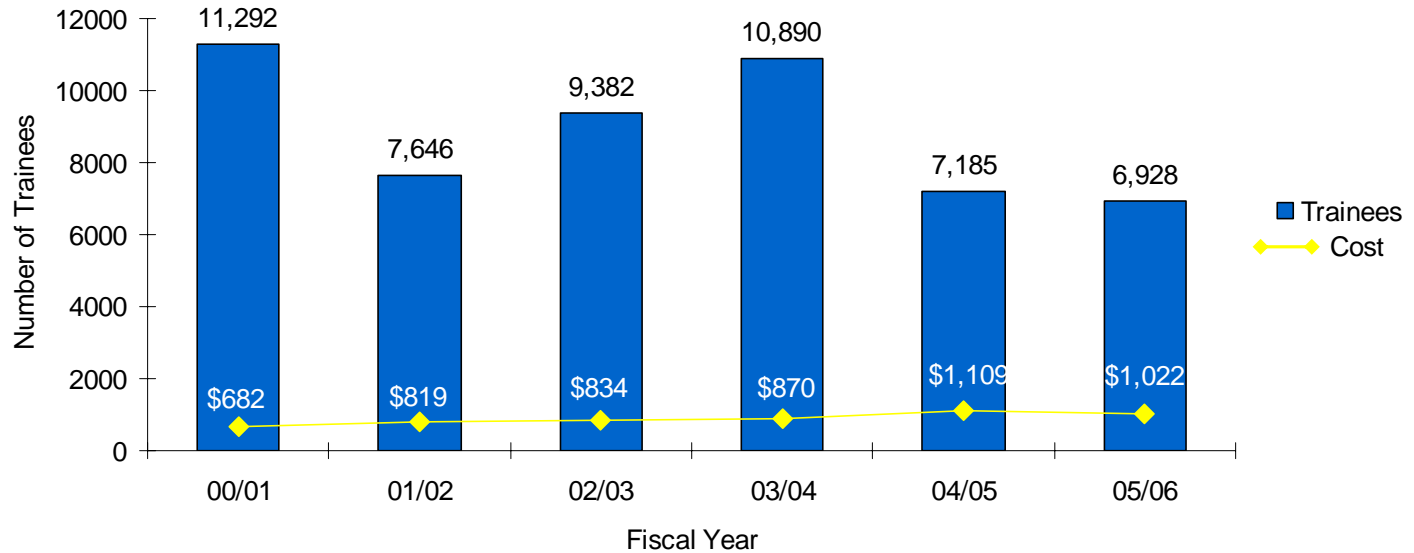
## Quick Response Training Program (QRT)

- **Flexible – Quick – Customized**
- **Company selects the training provider**
- **24 month performance based contract**
- **Approved training costs reimbursed monthly through fiscal agent**
- **Eligible costs – instructional wages, curriculum development, textbooks and manuals**



# Benefits to Florida

FLORIDA'S QUICK RESPONSE TRAINING PROGRAM  
Cost per Trainee -v- Number of Trainees  
2000 - 2006

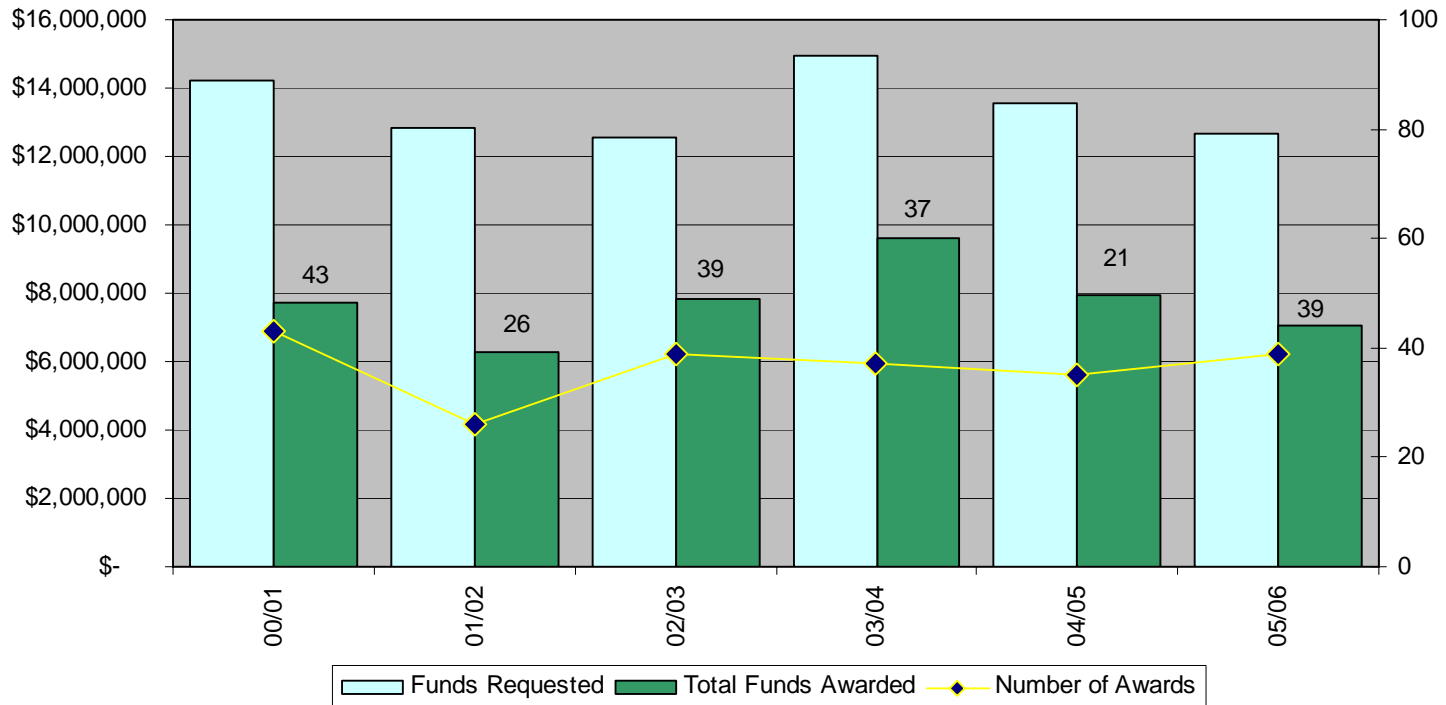




# Benefits to Florida

## Quick Response Training Program (QRT)

TOTAL REQUESTED FUNDS - TOTAL PROJECTS AWARDED  
2000-2006





# State Training Grant Programs

## Incumbent Worker Training Program (IWT)



# IWT History

## Incumbent Worker Training Program (IWT)

- **Established 1999**
- **Provides expense reimbursement grants to businesses for the purpose of providing skills upgrade training to currently employed full-time workers**
- **Administered by Workforce Florida, Inc.**



# IWT Funding and Awards

## Incumbent Worker Training Program (IWT)

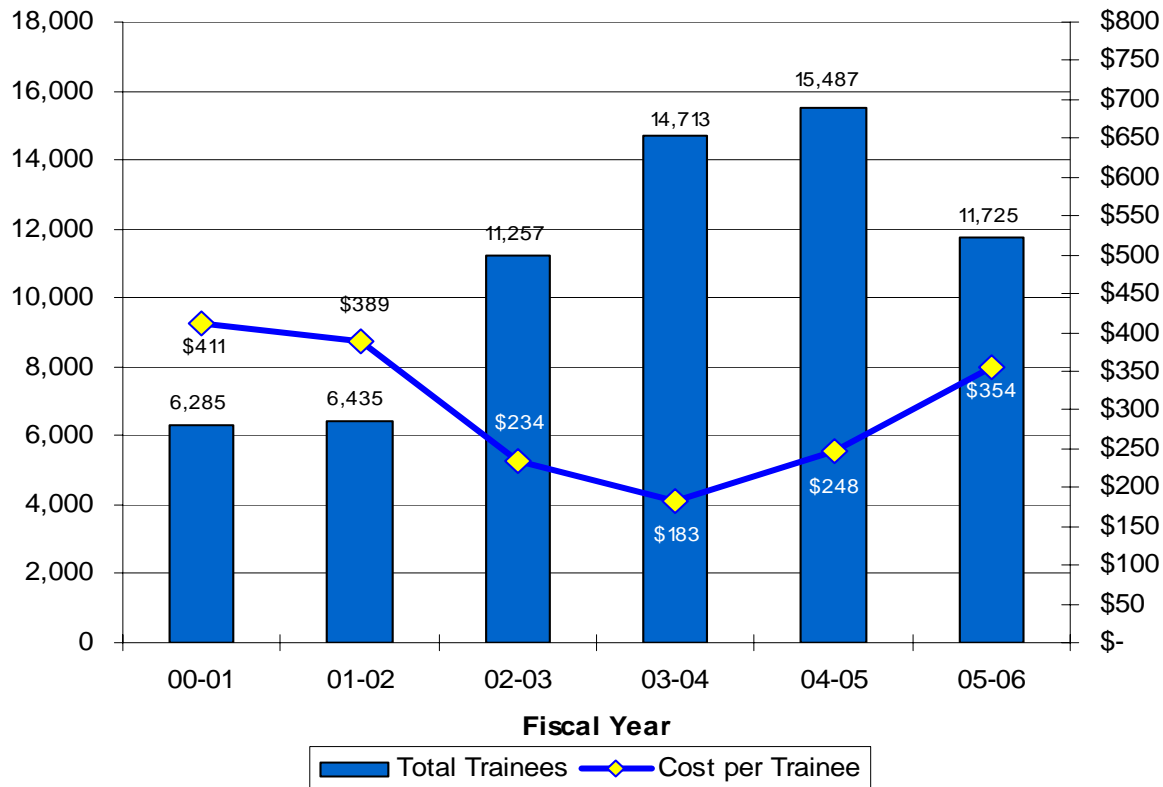
- **\$3.6 million (FY 06/07)**
  - \$2.0 million Federal
  - \$1.6 million GR
  - (special one-time appropriation)
- **Since inception of the program**
  - **593 awards**
  - **\$18,435,035**



# IWT Funding and Awards

## Incumbent Worker Training Program (IWT)

Cost per Trainee -v- Number of Trainees  
2000-2006





# IWT Requirements

## Incumbent Worker Training Program (IWTT)

- **“For profit” companies**
- **Full-time existing employees**
- **Company responsible for 50% of direct training costs**
- **Special consideration for companies located in Enterprise Zones, Brownfield areas, rural counties, areas of critical economic concern**
- **Qualified targeted industries**



# Benefits to Company

## Incumbent Worker Training Program (IWT)

- **Company selects the training provider**
- **Approved training costs reimbursed monthly**
- **Eligible costs – instructional wages, curriculum development, textbooks and manuals**



# EMPLOYED WORKER TRAINING PROGRAM

An Employed Worker is an employed individual who is served at the local level.

The purpose of the Employed Worker Training (EWT) program:

- provide training funds to businesses with the intent of advancing current employee wages and positions
- assist employees in retaining jobs that provide self-sufficient employment.



# EMPLOYED WORKER TRAINING PROGRAM

EWT funds can be used for direct training costs, instructors' wages, curriculum development, resources and materials

Training related to occupations on the Targeted Occupations List.



# EWT

## REQUIREMENTS/CONSIDERATIONS FOR EWT FUNDING

**Each regional workforce board determines policy for EWT funding**

- TRAINING MUST BE CONDUCTED IN TARGETED AREAS
- FINANCIAL SOUNDNESS OF THE COMPANY
- COST OF TRAINING
- EMPLOYER MATCH
- TRAINEE WAGES PRIOR TO TRAINING AND AFTER TRAINING



# BAXTER HEALTHCARE

- Pinellas County – [WorkNetpinellas.org](http://WorkNetpinellas.org)
  - 850 existing employees
- Quick Response Training – 6/30/03–6/29/05
  - New and existing employees (574)
- Incumbent Worker Training – 2005-2006
  - 753 existing employees



# Types of training for EWT

- QSR training
- Environmental Safety
- Electromagnetic Static Discharge
- Lean Manufacturing
- Internal Auditing for Medical Devices



# Types of training for QRT

- Electro Static Discharge
- On the Job Training
- Solder Training
- Intro to Hemo-dialysis
- Project Management
- Geometric Dimensioning and Tolerance



# Types of training for IWT

- Technical Training
- ISO Training



# Next Steps

## Increasing Awareness & Access

- Local one-stops
- Local regional workforce boards
- State level resources
- Labor Market Info



Your link to Florida's Workforce Solutions

[www.employflorida.com](http://www.employflorida.com)