

# Workforce Development Policy

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## Presentation to the House Committee on Education & Employment

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# OPPAGA

Office of Program Policy Analysis and Government Accountability

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# Overview

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# Federal Workforce System

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# Federal Workforce System Overview

Federal frameworks guide states' delivery of workforce development systems

## Federal Workforce System

The Workforce Innovation and Opportunity Act (WIOA) is the main federal workforce law



Other federal workforce laws and programs

- Carl D. Perkins Career and Technical Education Act
- Supplemental Nutrition Assistance Program Employment and Training (SNAP)
- Temporary Assistance to Needy Families (TANF) Training and Technical Assistance

**U.S. Department of Labor**  
Employment and Training  
Administration (ETA)

**U.S. Department of Education**

- Office of Career, Technical, and Adult Education (OCTAE)
- Rehabilitation Services Administration (RSA)

**U.S. Department of Health  
and Human Services**  
Office of Family Assistance (OFA)

# Workforce Innovation and Opportunity Act (WIOA)

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WIOA goals include building a workforce system that encourages collaboration among multiple federal, state, and local entities

## WIOA Includes Five Titles

**Title I: Workforce Development Activities.** Authorizes job training programs for unemployed or underemployed individuals and establishes a one-stop delivery system to facilitate client access to these programs and provides implementation funding to the states.

**Title II: Adult Education and Family Literacy.** Authorizes programs supporting individuals as they transition from adult basic education to postsecondary education, postsecondary training, or employment.

**Title III: Wagner-Peyser Services.** Streamlines the delivery job search assistance, job referral assistance, and placement assistance.

**Title IV: Vocational Rehabilitation.** Provides state grants for employment-related vocational rehabilitation services for individuals with physical or mental disabilities that result in barriers to employment.

**Title V: General Provisions.** Specifies transition provisions from WIA to WIOA.

# Other Federal Workforce Laws

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There are additional federal laws that guide the implementation of other federal workforce programs

## The Carl D. Perkins Career and Technical Education Act (Perkins)



Perkins is the principal source of federal funding to states for the improvement of secondary and postsecondary career and technical education (CTE) programs.

## Supplemental Nutrition Assistance Program Employment and Training (SNAP)



SNAP E&T provides SNAP participants with instruction and work experience necessary to obtain regular employment and achieve economic self-sufficiency.

## Temporary Assistance to Needy Families (TANF) Training and Technical Assistance



Many adult recipients of TANF must participate in work activities as a condition of receiving cash benefits, and OFA provides training and technical assistance to help agencies strengthen their programs so that they can improve the well-being and promote the self-sufficiency of TANF participants and TANF-eligible individuals.

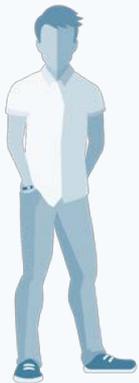
# Florida Workforce System

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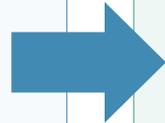
# Florida Workforce Development System Overview

The workforce development system serves a range of job seekers and employers

## Examples of Individuals the Workforce Development System Serves



- Individuals seeking a job or promotion
- Youth in or aged out of foster care
- Unskilled workers
- English language learners
- Ex-offenders
- High school dropouts
- Dislocated workers
- Veterans
- Recipients of public assistance
- Individuals with disabilities



## Workforce Development Services

### Education and Job Training

- Adult English as a second language
- Adult secondary education
- Literacy and numeracy skills
- Occupational education and training

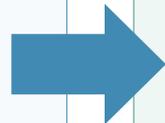
### Disability Services

- Adaptive technology
- Occupational therapy

### Workplace Readiness Services

- Workplace readiness skills
- Career exploration
- Job search skills
- Placement services
- Work-based learning programs

## Businesses



### Job Recruitment

- Candidate screening and referrals
- Job postings
- Position recruitment services

### Employee Training

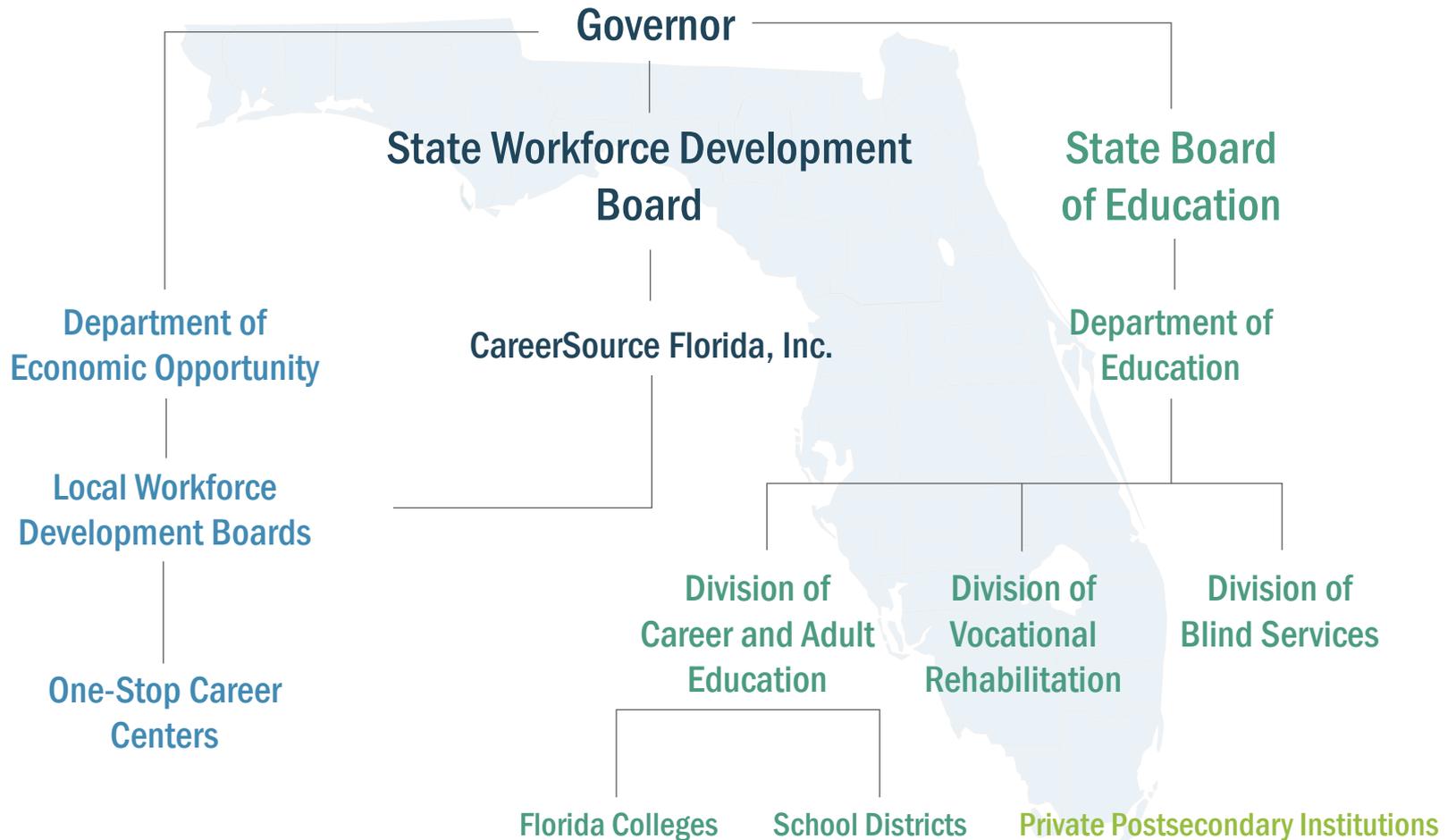
- Focused training services
- On-the-job training programs

### Other Employer Services

- Human resources support services
- Labor market analysis
- Layoff aversion

# Florida Workforce System Overview

Several entities in Florida partner to provide workforce services



# Oversight of Local Workforce Development Boards

Both DEO and CareerSource are responsible for providing guidance and support to local workforce development boards (LWDBs); however local workforce boards have discretion over how they administer programs

## CareerSource Florida, Inc.



- Coordinate the development of the WIOA state plan
- Review local WIOA plans
- Establish policies for LWDBs
- Provide strategic policy direction for workforce programs administered by partner entities

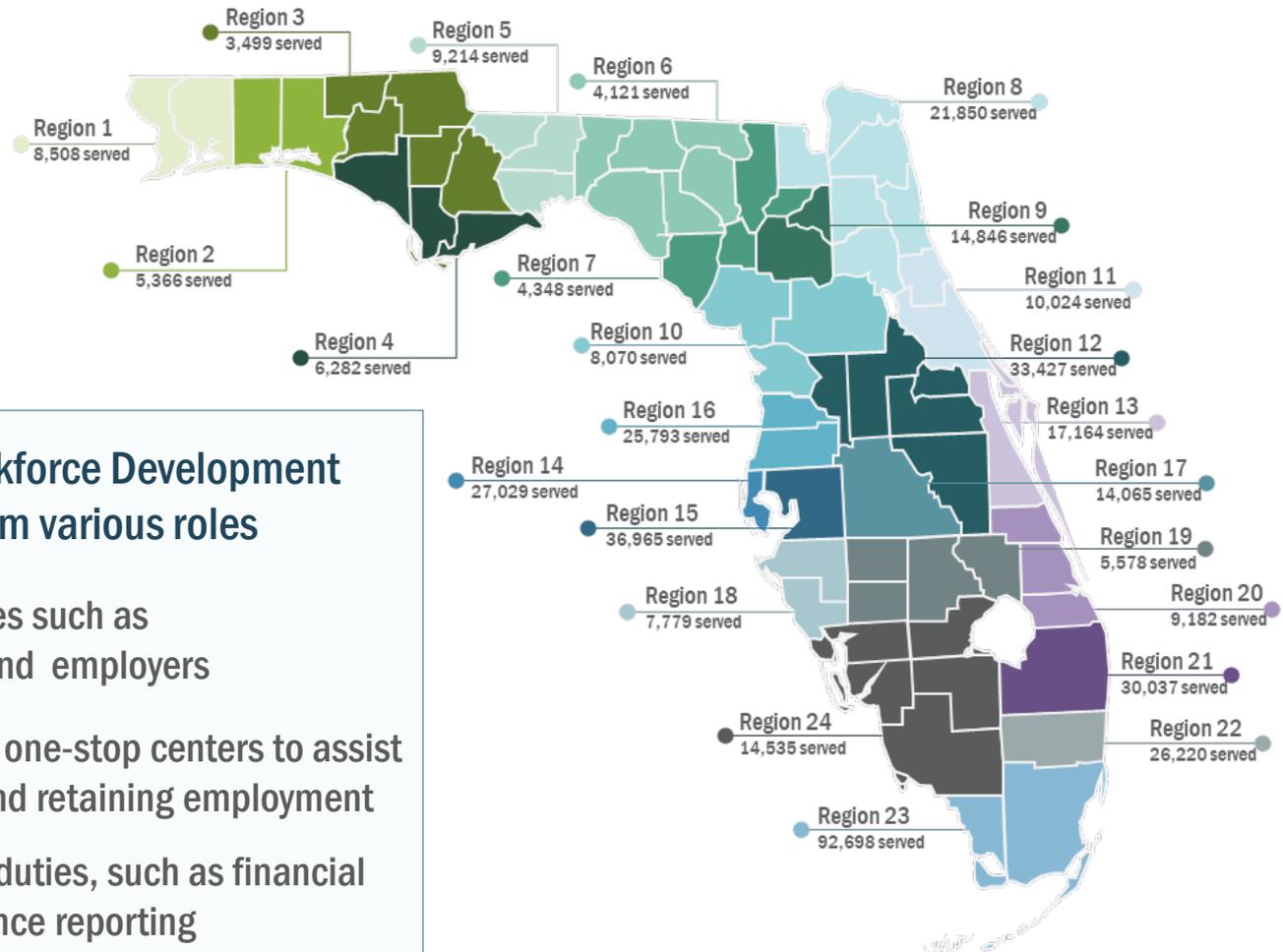
## Department of Economic Opportunity



- Provide training and guidance to LWDBs
- Provide direct funding to LWDBs to implement programs
- Approve LWDB budgets
- Review local WIOA plans

# Local Workforce Development Boards

Workforce development boards administer workforce programs at the local level



There are 24 Local Workforce Development Boards that perform various roles

- Partner with local entities such as education institutions and employers
- Offer resources through one-stop centers to assist job seekers in finding and retaining employment
- Perform administrative duties, such as financial oversight and performance reporting

# One-Stop Career Centers

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The one-stop delivery system provides individuals with direct access or referrals to workforce development services through 100 one-stop career centers

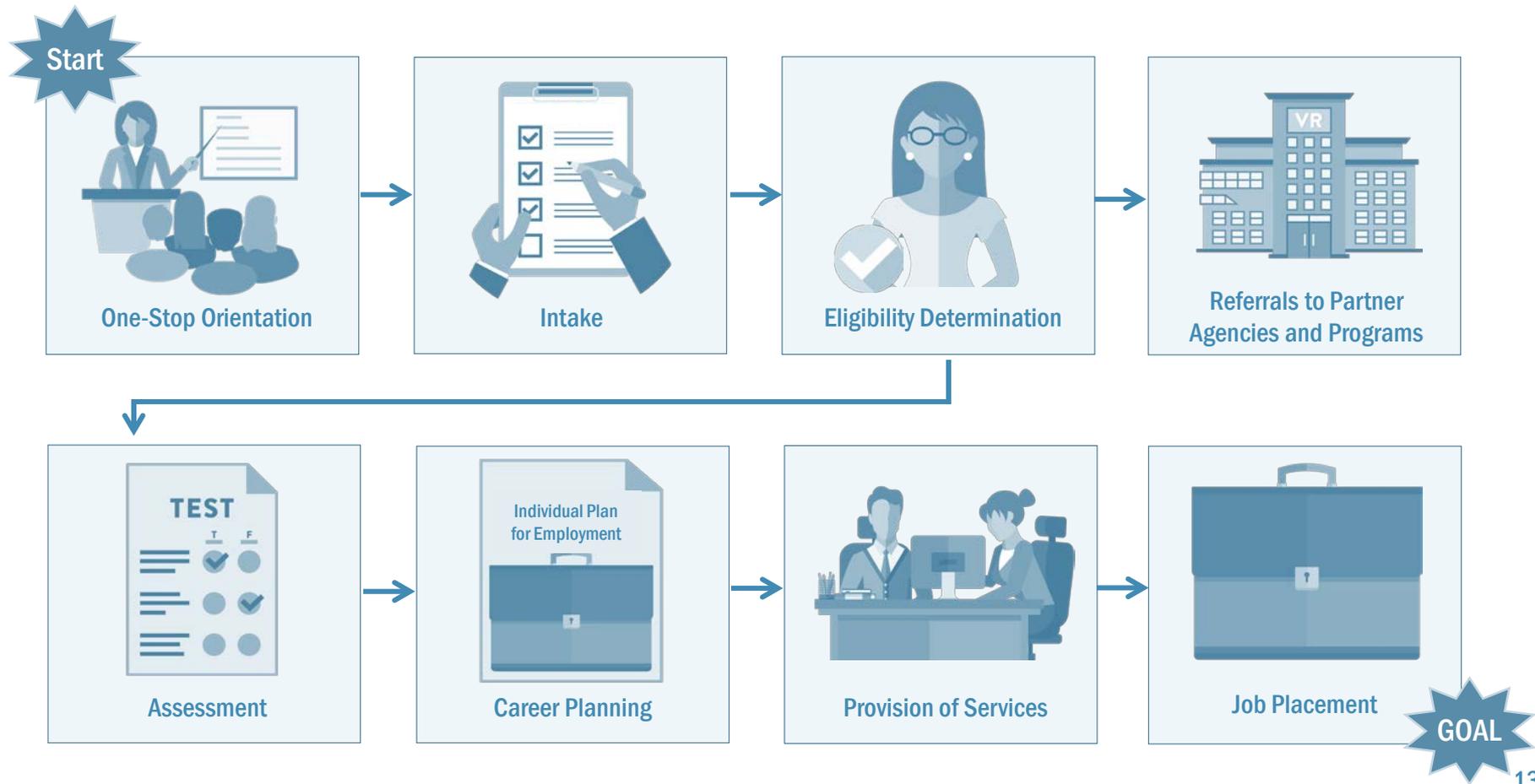
One-stop career centers provide the following workforce development services

- Career counseling
- Support services, such as childcare or transportation
- Job search, referral, and placement assistance
- Employability skills training
- Claim filing for reemployment assistance services
- Recruitment and eligibility determination
- Technical training
- Adult education and basic skills training
- Temporary income, health, nutritional, and housing assistance



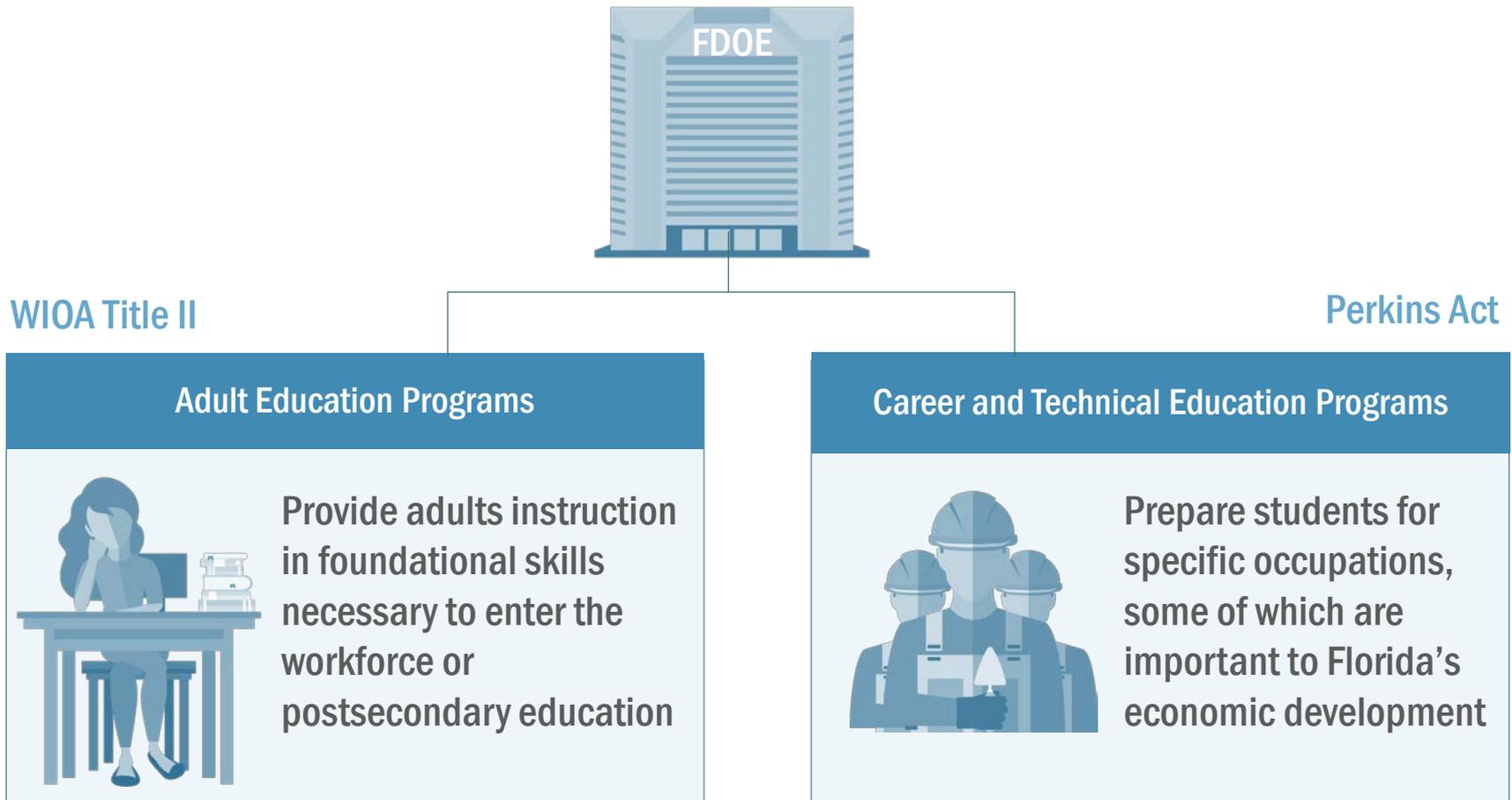
# One-Stop Process

When job seekers arrive at a career center, they go through multiple steps to determine need and receive WIOA training/placement services or obtain referrals to other service providers



# Division of Career and Adult Education (FDOE)

Workforce education comprises two types of instructional programs

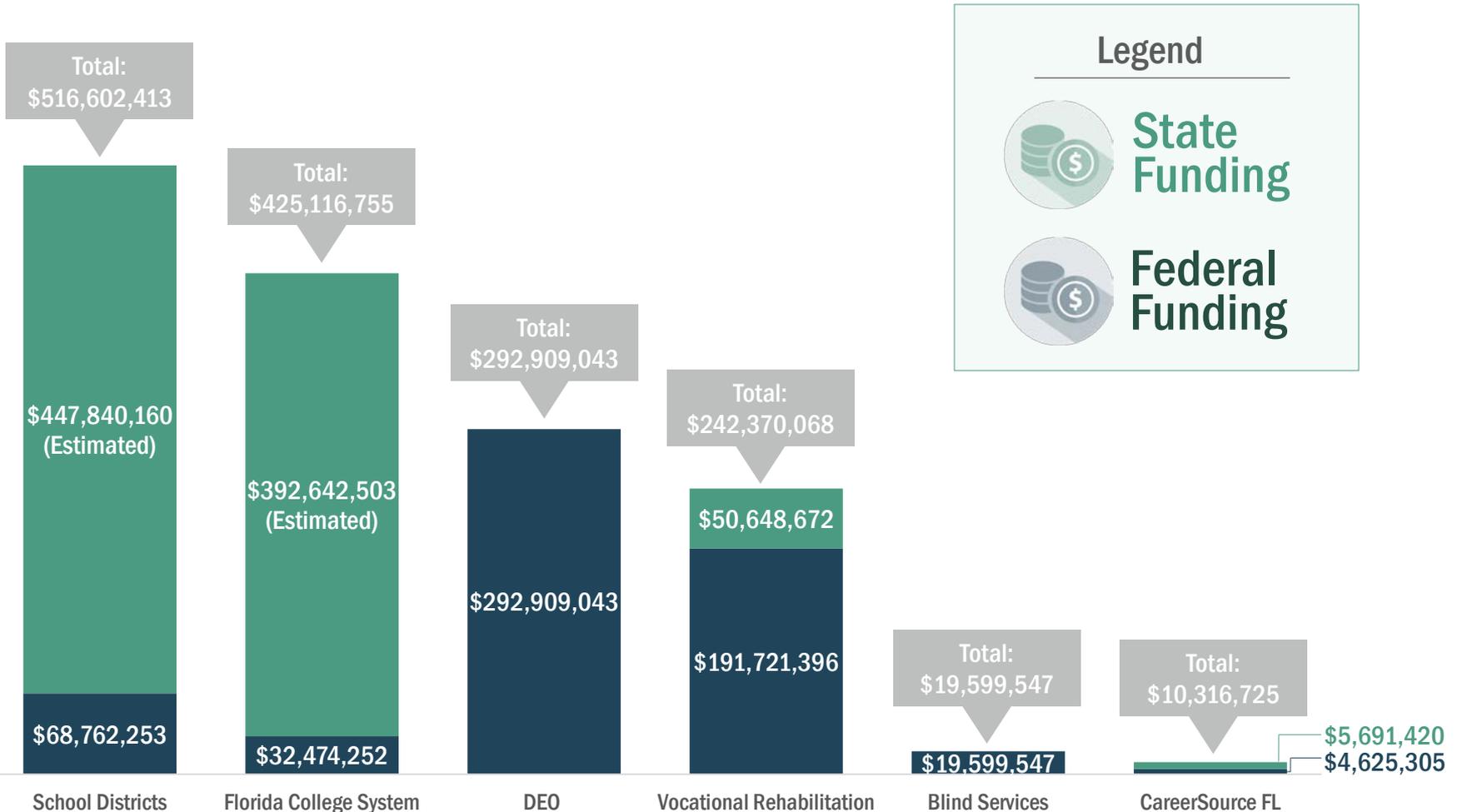


# Workforce Funding

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# Workforce Funding by Entity

Florida's workforce development programs received over \$1.5 billion in funding from state and federal sources in 2018-19

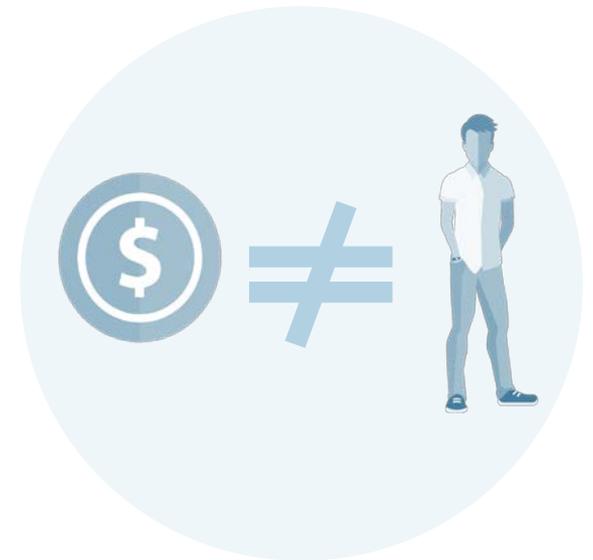


# Issues for Consideration When Comparing Funding Levels

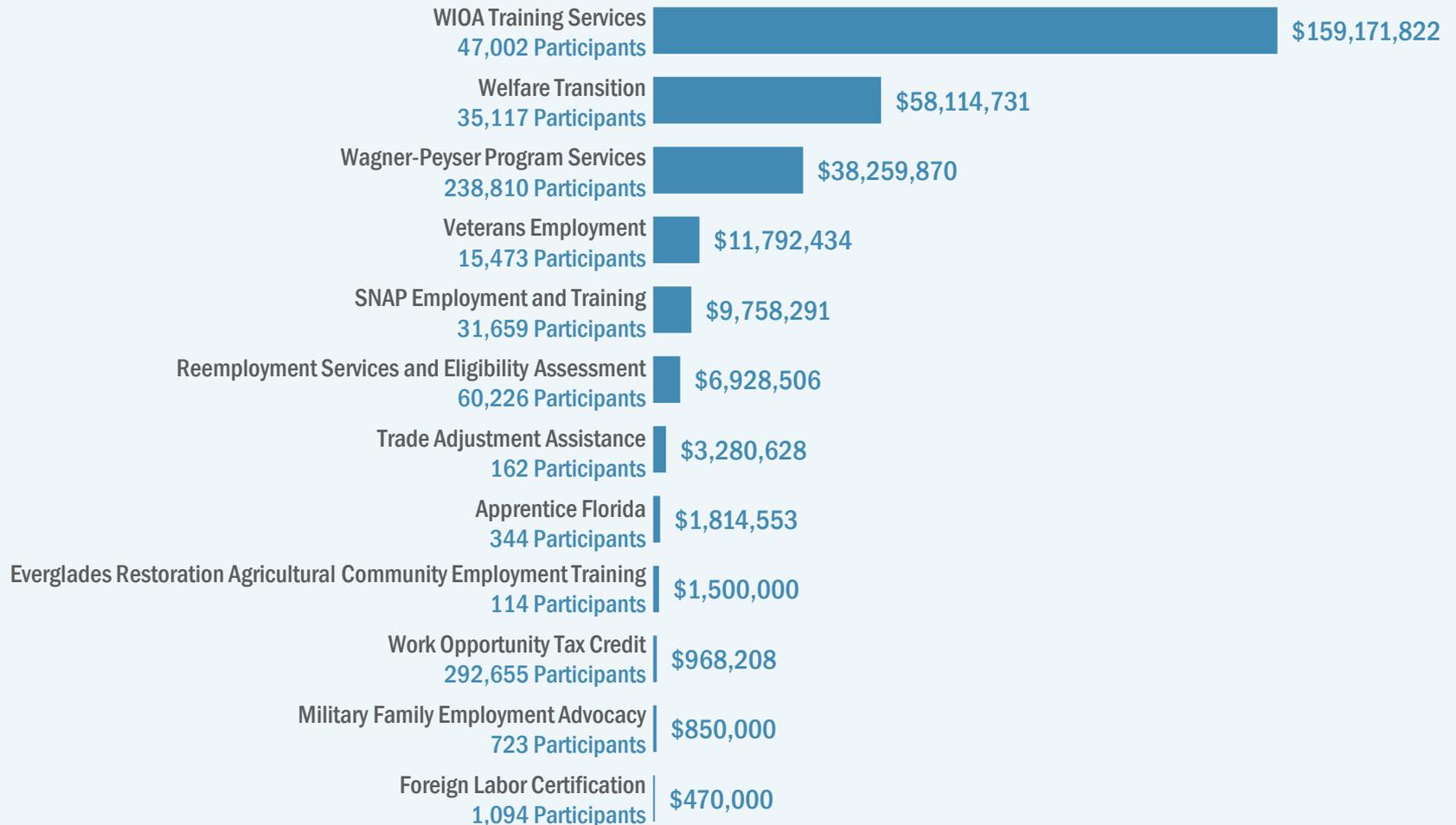
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Comparisons of funding per participant are complicated by the following

- Wide range of services, costs, and benefits
- Funding outside of state and federal dollars is not included (e.g., tuition and fees, in-kind, private), so the total amount allocated to services may not be captured
- State funding for colleges and school districts is lump sum; therefore, amounts allocated to workforce are estimates
- Duplication within totals could result in underestimation of funding per participant

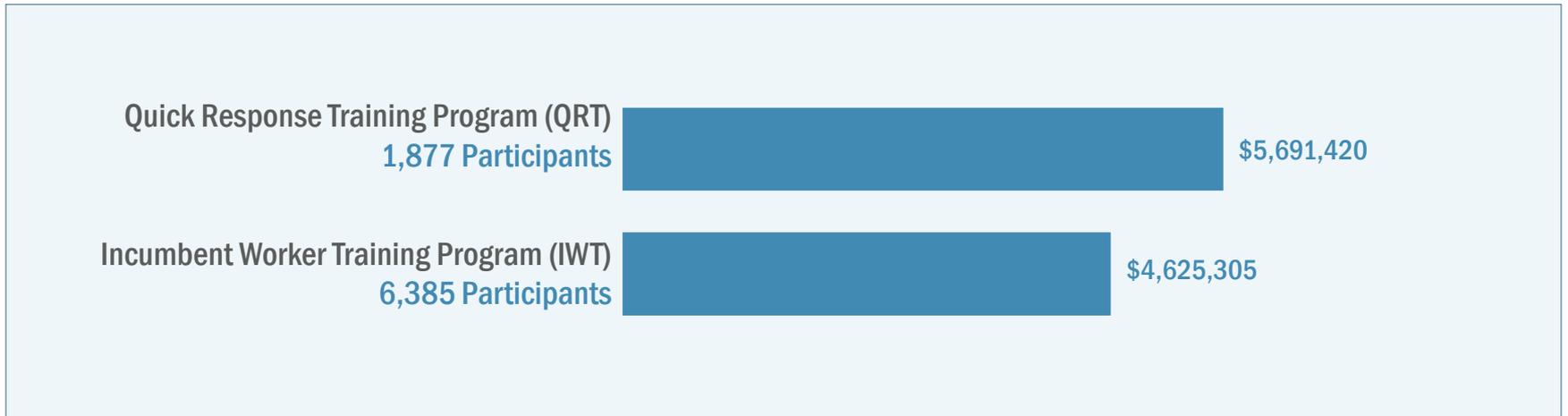


# DEO Funding and Participants by Program, 2018-19

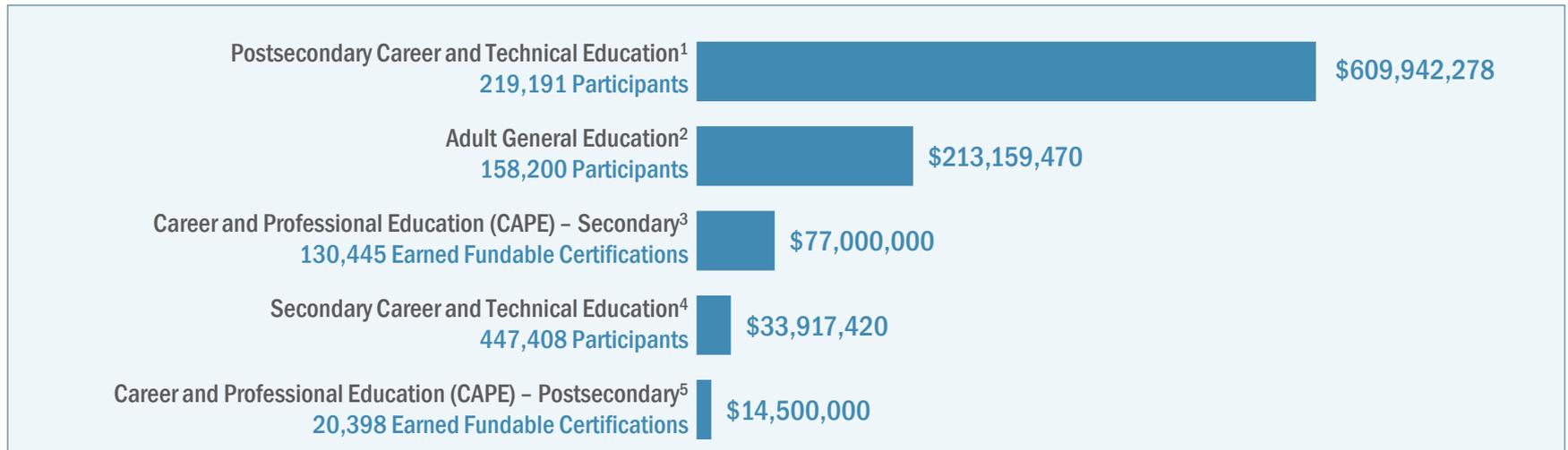


# CareerSource Florida Funding and Participants by Program, 2018-19

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# Career and Adult Education Funding and Participants/Certifications by Program, 2018-19



## Adult General Education and Postsecondary Career and Technical Education Participant Numbers by Program<sup>6</sup>

| Adult General Education |        | Postsecondary Career and Technical Education |         |
|-------------------------|--------|--|---------|
| Adult ESOL              | 97,644 | AS/AAS/ATD/CCC Programs                      | 142,413 |
| Adult Basic Education   | 43,783 | Career Certificate Programs                  | 63,256  |
| GED Preparation         | 11,158 | Registered Apprentice Program                | 12,826  |
| Adult High School       | 5,615  | Registered Pre-Apprentice Program            | 696     |

<sup>1</sup> Participants include district and college students. Funding includes federal Perkins Act dollars and estimations of state funding based on an analysis of expenditures.

<sup>2</sup> Participants include district and college students. Funding includes federal WIOA Title 2 dollars and estimations of state funding based on an analysis of expenditures.

<sup>3</sup> In lieu of participants, we display the number of industry certifications earned in 2018-19. Funding is an estimation of bonus FTE dollars generated in the K-12 funding formula.

<sup>4</sup> Participants include all secondary students enrolled in career preparatory programs. Funding includes Perkins Act dollars only.

<sup>5</sup> In lieu of participants, we display the number of industry certifications earned used for the 2018-19 funding calculation.

<sup>6</sup> Includes both district and college students.

# Vocational Rehabilitation and Blind Services Funding and Participants, 2018-19



## VR and Blind Services Participant Numbers by Program

| Division of Vocational Rehabilitation          |        |
|--|--------|
| Transition Youth                               | 22,866 |
| Ticket to Work                                 | 19,228 |
| Independent Living                             | 16,192 |
| Supported Employment                           | 7,038  |
| Deaf, Hard of Hearing, and Deaf-Blind Services | 1,452  |

| Division of Blind Services <sup>2</sup>                   |       |
|---|-------|
| Independent Living Program                                | 5,050 |
| Vocational Rehabilitation Program                         | 4,854 |
| Transition Program  | 380   |
| Business Enterprise Program                               | 214   |
| Rehabilitation Center for the Blind and Visually Impaired | 78    |

<sup>1</sup> Some individuals may participate in multiple programs and be counted more than once in the total figures.

<sup>2</sup> The Division of Blind Services also has an Employer Services program that served 344 employers in 2018-19. Since it does not serve individual jobseekers, this is not included in the table or total participant count.

# Workforce Education Accountability Metrics

Federal performance measures for WIOA and Perkins differ

| Metric  | WIOA | Wagner-Peyser | VR | DBS | Adult Ed | SNAP | Perkins PS CTE | TANF |
|---|------|---------------|----|-----|----------|------|----------------|------|
| Employment 2 <sup>nd</sup> Quarter After Exit                   | ✓    | ✓             | ✓  | ✓   | ✓        | ✓    |                |      |
| Employment 4 <sup>th</sup> Quarter After Exit                   | ✓    | ✓             | ✓  | ✓   | ✓        | ✓    |                |      |
| Median Earnings 2 <sup>nd</sup> Quarter After Exit              | ✓    | ✓             | ✓  | ✓   | ✓        | ✓    |                |      |
| Credential Attainment within 4 <sup>th</sup> Quarter After Exit | ✓    |               | ✓  | ✓   | ✓        |      |                |      |
| Measurable Skills Gains   | ✓    |               | ✓  |     | ✓        |      |                |      |
| Completion of Training  |      |               |    |     |          | ✓    |                |      |
| Retention and Placement   |      |               |    |     |          |      | ✓              |      |
| Earned Credential in Program Year                               |      |               |    |     |          |      | ✓              |      |
| Non-Traditional Program Concentration                           |      |               |    |     |          |      | ✓              |      |
| Work Participation Rate   |      |               |    |     |          |      |                | ✓    |

Source: OPPAGA analysis of agency documents and interviews.

# Questions?

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# Contact Information

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