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10/22/07
Submitted
a meeting

408 West University Ave, Gainesville Florida 32601

www.floridaworksonline.com

352-955-6509

Homeless Employment Program

October 22, 2007

FloridaWorks is requesting \$15,000 from the City of Gainesville and will be requesting the same from Alachua County to cover 1/3 each of one full time staff person to continue this program for another year.

Past Performance

Program Year Jan 4, 2006 – January 3, 2007

Enrollments:	300
Trained:	109
Employed:	103
Employment Rate:	34%
Average Wage:	\$7.90 / hr

Program Year Jan 2007 – Present

Enrollments:	163
Trained:	107
Employed:	73
Employment Rate:	45%
Average Wage:	\$7.75 / hr

Known Success Rates:

Housing Rate:	49 people = 67%	Known that 49 received housing out of 54 from one person's case load (91%)
Retention:	51 people = 70%	Known 51 retained employment out of 54 from one person's case load (94%)

Thank you for your consideration.

Angela Pate

Executive Director

FloridaWorks

A Community Partnership

Alachua Bradford Regional Workforce Board

FloridaWorks
ALACHUA BRADFORD REGIONAL WORKFORCE BOARD

This presentation will cover:

- What exactly is Workforce Development
- The FloridaWorks Board
- The E-3 Initiative
- Job Market (local and state)
- Education Requirements of These Jobs
- Workforce Coming Out of School
- Critical Workforce Needs
- Thoughts to Take With You

Connecting the Dots

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ALACHUA BRADFORD REGIONAL WORKFORCE BOARD

What exactly is the Workforce Development System?

Workforce Legislation tells us that each State's One-Stop Career system must:

- Assist & Train our Workforce to be ready to work,
- so they will stay in their job,
- AND will excel and flourish in that job.

Connecting the Dots

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What exactly is the Workforce Development System?

Created from Federal Legislation
Funded from Congress to the States
Funded from State to 24 Regional Boards

Florida's funding comes ENTIRELY from federal funds

Florida Statewide Workforce Development Budget

FY 05-06	\$ 361,739,953
FY 06-07	\$ 344,223,584

Source: Workforce Florida, Inc.

Connecting the Dots

FloridaWorks
ALACHUA BRADFORD REGIONAL WORKFORCE BOARD

Convene the Community!
FloridaWorks Board

 Evelyn Baker Chair, E-3 State Representative State House of Representatives	 Linda Smith Vice Chair State Representative State House of Representatives	 Paul McClain Chair State Representative State House of Representatives	 Ron Lee Chair, E-3 State Representative State House of Representatives	 Bill Brannan Chair, E-3 State Representative State House of Representatives
 Clyde Anderson Vice Chair State Representative State House of Representatives	 Frances Coover State Representative State House of Representatives	 Teresa McGowan State Representative State House of Representatives	 Bobby Douglas Chairman Community College	 Robert Johnson Dean of OEC State College
 William E. Boyd Chairman State College	 Janet Chaves State Representative State House of Representatives	 Ted Leland State Representative State House of Representatives	 Doris Hargue Chair, Governor State College	 Eileen Robinson State Representative State House of Representatives
 Cathy Pate State Representative State House of Representatives	 Doris Hargue Chair, Governor State College	 Eileen Robinson State Representative State House of Representatives	 Cathy Pate State Representative State House of Representatives	 Cathy Pate State Representative State House of Representatives

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 Janet Chaves State Representative State House of Representatives	 Linda Sparks State Representative State House of Representatives	 David Anderson State Representative State House of Representatives	 Lee Pittman State Representative State House of Representatives	 Steve Chalmers State Representative State House of Representatives	 Joan Hager State Representative State House of Representatives
 Earl Boyd State Representative State House of Representatives	 Linda Baul State Representative State House of Representatives	 Clyde Anderson State Representative State House of Representatives	 Doris Hargue Chair, Governor State College	 Eileen Robinson State Representative State House of Representatives	 Cathy Pate State Representative State House of Representatives

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FloridaWorks

A Community Partnership


Alachua Bradford Regional Workforce Board

FloridaWorks **Connect the Community!**
FloridaWorks Board

FloridaWorks (and the entire state Workforce System) represent the community by design.

51% must be from private sector businesses.


Business Associations	Welfare and Low Income Job Seekers
Largest Employers	Labor Union Representatives
Smallest Employers	Housing & Transportation Leaders
Economic Development	Advocates for People with Disabilities
Public School System	Department of Children and Families
Local Elected Officials	Local Hospitals
Comm. Colleges	Veteran and Senior Citizen Leaders
Universities and Private Colleges	Vocational Institutions.



FloridaWorks **Strategic Goals**

Mission: Everybody Works!
Growing business and jobs through a skilled workforce.

Vision:
 Our community will have a world class workforce that meets the needs of business and provides opportunities for job seekers today and in the future.



FloridaWorks **Business Services**

What Do We Offer Business?

Wal-Mart:
 7000 applications
 700 hires

Sysco, Dollar General, Home Depot, more...

- Employ Florida System
- Job Postings
- Applicant search and job matching services
- Applicant screening
- Job order Follow-up
- Facilitate:
 - Job postings
 - Job fairs
 - Recruiting events
- Ramp Up Services – Targeted Recruitment
- Ramp Down Services – Employee Re-Hire Services
- Tax Credits
- Succession Planning
- Career Ladder Development
- Federal Bonding Program

FloridaWorks **Job Seeker Services**

What Do We Offer Job Seekers?

For Walgreens Jobs in Starke: Job Seekers find it easier coming through FloridaWorks


- Employ Florida System
- Assessments
 - TABE – Test for Adult Basic Education
 - Employer-specific skills
 - Clerical Skills:
 - MS Word, MS Excel, MS Access and typing
 - Transferable Skills
 - Career Choices – Interest and aptitude testing
 - PUM – “Please Understand Me” personality profile (relating personality traits to careers)
 - Personal Responsibility
- Labor Market Information
- Screening for appropriate employment
- Training (2 Year Degree programs, professional certifications, job specific training, etc.)
- Employer / Job seeker matching services
- Job Referrals
- Career exploration and evaluation
- Career-oriented learning events
- Professional networking

FloridaWorks **Customers Served**

	2005-2006	2006-2007
Employers Served	738	1320
Employed Workers Trained	480	276
Job Openings Posted	2,580	4,174
Job Openings Filled	1,026	1796

	2005-2006	2006-2007
Number of Job Seekers Served (WP)	12,061	15039
Low Income Registered (WIA Adult & DW)	205	151
Welfare Transition (WTP)	934	990
UC	3,780	2770
Vets	1,100	742
Persons with Disabilities	3,014	1,704
Older Workers	866	996

Homeless Enrolled	311
Homeless Trained (on and off job)	282
Homeless placed in jobs	160



FloridaWorks Funding	2004-2005	2005-2006	2006-2007
Federal Funds			
Employed Worker Advancement	250,000	326,000	318,100
Wagner Payroll (Gen. Job Seeker)	163,200	182,600	170,300
WIA Adult (Low Income)	594,500	775,000	944,900
WIA Youth	202,275	400,643	453,040
WIA Dislocated Workers	282,000	101,330	202,714
Welfare Transition	2,440,200	1,887,810	1,350,815
Other (UC, Vets, old Corp, etc)	242,804	218,272	282,690
Food Stamps	150,140	279,600	269,922
Homeless Services		125,000	305,000
Hurricane Emergency Funds	747,300		
Private Performance Incentives	231,620	112,501	61,726
Total Federal Funds	5,768,314	4,863,472	3,937,455
Cut in Federal Funding		15.69%	19.04%
State Funds (Florida Rebuild)	0	12,528	445,000
Local Municipal Funds	0	0	0
Local Businesses		29,484	85,420
Total	5,768,314	5,018,481	4,447,875

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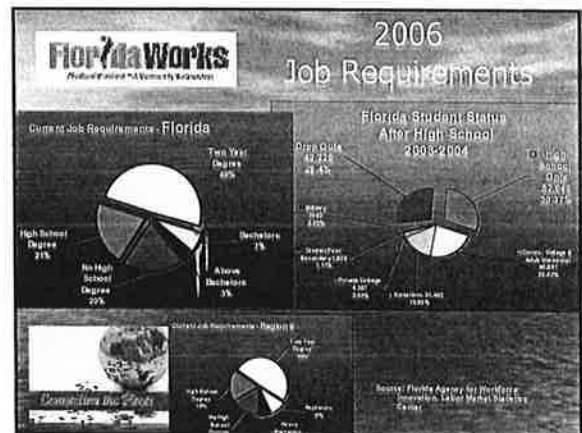
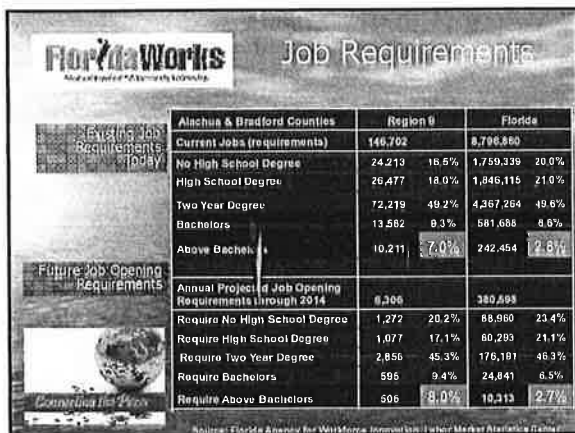
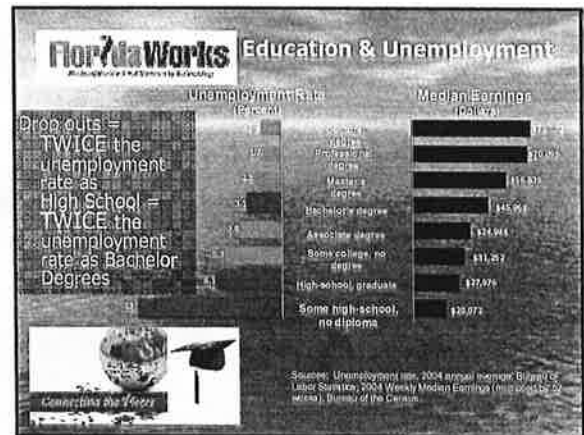
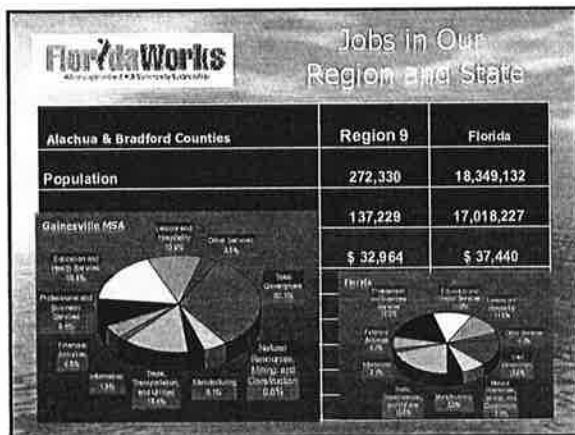
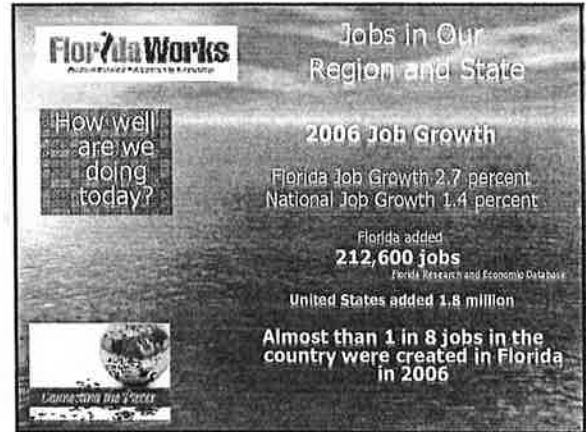
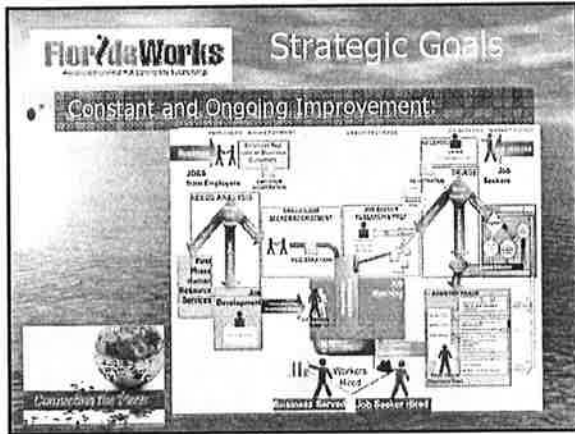
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How does business perceive our education system?

In the U.S. Chamber of Commerce publication: **State of American Business 2007**

- On the whole, we are woefully failing to equip our young people and our workforce with the skills they need to succeed personally and support a competitive economy.
- Our K-12 public education system has not been updated in at least 100 years. Thirty percent or more of our students don't graduate from high school. Many of those who do graduate are not prepared for college or the workplace.
- At least 40% of our students enrolling in college have to take one or more remedial courses when they get there - at a cost of more than \$1 billion annually.

Read to Education

Connecting the Dots

We beat most countries when it comes to college enrollment, but we fall into the bottom half of developed countries when it comes to college completion. And the business community spends billions teaching new hires basic skills.

Critical Needs for Our Business Community

People to show up for work!

According to Taleo, a talent management consultancy, the United States will have a 10 million worker shortfall by 2010. Five hundred of the largest companies can expect to lose 50 percent of their senior management in the next five years. Forty percent of companies don't have a leadership succession plan.

Figure 7: U.S. Population and Labor Force by Age Group

In this decade, the growth rate of the Labor Force exceeded the growth rate of the general population.

Workforce Shortage Predicted

Labor Delta (Supply less Demand) as a Percentage of Total Estimated Demand Non-Residential Construction

September-04

	2001	2002	2003	2004	2005	2006	2007	2008
Ironworkers - Structural	18%	17%	7%	4%	1%	1%	-3%	-15%
Ironworkers - Reinbar.	6%	1%	1%	1%	-5%	-5%	-5%	-11%
Operating Engineers	9%	4%	7%	6%	2%	-1%	-2%	-4%
Carpenters - Interior & Finishing	4%	4%	4%	4%	4%	4%	4%	4%
Carpenters - Drywall	10%	10%	10%	10%	10%	10%	10%	10%
Carpenters - All Other	2%	2%	2%	2%	2%	2%	2%	2%
Electricians	2%	2%	2%	2%	2%	2%	2%	2%
Glaziers	1%	1%	1%	1%	1%	1%	1%	1%
Laborers	1%	1%	1%	1%	1%	1%	1%	1%
Masons	1%	1%	1%	1%	1%	1%	1%	1%
Millwrights	1%	1%	1%	1%	1%	1%	1%	1%
Painters	1%	1%	1%	1%	1%	1%	1%	1%
Plumbers, Pipefitters	1%	1%	1%	1%	1%	1%	1%	1%
Roofers	1%	1%	1%	1%	1%	1%	1%	1%
Sheet Metal Workers	1%	1%	1%	1%	1%	1%	1%	1%
Welders	1%	1%	1%	1%	1%	1%	1%	1%
Welding, All Other	1%	1%	1%	1%	1%	1%	1%	1%

The Workforce Gap

Where 9th Graders Are Headed

- 28% will finish high school
- 32% will finish high school but not be ready for employment
- 10% will drop out of high school before completing high school
- 30% will drop out of the competing high school

Where the Jobs Are

- 20% require less than 1 year of education
- 65% require an associates degree or advanced training
- 15% require minimum 40% for employment

Critical Needs for Our Business Community

Nationally, employers responding to NACE's *Job Outlook 2003* survey were asked to rate the importance of candidate qualities and skills on a five-point scale, with five being "extremely important" and one being "not important."

- Communication skills (4.7 average)
- Honesty/Integrity (4.7)
- Teamwork skills (4.6)
- Interpersonal skills (4.5)
- Motivation/Initiative (4.5)
- Strong work ethic (4.5)

Connecting the Dots

Critical Needs for Our Business Community

National Work Readiness Credential

Developed by the U.S. Chamber of Commerce

The credential's assessment includes four modules: Situational Judgment, Oral Language, Reading & Using Math. It assesses whether the test-taker can use nine (9) skills well enough to carry out critical entry-level tasks and responsibilities.

Businesses from across industry sectors identified these skills as critical for entry-level workers to succeed in today's workplace and global economy:

1. Speak so others can understand
2. Listen actively
3. Solve problems & make decisions
4. Cooperate with others
5. Resolve conflicts and negotiate
6. Observe critically
7. Take responsibility for learning
8. Read with understanding
9. Use math to solve problems

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FloridaWorks Transportation

- The IRS calculates the cost of operating a car in 2001 at 36.5 cents per mile. Another source, the AAA, calculates the national average per mile in 2000 (based on 15,000 miles per year) at 49.1 cents per mile.
- Consequently (for today's gas prices, if you live 30 miles from work, as many rural commuters each day do):
- 60 miles roundtrip X 40 X 21 workdays days a month X 12 months = \$ 6,048

If you earn less than \$30,000 per year, this is a substantial portion of your income, and it continues to rise with energy costs.



FloridaWorks Transportation

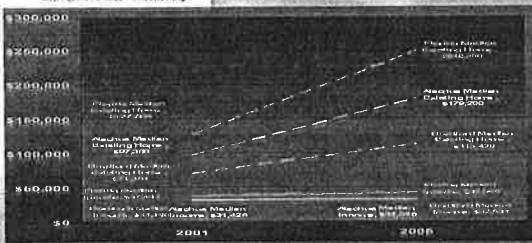
A Self-Service Ride Sharing System

- A rider inputs his commute schedule, starting and ending destinations in a confidential database along with riding preferences (non-smoking, women only, workers from a specific employer's, etc.).
- The next screen shows matches by first name only with hidden email or a phone number if desired.
- Riders contact each other to create car pools. Employers can assist with incentives, cost sharing, etc.

Large employers, such as the University of Florida are adopting such technology to move closer to a sustainable community.





FloridaWorks Housing Costs




2001-2005 Existing Home Prices Grew 94% Statewide

Existing home purchase requires a salary of almost \$70,000 yet Median Incomes remain in the mid 30s.



FloridaWorks Parting Thoughts

- Promote the critical needs of BOTH Workforce Development and Workforce Education to our Local Legislators. STATE Funding spent on our Workforce Development would be a very wise investment and a long overdue.
- Promote the LOCAL decision making process of the Regional Workforce Boards and our community to our National Legislators.
- Partner with our educators to discuss a paradigm shift that embraces an even closer tie between Industry, Workforce Development and Education than we currently have.
- Continue to convene the community and address the workforce issues critical to businesses, as well as key community issues such as transportation, housing, and the many other issues affecting our job seekers.



FloridaWorks The Future


FloridaWorks invites you to join us in all these efforts.

Watch **FloridaWorksonline.com** for our public board and committee meetings.

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