

Budget Detail Request - Fiscal Year 2016-17

Your request will not be officially submitted unless all questions and applicable sub parts are answered.

1. Title of Project: Florida Ready to Work
2. Date of Submission: 01/12/2016
3. House Member Sponsor(s): Frank Artiles

4. DETAILS OF AMOUNT REQUESTED:

- a. Has funding been provided in a previous state budget for this activity? Yes
If answer to 4a is ?NO? skip 4b and 4c and proceed to 4d
- b. What is the most recent fiscal year the project was funded? 2015-16
- c. Were the funds provided in the most recent fiscal year subsequently vetoed? Yes
- d. Complete the following Project Request Worksheet to develop your request (Note that Column E will be the total of Recurring funds requested and Column F will be the total Nonrecurring funds requested, the sum of which is the Total of the Funds you are requesting in Column G):

FY:	Input Prior Year Appropriation for this project for FY 2015-16 (If appropriated in FY 2015-16 enter the appropriated amount, even if vetoed.)			Develop New Funds Request for FY 2016-17 (If no new Recurring or Nonrecurring funding is requested, enter zeros.)			
	Column: A	B	C	D	E	F	G
Funds Description:	Prior Year Recurring Funds	Prior Year Nonrecurring Funds	Total Funds Appropriated (Recurring plus Nonrecurring: Column A + Column B)	Recurring Base Budget (Will equal non-vetoed amounts provided in Column A)	INCREASED or NEW Recurring Requested	TOTAL Nonrecurring Requested (Nonrecurring is one time funding & must be re-requested every year)	Total Funds Requested Over Base Funding (Recurring plus Nonrecurring: Column E + Column F)
Input Amounts:	4,000,000	0	4,000,000		3,000,000	0	3,000,000

- e. New Nonrecurring Funding Requested for FY 16-17 will be used for:
 Operating Expenses Fixed Capital Construction Other one-time costs
- f. New Recurring Funding Requested for FY 16-17 will be used for:
 Operating Expenses Fixed Capital Construction Other one-time costs

5. Requester:

- a. Name: Colleen Englert
- b. Organization: Florida Ready to Work
- c. Email: cenglert@floridareadytowork.com
- d. Phone #: (850)228-9558

6. Organization or Name of Entity Receiving Funds:

- a. Name: Department of Economic Opportunity
- b. County (County where funds are to be expended) Statewide
- c. Service Area (Counties being served by the service(s) provided with funding) Statewide

7. Write a project description that will serve as a stand-alone summary of the project for legislative review. The description should summarize the entire project's intended purpose, the purpose of the funds requested (if request is a sub-part of the entire project), and most importantly the detail on how the funds requested will be spent - for example how much will be spent on positions and associated salaries, specifics on capital costs, and detail of operational expenses. The summary must list what local, regional or statewide interests or areas are served. It should also document the need for the funds, the community support and expected results when applicable. Be sure to include the type and amount of services as well as the number of the specific target population that will be served (such as number of home health visits to X, # of elderly, # of school aged children to receive mentoring, # of violent crime victims to receive once a week counseling etc.)

Florida Ready to Work is an employer-driven career readiness program statutorily created (445.06 F.S.) to develop the talent pipeline required to support Florida's businesses, put our unemployed back to work, and grow our economy. The program has been funded at the state level since its inception in 2006-07. For fiscal year 2015-16, the Florida Legislature approved \$4 million ? a \$2 million increase, over the prior fiscal year, to meet growing employer demand and jobseeker need for program services. The 2015-16 legislative appropriation was vetoed.

Florida Ready to Work serves employers and jobseekers statewide. To maximize program access, integration and efficiency, Florida Ready to Work services are delivered in collaboration with more than 300 local partners including CareerSource regional workforce boards, employers, industry coalitions, school districts, technical centers, juvenile justice, corrections, and community-based organizations. These implementation partners have embedded Florida Ready to Work as an integral component of their career readiness development and job placement / hiring programs.

With the 2015-16 veto announced just days before the new fiscal year and with local budgets already allocated, the abrupt cut to Florida Ready to Work has ?

Impeded employer recruitment and hiring of qualified work ready talent;

Hampered outcomes and effectiveness of hundreds of best practice workforce education, training, job creation and job placement programs statewide;

and

Obstructed opportunities for employment and advancement among Florida's unemployed and underemployed.

Florida Ready to Work has exceeded program benchmarks year-over-year, providing career readiness services for more than 300,000 jobseekers and access to online career readiness training for 2 million of Florida's unemployed. Results include:

175,000+ Credentials with Credential earners outperforming non-completers in both job placement and earnings by as much as 30 percent.

857,000+ Training / Skill Development Hours completed with the lowest skilled making the most significant learning gains and spot-on correlation between training and Credential outcomes.

1,500+ Employer Partners using the program to identify qualified new hires, reduce hiring/training costs, build the skills of their incumbent workforce and grow their businesses.

There is demonstrated need and demand for the program. Restoring Florida Ready to Work funding will ?

1) Advance employer recruitment and hiring of qualified work-ready talent.

Employers have embraced Florida Ready to Work as an effective and scalable new hiring screening tool. Others are using the online training to upskill and promote their incumbent workforce. Results include double-digit reductions in new hire training costs and turnover ? which in turn stimulates productivity, profitability and ultimately new job growth.

More than 1,500+ employer partners ? representing more than 600,000 Florida-based employees and an estimated potential 30,000 new jobs over the next 18 months ? have endorsed Florida Ready to Work statewide.

?The Lockheed Martin Missiles and Fire Control operation in Ocala utilizes Florida Ready to Work as a hiring tool for hourly manufacturing positions and includes this credential in our job postings. We currently have approximately 950 employees in our Ocala, Florida facility and estimate to hire 150 new employees in 2015.?

- Angela Lennon, Human Resources Manager ? Lockheed Martin

?Our local companies have found that the Florida Ready to Work assessments measure skills that matter both to the companies and their customers. Workers with the credential are more trainable and perform better. Work readiness is a term that means something to business. Employers can train workers for skills, but knowing how trainable a candidate will be is invaluable when you're making a hiring decision. Florida Ready to Work is really working for business in our region.?

- Candace Moody, Vice President of Communications ? CareerSource Northeast Florida

?Gate Petroleum Company supports the Florida Ready to Work program and the retail industry in developing the talent pipeline that our state needs to grow our businesses and our economy and the value-added workforce development tools including the online foundational skills training, assessments and credentialing that Florida Ready to Work provides Florida employers.?

- George E. Nail, Vice President ? Gate Petroleum Company

?We use Florida Ready to Work to pre-qualify new hires with the right skills and work ethic for area employers including Pasco-Hernando County Public Schools, our largest employer. The school district requires the Florida Ready to Work Credential for all non-instructional and substitute positions. In the

past four years, more than 1,100 applicants have earned the required credential ? saving the school district time and money while elevating the caliber of their workforce.?

- Michael Perchard, Assessment Coordinator ? CareerSource Pasco-Hernando

2) Advance outcomes and effectiveness of best practice workforce education programs statewide.

Florida Ready to Work is embedded in hundreds of ?best practice? school-based career academy, industry-driven talent development, apprenticeship, juvenile justice diversion, correctional re-entry, veterans, and other community-based workforce education programs as a uniform, validated common measure of foundational career readiness. It is used to determine readiness, and therefore ensure appropriate, cost-effective placement in occupational training and / or job placement. The program often contributes to the in-kind match required to leverage public and private workforce grant funding.

3) Advance opportunities for employment and advancement among Florida?s unemployed and underemployed.

While unemployment is declining, studies indicate underemployment continues to rise, and employer demand for a higher skilled workforce is at an all-time high. Florida Ready to Work is a proven, scalable solution to upskilling our talent pipeline and meeting employer demand for work ready talent.

?We would like to include Florida Ready to Work program as a standard for hiring new candidates. As we continue to expand, recruiting the appropriate workforce is key to the success of our business, and a standardized assessment of applicant?s skills will greatly improve the process. Florida Ready to Work will become instrumental in recruiting the talent necessary to fulfill our human resource needs.?

- Maximo Mendoza, Director of Operations ? Center for Orthopedic Sports and Physical Therapy

?I am submitting our request for next fiscal year. Florida Ready to Work has a direct tie to employment and real world transition preparation for our students. We want to credential the most students possible and have an expectation for 90% of participating students to earn the credential.?

- Maribel Lebron, Assistant Principal ? Orange County Public Schools

?After seeing a demonstration and realizing that it would allow our jobseekers to prove their skill level and see where they need to improve, at no cost to them, we made the decision to become a partner. It was an easy decision. We have also found Florida Ready to Work to be a good assessment tool for our employers. We have employers who won?t consider hiring anyone unless they have been assessed using Florida Ready to Work.?

- Sheryl Rehberg, Executive Director ? CareerSource North Florida

?Brevard Public Schools firmly believes that the Florida Ready to Work credential is a value for all its graduating seniors. Unlike the numerous other tests that students take while in school, the Florida Ready to Work assessments directly benefit students. For graduates who directly enter the workforce, the credential clearly identifies a student?s skills to a potential employer. The credential gives our students an edge over other job applicants who do not have the credential.?

- Erika McLaren, Career and Technical Education ? Brevard County Public Schools

4) Advance implementation of the Workforce Innovation and Opportunity Act (WIOA).

The new federal Workforce Innovation and Opportunity Act (WIOA) requires state and local workforce plans to prioritize youth and adult career and training services for recipients of public assistance, other low income individuals, and individuals who are basic skills deficient. Basic skills deficient is defined as an individual who is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job. WIOA further strives for a more job-driven approach to training and skills development by building closer ties among key workforce partners, education and employers. By its very definition and based on outcomes, Florida Ready to Work is a model WIOA program. With adequate and sustainable funding, Florida Ready to Work is positioned to immediately and effectively support WIOA implementation statewide.

The proposed \$3 million in Florida Ready to Work funding will provide unlimited use of the online career readiness training for up to 50,000 jobseekers; the proctored assessments to validate mastery of skills and resulting Florida Ready to Work Credential for up to 30,000 jobseekers; employer outreach and engagement; related customer support and training services; and project management and reporting services. All program services are contracted. No state positions, associated salaries or capital costs are included in the funding request. The program systems are fully developed and operational; therefore, it is in the best interest of the State to capitalize on its prior investments and ensure continuity of Florida Ready to Work services for Florida employers and jobseekers.

Frequently Asked Questions / Answers

What is Florida Ready to Work?

Florida Ready to Work is a career readiness training, assessment and credentialing program. Jobseekers have the option of using the online training and/or taking the proctored assessments required to earn the Florida Ready to Work Credential. The Credential is a personalized certificate, signed by the Governor, validating that a jobseeker has the foundational career readiness skills required for job placement or placement in an occupational training program. There are three Credential levels ? bronze, silver and gold.

What is required to earn the Credential?

To earn the Credential, the jobseeker must earn a minimum score on three required assessments ? applied math, locating information and reading for information. Research shows that these assessments measure the most common foundational communication and problem-solving skills required for most jobs today across industries.

What skills do the assessments measure?

These assessments are not like most other tests. They measure applied skills ? the ability to perform on the job.

Applied Math ? Measures workplace mathematical reasoning and problem-solving skills from basic addition, subtraction, multiplication and division to multiple math functions like calculating percentage discounts and markups.

Locating Information ? Measures comprehension and application of workplace graphics such as charts, graphs, tables, forms, flowcharts, diagrams, floor plans, maps and instrument gauges.

Reading for Information ? Measures reading comprehension and reasoning skills when using written text on the job including memos, letters, directions, signs, notices, bulletins, policies and regulations

What do the three Credential levels mean?

The Credential level ? bronze, silver, gold ? reflects the scores and skill levels of the jobseeker. The higher the scores, the greater the jobseeker?s ability to perform more complex job tasks and to qualify for a broader range of jobs.

BRONZE Minimum score of 3 on all three assessments

Indicates jobseeker has the skills required for 35 percent of jobs today

SILVER Minimum score of 4 on all three assessments

Indicates jobseeker has the skills for 65 percent of jobs today.

GOLD Minimum score of 5 on all three assessments

Indicated jobseeker has the skills for 90 percent of jobs today.

The Credential level is determined by the minimum or lowest score across all three assessments. For example, a jobseeker who scores a 4 in math, 3 in locating information and 4 in reading earns a bronze Credential because the lowest of the three scores is 3. The jobseeker?s work readiness scores and corresponding skills are printed on the Credential.

How long does each Assessment take? How/where are the Assessments offered?

Each of the three assessments required for the Florida Ready to Work Credential takes about one hour to complete ? a total of three hours of testing. The assessments are offered online but must be proctored by a participating implementation partner.

What is the process to earn the Florida Ready to Work Credential?

1. Sign up with a participating implementation partner including regional workforce boards, schools, employers and other community-based partners.
2. Complete the online Placement Tests to benchmark current skills.
3. Use the online, self-paced training to improve skills, if needed.
4. Take the three required proctored assessments at a participating implementation partner location.
5. Earn a minimum score on each of the three required assessments.
6. Receive the Florida Ready to Work Credential, signed by the Governor.

REFERENCES

Florida Ready to Work Data Analysis, 2006-07 ? 2014-15

Program Evaluation Project Number 2012/13-0193, Florida Department of Economic Opportunity, 2014

Florida Ready to Work Program Evaluation, Evergreen Solution and Florida Department of Education, 2010

Report on the Use, Effectiveness and Costs Associated with Training Opportunities and Related Services Provided to Reemployment Assistance Claimants, Florida Department of Economic Opportunity, 2012

Benefits of the Florida Ready to Work Credential, Mangum Economic Consulting, 2009

Florida Ready to Work Program Performance Report, Florida Department of Education, 2009

8. Provide the total cost of the project for FY 2016-17 from all sources of funding:

Federal: 0

State: 0 (Excluding the requested Total Amount in #4d, Column G)

Local: 0

Other: 0

9. Is this a multi-year project requiring funding from the state for more than one year?

Yes