

By the Committee on Commerce and Economic Opportunities

310-438-98

1                                   A bill to be entitled  
2           An act relating to workforce development;  
3           transferring and amending s. 288.9620, F.S.;  
4           providing legislative findings; creating the  
5           Workforce Development Board within Enterprise  
6           Florida, Inc.; providing for a board of  
7           directors and for officers and employees;  
8           providing duties of the board and of its board  
9           of directors; providing for reports and audits;  
10          requiring measures and standards of workforce  
11          development strategy; transferring and amending  
12          ss. 446.601, 446.602, 446.603, 446.604,  
13          446.605, 446.606, 446.607, F.S.; conforming  
14          terminology and cross-references; amending s.  
15          288.902, F.S.; deleting an obsolete  
16          cross-reference; providing an effective date.

17

18 Be It Enacted by the Legislature of the State of Florida:

19

20           Section 1. Sections 288.99, 288.9951, 288.9952,  
21 288.9953, 288.9954, 288.9955, 288.9956, and 288.9957, Florida  
22 Statutes, are designated as part XI of chapter 288, Florida  
23 Statutes, and the Division of Statutory Revision is requested  
24 to designate that part "Workforce Development Board."

25           Section 2. Section 288.9620, Florida Statutes, is  
26 transferred, renumbered as section 288.99, Florida Statutes,  
27 and amended to read:

28           (Substantial rewording of section. See  
29           s. 288.9620, F.S., for present text.)  
30           288.99 Workforce Development Board.--

31

1           (1) The Legislature finds that the growth and  
2 competitive strength of Florida's economy depend upon the  
3 state's ability to attract and support industries that add to  
4 the value of the state's social capital as well as to its  
5 economic capital. It is crucial to the retention and growth of  
6 these high-value-added industries to assure that skilled human  
7 resources are adequate in quality and quantity. The  
8 Legislature intends to adopt a uniform policy to guide  
9 education, training, and employment programs, so that the  
10 combined efforts of all the programs accomplish the following  
11 objectives:

12           (a) Provide for a skilled workforce to enable Florida  
13 to compete in a global economy.

14           (b) Respond to changes in technology and to emerging  
15 industries.

16           (c) Promote the development of market-driven programs  
17 through a planning and funding system based upon products of  
18 the Occupational Forecasting Conference created in s. 216.136.

19           (d) Base evaluations of program success on student and  
20 participant outcomes rather than processes.

21           (e) Coordinate state, federal, local, and private  
22 funds for maximum impact.

23           (f) Encourage the participation, education, and  
24 training of members of populations selected by state or  
25 federal policy to receive additional resources, guidance, or  
26 services. The selected populations must include people with  
27 disabilities or economic disadvantages, especially those who  
28 are participants in the WAGES Program, are eligible for public  
29 assistance, or are dislocated workers.

30           (2) There is created within the nonprofit corporate  
31 structure of Enterprise Florida, Inc., a nonprofit

1 public-private Workforce Development Board. The purpose of  
2 the Workforce Development Board, also known as the Jobs and  
3 Education Partnership, is to create a Florida economy  
4 characterized by better employment opportunities leading to  
5 higher wages by creating and maintaining a highly skilled  
6 workforce that responds to the rapidly changing technology and  
7 diversified market opportunities critical to this mission.

8 (3)(a) The Workforce Development Board shall be  
9 governed by a board of directors consisting of the following  
10 members:

- 11 1. The Commissioner of Education.
- 12 2. The Secretary of the Department of Elderly Affairs.
- 13 3. The Secretary of the Department of Children and  
14 Family Services.
- 15 4. The Secretary of the Department of Labor and  
16 Employment Security.
- 17 5. The Chancellor of the State University System or  
18 the Chancellor's designee.
- 19 6. The Executive Director of the State Community  
20 College System or the executive director's designee.
- 21 7. A member of the Senate, to be appointed by the  
22 President of the Senate as an ex officio member of the board  
23 and serve at the pleasure of the President.
- 24 8. A member of the House of Representatives, to be  
25 appointed by the Speaker of the House of Representatives as an  
26 ex officio member of the board and serve at the pleasure of  
27 the Speaker.
- 28 9. Eleven to 13 members from the public and private  
29 sectors who possess an understanding of the broad spectrum of  
30 education, training, and employment needs of the residents of  
31 the state, with the majority from the private sector, to be

1 appointed by the Governor, subject to Senate confirmation.  
2 Membership must be consistent with Pub. L. No. 97-300, as  
3 amended, including the requirement that organized labor  
4 representatives must constitute not less than 15 percent of  
5 the membership and represent those industries critical to the  
6 state's economic base, as well as that portion of the state's  
7 population which has limited employment skills and work  
8 experience. The members from the public sector must also  
9 include an occupational dean of a community college and a  
10 school district vocational director with responsibility for  
11 postsecondary programs. The members from the private sector  
12 must include a private business representative from a private  
13 industry council, at least one representative of a regional  
14 workforce development board, a representative of organized  
15 labor, as well as two representatives from licensed, private  
16 postsecondary institutions in the state currently  
17 participating in vocational education and job training  
18 programs provided that at least one of these members is  
19 recommended by the Florida Association of Postsecondary  
20 Schools and Colleges.

21 (b) Additional members may be appointed, subject to  
22 Senate confirmation, when necessary to conform to the  
23 requirements of the Job Training Partnership Act or the  
24 requirements of any other federal act establishing or  
25 designating a Human Resources Investment Council or other  
26 federal workforce development board.

27 (c) Private-sector members appointed by the Governor  
28 must be appointed for 4-year, staggered terms. Public-sector  
29 members appointed by the Governor must be appointed to 4-year  
30 terms. At least 50 percent of the Governor's appointees must  
31 be members of regional workforce development boards. The

1 regional workforce development boards may nominate members for  
2 the Governor's consideration.

3 (d) The chair of the board of directors of the  
4 Workforce Development Board and the vice chair of the board of  
5 directors of Enterprise Florida, Inc., shall jointly select a  
6 list of nominees for appointment to the board of directors of  
7 the Workforce Development Board from a slate of candidates  
8 submitted by Enterprise Florida, Inc. The chair of the board  
9 of directors of the Workforce Development Board and vice chair  
10 of the board of directors of Enterprise Florida, Inc., may  
11 request that additional candidates be submitted by the board  
12 of directors of Enterprise Florida, Inc., if the chair and  
13 vice chair cannot agree on a list of nominees submitted.  
14 Appointments to the board of directors of the Workforce  
15 Development Board shall be made by the Governor from the list  
16 of nominees jointly selected by the chair of the board of  
17 directors of the Workforce Development Board and vice chair of  
18 the board of directors of Enterprise Florida, Inc. Appointees  
19 shall represent all geographic regions of the state, including  
20 both urban and rural regions. The importance of minority and  
21 gender representation shall be considered when making  
22 nominations for each position on the board of directors of the  
23 Workforce Development Board. A vacancy on the board of  
24 directors of the Workforce Development Board shall be filled  
25 for the remainder of the unexpired term in the same manner as  
26 the original appointment.

27 (e) The Governor shall appoint members from the public  
28 sector and private sector to the board of directors of the  
29 Workforce Development Board within 30 days after the receipt  
30 of the nominations from the board of directors of Enterprise  
31 Florida, Inc.

1           (f) A member of the board of directors of the  
2 Workforce Development Board may be removed by the Governor for  
3 cause. Absence from three consecutive meetings results in  
4 automatic removal.

5           (4) The board of directors of the Workforce  
6 Development Board may appoint subcommittees to fulfill its  
7 responsibilities, to comply with federal requirements, or to  
8 obtain technical assistance and must incorporate members of  
9 regional workforce development boards and former boards and  
10 commissions into its structure. These subcommittees may  
11 provide the board of directors of the Workforce Development  
12 Board with technical advice, policy consultation, and  
13 information about workforce development issues.

14           (5)(a) The board of directors of the Workforce  
15 Development Board shall be chaired by a board member  
16 designated by the Governor.

17           (b) The president of the Workforce Development Board  
18 shall be hired by the president of Enterprise Florida, Inc.,  
19 and shall serve in the capacity of an executive director and  
20 secretary of the Workforce Development Board. The president of  
21 Enterprise Florida, Inc., shall hire any additional staff  
22 within the parameters established by the board of directors of  
23 Enterprise Florida, Inc.

24           (c) The board of directors of the Workforce  
25 Development Board shall meet at least quarterly and at other  
26 times upon call of its chair.

27           (d) A majority of the total current membership of the  
28 board of directors of the Workforce Development Board  
29 comprises a quorum of the board.

30           (e) A majority of those voting is required to organize  
31 and conduct the business of the Workforce Development Board,

1 except that a majority of the entire board of directors of the  
2 Workforce Development Board is required to adopt or amend the  
3 operational plan.

4 (f) Except as delegated or authorized by the board of  
5 directors of the Workforce Development Board, individual  
6 members have no authority to control or direct the operations  
7 of the Workforce Development Board or the actions of its  
8 officers and employees, including the president.

9 (g) The board of directors of the Workforce  
10 Development Board may delegate to its president those powers  
11 and responsibilities it deems appropriate.

12 (h) Members of the board of directors of the Workforce  
13 Development Board and its subcommittees shall serve without  
14 compensation, but these members, the president, and all  
15 employees of the Workforce Development Board may be reimbursed  
16 for all reasonable, necessary, and actual expenses, as  
17 determined by the board of directors of Enterprise Florida,  
18 Inc.

19 (i) The board of directors of the Workforce  
20 Development Board may establish an executive committee  
21 consisting of the chair and at least two additional board  
22 members selected by the board of directors. The executive  
23 committee shall have such authority as the board of directors  
24 of the Workforce Development Board delegates to it, except  
25 that the board of directors may not delegate to the executive  
26 committee authority to take action that requires approval by a  
27 majority of the entire board of directors.

28 (j) Each member of the board of directors of the  
29 Workforce Development Board who is not otherwise required to  
30 file a financial disclosure pursuant to s. 8, Art. II of the  
31

1 State Constitution or s. 112.3144 must file disclosure of  
2 financial interests pursuant to s. 112.3145.

3 (6) The Workforce Development Board shall have all the  
4 powers and authority, not explicitly prohibited by statute,  
5 necessary or convenient to carry out and effectuate the  
6 purposes of this section, as well as its functions, duties,  
7 and responsibilities, including, but not limited to, the  
8 following:

9 (a) Advising and assisting in the formulation and  
10 coordination of the state's economic policy regarding  
11 workforce development critical to achieve the purposes of the  
12 board, as stated in this section and consistent with the  
13 policies of the board of directors of Enterprise Florida, Inc.

14 (b) Using a corporate seal.

15 (c) Advising and assisting in developing the state's  
16 strategic workforce development plan and subsequent  
17 implementation plans as part of the strategic economic  
18 development plan of Enterprise Florida, Inc.

19 (d) Designing the state's workforce development  
20 strategy as the state's Human Resource Investment Council,  
21 recommending a market-driven, placement-based,  
22 community-managed, and customer-focused workforce development  
23 system and promoting that system's implementation at the state  
24 and local level. The strategy should establish standards and  
25 measures for job placement cost, direct customer service  
26 costs, and overall service delivery costs to measure  
27 performance for various categories of workers as well as  
28 performance when taking into account the difficulties  
29 confronted by workers. Unless otherwise required by federal  
30 law, at least 90 percent of the funding covered by this  
31 strategy must go into direct customer service costs. Of the



1 allowable administrative overhead, appropriate amounts shall  
2 be expended to procure independent job placement performance  
3 evaluations.

4 (e) Evaluating the performance and effectiveness of  
5 Florida's workforce development programs.

6 (f) Reporting to the board of directors of Enterprise  
7 Florida, Inc., regarding its recommendations, functions,  
8 duties, and responsibilities.

9 (g) Soliciting, borrowing, accepting, receiving,  
10 investing, and expending funds from any public or private  
11 source.

12 (h) Contracting with public and private entities as  
13 necessary to further the directives of this section, except  
14 that any contract made with an organization represented on the  
15 board of directors of Enterprise Florida, Inc., or on the  
16 board of directors of the Workforce Development Board must be  
17 approved by a two-thirds vote of the entire board of directors  
18 of the Workforce Development Board, and, if applicable, the  
19 board member representing such organization shall abstain from  
20 voting. No more than 65 percent of the dollar value of all  
21 contracts or other agreements entered into in any fiscal year,  
22 exclusive of grant programs, shall be made with an  
23 organization represented on the board of directors of  
24 Enterprise Florida, Inc., or the board of directors of the  
25 Workforce Development Board. An organization represented on  
26 the board of directors of the Workforce Development Board or  
27 on the board of directors of Enterprise Florida, Inc., may not  
28 enter into a contract to receive a state-funded economic  
29 development incentive or similar grant, unless such incentive  
30 award is specifically endorsed by a two-thirds vote of the  
31 entire board of directors of the Workforce Development Board.

1 The member of the board of directors of the Workforce  
2 Development Board representing such organization, if  
3 applicable, shall abstain from voting and refrain from  
4 discussing the issue with other members of the board. No more  
5 than 50 percent of the dollar value of grants issued by the  
6 board in any fiscal year may go to businesses associated with  
7 members of the board of directors of the Workforce Development  
8 Board.

9 (i) Approving an annual budget.

10 (j) Carrying forward any unexpended state  
11 appropriations into succeeding fiscal years.

12 (k) Providing an annual report to the board of  
13 directors of Enterprise Florida, Inc., by November 1 which  
14 includes a copy of an annual financial and compliance audit of  
15 its accounts and records conducted by an independent certified  
16 public accountant and performed in accordance with rules  
17 adopted by the Auditor General.

18 (l) Serving as the designated State Human Resource  
19 Investment Council, as described in Pub. L. No. 102-367, Title  
20 VII, with responsibility for policy, planning, and  
21 accountability for the state's workforce development strategy.

22 (m) Working with affected communities, councils, and  
23 agencies to develop and implement a transition plan  
24 consolidating and coordinating these groups and their funding  
25 into the state's workforce development strategy.

26 (n) Implementing a charter process that uses regional  
27 workforce development boards whose membership,  
28 responsibilities, and authority must be consistent with  
29 federal and state law. Such charter process must align local  
30 workforce groups' resources and services under the regional  
31 workforce development boards' plans to eliminate unwarranted

1 duplication, minimize administrative costs, and increase  
2 responsiveness to business, communities, and workers.

3 (o) Identifying resources that can be directed to  
4 charters and designs that can make state expenditures more  
5 job-placement-focused and performance-based.

6 (p) Establishing procedures to award resources and  
7 incentives to chartered communities and to measure the job  
8 placement outcomes of those charters, rewarding positive  
9 outcomes, and penalizing negative outcomes, ultimately  
10 revoking failing charters. Notwithstanding s. 216.351, to  
11 allow time for documenting program performance, funds  
12 allocated for the incentives provided in this section and s.  
13 239.249 must be carried forward to the next fiscal year and  
14 must be awarded for the current year's performance, unless  
15 federal law requires the funds to revert at the year's end.

16 (q) Developing workforce development innovations in  
17 consultation with business, labor, community groups, workforce  
18 development groups, educational institutions, research groups,  
19 and agencies.

20 (7) The Workforce Development Board may take any  
21 action that it deems necessary to achieve the purposes of this  
22 section and consistent with the policies of the board of  
23 directors of Enterprise Florida, Inc., in partnership with  
24 private enterprises, public agencies, and other organizations.  
25 The Workforce Development Board shall advise and make  
26 recommendations to the board of directors of Enterprise  
27 Florida, Inc., and through that board of directors to the  
28 State Board of Education and the Legislature concerning action  
29 needed to bring about the following benefits to the state's  
30 social and economic resources:

31

1           (a) A state employment, education, and training policy  
2 that ensures that programs to prepare workers are responsive  
3 to present and future business and industry needs and  
4 complement the initiatives of the boards of Enterprise  
5 Florida, Inc.

6           (b) A funding system that provides incentives to  
7 improve the outcomes of vocational education programs, and of  
8 registered apprenticeship and work-based learning programs,  
9 and that focuses resources on occupations related to new or  
10 emerging industries that add greatly to the value of the  
11 state's economy.

12           (c) A comprehensive approach to the education and  
13 training of target populations such as those who have  
14 disabilities, are economically disadvantaged, receive public  
15 assistance, are not proficient in English, or are dislocated  
16 workers. This approach should ensure the effective use of  
17 federal, state, local, and private resources in reducing the  
18 need for public assistance.

19           (d) The designation of institutes of applied  
20 technology composed of postsecondary institutions working  
21 together with business and industry to ensure that technical  
22 and vocational education programs use the most advanced  
23 technology and instructional methods available and respond to  
24 the changing needs of business and industry.

25           (e) A system to project and evaluate labor market  
26 supply and demand using the results of the Occupational  
27 Forecasting Conference created in s. 216.136 and the career  
28 education performance standards identified in s. 239.233.

29           (f) A review of the performance of public programs  
30 that are responsible for economic development, education,  
31

1 employment, and training. The review must include an analysis  
2 of the return on investment of these programs.

3 (8) By December 1 of each year, Enterprise Florida,  
4 Inc., shall submit to the Governor, the President of the  
5 Senate, the Speaker of the House of Representatives, the  
6 Senate Minority Leader, and the House Minority Leader a  
7 complete and detailed report by the Workforce Development  
8 Board setting forth:

9 (a) The audit in subsection (9), if conducted.

10 (b) The operations and accomplishments of the  
11 partnership including the programs or entities listed in  
12 subsection (7).

13 (9) The Auditor General may, pursuant to his or her  
14 own authority or at the direction of the Legislative Auditing  
15 Committee, conduct an audit of the Workforce Development Board  
16 or the programs or entities created by the Workforce  
17 Development Board.

18 (10) The Workforce Development Board, in collaboration  
19 with the regional workforce development boards, the Office of  
20 Program Policy Analysis and Government Accountability, and  
21 appropriate state agencies and local public and private  
22 service providers, must establish uniform measures and  
23 standards, to gauge the performance of the workforce  
24 development strategy. These measures and standards must be  
25 organized into three outcome tiers.

26 (a) The first tier must be organized to provide  
27 benchmarks for systemwide outcomes. The Workforce Development  
28 Board must, in collaboration with the Office of Program Policy  
29 Analysis and Government Accountability, establish goals for  
30 the tier one outcomes. The resources of the University of  
31 Florida Bureau of Economics and Business Research, the

1 Department of Labor and Employment Security, the Commission on  
2 Government Accountability to the People, the Florida Education  
3 and Training Placement Information Program, and the  
4 Occupational Forecasting Conference, as well as any other  
5 relevant federal, state, or private sources, may be consulted  
6 for assistance in establishing standards and measures, for  
7 providing data collection and ensuring data reliability, or  
8 for data evaluation and interpretation by the Workforce  
9 Development Board. Systemwide outcomes may include employment  
10 in occupations demonstrating continued growth in wages,  
11 continued employment after 3, 6, 12, and 24 months, reduction  
12 in and elimination of public assistance reliance, job  
13 placement, employer satisfaction, and positive return on  
14 investment of public resources.

15 (b) The second tier must be organized to provide a set  
16 of benchmark outcomes for each of the four strategic  
17 components of the workforce development strategy. A set of  
18 standards and measures must be developed for One-Stop Career  
19 Centers, School-to-Work, Welfare-to-Work, and High Skills/High  
20 Wage, targeting the specific goals of that particular  
21 strategy. Cost per entered employment, earnings at placement,  
22 retention in employment, job placement, and entered employment  
23 rate must be included among the performance outcome measures.  
24 The resources of the University of Florida Bureau of Economics  
25 and Business Research, the Department of Labor and Employment  
26 Security, the Commission on Government Accountability to the  
27 People, the Florida Education and Training Placement  
28 Information Program, and the Occupational Forecasting  
29 Conference, as well as any other relevant federal, state, or  
30 private sources, may be consulted for assistance in  
31 establishing standards and measures, for providing data

1 collection and ensuring data reliability, or for data  
2 evaluation and interpretation by the Workforce Development  
3 Board.

4 1. Appropriate measures for One-Stop Career Centers  
5 may include direct job placements at minimum wage, at a wage  
6 level established by the Occupational Forecasting Conference,  
7 and at a wage level above the level established by the  
8 Occupational Forecasting Conference.

9 2. Appropriate measures for the School-to-Work  
10 component may include the number of students enrolling and  
11 completing work-based programs including apprenticeship  
12 programs, job placement rate, job retention rate, wage at  
13 placement, and wage growth.

14 3. Welfare-to-Work measures may include job placement  
15 rate, job retention rate, wage at placement, wage growth,  
16 reduction and elimination of reliance on public assistance,  
17 and savings resulting from reduced reliance on public  
18 assistance.

19 4. High Skills/High Wage measures may include job  
20 placement rate, job retention rate, wage at placement, and  
21 wage growth.

22 (c) A third tier of measures and standards shall be  
23 the operational and output measures to be used by the agency  
24 implementing programs, and it may be specific to federal  
25 requirements. The tier three standards must be developed by  
26 the agencies implementing programs, and the Workforce  
27 Development Board may be consulted in this effort. Such  
28 outputs must be reported to the board by the appropriate  
29 implementing agency.

30 (d) Regional differences must be reflective of the  
31 establishment of performance goals and may include job

1 availability, unemployment rates, average worker wage, and  
2 available employable population. All performance goals must be  
3 derived from the goals, principles, and strategies established  
4 in the Workforce Florida Act of 1996.

5 (e) Job placement must be reported pursuant to s.  
6 229.8075. Positive outcomes for providers of education and  
7 training must be consistent with ss. 239.233 and 239.245.

8 (f) The uniform measures of success that are adopted  
9 by the Workforce Development Board or the regional workforce  
10 development boards must be developed in a manner that provides  
11 for an equitable comparison of the relative success or failure  
12 of any service provider in terms of positive outcomes.

13 (g) By October 15 of each year, the Workforce  
14 Development Board must provide the Legislature with a report  
15 detailing the performance of Florida's workforce development  
16 system, as reflected in the three-tier measurement system.  
17 Additionally, this report must benchmark Florida outcomes, at  
18 all tiers, against other states that collect data similarly.

19 Section 3. Section 446.601, Florida Statutes, is  
20 transferred, renumbered as section 288.9951, Florida Statutes,  
21 and amended to read:

22 288.9951 ~~446.601~~ Short title; legislative intent.--

23 (1) This section may be cited as the "Workforce  
24 Florida Act of 1996."

25 (2) The goal of this section is to utilize the  
26 workforce development system to upgrade dramatically  
27 Floridians' workplace skills, economically benefiting the  
28 workforce, employers, and the state.

29 (3) These principles should guide the state's efforts:

30 (a) Floridians must upgrade their skills to succeed in  
31 today's workplace.



1 (b) In business, workforce skills are the key  
2 competitive advantage.

3 (c) Workforce skills will be Florida's key  
4 job-creating incentive for business.

5 (d) Budget cuts, efficiency, effectiveness, and  
6 accountability mandate the consolidation of program services  
7 and the elimination of unwarranted duplication.

8 (e) Streamlined state and local partnerships must  
9 focus on outcomes, not process.

10 (f) Locally designed, customer-focused, market-driven  
11 service delivery works best.

12 (g) Job training curricula must be developed in  
13 concert with the input and needs of existing employers and  
14 businesses, and must consider the anticipated demand for  
15 targeted job opportunities, as specified by the Occupational  
16 Forecasting Conference under s. 216.136.

17 (h) Job placement, job retention, and  
18 return-on-investment should control workforce development  
19 expenditures and be a part of the measure for success and  
20 failure.

21 (i) Success will be rewarded and failure will have  
22 consequences.

23 (j) Job placement success will be publicly measured  
24 and reported to the Legislature.

25 (k) Apprenticeship programs, pursuant to s. 446.011,  
26 which provide a valuable opportunity for preparing citizens  
27 for productive employment, will be encouraged.

28 (4) The workforce development strategy shall be  
29 designed by the Workforce Development Board ~~Enterprise Florida~~  
30 ~~Jobs and Education Partnership~~ pursuant to s. 288.99 ~~s.~~  
31 ~~288.0475~~, and shall be centered around the four integrated

1 strategic components of One-Stop Career Centers,  
2 School-to-Work, Welfare-to-Work, and High Skills/High Wage  
3 Jobs.

4 (a) One-Stop Career Centers are the state's initial  
5 customer-service contact strategy for offering every Floridian  
6 access, through service sites, telephone, or computer  
7 networks, to the following services:

- 8 1. Job search, referral, and placement assistance.
- 9 2. Career counseling and educational planning.
- 10 3. Consumer reports on service providers.
- 11 4. Recruitment and eligibility determination.
- 12 5. Support services, including child care and  
13 transportation.
- 14 6. Employability skills training.
- 15 7. Adult education and basic skills training.
- 16 8. Technical training leading to a certification and  
17 degree.
- 18 9. Claim filing for unemployment compensation  
19 services.
- 20 10. Temporary income, health, nutritional, and housing  
21 assistance.
- 22 11. Child care and transportation assistance to gain  
23 employment.
- 24 12. Other appropriate and available workforce  
25 development services.

26 (b) School-to-Work is the state's youth and adult  
27 workforce education strategy for coordinating business,  
28 education, and the community to support students in achieving  
29 long-term career goals, and for ensuring the workforce is  
30 prepared with the academic and occupational skills required  
31 for success.

1 (c) Welfare-to-Work is the state's strategy for  
2 encouraging self-sufficiency and minimizing dependence upon  
3 public assistance by emphasizing job placement and transition  
4 support services for welfare recipients.

5 (d) High Skills/High Wage is the state's strategy for  
6 aligning education and training programs with the Occupational  
7 Forecasting Conference under s. 216.136, for meeting the job  
8 demands of the state's existing businesses, and for providing  
9 a ready workforce which is integral to the state's economic  
10 development goal of attracting new and expanding businesses.

11 (5) The workforce development system shall utilize a  
12 charter process approach aimed at encouraging local design and  
13 control of service delivery and targeted activities. The  
14 Workforce Development Board ~~Enterprise Florida Jobs and~~  
15 ~~Education Partnership~~ shall be responsible for granting  
16 charters to regional workforce development boards which have a  
17 membership consistent with the requirements of federal and  
18 state law and which have developed a plan consistent with the  
19 state's workforce development strategy and with the strategic  
20 components of One-Stop Career Centers, School-to-Work,  
21 Welfare-to-Work, and High Skills/High Wage. The plan shall  
22 specify methods for allocating the resources and programs in a  
23 manner that eliminates unwarranted duplication, minimizes  
24 administrative costs, meets the existing job market demands  
25 and the job market demands resulting from successful economic  
26 development activities, ensures access to quality workforce  
27 development services for all Floridians, and maximizes  
28 successful outcomes. As part of the charter process, the  
29 Workforce Development Board ~~Enterprise Florida Jobs and~~  
30 ~~Education Partnership~~ shall establish incentives for effective  
31 coordination of federal and state programs, outline rewards

1 for successful job placements, and institute collaborative  
2 approaches among local service providers. Local  
3 decisionmaking and control shall be important components for  
4 inclusion in this charter application.

5 Section 4. Section 446.602, Florida Statutes, is  
6 transferred, renumbered as section 288.9952, Florida Statutes,  
7 and amended to read:

8 288.9952 ~~446.602~~ Regional workforce development  
9 boards.--

10 (1) One regional workforce development board shall be  
11 appointed in each designated service delivery area. The  
12 membership and responsibilities of the board shall be  
13 consistent with Pub. L. No. 97-300, as amended. The board  
14 shall be appointed by the chief elected official or his or her  
15 designee of the local county or city governing bodies or  
16 consortiums of county and/or city governmental units that  
17 exist through interlocal agreements and shall include:

18 (a) At least 51 percent of the members of each board  
19 being from the private sector and being chief executives,  
20 chief operating officers, owners of business concerns, or  
21 other private sector executives with substantial management or  
22 policy responsibility.

23 (b) Representatives of organized labor and  
24 community-based organizations, who shall constitute not less  
25 than 15 percent of the board members.

26 (c) Representatives of educational agencies, including  
27 presidents of local community colleges, superintendents of  
28 local school districts, licensed private postsecondary  
29 educational institutions participating in vocational education  
30 and job training in the state and conducting programs on the  
31 Occupational Forecasting Conference list or a list validated

1 by the regional workforce development board; vocational  
2 rehabilitation agencies; economic development agencies; public  
3 assistance agencies; and public employment service. One of  
4 the representatives from licensed private postsecondary  
5 educational institutions shall be from a degree-granting  
6 institution, and one from an institution offering certificate  
7 or diploma programs. One of these members shall be a  
8 nonprofit, community-based organization which provides direct  
9 job training and placement services to hard-to-serve  
10 individuals including the target population of people with  
11 disabilities.

12

13 The current Private Industry Council may be restructured, by  
14 local agreement, to meet the criteria for a regional workforce  
15 development board.

16 (2) In addition to the duties and functions specified  
17 by the Workforce Development Board ~~Enterprise Florida Jobs and~~  
18 ~~Education Partnership~~ and by the interlocal agreement approved  
19 by the local county or city governing bodies, the regional  
20 workforce development board shall have the following  
21 responsibilities:

22 (a) Review, approve, and ratify the local Job Training  
23 Partnership Act plan which also must be signed by the chief  
24 elected officials.

25 (b) Conclude agreements necessary to designate the  
26 fiscal agent and administrative entity.

27 (c) Complete assurances required for the Workforce  
28 Development Board ~~Enterprise Florida Jobs and Education~~  
29 ~~Partnership~~ charter process and provide ongoing oversight  
30 related to administrative costs, duplicated services, career  
31

1 counseling, economic development, equal access, compliance and  
2 accountability, and performance outcomes.

3 (3) The Workforce Development Board ~~Enterprise Florida~~  
4 ~~Jobs and Education Partnership~~ shall, ~~by January 1, 1997,~~  
5 design and implement a training program for the regional  
6 workforce development boards to familiarize board members with  
7 the state's workforce development goals and strategies.

8  
9 The regional workforce development board shall designate all  
10 local service providers and shall not transfer this authority  
11 to a third party. In order to exercise independent oversight,  
12 the regional workforce development board shall not be a direct  
13 provider of intake, assessment, eligibility determinations, or  
14 other direct provider services.

15 Section 5. Section 446.603, Florida Statutes, is  
16 transferred, renumbered as section 288.9953, Florida Statutes,  
17 and amended to read:

18 288.9953 ~~446.603~~ Untried Worker Placement and  
19 Employment Incentive Act.--

20 (1) This section may be cited as the "Untried Worker  
21 Placement and Employment Incentive Act."

22 (2) For purposes of this section, the term "untried  
23 worker" means a person who is a hard-to-place participant in  
24 the welfare-to-work programs of the Department of Labor and  
25 Employment Security or the Department of Children and Family  
26 ~~Health and Rehabilitative~~ Services because they have  
27 limitations associated with the long-term receipt of welfare  
28 and difficulty in sustaining employment.

29 (3) The Department of Labor and Employment Security  
30 and the Department of Children and Family ~~Health and~~  
31 ~~Rehabilitative~~ Services, working with the Workforce

1 Development Board ~~Enterprise Florida Jobs and Education~~  
2 ~~Partnership~~, shall develop five Untried Worker Placement and  
3 Employment Incentive pilot projects in at least five different  
4 counties.

5 (4) In these pilots, incentive payments will be made  
6 to for-profit or not-for-profit agents selected by the  
7 regional workforce development boards who successfully place  
8 untried workers in full-time employment for 6 months with an  
9 employer after the employee successfully completes a  
10 probationary placement of no more than 6 months with that  
11 employer. Full-time employment that includes health care  
12 benefits will receive an additional incentive payment.

13 (5) The for-profit and not-for-profit agents shall  
14 contract to provide services for no more than 1 year.  
15 Contracts may be renewed upon successful review by the  
16 contracting agent.

17 (6) The Department of Labor and Employment Security  
18 and the Department of Children and Family Health and  
19 ~~Rehabilitative~~ Services, working with the Workforce  
20 Development Board ~~Enterprise Florida Jobs and Education~~  
21 ~~Partnership~~, shall develop an incentive schedule that costs  
22 the state less per placement than the state's 12-month  
23 expenditure on a welfare recipient.

24 (7) During an untried worker's probationary placement,  
25 the for-profit or not-for-profit agent shall be the employer  
26 of record of that untried worker, and shall provide workers'  
27 compensation and unemployment compensation coverage as  
28 provided by law. The business employing the untried worker  
29 through the agent may be eligible to apply for any tax  
30 credits, wage supplementation, wage subsidy, or employer  
31 payment for that employee that are authorized in law or by

1 agreement with the employer. After satisfactory completion of  
2 such a probationary period, an untried worker shall not be  
3 considered an untried worker.

4 (8) This section shall not be used for the purpose of  
5 displacing or replacing an employer's regular employees, and  
6 shall not interfere with executed collective bargaining  
7 agreements. Untried workers shall be paid by the employer at  
8 the same rate as similarly situated and assessed workers in  
9 the same place of employment.

10 (9) An employer that demonstrates a pattern of  
11 unsuccessful placements shall be disqualified from  
12 participation in these pilots because of poor return on the  
13 public's investment.

14 (10) The Department of Labor and Employment Security  
15 and the Department of Children and Family Health and  
16 ~~Rehabilitative~~ Services, working with the Workforce  
17 Development Board ~~Enterprise Florida Jobs and Education~~  
18 ~~Partnership~~, may offer to any employer that chooses to employ  
19 untried workers such incentives and benefits that are  
20 available and provided in law, as long as the long-term, cost  
21 savings can be quantified with each such additional  
22 inducement.

23 (11) Unless otherwise reenacted, this section shall be  
24 repealed on July 1, 1999.

25 Section 6. Section 446.604, Florida Statutes, is  
26 transferred, renumbered as section 288.9954, Florida Statutes,  
27 and amended to read:

28 288.9954 ~~446.604~~ One-Stop Career Centers.--

29 (1) The Department of Management Services shall  
30 coordinate among the agencies a plan for a One-Stop Career  
31 Center Electronic Network made up of One-Stop Career Centers



1 that are operated by the Department of Labor and Employment  
2 Security, the Department of Children and Family Health and  
3 ~~Rehabilitative~~ Services, the Department of Education, and  
4 other authorized public or private for-profit or  
5 not-for-profit agents. The plan shall identify resources  
6 within existing revenues to establish and support such  
7 electronic network for service delivery that includes the  
8 Florida Communities Network.

9 (2) The network shall assure that a uniform method is  
10 used to determine eligibility for and management of services  
11 provided by agencies that conduct workforce development  
12 activities. The Department of Management Services shall  
13 develop strategies to allow access to the databases and  
14 information management systems of the following systems in  
15 order to link information in those databases with the One-Stop  
16 Career Centers:

17 (a) The Unemployment Compensation System of the  
18 Department of Labor and Employment Security.

19 (b) The Job Service System of the Department of Labor  
20 and Employment Security.

21 (c) The FLORIDA System and the components related to  
22 Aid to Families with Dependent Children, food stamps, and  
23 Medicaid eligibility.

24 (d) The Workers' Compensation System of the Department  
25 of Labor and Employment Security.

26 (e) The Student Financial Assistance System of the  
27 Department of Education.

28 (f) Enrollment in the public postsecondary education  
29 system.

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1 The systems shall be fully coordinated at both the state and  
2 local levels by July 1, 1999.

3 Section 7. Section 446.605, Florida Statutes, is  
4 transferred, renumbered as section 288.9955, Florida Statutes,  
5 and amended to read:

6 288.9955 ~~446.605~~ Applicability of Workforce Florida  
7 Act of 1996.--Unless otherwise provided herein, the Workforce  
8 Florida Act of 1996 shall apply to the State Human Resource  
9 Investment Council and any regional workforce development  
10 boards in existence on the effective date of such act.  
11 Regional workforce development boards shall be reconstituted,  
12 if necessary, to meet the requirements of the Workforce  
13 Florida Act of 1996. In addition, the Workforce Development  
14 Board ~~Enterprise Florida Jobs and Education Partnership~~ shall  
15 review each charter granted prior to the effective date of the  
16 Workforce Florida Act of 1996 to assure its compliance with  
17 the provisions of such act.

18 Section 8. Section 446.606, Florida Statutes, is  
19 transferred, renumbered as section 288.9956, Florida Statutes,  
20 and amended to read:

21 288.9956 ~~446.606~~ Designation of primary service  
22 providers.--Designation of primary service providers shall not  
23 be made until the regional workforce development boards have  
24 been reconstituted in compliance with the Workforce Florida  
25 Act of 1996.

26 Section 9. Section 446.607, Florida Statutes, is  
27 transferred, renumbered as section 288.9957, Florida Statutes,  
28 and amended to read:

29 288.9957 ~~446.607~~ Consultation, consolidation, and  
30 coordination.--The Workforce Development Board ~~Enterprise~~  
31 ~~Florida Jobs and Education Partnership~~ and any state public

1 assistance policy board established pursuant to law shall  
2 consult with each other in developing each of their statewide  
3 implementation plans and strategies. The regional workforce  
4 development boards and any local public assistance policy  
5 boards established pursuant to law may elect to consolidate  
6 into one board provided that the consolidated board membership  
7 complies with the requirements of Pub. L. No. 97-300, as  
8 amended, and with any other law delineating the membership  
9 requirements for either of the separate boards. The regional  
10 workforce development boards and any respective local public  
11 assistance policy board established pursuant to law shall  
12 collaboratively coordinate, to the maximum extent possible,  
13 the local services and activities provided by and through each  
14 of these boards and their designated local service providers.

15 Section 10. Subsection (5) of section 288.902, Florida  
16 Statutes, is amended to read:

17 288.902 Enterprise Florida Nominating Council.--

18 (5) Notwithstanding the provisions of ss. 288.901,  
19 288.9412, 288.9512, and 288.9611, ~~and 288.9620~~ regarding the  
20 process of selecting nominees for a board, all nominations  
21 shall be conducted in accordance with the provisions of this  
22 section. All statutory requirements of board members and all  
23 statutory requirements regarding the composition of all boards  
24 shall be considered and complied with throughout the  
25 nominating process.

26 Section 11. This act shall take effect upon becoming a  
27 law.

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SENATE SUMMARY

Consolidates provisions relating to workforce development into a single part of ch. 288, F.S. Restates and revises the organization, powers, and duties of the Workforce Development Board within Enterprise Florida, Inc. Provides for appointment of its board of directors. Provides duties of that board of directors and of the board of directors of Enterprise Florida, Inc.