

CAREERSOURCE FLORIDA TOTAL TALENT SOLUTION

Presenters



Andrew Collins

COO & CFO



**Andra Cornelius,
CEcD**

Senior Vice President,
Business & Workforce
Development



Carmen Hilbert

Director, Business &
Workforce Development



Malissa Counts

Grants Manager



Tanya Joyner

Grants Specialist

Our Goal

Increase the prosperity of workers and employers;
reduce welfare dependency; increase economic
self-sufficiency; meet employer needs; and enhance
productivity and competitiveness.

WHAT WE DO

For Career Seekers

Our programs benefit a wide variety of job seekers, including veterans, students and candidates with advanced and/or specialized degrees. We help with:



*Developing a
compelling
resume*



*Preparing for
interviews*



*Researching
companies and
openings*



*Training for a
high-demand
career*



*Hosting
recruitment
events*

WHAT WE DO

For Businesses

Our workforce professionals help employers of all sizes recruit, hire, train and retain their greatest asset – their employees. Based on a company's individual needs, we provide guidance through every step of the hiring process:



*Accessing local
and state labor
market data*



*Reviewing
resumes and
screening
candidates*



*Scheduling
interviews*



*Hosting
recruiting
events*



*Providing
customized
training*

Financial Resources for Florida Businesses



Required Statutory Analysis Every Three Years

Office of Program Policy Analysis and Government Accountability and Office of Economic Demographic Research

- As required by Section 288.0001, F.S., the Office of Program Analysis and Government Accountability (OPPAGA) and the Office of Economic Demographic Research are required to provide a detailed analysis of state economic development programs
- OPPAGA must evaluate each program for effectiveness and value to the state's taxpayers and include recommendations for consideration by the Governor and Legislature
- Currently under review and expected to receive the results in December 2021

HB 1507 – Reimagining Education and Career Help Act

Provides additional guidance related to the prioritization of IWT participants.

Priority will be given in the following order:

- **Businesses that provide employees with opportunities to acquire new or improved skills by earning a credential on the Master Credentials List**
- **Hospitals operated by nonprofit or local government entities that provide nursing opportunities to acquire new or improved skills**
- **Businesses whose grant proposals represent a significant upgrade in employee skills**

HB 1507 – Reimagining Education and Career Help Act

- **Businesses with 25 employees or fewer, businesses in rural areas, and businesses in distressed inner-city areas**
- **Businesses in a qualified targeted industry, businesses whose grant proposals represent a significant upgrade in employee skills, or businesses whose grant proposals represent a significant layoff avoidance strategy**

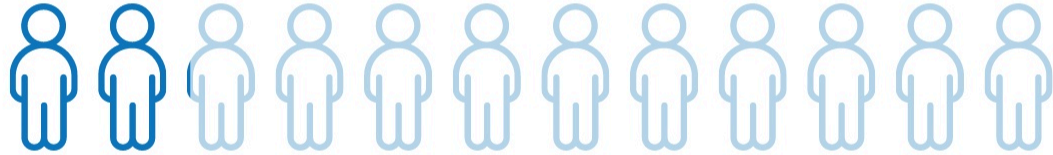
Incumbent Worker Training

Provides grant funding for training of incumbent employees at existing Florida businesses. The program also reimburses businesses that pay for pre-approved, direct, training-related costs.

Return on Investment: Post Training

2018/19 Trainees: 15 months post training wage increases

17%



Incumbent Worker Training



Incumbent Worker Training Program: Features

- Flexible to meet company needs
- Company selects training provider
- Twelve months to complete training
- Approved training costs reimbursed directly to company



Incumbent Worker Training Program: Business Eligibility

- Must be a “for-profit” business registered and operated in Florida for at least one year prior to application date
- Be a hospital operated by nonprofit or local government entities in the State of Florida
- Have at least one full-time employee
- Demonstrate financial viability
- Did not receive Incumbent Worker Training award during the current or previous program year

Incumbent Worker Training Program: Funding



Available for 2021-22
program year



Maximum grant
amount per company

Companies can be reimbursed up to 75% for pre-approved training costs

Incumbent Worker Training: Allowable Expenses



Tuition



Training/course costs



Textbooks and manuals



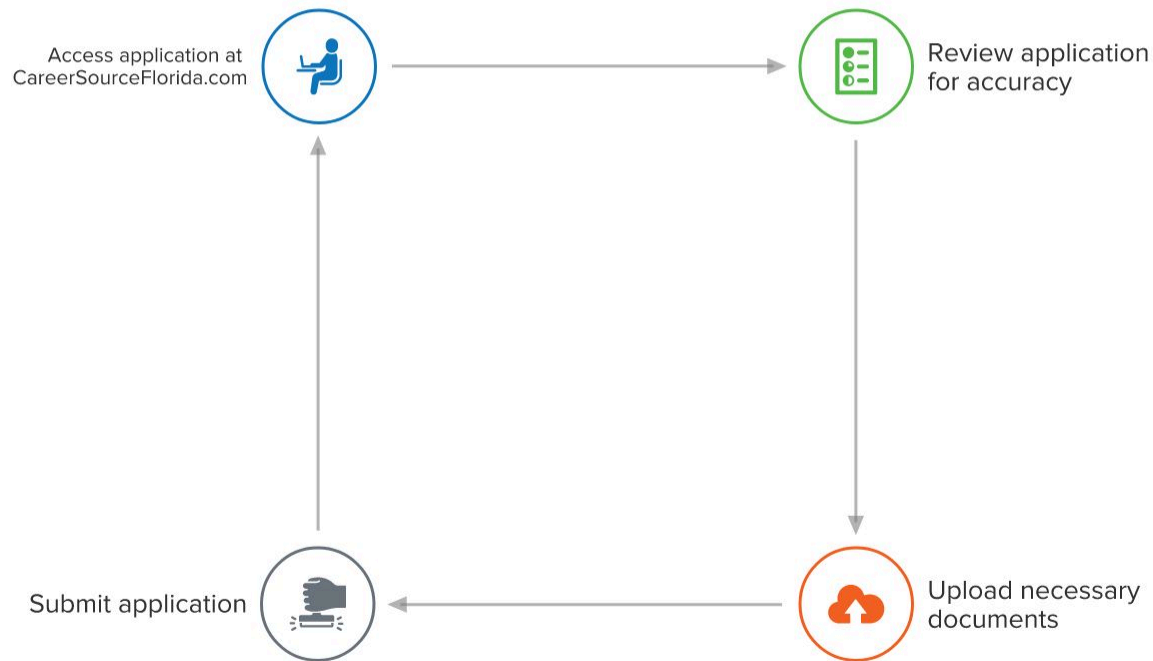
Instructors' wages



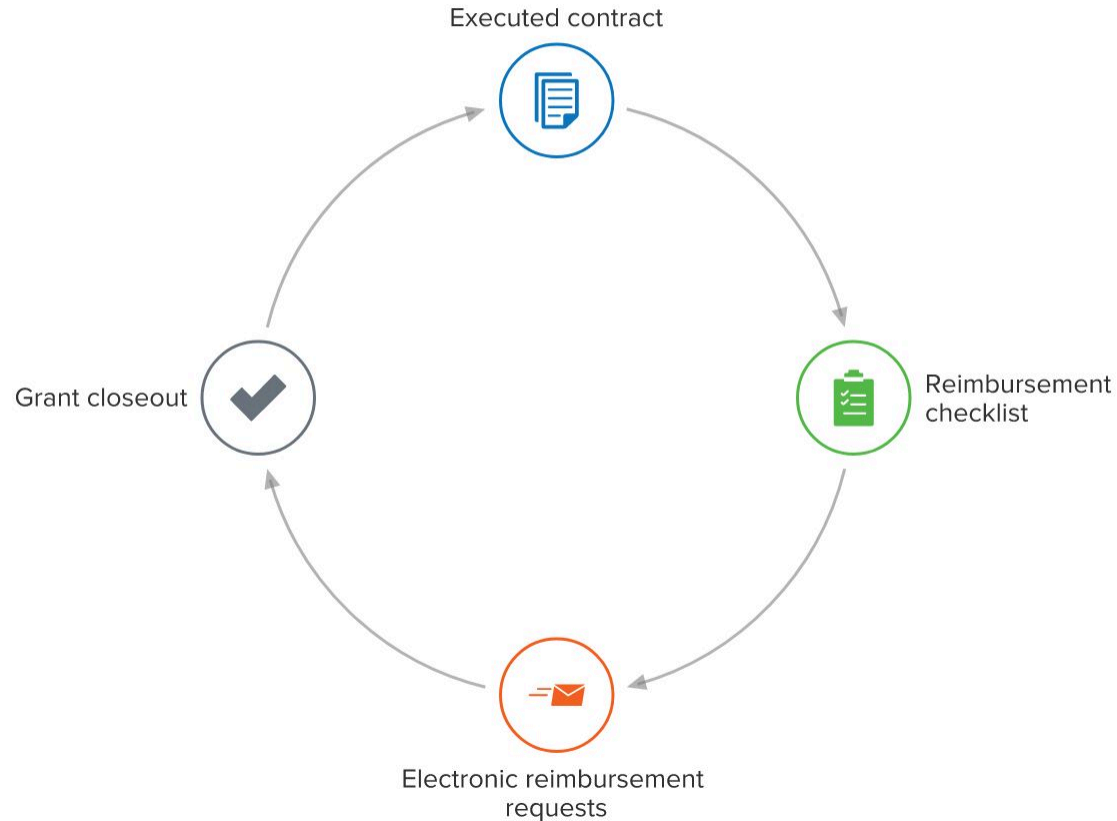
Curriculum development

***Limitations apply**

Four Key Steps to Apply



Four Key Steps for Reimbursement



QUESTIONS?