

# SENATE STAFF ANALYSIS AND ECONOMIC IMPACT STATEMENT

(This document is based only on the provisions contained in the legislation as of the latest date listed below.)

BILL: CS/SB 2050

SPONSOR: Fiscal Policy Committee, Senator King and Others

SUBJECT: Workforce Innovation Act of 2000

DATE: March 15, 2000 REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Hayes</u>	<u>Hadi</u>	<u>FP</u>	<u>Favorable/CS</u>
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____
5.	_____	_____	_____	_____

## I. Summary:

This bill implements the following recommendations of the Select Committee on Workforce Innovation:

- **Consolidate administration of workforce programs** by creating a single point of accountability for workforce programs at the state level, consolidating state and regional workforce boards and local WAGES coalitions, and clarifying relationships between workforce system components.
- **Realign workforce functions** by transferring specified workforce functions and staff from the Department of Labor and Employment Security to the Department of Management Services acting as the administrative entity for the new state-level workforce entity, Workforce Florida, Inc., and by separating workforce functions associated with the welfare transition program (WAGES) from the temporary cash assistance program.
- **Integrate and simplify workforce system funding** by integrating funding streams for core workforce functions and by creating an administrative entity--The Division of Workforce Administrative Support in the Department of Management Services (DMS)--to support the work of Workforce Florida, Inc.
- Improve the connection between the workforce system and the business community by funding innovative local economic development initiatives for needy families, developing marketing materials for employment opportunities in Florida, providing grants for work internships for needy youth, creating an initiative to address unique needs of small businesses, including information about local business needs in occupational forecasting, and revising the Quick Response Training Program to improve responsiveness to needs of the state's economy.
- **Improve workforce system service delivery** by enhancing integration and effectiveness of the one-stop delivery system, creating a workforce training institute to improve effectiveness of workforce system staff, and using staffing agencies, when appropriate, to extend workforce system services to specific target populations.

- **Improve the connection between Florida’s education system and the state’s economic development strategy** by creating the Careers for Florida’s Future Incentive Grant Program to encourage secondary and postsecondary students to choose careers that are linked to Florida economic future, creating an initiative to encourage delivery of adult basic and incumbent worker education services in the workplace, implementing a Better Jobs/Better Wages strategy to facilitate career advancement for incumbent workers, creating a matching grant program to increase use of Florida’s allocation of federal welfare-to-work funds for low-income workers, reviewing apprenticeship programs to expand access, creating pilot programs to assist incumbent workers with disabilities, ensuring parity between Associate in Science (AS) and Associate in Applied Science (AAS) degrees for purposes of licensure, and by creating a “response fund” for state and local workforce education and training providers to encourage responsiveness to local business workforce needs.
- **Strengthen Florida’s working poor families** by creating a new TANF-funded diversion group for needy families, extending relocation assistance to needy families, expanding the number of TANF-funded individual training accounts (ITAs), creating a \$1,000 cash assistance “severance benefit,” requiring cash assistance recipients who do have high school diplomas to pursue a GED as part of their work requirement, allowing adult basic education and GED study to count toward work activity requirements, extending cash assistance time limits for certain recipients, and providing incentives for employers to offer health insurance for their employees who participate in the welfare transition program.
- **Provide information essential to the success of Florida’s workforce system** by implementing an integrated management information system to support one-stop service delivery, establishing an Internet-based system to match employers with job seekers and provide timely local labor market information, and implementing debit card or smart card technology for workforce system services.

In addition to these provisions, this bill requires development and implementation of a transition plan for transfer of staff and functions to Workforce Florida, Inc., and the Division of Workforce Administrative Support in DMS, transfers the Untried Worker Program to Workforce Florida, Inc., increases from one year to two years the availability of transitional transportation benefits for welfare transition program participants, amends cash assistance eligibility requirements for qualified non-citizens to reflect changes in federal law and policy, changes the name and composition of the Occupational Forecasting Conference, modifies the Quick Response Training Program by placing it under the purview of Workforce Florida, Inc., includes brownfields as priority funding areas, and transfers the Displaced Homemaker Program from the Department of Education to the Workforce Florida, Inc., administrative entity.

A total of \$22.25 million in General Revenue and \$39.65 million of Temporary Assistance for Needy Families funds are appropriated to implement the requirements, programs and initiatives contained in the bill.

This bill substantially amends the following sections of Florida Statutes: 14.2015, 20.171, 20.22, 216.136(10), 239.105, 239.115, 239.229, 240.209, 240.312, 288.046, 288.047, 288.901, 288.9951, 288.9952, 288.9953, 288.9956, 402.3015, 409.942, 446.011, 446.045, and 446.50.

The bill repeals ss. 239.249, 288.9950, 288.9954, 288.9957, 288.9958, 288.9959, 414.015, 414.026, 414.0267, 414.027, 414.028, 414.029, 414.030, 414.055, 414.125, 414.25, and 414.38.

## II. Present Situation:

The Select Committee on Workforce Innovation identified the following aspects of the present situation that must be addressed:

### **Disconnect between the workforce system and the state's economic development strategy.**

The state's workforce development system is not adequately supporting the economic development strategy of the state by producing potential employees who are prepared to meet the current and future needs of Florida employers. Members of the Florida Chamber of Commerce rank workforce needs as their first priority for legislative action during the 2000 Session and accord workforce issues the same importance as they gave litigation reform during the 1999 Session.<sup>1</sup>

Pursuant to s. 239.229, F.S., vocational and adult education programs must have program standards and industry-driven benchmarks. Skills are developed for each occupation and are updated on an as-needed basis, which is usually every 3-5 years. Skill standards have not been updated recently for Associate in Science programs, but that process has begun in the community college system.

Currently universities are not required to have employer-validated skills standards. In the State University System, many programs have advisory boards to guide the types of curriculum which would be useful; however, not all programs have such advisory boards. In some cases, the advisory board is at the college level, rather than the program level.

In an effort to help address the connection between business needs and workforce initiatives, the Legislature in 1999 required each regional workforce development board to establish a high skills/high wages committee consisting of representatives from private-sector businesses and from the educational and workforce communities. The committees are directed under s. 288.9953(7), F.S., to make recommendations to the state Workforce Development Board on policies to enhance the responsiveness of high skills/high wages programs to business and economic development opportunities.

As part of its economic development efforts, Florida has in place a variety of programs that are designed to encourage the location of new businesses and support the expansion and retention of existing businesses in the state. In particular, the Quick-Response Training (QRT) Program, ss. 288.046 and 288.047, F.S., reflects the relationship between economic development and workforce issues. Under this program, specially tailored job training is provided on behalf of a new, expanding, or existing Florida business. The training is delivered through, and funds are allocated to, Florida's community colleges, school districts, area vocational-technical centers, state universities, and, under certain conditions, private post-secondary institutions. The instruction, which cannot exceed 18 months, must promote economic development by providing specialized entry-level skills to new workers or supplemental skills to current employees whose

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<sup>1</sup> Presentation to Select Committee on November 3, 1999, by Allen Brown, Director of Government Affairs, Florida Chamber of Commerce.

job descriptions are changing. Program funds may not be expended to subsidize the ongoing staff development program of any business or industry or to provide training related to retail businesses. The program is administered by Enterprise Florida, Inc., acting through its Workforce Development Board. Section 288.047(5), F.S., currently specifies that for the first six months of each fiscal year, Enterprise Florida, Inc., shall set aside 30 percent of the amount appropriated for the QRT Program by the Legislature to fund instructional programs for businesses located in an enterprise zone or to instruct residents of an enterprise zone.

**Insufficient number of potential employees with technical or professional skills to meet the needs of Florida employers.**

Florida's economy reflects the national shift from production-based to knowledge-based work. This shift requires an increase in the number of better-educated, higher-skilled employees. Advanced information and high-tech jobs are the fastest growing occupations in 21 of Florida's 24 workforce development regions.<sup>2</sup> More than 25,000 new high-tech jobs have been created in Florida since 1990, yet our 8<sup>th</sup> grade students ranked 31<sup>st</sup> in the nation in science and math test scores and the number of high-tech graduates of our public universities decreased by five percent during the same period.<sup>3</sup>

Florida has need-based and merit-based programs to assist students in attending postsecondary institutions. In addition, current scholarship and loan forgiveness programs encourage students to enter certain professions: teaching, nursing, occupational therapy, and physical therapy. No programs exist to encourage students to major in other programs that have a direct link to Florida's economic development.

One of the tools Florida employs to try and ensure that individuals are trained and educated for occupations in demand is the Occupational Forecasting Conference. Codified in s. 216.136(10), F.S., the conference is responsible for identifying demand for high-skill, high-wage jobs by occupation and industry. The principals on the conference include the Commissioner of Education, the Executive Office of the Governor, the director of the Office of Tourism, Trade, and Economic Development, the Secretary of Labor and Employment Security, and the coordinator of the legislative Office of Economic and Demographic Research. Originally utilized primarily to support the Performance-Based Incentive Funding Program, the conference today has assumed a broader role in Florida's workforce system. The conference develops a statewide targeted occupations list that is used in assessing training efforts of community colleges and school districts under Florida's Workforce Development Education Fund.

**Insufficient number of potential employees with adequate literacy skills, work ethic, and good work habits to meet the needs of Florida employers.**

Almost 25 percent of Floridians are without a high school diploma, and, of those, nearly 40 percent have less than a 9<sup>th</sup> grade education. Approximately 1.5 million Floridians speak little or no English.<sup>4</sup> The results of a State Adult Literacy Survey conducted by the Educational Testing

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<sup>2</sup> Florida Department of Labor and Employment Security, Bureau of Labor Market and Performance Information, *Florida Industry and Occupational Employment Projections, 1996-2006*.

<sup>3</sup> Jo Moskowitz, American Electronics Association presentation to Select Committee, January 11, 2000.

<sup>4</sup> 1990 United States Census.

Service in August 1994 concluded that no more than half of respondents from Florida could perform tasks above literacy level 2 (out of 5 levels).

In a September 1999 survey, 15,000 employers in northeast Florida were asked to identify the most common deficiency among their new hires. Without regard to employer size or type of industry, the most frequent response was work readiness skills, including work habits, acceptance of supervision, and work ethic. The next most frequent response was functional literacy.<sup>5</sup>

The Community Education Program created in s. 239.401, F.S., encouraged school boards to promote, coordinate, organize, and administer community education programs. The primary purpose of the program was to maximize the use of school facilities for community education activities, such as for before-school and after-school activities for children. When the grants for the community education coordinators ceased to be funded, the Department of Education stopped tracking the number of coordinators in the districts. While some school districts continued community education programs with other funding, the majority probably did not.

**Problems of welfare transition clients and other "working poor" Floridians related to wages and benefits, transportation, child care, and other employment support services.**

Florida's welfare reform initiative called "WAGES" (Work and Gain Economic Self-sufficiency) has reduced the public assistance caseload by 75 percent since October 1996. As of January 2000, fewer than 38,000 families that contain an able-bodied adult are receiving cash assistance.<sup>6</sup> More than 60 percent of the adults who have left public assistance are working, but only 40 percent are working full time. Average earnings of these former welfare recipients is less than \$10,000 per year. They have now joined millions of other Floridians who are living at the economic margin and share their need for better jobs with higher wages and health insurance, subsidized child care, transportation assistance, and family support services.

With the enactment of the WAGES Act in 1996, support services and benefits to assist families transition from welfare were included for both WAGES participants and families leaving the WAGES program due to employment. Chapter 414, F.S., provides for support services to assist participants in complying with work activity requirements, and transitional Medicaid, education and training, child care, and transportation for families that lose their temporary cash assistance due to earnings. Retention Incentive Training Accounts (s. 414.223, F.S.) were established during the 1999 Legislative Session to promote job retention and advancement.

Many working poor Floridians share several important common characteristics with former welfare recipients. However, working poor families have historically had less assistance available to them and have been less likely to use the public benefits that were available. The Florida Legislature began focusing on low-income families in the 1999 session with the establishment of several welfare diversion programs. Sections 414.157 through 414.159, F.S., provide funding for teen parent and pregnancy prevention programs in avoiding welfare and services and one-time payments to assist the following in avoiding welfare dependence:

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<sup>5</sup> Presentation to Select Committee on December 14, 1999, by Lyn Grafel, President, First Coast Workforce Development, Inc.

<sup>6</sup> FLASH Report for January 2000, Florida Department of Children and Family Services.

- victims of domestic violence and their children,
- families at risk of abuse and neglect or homelessness,
- families at risk of welfare dependency due to substance abuse or mental illness,

As a result of flexibility of the Temporary Assistance for Needy Families (TANF) block grant, states can develop new initiatives to help working families meet work expenses, provides for basic needs, benefit from their child support, and participate in education or training to advance in the workforce. Until now, the TANF funding stream was used to finance a program of basic cash assistance for poor families and a set of initiatives to help families enter or re-enter the workforce. Under the new policies, TANF can also be used to finance efforts that help low-wage families retain employment, escape poverty, and advance in the workforce. States can use TANF funds for child care, transportation, and work expenses for working families who have never been on welfare and provide support services for some or all low income working families.

### **Employers need for continual enhancement of employee skills.**

To remain competitive, employers must respond to advancements in technology and changes in the marketplace by modernizing equipment, reengineering production methods, and retooling business practices. These changes frequently require their employees to enhance their current job skills or acquire new ones. Both employers and employees need incumbent worker training that is tailored to meet their needs and available at convenient hours and reasonable cost. Fifteen percent of the funds received under Title I of the federal Workforce Investment Act are retained at the state level. Florida law specifies that such funds shall be dedicated to state administration and used to design, develop, induce, and fund innovative Individual Training Account pilots, demonstrations, and programs. Currently, Florida reserves five percent of these state-level funds for an Incumbent Worker Training Program to provide grant funding for continuing education and training of incumbent employees at existing businesses in the state. (See s. 288.9956(3), F.S.) For continuing workforce education courses in community colleges and school districts, state funding is set at 50 percent of the cost of instruction, with student fees, business support, quick-response training funds, or other sources making up the remainder.

### **Small business workforce needs.**

Less than 12 percent of all jobs in Florida are in businesses with fewer than 10 employees, but these businesses comprise 82 percent of all employers in Florida.<sup>7</sup> Most small business owners have limited resources to devote to human resource issues including recruitment and employee training. The workforce system should be prepared to respond to the particular needs of small businesses because these businesses have traditionally provided entry-level job opportunities for first-time wage earners. Also, new small businesses in Florida are being created by entrepreneurs in response to developments in advanced technology. These small businesses can grow quickly in response to the global marketplace and become a source for high wage/high skill jobs.

### **Strategic, effective, and innovative use of workforce system resources.**

Florida spends more than \$4.2 billion on programs related to workforce development, of which \$3.6 billion (87 percent) is spent within the education system. Yet, the state spends more than

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<sup>7</sup> Bureau of Labor Market and Performance Information, Florida Department of Labor and Employment Security, January 2000.

\$30 million annually on remediation,<sup>8</sup> and Florida employers consistently cite the lack of qualified employees as a barrier to business growth. As stated by a representative of the Florida Chamber of Commerce: “Florida’s efforts to attract new businesses and retain current businesses will be severely disadvantaged without a more successful workforce education system.”<sup>9</sup> The \$470 million spent on workforce programs outside the education system is divided among many governmental entities, each of which has its own approach to resource management and performance accountability.

In August 1998, the federal Workforce Investment Act (WIA) was signed into law (Pub. L. No. 105-220), representing a significant change in federal policy governing job training and other workforce activities. WIA is grounded upon seven principles, including better integration of services, individual empowerment, universal access, increased accountability, strong roles for local workforce partners and the private sector, state and local flexibility, and improved youth programs. WIA requires each state to establish a state workforce investment board, as well as boards representing local service areas. In a number of respects, Florida’s workforce system was already aligned with the requirements of WIA. As a result of action taken by the Legislature in 1996, for example, Florida had by statute established the state Workforce Development Board (WDB) (also commonly referred to as the Jobs and Education Partnership) of Enterprise Florida, Inc., as the entity responsible for overseeing workforce development activities. In addition, Florida had provided for the chartering of regional workforce development boards and for the establishment of one-stop career centers. (See ch. 96-404, L.O.F.)

With respect to funding, WIA specifies three federal funding streams to the states: adults, dislocated workers, and youth. Section 288.9956, F.S., governs part of Florida’s implementation of WIA. For Fiscal Year 1999-2000, the state Workforce Development Board contracts with the Florida Department of Labor and Employment Security to serve as the administrative entity for WIA funding.

A core component of WIA is the emphasis on the delivery of workforce development services through a system of “one-stop” centers in local communities throughout the state. WIA prescribes the programs and activities that are required to be part of each one-stop center and authorizes each local workforce board to select a one-stop operator through a competitive process or designate a consortia that includes at least three of the federal one-stop partners to operate the center. Federal law requires each local board to develop and enter into a memorandum of understanding with the one-stop partners concerning the operation of the area’s one-stop delivery system.

In Florida, the one-stop system is managed through 24 regional workforce development boards. The more than 170 one-stop facilities in Florida vary widely in size and program configuration. However, they share a common challenge: delivering coordinated, customer-focused services in an environment where most of the employees take their direction from Tallahassee. Employees of the Division of Workforce and Employment Opportunities of the Department of Labor and

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<sup>8</sup> Florida State Board of Community Colleges, January 2000.

<sup>9</sup> Presentation to Select Committee on November 3, 1999, by Allen Brown, Director of Government Affairs, Florida Chamber of Commerce.

Employment Security, funded with federal Wagner-Peyser revenues, constitute the majority of one-stop system staffing. Section 288.9951, F.S., provides for a memorandum of understanding between a regional workforce board and the department governing the delivery of employment services under the Wagner-Peyser Act. This section also prescribes the variety of services that are required to be available through the centers.

Enacted in 1933, the Wagner-Peyser Act provides for the establishment of a national employment system and cooperation with the states to promote the system (29 U.S.C. ss. 49-491-1 (1998), amended by Pub. L. No. 105-220 (1998), ss. 301-311). Through its secretary, the U.S. Department of Labor (USDOL) is designated to coordinate the state public employment services throughout the country. One method by which the Act mandates that the USDOL increase the usefulness of employment services among the states is by developing and prescribing "minimum standards of efficiency." USDOL requires by rule that individuals who deliver services funded by Wagner-Peyser be employed in a state merit system.

Despite requests from many states to modify this rule, USDOL recently reiterated its insistence on state merit system employment. Amendments to Wagner-Peyser comprise one of the five titles of WIA; however, Wagner-Peyser retains separate authorization, as well as a separate funding stream. WIA does require that the public labor exchange services authorized under Wagner-Peyser be part of the one-stop system. One challenge for states is to find a way to integrate management of the one-stop delivery system while conforming to USDOL rule.

Of the more than 1,200 full time equivalent (FTE) positions in the DLES Division of Workforce and Employment Opportunities, 993.5 FTE perform service delivery functions in field offices and one-stop centers. The remaining staff are based in Tallahassee and perform administrative duties including supervision, quality assurance, customer support, and information technology. Although the number of field staff may be appropriate for current workload demand, the number of administrative staff could be considered excessive for either the public or private sector.

Information for Florida's workforce and WAGES programs is currently provided by more than seven independent information systems for which ownership and maintenance responsibility is spread among several agencies and departments. These "legacy" systems are focused on record keeping and federal reporting rather than on supporting an integrated workforce system. Florida has neither a one-stop management information system nor an automated job matching system. Under s. 288.9951(9), F.S., the Department of Management Services is charged with coordinating a plan for a One-Stop Center Electronic Network, which is to assure that a uniform method is used to determine eligibility for and management of services provided by agencies conducting workforce development activities. The department also is directed to develop strategies allowing access to the databases and management information systems of a number of workforce-related systems. The statute requires the systems to be fully coordinated by January 1, 2000; however, this deadline has not been met.

### **Multiple and overlapping administrative structures.**

At least seven entities of Florida government receive funding associated with the workforce system. The current fragmentation of workforce responsibilities at the state level makes it virtually impossible to maintain accountability for improving performance outcomes and resource

management. At the local level, the multiple organizational structure and lines of accountability create daunting challenges for front-line service workers and managers.

The Workforce Florida Act and the Work and Gain Economic Self-Sufficiency (WAGES) Act were both passed by the Florida Legislature in 1996, and have been implemented in the same time period. While their purposes were related, these two legislative mandates were conceived and implemented separately. Over the past three years, it has grown increasingly clear that their purposes and functions increasingly overlapped.

The State Workforce Development Board, established in 1996 and revised in 1999, operates as a separately-incorporated division of Enterprise Florida, Inc., and is given the purpose “...to design and implement strategies that help Floridians enter, remain in, and advance in the workplace, becoming more highly skilled and successful, benefiting these Floridians, Florida businesses, and the entire state.”(See s. 288.9952, F.S.) The Workforce Development Board is governed by a 25-voting member board of directors whose membership must be consistent with the federal Workforce Investment Act and contain three representatives of organized labor.

The State WAGES Program Board was established in 1996 in the Executive Office of the Governor where it operates as an independent, unincorporated board. The purpose of the Board is to oversee the operation of the state’s welfare reform program and advise and assist state agencies in implementing the program. As reflected in legislative intent, the WAGES Program was intended “...to develop opportunities for families which provide for their needs, enhance their well-being, and preserve the integrity of the family free of impediments to self-reliance,” by emphasizing work, self sufficiency, and personal responsibility. (See ss. 414.025 and 414.026, F.S.) The board of directors is composed of representatives from several state agencies, as well as 11 members appointed by the Governor.

The dual workforce-WAGES structure is somewhat duplicated at the local level, where Florida law authorizes regional workforce development boards (s. 288.9953, F.S.) and local WAGES coalitions (s. 414.028, F.S.). In 20 of the 24 regions, however, the boards and coalitions are combined.

The WAGES Program has been successful in reducing the number of families with a work-eligible adult on the cash assistance caseload by 75 percent since October 1996. Most of the families who have left cash assistance remain economically marginalized because they are employed in low-wage, part-time jobs that do not provide employee benefits. There are fewer than 38,000 families remaining on the cash assistance caseload who are required to meet work requirements. Most of the work-eligible adults in these families lack work experience, have literacy challenges, and require significant work and family support services to be successful in the workplace. A number may also have physical, behavioral, or developmental impairments that further complicate their employment possibilities.

In addition to the workforce and welfare-reform initiatives, the Legislature in 1996 provided for the dissolution of the Florida Department of Commerce and the assumption of comparable economic development and trade development activities by Enterprise Florida, Inc. (EFI). Section 288.9015, F.S., designates EFI as the principal economic development organization for the state, responsible for leading business development by establishing a unified approach to

Florida's international trade and reverse investment efforts; marketing the state as a pro-business location for potential new investment; and assisting in the retention and expansion of existing businesses and the creation of new businesses. Chapter 96-320, L.O.F., created the Office of Tourism, Trade, and Economic Development (OTTED) to serve, among other duties, as administrator of the state's contract with EFI and other public-private partnerships, and to monitor the activities of the public-private partnerships and state agencies to promote coordinated program implementation (s.14.2015, F.S.).

### **III. Effect of Proposed Changes:**

The bill implements recommendations of the Select Committee on Workforce Innovation as follows:

- Consolidates administration of workforce programs by creating a single point of accountability for workforce programs at the state level, consolidating state and regional workforce boards and WAGES coalitions, and clarifying relationships between workforce system components.
- Realigns workforce functions by transferring workforce functions and staff from the Department of Labor and Employment Security to the Department of Management Services acting as the administrative entity for the new state-level workforce entity, Workforce Florida, Inc., and by separating workforce functions associated with the welfare transition program (WAGES) from the temporary cash assistance program.
- Integrates and simplifies workforce system funding by combining funding streams for core workforce functions and by creating an administrative entity--the Division of Workforce Administrative Support in the Department of Management Services (DMS)--to support the work of Workforce Florida, Inc.
- Improves the connection between the workforce system and the business community by funding innovative local economic development initiatives for needy families, developing marketing materials for employment opportunities in Florida, providing grants for work internships for needy youth, creating an initiative to address unique needs of small businesses, including information about local business needs in occupational forecasting, and revising the Quick Response Training Program to improve responsiveness to needs of the state's economy.
- Improves workforce system service delivery by enhancing integration and effectiveness of the one-stop delivery system, creating a workforce training institute to improve effectiveness of workforce system staff, and using staffing agencies, when appropriate, to extend workforce system services to specific target populations.
- Improves the connection between Florida's education system and the state's economic development strategy by creating the Careers for Florida's Future Incentive Grant Program to encourage secondary and postsecondary students to choose careers that are linked to Florida economic future, creating an initiative to encourage delivery of adult basic and incumbent

worker education services in the workplace, implementing a Better Jobs/Better Wages strategy to facilitate career advancement for incumbent workers, creating a matching grant program to increase use of Florida's allocation of federal welfare-to-work funds for low-income workers, reviewing apprenticeship programs to expand access, creating pilot programs to assist incumbent workers with disabilities, ensuring parity between AS and AAS degrees for purposes of licensure, and creating a "response fund" for state and local workforce education and training providers to encourage responsiveness to local business workforce needs.

- Strengthens Florida's working poor families by creating a new TANF-funded diversion group for needy families, extending relocation assistance to needy families, expanding the number of TANF-funded individual training accounts (ITAs), creating a \$1,000 cash assistance "severance benefit," requiring cash assistance recipients who do have high school diplomas to pursue a GED as part of their work requirement, allowing adult basic education and GED study to count toward work activity requirements, extending cash assistance time limits for certain recipients, and providing incentives for employers to offer health insurance for their employees who participate in the welfare transition program.
- Provides information essential to the success of Florida's workforce system by implementing an integrated management information system to support one-stop service delivery, establishing an Internet-based system to match employers with job seekers and provide timely labor market information, and implementing debit card or smart card technology for workforce system services.
- Provides for "sunset" of provision of the bill related to organizational structure and agency responsibilities associated with the workforce system.

In addition to these provisions, this bill requires development and implementation of a transition plan for transfer of staff and functions to Workforce Florida, Inc., and the Division of Workforce Administrative Support in DMS, transfers the Untried Worker Program to Workforce Florida, Inc., increases from one year to two years the availability of transitional transportation benefits for welfare transition program participants, amends cash assistance eligibility requirements for qualified non-citizens to reflect changes in federal law and policy, changes the name and composition of the Occupational Forecasting Conference, modifies the Quick Response Training Program by placing it under the purview of Workforce Florida, Inc., and including brownfields as priority funding areas, and transfers the Displaced Homemaker Program from the Department of Education to the Workforce Florida, Inc., administrative entity.

Following is a summary of the effect of each section of the bill:

Section 1. Short Title (s. 445.001)

Provides that the act will be known as the "Workforce Innovation Act of 2000."

Section 2. Definitions (s. 445.002)

Provides definitions for terms used in the Act.

Section 3. Implementation of Workforce Investment Act (s. 445.003)

Transfers, renumbers, and amends s. 288.9956. Makes conforming changes to statute governing Florida's implementation of the Workforce Investment Act (WIA). Provides for \$2 million of WIA Title I funds retained at the state level to be reserved for the Incumbent Worker Training Program. Provides for up to 75 percent of such state-level funds to be allocated to Individual Training Accounts and other workforce-development strategies.

Section 4. Workforce Florida, Inc., creation, purpose (s. 445.004)

Transfers, renumbers, and amends s. 288.9952. Provides for the creation of a not-for-profit corporation to be known as "Workforce Florida, Inc." (WFI), which is designated as the principal workforce organization for the state; provides that the Governor may appoint members of the current Workforce Development Board or the WAGES Program State Board of Directors to serve on the board of directors of WFI; specifies that one-third of all business representatives appointed by the Governor must be recommended by the President of the Senate from leaders nominated by statewide business organizations, and one-third appointed by the Governor must be recommended by the Speaker of the House of Representatives from leaders nominated by statewide business organizations; provides for five labor representatives on the board; requires the chairperson of WFI to establish standing committees known as the First Jobs/First Wages Council, the Better Jobs/Better Wages Council, and the High Skills/High Wages Council; and assigns supervision of the administration of multiple, specified workforce programs to WFI.

Section 5. Creation of councils under Workforce Florida, Inc. (s. 445.005)

Provides for Workforce Florida, Inc., to establish by October 1, 2000, and maintain until September 30, 2002, three standing councils: the First Jobs/First Wages Council, the Better Jobs/Better Wages Council, and the High Skills/High Wages Council. The councils are charged with developing strategies in their respective subject areas for approval by the board of directors of WFI. A majority of the members of each council must be members from the board of directors of WFI, but each council shall include non-board members as well. Each council must meet at least quarterly.

Section 6. Strategic plan for workforce development (s. 445.006)

Directs Workforce Florida, Inc., in conjunction with state and local workforce partners, to develop a strategic plan for workforce development; requires plan to include workforce marketing plan designed to educate individuals inside and outside the state about the employment market and employment conditions in Florida.

Section 7. Regional workforce boards (s. 445.007)

Transfers, renumbers, and amends s. 288.9953. Specifies that business representatives on the regional workforce boards shall not include providers of workforce services; requires fair and competitive process for selecting administrative entities; requires boards to establish standing committees on first jobs/first wages, better jobs/better wages, and high skills/high wages; specifies that the high skills/high wages committee must include at least five private-sector business representatives appointed by the primary county economic development organization within the region, in consultation with local chambers of commerce, and a representative of each primary county economic development organization in the region requires high-skills/high wages committees to report to Workforce Florida, Inc., on occupations in the region deemed critical to business retention, expansion, and recruitment; requires better jobs/better wages and first jobs/first wages committees to each include at least five members; provides that initial appointments to the

first/jobs first wages committee shall include at least three members of the local WAGES coalition established pursuant to ch. 96-175, Laws of Florida.

Section 8. Workforce Training Institute (s. 445.008)

Establishes a Workforce Training Institute to provide comprehensive workforce training for one-stop delivery system staff; provides for developing Internet-based training modules.

Section 9. One-stop delivery system (s. 445.009)

Transfers, renumbers, and amends existing s. 288.9951, F.S., relating to the one-stop delivery system to emphasize the delivery of services through the Internet; provides for transferring Wagner-Peyser services to Department of Management Services (DMS) and for regional workforce boards to contract with DMS for employee leasing; defines and precludes conflicts of interest in role of administrative entities; authorizes use of staffing services firms in the one-stop delivery system, at the option of regional workforce boards.

Section 10. Intent for transition; implementation

Directs Workforce Florida, Inc. (WFI), to coordinate development and implementation of a transition plan supporting implementation of the Workforce Innovation Act of 2000. Applicable state agencies are required to cooperate in this effort and to dedicate financial and staff resources toward implementation of the plan. The Governor is required to designate a staff member from the Office of Planning and Budgeting to serve as the Governor's primary representative on matters relating to implementation of the act. Based upon recommendations from WFI, the Governor shall submit any necessary amendments or supplements to workforce program plans that Florida has on file with the federal government and shall seek any necessary waivers from federal laws or rules.

Section 11. Staff transfers to Workforce Florida, Inc.

Details the staff to be transferred to Workforce Florida, Inc.; provides dates for transfer by type; provides for continuation of career service status and rights to participate in state retirement system for transferred employees.

Section 12. Workforce system information technology (s. 445.010)

Establishes principles to guide development of workforce information systems; establishes expectation for information sharing and procedures for waiver of confidentiality of some information to facilitate integrated service provision.

Section 13. Workforce information systems (s. 445.011)

Directs the implementation of workforce information systems with specific functionality; provides delivery dates.

Sections 14 through 19 relate to a new program called "Careers for Florida's Future Incentive Grant Program."

Section 14. Careers for Florida's Future Incentive Grants (s. 445.012)

Provides incentive grants to qualified students who pursue degrees or certificates in programs that lead to employment in occupations critical to Florida's economic future.

Section 15. Student eligibility requirements for initial awards (s. 445.0121)

In addition to residency requirements, students must have earned a cumulative GPA of 2.75 in 18 postsecondary credit hours for eligibility for lower level awards; must have earned a cumulative GPA of 2.75 in all postsecondary work and must be admitted into an eligible program for upper level awards; and must be admitted into eligible programs for certificate, AAS and AS programs that do not articulate into baccalaureate degree programs.

Section 16. Student eligibility requirements for renewal awards (s. 445.0122)

Provides renewal requirements for all awards. For lower and upper level awards, students must earn a 2.75 cumulative GPA. They must have completed an occupational completion point or be making progress towards completion for renewal of certificate, AAS, and AS programs that do not articulate into baccalaureate degree programs.

Section 17. Eligible postsecondary education institutions (s. 445.0123)

Specifies types of institutions in which students must enroll.

Section 18. Eligible programs (s. 445.0124)

Requires that students must be enrolled in programs that lead to employment in an eligible occupation.

Section 19. Repayment schedule (s. 445.0125)

Determines repayment schedule for all awards. Grants must be repaid on a year-for-year basis if the student does not work in an eligible occupation in Florida.

Section 20. Workplace Education Program (s. 445.0128)

Creates the Workplace Education Program under which school boards and community colleges may apply to Workforce Florida, Inc., for grants to pay for 50 percent of a coordinator's salary. Coordinator's primary responsibility is to arrange for education programs to be delivered at the worksite.

Section 21. Challenge grants in support of welfare-to-work initiatives (s. 445.013)

Creates a challenge grant program in support of welfare-to-work initiatives. Under the program, not-for-profit organizations, for-profit organizations, educational institutions, and units of government are encouraged to sponsor eligible individuals in post-employment education and training by providing the non-federal matching funds required under the federal welfare-to-work grant program. In exchange for the provision of such matching funds, the state pledges to earmark welfare-to-work funds for the sponsored individual. One of the program criteria shall be a determination that the education or training will enhance the ability of the individual to retain employment and achieve self-sufficiency through career advancement. The education or training must be approved by Workforce Florida, Inc.

Section 22. Small business workforce service initiative (s. 445.014)

Directs Workforce Florida, Inc., to award funds on a competitive basis to regional workforce boards for the provision of workforce and human-resource support services to small businesses.

Eligible uses of funds include identifying common training needs among small businesses, developing curriculum to address common training needs of small businesses, facilitating the provision of training services for small businesses through eligible training providers, assisting small businesses in the identification of incentives and completion of incentive-related paperwork, and establishing single points-of-contact for the provision of pre-employment and post-employment services to small businesses.

Section 23. Initiatives supporting economic development for working poor families (s.445.015) Directs Workforce Florida, Inc., to establish a program supporting economic-development projects with significant potential for employing individuals in families at risk of welfare dependency because the family's income does not exceed 200 percent of the federal poverty level; requires funding proposals to be submitted jointly by a regional workforce board and a local or regional economic development organization; allows proposals to be submitted throughout the year; provides for financial sanctions if any project fails to meet performance standards contained in a project contract.

Section 24. Pilot grant program for youth internships Directs Workforce Florida, Inc., to establish a pilot matching grant program to support internships for needy youth between the ages of 15 and 18 who are enrolled in high school; authorizes grants to be used to supplement stipends paid to the youth by eligible businesses and requires that funds be matched by contributions from the businesses; requires eligible youth to be from a family whose income does not exceed 200 percent of the federal poverty level; sets maximum grant amount that may be awarded on behalf of a single eligible youth at \$2,000; permits WFI to limit the number of grants that may be awarded to a single business or awarded on behalf on a single eligible youth; and requires business to submit a plan that describes, among other elements, the nature of the work to be performed by the youth and the supervision and training to be provided to the youth.

Section 25. Pilot projects for incumbent workers with disabilities Establishes three pilot programs of targeted services for incumbent workers with disabilities. Pilot programs will assist employed individuals with disabilities to advance into higher paying jobs. Workforce Florida, Inc., will develop guidelines for the pilot programs in consultation with the Occupational Access and Opportunity Commission.

Section 26. Untried worker program (s .445.016)  
Transfers s. 288.9955, the untried worker program, to Workforce Florida, Inc.

Section 27. Diversion (s. 445.017)  
Transfers, renumbers, and makes conforming changes to s. 414.15.

Section 28. Diversion program to strengthen Florida's families (s .445.018)  
Creates a diversion program for families at risk of welfare dependency with family incomes that do not exceed 200 percent of poverty; provides that eligible families may receive services related to employment, including child care and transportation.

Section 29. Teen parent and pregnancy prevention diversion program (s. 445.019)  
Transfers, renumbers, and makes conforming changes to s. 414.159.

Section 30. Diversion program, determination of need (s. 445.020)

Allows the Department of Children and Family Services to use a means test for eligibility for diversion programs if required by the federal government.

Section 31. Relocation assistance program (s. 445.021)

Transfers, renumbers, and amends s. 414.155 to clarify conditions that must be met to receive relocation assistance.

Section 32. Retention Incentive Training Accounts (s. 445.022 )

Transfers, renumbers, and makes conforming changes to s. 414.223.

Section 33. Programs for dependent care for families with children with special needs (s. 445.023)

Transfers, renumbers, and makes conforming changes to s. 414.18.

Section 34. Work activities (s. 445.024)

Moves language from Ch. 414 and amends to allow incentive payments to employers that provide jobs with health insurance coverage and add GED pursuit and adult basic education to the list of activities that can be counted as work for purposes of meeting work activity requirements of TANF.

Section 35. Other support services (s. 445.0250)

Transfers, renumbers, and makes conforming changes to s. 414.20.

Section 36. Cash assistance severance benefit (s. 445.026)

Transfers, renumbers, and amends s. 414.1525. Renames the Early Exit Diversion Program and creates a cash assistance severance benefit for eligible individuals who choose to receive a one-time lump sum payment of \$1,000 in exchange for agreeing not to accept cash assistance for 6 months.

Section 37. Transitional benefits and services (s. 445.028)

Requires development of procedures to ensure that families leaving temporary cash assistance receive transitional benefits and services.

Section 38. Transitional medical benefits (s. 445.029)

Transfers, renumbers, and makes conforming changes to s. 414.21.

Section 39. Transitional education and training (s. 445.030)

Transfers, renumbers, and makes conforming changes to s. 414.22.

Section 40. Transitional transportation (s. 445.031)

Transfers, renumbers, and amends s. 414.225 to increase from 1 years to 2 years the availability of transitional transportation services for former recipients of temporary cash assistance.

Section 41. Transitional childcare (s. 445.032)

Authorizes child care to sustain employment or educational opportunities for up to 2 years for former recipients of temporary cash assistance.

Section 42. Evaluation (s. 445.033)

Transfers, renumbers, and makes conforming changes to s. 414.23.

Section 43. Authorized expenditures (s. 445.034)

Provides that any expenditures from TANF be made in accordance with Title IV of the Social Security Act; requires the Department of Children and Family Services to certify that controls are in place to ensure compliance with the federal law prior to expenditure of funds.

Section 44. Data collection and reporting (s. 445.035)

Transfers, renumbers, and amends s. 414.44 to require the Department of Children and Family Services and Workforce Florida, Inc., to collect and report data required under federal law.

Section 45. Legislative intent (welfare transition program) (s. 414.025)

Removes references to WAGES program.

Section 46. Definitions (s. 414.0252)

Makes conforming changes only.

Section 47. Cash assistance program (s. 414.045)

Makes conforming changes only.

Section 48. Noncompliance with work requirements (s. 414.065)

Makes conforming changes only.

Section 49. Income eligibility standards (s. 414.085)

Makes conforming changes only.

Section 50. Determining eligibility for temporary cash assistance (s. 414.095)

Amends eligibility requirements for qualified non-citizens to reflect changes in federal law and interpretation.

Section 51. Time limitations (s. 414.105)

Provides for a hardship exemption from the 48-month time limit for up to 20 percent of the average monthly caseload; provides exemptions from the time limit for minor children, child-only cases, and individuals who are eligible for SSI or SSDI because of age or disability.

Section 52. Diversion program for victims of domestic violence (s. 414.157)

Amends to provide for one-time payments not to exceed \$1,000 as part of a diversion program for victims of domestic violence.

Section 53. Diversion program to prevent or reduce child abuse (s. 414.158)

Makes conforming changes only.

Section 54. Emergency relief (s. 414.35)

Makes conforming changes only.

Section 55. Public assistance overpayment recovery program (s. 414.36)

Makes conforming changes only.

Section 56. Fraud (s. 414.39)

Makes conforming changes only.

Section 57. Recovery of payments made due to mistake or fraud (s. 414.41)

Makes conforming changes only.

Section 58. Implementation (s. 414.55)

Makes conforming changes only.

Section 59. Drug-testing and drug-screening program; procedures (s. 414.70)

Makes conforming changes only.

Section 60. Repeals

Repeals s. 239.249, F.S., relating to market-driven, performance-based incentive funding for vocational and technical education programs (PBIF); s. 288.9950, F.S., relating to the “Workforce Florida Act of 1996”; s. 288.9954, F.S., relating to consultation, consolidation, and coordination between the Workforce Development Board and the WAGES Program State Board of Directors; s. 288.9957, F.S., relating to the Florida Youth Workforce Council; s. 288.9958, F.S., relating to the Employment, Occupation, and Performance Information Coordinating Committee; s. 288.9959, F.S., relating to Operational Design and Technology Procurement Committee; s. 414.015, F.S., relating to the chapter 414, F.S., title of the “Work and Gain Economic Self-sufficiency (WAGES) Act”; s. 414.026, F.S., relating to the WAGES Program State Board of Directors; s. 414.0267, F.S., relating to matching grants for economic independence; s. 414.027, F.S., relating to the WAGES Program annual statewide program plan; s. 414.028, F.S., relating to local WAGES coalitions; s. 414.029, F.S., relating to the WAGES Program Business Registry; s. 414.030, F.S., relating to WAGES Program Employment Projects; s. 414.055, F.S., relating to one-stop career centers; s. 414.125, F.S., relating to the learnfare program; s. 414.25, F.S., relating to the exemption from leased real property requirements; and s. 414.38, F.S., relating to pilot work experience and job training for noncustodial parents.

Section 61. Office of Tourism, Trade and Economic Development; creation; powers and duties (s. 14.2015)

Includes workforce programs and Workforce Florida, Inc., within the oversight and coordination responsibilities of the Office of Tourism, Trade, and Economic Development. The office is charged with ensuring linkages between the workforce and economic development goals and strategies of the state. Leaders in education and workforce are also included among the participants in the annual economic summits organized by OTTED.

Section 62. Department of Labor and Employment Security (s. 20.171)

Amends to reflect transfer of specified workforce functions.

Section 63. Department of Management Services (s. 20.22)  
Amends to reflect creation of Division of Workforce Administrative Support; assigns responsibilities and duties to the division.

Section 64. Sales, rental, use, consumption, distribution and storage tax (s. 212.08(5)(b))  
Makes conforming changes only.

Section 65. Sales, rental, storage, use tax; enterprise zone jobs credit against sales tax (s. 212.096(1),(3))  
Makes conforming changes only.

Section 66. Urban High-Crime Area Job Tax Credit Program (s. 212.097(5))  
Makes conforming changes only.

Section 67. Rural Job Tax Credit Program (s. 212.098(5))  
Makes conforming changes only.

Section 68. Consensus estimating conferences (s. 216.136(10))  
Changes name to the "Workforce Estimating Conference;" adds Workforce Florida, Inc., as a principal; eliminates the Department of Labor and Employment Security as a principal; directs conference to review local and regional occupational data generated through the Internet-based job-matching and labor-market information system, and to consider such data in developing its forecasts for statewide employment demand; directs conference to use the data as the basis for making recommendations to WFI on additions or deletions to local target occupation lists; directs conference to seek participation of non-principals, including executive director of the State Board of Community Colleges, the chancellor of the State University System, a representative of the Independent Colleges and Universities of Florida, Inc., a representative of the Florida Association of Postsecondary Schools and Colleges, and the president of Enterprise Florida, Inc., or their designees.

Section 69. Enterprise zone jobs credit (s.220.181(1),(2))  
Makes conforming changes only.

Section 70. Prekindergarten early intervention program (s. 230.2305(2), (3)(k))  
Makes conforming changes only.

Section 71. Enforcement of school attendance (s. 232.17 (4),(5))  
Makes conforming changes only.

Section 72. Purpose; transportation when provided (s. 234.01(1) (g))  
Makes conforming changes only.

Section 73. Use of school buses for public purposes (s. 234.211)  
Makes conforming changes only.

Section 74. Definitions (s. 239.105)

Amends to provide that, for licensure purposes, the AS degree is interchangeable with AAS degree.

Section 75. Funds for operation of adult general education and vocational education (s. 239.115)  
Makes conforming changes and creates a response fund for school districts and community colleges to provide customized training to businesses.

Section 76. Workforce development postsecondary student fees (s. 239.117(4)(d))  
Makes conforming changes only.

Section 77. Vocational standards (s. 239.229)  
Amends to requires industry-driven benchmarks for vocational, adult, and community education programs to be updated every 3 years.

Section 78. Adult general education (s. 239.301(3)(a))  
Makes conforming changes only.

Section 79. Workforce Development Capitalization Incentive Grant Program (s. 239.514)  
Makes conforming changes only.

Section 80. Board of Regents; powers and duties (s. 240.209)  
Amends to require the Board of Regents to include industry-driven competencies in the program reviews of high-tech programs.

Section 81. Community colleges; program review (s. 240.312)  
Amends to requires community colleges to review associate in science programs and career education programs every three years.

Section 82. Student fees (s. 240.35(3))  
Makes conforming changes only.

Section 83. Florida Gold Seal Vocational Scholars (s. 240.40207)  
Makes conforming changes only.

Section 84. Certified Education Paraprofessional Welfare Transition Program (s. 240.40685)  
Makes conforming changes only.

Section 85. College reach-out program (s. 240.61(2))  
Makes conforming changes only.

Section 86. Certified Teacher-Aide Welfare Transition Program (s. 246.50)  
Makes conforming changes only.

Section 87. Quick Response Training (s. 288.046)  
Amends legislative intent to remove reference to "Florida's Targeted Industrial Clusters."

Section 88. Quick Response training for economic development (s. 288.047)

Amends to provide for Workforce Florida, Inc., to administer the Quick Response Training Program and eliminates references to the Quick Response Advisory Committee. Currently the program authorizes supplemental-skills training for current employees whose job descriptions are changing; amendments authorize retraining for current employees to meet changing skill requirements caused by new technology or new product lines and to prevent potential layoffs. Specifies that the grant term may not exceed 24 months; provides that businesses located in brownfield areas are included, along with enterprise zone businesses, in a provision setting aside a specified portion of QRT funds at the start of each fiscal year for instructional programs for these businesses; eliminates set-aside funding at the start of each fiscal year for instruction for residents of enterprise zones; specifies that matching funds generated under the QRT Program may count toward the requirements for Enterprise Florida, Inc., to generate private-sector support; requires Enterprise Florida, Inc., and Workforce Florida, Inc., to establish a single point of contact for businesses.

Section 89. Rural Economic Development Initiative (s. 288.0656)  
Makes conforming changes.

Section 90. Enterprise Florida, Inc.; creation; membership; organization; meetings; disclosure (s. 288.901)  
Makes conforming change; provides for chairperson of Workforce Florida, Inc., to serve on board of Enterprise Florida, Inc.

Section 91. Powers of the board of directors of EFI (s. 288.904)  
Makes conforming change. Removes “workforce” reference from powers of Enterprise Florida, Inc.

Section 92. Duties of the board of directors of EFI (s. 288.905)  
Makes conforming changes.

Section 93. Annual report of EFI; audits; confidentiality (s. 288.906(1)(f))  
Makes conforming changes.

Section 94. Disposition of license tax moneys (s. 320.20(4))  
Makes conforming changes.

Section 95. Driving while license suspended, revoked, canceled, or disqualified (s. 322.34)  
Makes conforming changes.

Section 96. Public transit block grant program (s. 341.052)  
Makes conforming changes only.

Section 97. Subsidized child care program (s. 402.3015)  
Adds definition of “needy family” for purposes of expending TANF funds for child care.

Section 98. Department authority to charge fees for services provided (s. 402.33(1)(g))  
Makes conforming changes.

Section 99. Child welfare training academies (s. 402.40(3)(a))  
Makes conforming changes.

Section 100. Community resource mother or father program (s. 402.45(4))  
Makes conforming changes.

Section 101. Expedited permitting; comprehensive plan amendments (s. 403.973(3))  
Makes conforming changes.

Section 102. Definitions (s. 409.2554(7))  
Makes conforming changes.

Section 103. Partial payment of filing fees (s. 409.259(1))  
Makes conforming changes.

Section 104. Mandatory payments for eligible persons (s. 409.903)  
Makes conforming changes.

Section 105. Electronic benefit transfer program (s. 409.942)  
Authorizes Workforce Florida, Inc., to use the electronic benefits transfer program established for the state's public assistance programs.

Section 106. Florida Partnership for School Readiness (s. 411.01)  
Makes conforming changes.

Section 107. Children's Early Investment Program (s. 411.232(3)(a))  
Makes conforming changes.

Section 108. Florida Education Now and Babies Later (ENABL) Program (s. 411.242(3)(a))  
Makes conforming changes.

Section 109. Definitions (s. 413.82(6))  
Makes conforming changes.

Section 110. Rentals and tenant selection (s. 421.10(1)(d))  
Makes conforming changes.

Section 111. The Commission for the Transportation Disadvantaged (s. 427.013(27))  
Makes conforming changes.

Section 112. Community Transportation Coordinators (s. 427.0155)  
Makes conforming changes.

Section 113. Coordinating boards; powers and duties (s. 427.0157)  
Makes conforming changes.

Section 114. Benefit eligibility conditions (s. 443.091(1)(b))

Makes conforming changes.

Section 115. Procedure concerning claims (s. 443.151(8))

Makes conforming changes.

Section 116. State Employment Service (s. 443.181)

Makes conforming changes; specifies that one-stop delivery system shall be the primary method for delivering employment services.

Section 117. Employment Security Administration Trust Fund (s. 443.211(2),(5))

Makes conforming changes.

Section 118. Reciprocal arrangements (s. 443.221(3))

Makes conforming changes.

Section 119. Florida Training Investment Program (s. 443.231(6))

Makes conforming changes.

Section 120. Legislative intent regarding apprenticeship training (s. 446.01)

Gives responsibility for apprenticeship programs to the Division of Workforce Administrative Support of the Department of Management Services, under the direction of Workforce Florida, Inc.

Section 121. Report on apprenticeship programs

Requires Workforce Florida, Inc., to submit recommendations to the Legislature by January 1, 2001, regarding improving the efficiency of apprenticeship and other formalized on-the-job training programs for skilled trades, decreasing the cost of these programs, and increasing the number of program completers.

Section 122. Definitions of terms used in ss. 446.011-446.092 (s. 446.021(5), (12-13))

Makes conforming changes.

Section 123. General duties of the Division with respect to apprenticeship training (s. 446.032)

Makes conforming changes.

Section 124. Apprenticeship program, duties of the division (s. 446.041)

Makes conforming changes.

Section 125. State Apprenticeship Advisory Council (s. 446.045)

Adds "Advisory" to the title of the State Apprenticeship Council; directs president of Workforce Florida, Inc., rather than Governor, to appoint nominating committees and council members and to remove members for cause.

Section 126. Preapprenticeship program (s. 446.052)

Makes conforming changes.

Section 127. Expenditures (s. 446.061)  
Makes conforming changes.

Section 128. Apprenticeship sponsors (s. 446.071)  
Makes conforming changes.

Section 129. Federal and state cooperation (s. 446.075)  
Makes conforming changes.

Section 130. Rural Workforce Services Act (s. 446.40)  
Makes conforming changes; changes name of Rural Manpower Services Act to “Rural Workforce Services Act”; places program under Division of Workforce Administrative Support in DMS.

Section 131. Legislative intent with respect to rural workforce training and development (s. 446.41)  
Makes conforming changes.

Section 132. General Purpose of the Rural Workforce Services Program (s. 446.42)  
Makes conforming changes.

Section 133. Scope and coverage of Rural Workforce Services Program (s. 446.43)  
Makes conforming changes.

Section 134. Duties of Rural Workforce Services Program (s. 446.44)  
Makes conforming changes.

Section 135. Displaced homemakers (s. 446.50)  
Places the Displaced Homemaker Program under the direction of DMS Division of Workforce Administrative Support, rather than under the Division of Community Colleges.

Section 136. Definitions relating to labor organizations (s. 447.02(3))  
Makes conforming changes.

Section 137. Business agents; licenses, permits (s. 447.04(2), (3), (4))  
Makes conforming changes.

Section 138. Hearings (s. 447.041)  
Makes conforming changes.

Section 139. Information confidential (s. 447.045)  
Makes conforming changes only.

Section 140. Registration of labor organizations required (s. 447.06)  
Makes conforming changes.

Section 141. Fees for registration (s. 447.12)  
Makes conforming changes.

Section 142. Applicability of chapter (s. 447.16)  
Makes conforming changes.

Section 143. Registration of employee organization (s. 447.305(4))  
Makes conforming changes.

Section 144. Definitions relating to minority labor groups (s. 450.012(4))  
Makes conforming changes.

Section 145. Hazardous occupations prohibited (s. 450.061(3))  
Makes conforming changes.

Section 146. Hours of work in certain occupations (s. 450.081(5)(c))  
Makes conforming changes.

Section 147. Waivers (s. 450.095)  
Makes conforming changes.

Section 148. Enforcement of Child Labor Law (s. 450.121(1), (2), (5))  
Makes conforming changes.

Section 149. Employment of children by the entertainment industry; rules; procedures (s. 450.132(1-5))  
Makes conforming changes.

Section 150. Employing minor children in violation of the law; penalties (s. 450.141(2), (3))  
Makes conforming changes.

Section 151. Executive Office of the Governor; powers and duties (s. 450.191(1)(j))  
Makes conforming changes.

Section 152. Definitions relating to farm labor registration (s. 450.28(2))  
Makes conforming changes.

Section 153. Requirement for certification of registration; education and examination program (s. 450.30)  
Makes conforming changes.

Section 154. Issuance, revocation, and suspension of, and refusal to issue or renew, certification of registration (s. 450.31(1), (2), (4))  
Makes conforming changes.

Section 155. Duties of farm labor contractor (s. 450.33(1), (4-6), (8-10))  
Makes conforming changes.

Section 156. Certain contracts prohibited (s. 450.35)  
Makes conforming changes.

Section 157. Rules and regulations (s. 450.36)  
Makes conforming changes.

Section 158. Cooperation with federal agencies (s. 450.37)  
Makes conforming changes.

Section 159. Enforcement of farm labor contractor laws(s. 450.38(2),(3),(4))  
Makes conforming changes.

Section 160. Cancellation of, or default on, preneed contracts (s. 497.419(7))  
Makes conforming changes.

Section 161. Appropriations  
Appropriates \$20 M in recurring GR for Careers for Florida's Future Incentive Grant Program; \$1M in nonrecurring GR for Small Business Workforce Service Initiative; \$250,000 in nonrecurring GR for workforce marketing materials; \$1M in nonrecurring GR for Workplace and Community Education grants; \$20M in nonrecurring TANF for workforce information systems; \$10M in nonrecurring TANF for local economic development projects to employ needy families; \$1M in nonrecurring TANF for youth internship grants; \$200,000 in nonrecurring TANF for the Workforce Training Institute; \$8M in recurring TANF for diversion services for needy families; and \$450,000 in nonrecurring TANF for projects to aid financially needy incumbent workers with disabilities.

Section 162. Expiration of specific sections  
Provides that sections 4, 11, 62, 63, and 120-129 shall expire on June 30, 2003.

Section 163. Severability  
Includes standard severability clause.

Section 164. Effective date  
Provides that, except as otherwise provided, the act shall take effect July 1, 2000.

#### **IV. Constitutional Issues:**

##### **A. Municipality/County Mandates Restrictions:**

None.

##### **B. Public Records/Open Meetings Issues:**

None.

C. Trust Funds Restrictions:

None.

V. Economic Impact and Fiscal Note:

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

The bill contains an number of provisions designed to enhance the ability of private-sector businesses to identify and employ skilled workers. The precise impact of the bill on the private sector is not known.

C. Government Sector Impact:

This bill makes the following appropriations for fiscal year 2000-2001 to the Office of Tourism, Trade, and Economic Development in the Executive Office of the Governor for Workforce Florida, Inc.:

<b>Initiative</b>	<b>Recurring GR</b>	<b>Nonrecurring GR</b>	<b>Recurring TANF</b>	<b>Nonrecurring TANF</b>
Careers for Florida's Future Incentive Grants	\$20,000,000			
Small Business Workforce Service Initiative		\$1,000,000		
Workforce Marketing Materials		\$250,000		
Workplace Education Grants		\$1,000,000		
Workforce Information Systems				\$20,000,000
Economic Development for Needy Families				\$10,000,000
Internships for Needy Youth				\$1,000,000
Workforce Training Institute				\$200,000

Diversion Services for Needy Families			\$8,000,000	
Pilot Projects for Needy Incumber Workers with Disabilities				\$450,000
<b>Total</b>	<b>\$20,000,000</b>	<b>\$2,250,000</b>	<b>\$8,000,000</b>	<b>\$31,650,000</b>

Effective July 1, 2000, the bill transfers staff and related resources and records from the WAGES Program State Board of Directors and the Workforce Development Board of Enterprise Florida, Inc., to Workforce Florida, Inc.

The bill provides for transfer, effective October 1, 2000, of most functions of the Division of Workforce and Employment Opportunities and functions of the Office of Labor Market and Performance Information in the Department of Labor and Employment Security (DLES) to the newly-created Division of Workforce Administrative Support in the Department of Management Services (DMS). In addition, the bill transfers resources, staff, data, records, personnel, property, and unexpended balances of funds and information systems within the Office of the Secretary, Office of Information Systems, or any other units in DLES that support the work of the Division of Workforce and Employment Opportunities. The bill specifies that, prior to the transfer, DLES shall reduce by 25 percent the number of staff to be transferred who are not engaged in directly providing services to customers or in supervising service delivery. Savings associated with the staff reductions are to be allocated to regional workforce boards for operating the one-stop delivery system. In cooperation with DMS, Workforce Florida, Inc., is required to submit a plan by January 15, 2001, for reorganizing and further reducing the number of workforce staff transferred. Also transferred effective October 1, 2000, are staff of the Displaced Homemaker Program from the Department of Education, Division of Community Colleges, to the Division of Workforce Administrative Support in DMS.

**VI. Technical Deficiencies:**

None.

**VII. Related Issues:**

None.

**VIII. Amendments:**

None.