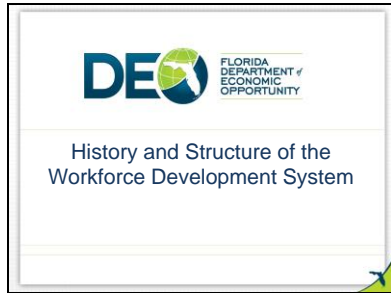
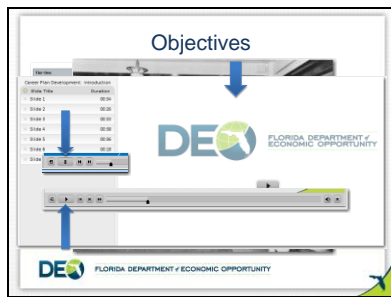


Slide 1



Welcome to the History and Structure of the Workforce Development system. We have created a workbook to help guide you through this module, which is made up of one lesson. Please click on the Study Guide button to download and print the workbook now. When you have saved or printed the workbook, select the “Play” command to continue. To receive credit for this module, you must watch the entire lesson, answer the quiz questions, pass the quiz and select the Finish button on the last slide.

Slide 2



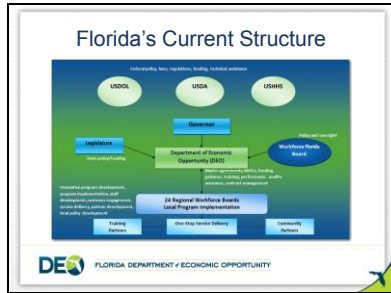
The federal workforce employment and training system has evolved over the last two centuries and still continues to evolve as the needs of both workers and employers change. During this presentation, we will discuss major events and laws that led to the current workforce structure in the State of Florida.

Slide 3



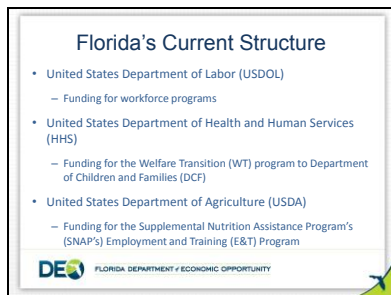
There have been a host of federal legislation impacting the workforce system as we know it today enacted over the past two centuries. Think about it: the first civil rights laws passed in the 1700s impact the ability of minorities to hold jobs and receive equal pay, even if laws that afford equal rights for all men and women took over two centuries to come together to create the workplace that we know now. The Wagner-Peyser Act of 1933 laid the foundation of the employment service offices that we now call One-Stops and the virtual labor exchange that we call Employ Florida Marketplace or EFM. But most of the laws enacted and implemented over the past two centuries were in response to major events, civil unrest, or economic recessions and depressions. This resulted in a fragmented system throughout the United States. The workforce system did not come together as a whole to help job seekers meet the demands of employers until just the last three decades. Even now, many states do not have a unified system that focuses all workforce programs under one legislative umbrella. The federal Workforce Investment Act and Florida's Workforce Innovation Act brought together workforce programs to help job seekers secure the skills they need, find work and meet the needs of employers through the One-Stop system.

Slide 4



So, how did it all come together in the State of Florida? Florida operates most of its workforce programs through a decentralized system under a single One-Stop umbrella. Florida focuses most of its funding and program development for workforce programs to the local level. This is a relatively complicated picture of the current workforce system structure in the State of Florida. However, it represents the relationships between federal, state and local program administrators. This structure is unique to the State of Florida because Florida has opted to house a majority of workforce programs in one structure. The single workforce structure was designed to meet both the needs of job seekers and the needs of businesses. Let's break this picture down.

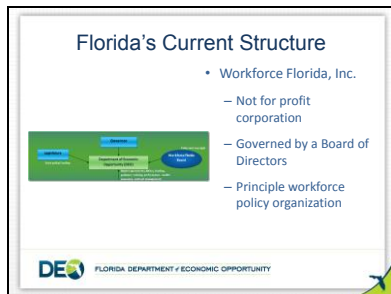
Slide 5



The United States Department of Labor or USDOL provides Florida with funds, policies and technical assistance for a variety of workforce programs, including the Wagner-Peyser (WP), Workforce Investment Act (WIA), Veteran's Employment and Training Services, Unemployment Compensation or Re-Employment Assistance, and Trade Adjustment Assistance programs. The United States Department of Health and Human Services, or HHS, provides Florida with funds to operate the Welfare Transition program, as well as funds to give cash assistance to needy families who meet eligibility requirements. The United States Department of Agriculture, or USDA,

provides funding to Florida to operate the Supplemental Nutrition Assistance Program, which includes the Employment and Training, or E&T, component operated by the Regional Workforce Boards, also known as RWBs.

Slide 6



Workforce Florida was created by Senate Bill 2050, or Florida's Workforce Innovation Act of 2000. Workforce Florida, Inc., or WFI, serves the State Board and was also created in the 2000 Workforce Innovation Act. WFI is a not-for-profit organization that is overseen by the Workforce Florida Board of Directors. WFI is responsible for developing strategies and policies for the workforce system that "help Floridian's enter, remain in, and advance in the workplace, becoming more highly skilled and successful". As stated in Florida law, the goal is to benefit Floridians, Florida's businesses and the entire state by developing the state's business climate. The Governor determines the number of board members that will sit on the Board. Additionally, the Governor may remove a Board member for cause.

Slide 7

Florida's Current Structure

- Workforce Florida, Inc.
 - Is required to develop a strategic plan
 - Is required to develop an operational plan to implement the state strategic plan

Workforce
FLORIDA, INC.

DE FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

WFI must establish a five-year plan. This is a plan to strategically implement programs through the workforce system using a variety of funding streams. The plan is created in collaboration with mandatory workforce partners, as well as other stakeholders. WFI is also required to develop an operational plan that outlines how it will implement the five-year plan. This plan is approved by the Governor.

Slide 8

Florida's Current Structure

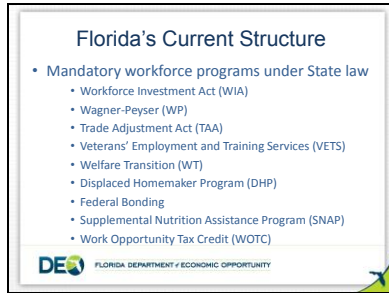
- Workforce Florida, Inc.
 - Is responsible for negotiating and finalizing performance measures
 - Is responsible for granting charters to RWBs

Workforce
FLORIDA, INC.

DE FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

WFI is responsible for negotiating and finalizing performance measures with the RWBs to ensure that workforce programs are implemented according to federal and state guidelines. Additionally, WFI is responsible for granting charters to the RWBs. What is a charter? A charter is a written grant by which the Regional Workforce Board is created, and respective rights and privileges are defined within the charter. A charter is a description of the organization's functions as well. WFI is also responsible for reviewing the performance and quality assurance reports, as well as holding RWBs accountable for their performance.

Slide 9



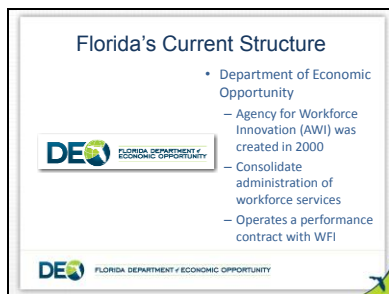
Florida's Current Structure

- Mandatory workforce programs under State law
 - Workforce Investment Act (WIA)
 - Wagner-Peyser (WP)
 - Trade Adjustment Act (TAA)
 - Veterans' Employment and Training Services (VETS)
 - Welfare Transition (WT)
 - Displaced Homemaker Program (DHP)
 - Federal Bonding
 - Supplemental Nutrition Assistance Program (SNAP)
 - Work Opportunity Tax Credit (WOTC)

DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

Specifically, WFI is responsible for providing oversight and policy direction to ensure that workforce programs are administered by the Department of Economic Opportunity and administered locally by the RWBs in compliance with plans that are approved by the Governor. Most workforce programs are outlined in Florida Statutes Chapter 445, the law promulgated by the Workforce Innovation Act of 2000. These programs are a mandatory part of Florida's workforce system. These programs include the Workforce Investment Act or WIA program, the Wagner-Peyser or WP program, the Trade Adjustment Assistance or TAA program, the Veterans Employment and Training Services or VETS program, the Welfare Transition or WT program, the Displaced Homemaker Program, the Federal Bonding program, the Supplemental Nutrition Assistance Program or SNAP, the Quick-Response Training Program, as well as the Work Opportunity Tax Credit, which is also known as WOTC.

Slide 10



Florida's Current Structure

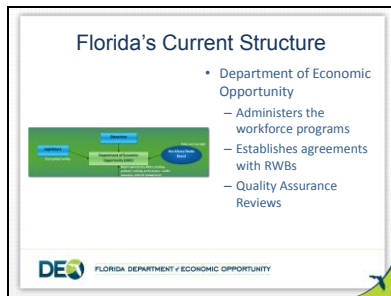
- Department of Economic Opportunity
 - Agency for Workforce Innovation (AWI) was created in 2000
 - Consolidate administration of workforce services
 - Operates a performance contract with WFI

DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

Originally, the Workforce Innovation Act of 2000 created the Agency for Workforce Innovation or AWI. AWI was eventually merged with several other agencies or departments into the Department of Economic Opportunity or DEO. The AWI was created to consolidate the administration of workforce services. The Department of Economic Opportunity is still responsible for the requirements outlined in State law, as well as other contractual requirements

established with WFI.

Slide 11





The Department of Economic Opportunity administers workforce programs. Simplified, this means the Department of Economic Opportunity is responsible for managing affairs associated with the workforce system. Much of this oversight includes putting the policies established by WFI into writing, ensuring that the elements associated with funding distribution are written and disseminated locally, ensuring that agreements for business operations are established and agreed upon with the RWBs, and more. The Department of Economic Opportunity also supervises the distribution of funds and program operations through financial and programmatic quality assurance.

Slide 12

Florida's Current Structure

- Department of Economic Opportunity
 - Training
 - Guidance
 - Technical assistance




FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY


To “administer” also means to contribute assistance. The Department of Economic Opportunity also offers assistance to help RWBs implement programs within the boundaries outlined in federal and state law.

Slide 13

Florida's Current Structure



- The 24 RWBs
 - Were created by state law
 - Develop innovative programmatic processes
 - Implement programs at the local level




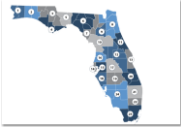
FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The 24 RWBs were also created by the Workforce Innovation Act of 2000 to develop innovative programs within the parameters of federal and state guidelines. The Florida Workforce Development Association or FWDA states that the RWBs are “the local planning and oversight entities responsible for programs operated at the local level.”

Slide 14

Florida's Current Structure

- But why create 24 RWBs?



FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY


But why create 24 RWBs or consolidate workforce programs under those 24 boards? Florida began integrating service delivery prior to the passage of the federal Workforce Investment Act and subsequently enacted Workforce Innovation Act of Florida. Employment services were implemented by Private Industry Councils or PICs under the Job Training Partnership Act or JTPA. Employment services were provided to welfare recipients through the Work and Gain Economic Self-Sufficiency or WAGES boards. The separation of such programs created duplication of

services and overhead costs. Additionally, separation of services also created confusion for employers who were being contacted by program providers under both the PICs and the WAGES boards.

Slide 15

Florida's Current Structure

- 24 RWBs
 - Consolidated employment services
 - Streamlined service delivery and operations



DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

When the State of Florida consolidated workforce services, which included services to welfare customers, the state saved over one million dollars in administrative budget and afforded local boards the opportunity to streamline services for operational purposes.

Slide 16

Florida's Current Structure

- The RWBs
 - Develop innovative programs
 - Implement innovative programs

- Supplemental Nutrition Assistance Program (SNAP)
- Trade Adjustment Act (TAA)
- Wagner-Peyser (WP)
 - Employment services
- Welfare Transition (WT)
- Workforce Investment Act (WIA)
- Veteran Employment and Training Services (VETS)
- Migrant Seasonal Farm Worker (MSFW)

DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

RWBs have an opportunity to develop and implement innovative programs based on the needs of job seekers and employers in the community. This includes offering employment services authorized by the Wagner-Peyser program and job readiness services authorized through a variety of other workforce programs, such as the Workforce Investment Act and Welfare Transition programs. Additionally, the RWBs promote programs, such as the Work Opportunity Tax Credit and Federal Bonding to encourage both employers and job seekers to take advantage of

opportunities afforded to them under federal and state laws.

Slide 17

Today's Florida Workforce System

- Employ Florida Marketplace (EFM)
 - Online labor exchange
 - Employers list job openings in the form of Job Orders
 - Employers research for candidates
 - Job seekers look for work
 - Job seekers send résumés

EMPLOY FLORIDA
MARKETPLACE


DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The State established a comprehensive online labor exchange tool, Employ Florida Marketplace or EFM, which provides round-the-clock access to employers and job seekers. Employers can post job openings in the form of Job Orders to attract the attention of job seekers. Employers can also search the EFM system to find candidates who have the skills they are looking for. Job seekers can look for job openings in the system. Job seekers can enter information in the system that employers can search by. Job seekers can also develop résumés and send those résumés to employers. The résumés, if made public, can be reviewed by employers as well. Creating an online employment exchange system was a priority of the 2000 Workforce Innovation Law passed in Florida.

Slide 18

Historical Perspective

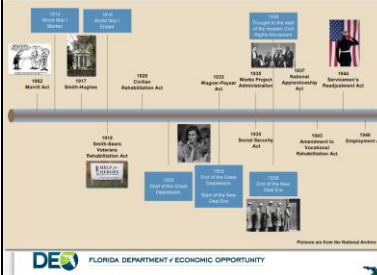
- So, how did the current workforce system come about?
 - To understand the present, we have to understand the past.



DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

So, how did the current workforce structure come about? To understand the present, we have to understand the past. The next three slides provide a timeline of workforce laws over the last century. Each title written in black offers more information through a single “click”. Simply select the title and a separate window will appear to show additional information about the law or program. The information titles written in white are historical events that offer a periodic references. Once you have reviewed the timeline, you will be taken to complete a short quiz. Remember, you are not finished with the module until you review the information, complete the quiz and select “Finish” on the last slide.

Slide 19



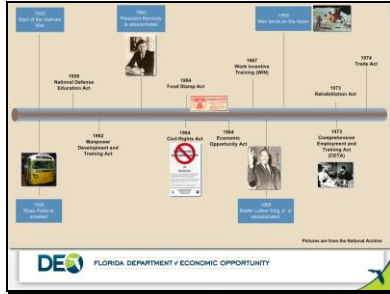
Timeline of Workforce Laws:

- 1912: 1912 Child Labor Act
- 1913: 1913 Federal Reserve Act
- 1914: 1914 Smith-Hughes Act
- 1917: 1917 Espionage and Sedition Act
- 1918: 1918 National War Labor Relations Act
- 1919: 1919 Keating-Owen Child Labor Act
- 1920: 1920 Clayton Act
- 1921: 1921 Federal Reserve Act
- 1922: 1922 National Industrial Conference Board Act
- 1923: 1923 Federal Reserve Act
- 1924: 1924 Federal Reserve Act
- 1925: 1925 Federal Reserve Act
- 1926: 1926 Federal Reserve Act
- 1927: 1927 National Industrial Conference Board Act
- 1928: 1928 Federal Reserve Act
- 1929: 1929 Federal Reserve Act
- 1930: 1930 Federal Reserve Act
- 1931: 1931 Federal Reserve Act
- 1932: 1932 Federal Reserve Act
- 1933: 1933 Federal Reserve Act
- 1934: 1934 Federal Reserve Act
- 1935: 1935 Social Security Act
- 1936: 1936 National Labor Relations Act
- 1937: 1937 National Labor Relations Act
- 1938: 1938 Fair Labor Standards Act
- 1939: 1939 National Labor Relations Act
- 1940: 1940 National Labor Relations Act
- 1941: 1941 National Labor Relations Act
- 1942: 1942 National Labor Relations Act
- 1943: 1943 National Labor Relations Act
- 1944: 1944 National Labor Relations Act
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- 1965: 1965 National Labor Relations Act
- 1966: 1966 National Labor Relations Act

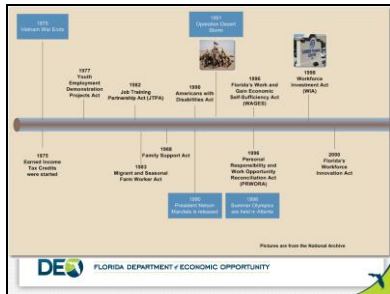
DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

Simply select the title and a separate window will appear to show additional information about the law or program.

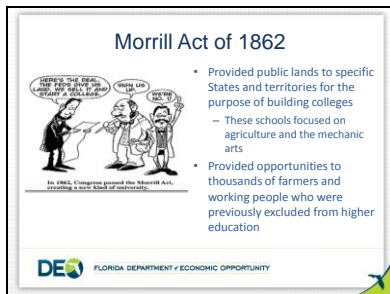
Slide 20



Slide 21




Slide 22



The purpose of the Morrill Act was to provide public lands to specific States and territories for the purpose of building colleges that focused on agricultural and the mechanical arts. The Act provided opportunities to thousands of farmers and working people who were previously excluded from higher education.

Slide 23

The Smith-Hughes Act of 1917



- Established the Federal-State public vocational-technical education program
- Created a Federal Board of Vocational Education for the promotion of training in agriculture, trades and industries, commerce, and home economics in secondary schools

DE FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

In early 1914, President Woodrow Wilson appointed a commission to study national aid to vocational education. On April 2, 1914, the Commission on National Aid to Vocational Education was organized. The Commission reported that over 12,000,000 individuals in the United States were engaged in agriculture, and over 14,000,000 were engaged in manufacturing. But less than one percent of these individuals had adequate training, stressing the need for vocational training. The Smith-Hughes Act of 1917 established the Federal-State public vocational-technical education program, and created a Federal Board of Vocational Education for the promotion of training in agriculture, trades and industries, commerce, and home economics in secondary schools.

Slide 24

The Smith-Sears Veterans Rehabilitation Act of 1918



- Expanded the role of the Federal Board of Vocational Education created under the Smith-Hughes Act to offer vocational rehabilitation to veterans disabled during World War I
- Referred to as the Soldier's Rehabilitation Act

DE FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The Smith – Sears Veterans Rehabilitation Act of 1918 expanded the role of the Federal Board of Vocational Education created under the Smith-Hughes Act. The goal of the expansion was to offer vocational rehabilitation to veterans disabled during World War I. The act is also referred to as the Soldier's Rehabilitation Act.

Slide 25

The Smith-Fess Act
Civilian Vocational Rehabilitation Act of 1920

- Referred to as the Civilian Rehabilitation Act of 1920
- Began a rehabilitation program for all Americans with physical disabilities
 - It was patterned after the Soldier's Rehabilitation Act
- Provided funds to states at a 50/50 match for vocational services, such as vocational guidance, training, occupational adjustment, and prosthetics





The Smith-Fess Act, referred to as the Civilian Rehabilitation Act of 1920, began a rehabilitation program for all Americans with physical disabilities. It was patterned after the Soldiers Rehabilitation Act and provided funds to states at a 50/50 match for vocational services, such as vocational guidance, training, occupational adjustment, and prosthetics. The Act did not include physical restoration or social orientation rehabilitation.

Slide 26

The Wagner Peyser Act of 1933

- Its purpose is "to provide for the establishment of a national employment system"
- Established a nationwide system of public employment offices
 - The staff associated with the employment offices were required to provide employment-related exchange services
- The Wagner-Peyser program was later incorporated into the federal Workforce Investment Act of 1998
- The program is still in effect today and offers services through the One-Stop system
- Florida's mandate under the Workforce Innovation Act of 2000 was to create an Internet-based labor exchange system that job seekers and employers could access 24 hours a day
- Wagner-Peyser staff offer employment services through the One-Stop Centers in Florida




The Wagner Peyser Act of 1933 is named after Senator Robert Wagner and Representative Theodore Peyser. The act states its purpose as "to provide for the establishment of a national employment system". The Act established a nationwide system of public employment offices. The staff associated with the employment offices were required to provide employment-related exchange services. While Wagner-Peyser was incorporated into the federal Workforce Investment Act of 1998, the program is still in effect today and offers services through the One-Stop system. Florida's mandate under the Workforce Innovation Act of 2000 was to create an Internet-based labor exchange system that job seekers and employers could access 24 hours a day. However, Wagner-Peyser staff still offer employment services through the One-Stop Centers in Florida. These services include job search assistance, referrals to jobs, placement assistance and re-employment assistance. This Act is a foundational law of today's workforce system.

Slide 27

Works Project Administration of 1935

- Provided jobs to unemployed workers on public projects sponsored by federal, state, or local agencies; on defense and war-related projects; and to unemployed youth through National Youth Administration projects
- The purpose of the Works Project Administration was to give wages to people currently unemployed




DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The Works Project Administration of 1935 provided jobs to unemployed workers on public projects sponsored by federal, state, or local agencies, as well as on defense and war-related projects. The program also created employment projects for unemployed youth through National Youth Administration projects. The purpose of the Works Project Administration was to give wages to people currently unemployed. By 1936, over 3.5 million people were employed on various Works Project Administration programs.

Slide 28

Social Security Act of 1935



- Provided for the general welfare of United States citizens
- Created a social insurance program designed to pay retired workers 65 and older a continuing income after retirement through a pension program
- Included unemployment insurance, aid to dependent children and grants to states to provide medical care
- Created Aid to Families with Dependent Children (AFDC)

DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

Widespread suffering during the Great Depression led to the establishment of the Social Security Act of 1935 and was a part of the New Deal era. In addition to several provisions that provided for the general welfare of United States citizens, the Act created a social insurance program designed to pay retired workers 65 and older a continuing income after retirement through a pension program. The Act also included unemployment insurance, aid to dependent children and grants to states to provide medical care. This Act created Aid to Families with Dependent Children or AFDC, which was the predecessor of the current Welfare Transition or WT program implemented by RWBs today.

Slide 29

**National Apprenticeship Act of 1937 -
The Fitzgerald Act**

- Designed to regulate apprenticeship and on-the-job training programs in the United States
- The Act was later amended to permit the United States Department of Labor (USDOL) to develop regulations designed to protect the health, safety and general welfare of apprentices and to encourage the use of contracts in the hiring and employment of apprentices




DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The apprenticeship method of training is where one skilled worker passes on a craft or knowledge to another. This form of training was largely unregulated prior to the National Apprenticeship Act of 1937. This Act was also known as the Fitzgerald Act and was designed to regulate apprenticeship and on-the-job training programs in the United States. The Act was later amended to permit the United States Department of Labor to develop regulations designed to protect health, safety and general welfare of apprentices and to encourage the use of contracts in the hiring and employment of apprentices.

Slide 30

Vocational Rehabilitation Act of 1943 - Barden-Lafollette Act



- Expanded vocational services to include physical restoration
- Expanded services to include help for persons with mental limitations and illnesses.
- Required states to submit a plan to federal government on how it would operate such programs under the Act


DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The Vocational Rehabilitation Act of 1943 expanded vocational services to include physical restoration. In addition to these benefits, the Act also expanded services to include help for persons with mental limitations and illnesses. The Act required states to submit a plan to federal government on how it would operate such programs under the Act.

Slide 31

The Servicemen's Readjustment Act of 1944

- Referred to as the G.I. Bill of Rights
- Provided for the guarantee of home loans to veterans
- Paid the educational and living expenses of veterans who wished to pursue educational and vocational training




DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The United States Department of Labor estimated that 15 million men and women who were serving in World War II would return after the war ended and be unemployed. To reduce the likelihood of a depression occurring after the war ended, the National Resources Planning Board recommended a series of programs for education and training. On June 22, 1944, the Servicemen's Readjustment Act became law. The Act, frequently referred to as the G.I. Bill of Rights, provided for the guarantee of home loans to veterans and paid the educational and living expenses of veterans who wished to pursue education and vocational training.

Slide 32

Employment Act of 1946



- The purpose was to coordinate and utilize federal resources to develop conditions in which employment opportunities would be available to all those seeking work

DE FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

Many economic theorists of the 1940s stated that economic booms and busts could be avoided if government was active in the role of ensuring people were able to find work. To avoid another depression, the Employment Act of 1946 was enacted. The purpose was to coordinate and utilize federal resources to develop conditions in which employment opportunities would be available to all those seeking work.

Slide 33

National Defense Education Act of 1958



- As the Cold War pressed on and Russia launched Sputnik into space, the United States felt a pressing need to support educational efforts as essential to improve national security and the advancement of science and math. Federal expenditures for education more than doubled as a result of this Act.

DE FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

As the Cold War pressed on and Russia launched Sputnik, the United States felt a pressing need to support educational efforts as essential to improving national security and the advancement of science and math. Federal expenditures for education was more than doubled as a result of this Act.

Slide 34

Manpower Development and Training Act of 1962




- Designed to train or retrain thousands of workers who were unemployed as a result of automation and technological changes

DE FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The Manpower Development and Training Act of 1962 was designed to train or retrain thousands of workers who were unemployed as a result of automation and technological changes.

Slide 35

Food Stamp Act of 1964




- Authorized a food stamp program to help low income households achieve a more nutritionally balanced diet
- The goal was to help such households receive a greater share of the nation's "food abundance" by re-distributing agricultural surpluses to poor individuals
- Coupons could be exchanged for food in area grocery stores

DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The Food Stamp Act of 1964 authorized a food stamp program to help low income households achieve a more nutritionally balanced diet. The goal was to help such households receive a greater share of the Nation's "food abundance" by re-distributing agricultural surpluses to poor individuals. Coupons could be exchanged for food in area grocery stores. The food stamp program was administered as a pilot program in 1962, and this Act made the program permanent. The goal of the program was to prevent hunger and "safeguard the health and well-being of the Nation's population". This Act is the foundation of the current Supplemental Nutrition Assistance Program that includes work and training opportunities.

Slide 36

Civil Rights Act of 1964



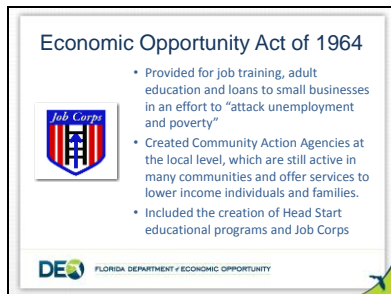
- Outlaws segregation in businesses and other public places
- Bans discrimination in hiring, promoting and firing based on race, color, religion, sex or national origin
- Requires programs receiving federal aid to ensure that individuals who request or receive services do so in an equal manner
- Title VII of the Act created the Equal Employment Opportunity Commission (EEOC) to implement the law and enforce the right to vote

DEO FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The Civil Rights Act of 1964 implemented a host of requirements to offer equal rights many believed were inherent in the United States Constitution and Bill of Rights. The Civil Rights Act of 1964 outlaws segregation in businesses and other public places. It also bans discrimination in hiring, promoting and firing based on race, color, religion, sex or national origin. Additionally, the Act requires programs receiving federal aid to ensure that individuals who request or receive services do so in an equal manner. Title VII of the Act created the Equal Employment Opportunity Commission or the EEOC to implement the law and enforce the right to vote. The EEOC is still in place



today, and the federal laws that outline programs implemented by the One-Stops in the State of Florida require compliance with the 1964 Civil Rights Act.

Slide 37



Economic Opportunity Act of 1964

- Provided for job training, adult education and loans to small businesses in an effort to “attack unemployment and poverty”
- Created Community Action Agencies at the local level, which are still active in many communities and offer services to lower income individuals and families.
- Included the creation of Head Start educational programs and Job Corps


  FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY

The Economic Opportunity Act was a critical part of President Lyndon B. Johnson’s Great Society campaign and the “War on Poverty”. The Act provided for job training, adult education and loans to small businesses in an effort to “attack unemployment and poverty”. The Act created Community Action Agencies at the local level, which are still active in many communities and offer services to lower income individuals and families. This Act included the creation of Head Start educational programs and Job Corps.

Slide 38

Work Incentive Training of 1967

- Created the first “welfare-to-work” programs
- Focused on economic self-sufficiency for welfare recipients
- The WIN programs were a predecessor to today’s Welfare Transition program.
 - Required states to establish employment and training programs for welfare recipients
 - Offered a variety of services, including job training, education, structured job search and community service opportunities




The Work Incentive Training programs created in 1967 were the first “welfare-to-work” programs. The WIN programs were a predecessor to today’s Welfare Transition program. The WIN programs required states to establish employment and training programs for welfare recipients. These programs offered a variety of services, including job training, education, structured job search and community service opportunities.

Slide 39

Rehabilitation Act of 1973

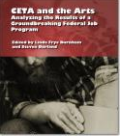
- Forbids discrimination on the basis of disabilities in programs conducted by federal agencies, as well as in programs that are receiving federal funds




The Rehabilitation Act of 1973 forbids discrimination on the basis of disabilities in programs conducted by federal agencies, as well as in programs that are receiving federal funds. Most programs implemented by RWBs are funded with federal dollars. All of these programs require compliance with this law.

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Comprehensive Employment and Training Act (CETA) of 1973



- Consolidated several federal employment and training programs
 - This was one of the first steps to bringing workforce programs under one legislative umbrella
- Block grants were provided to “prime sponsors” who were responsible for identifying training needs in the local community and implementing training programs within federal guidelines
- Program services could include on-the-job training, classroom-based training, and community service employment




The Comprehensive Employment and Training Act or CETA consolidated several federal employment and training programs. This was one of the first steps to bringing workforce programs under one legislative umbrella. While CETA focused on low income individuals, not all of the provisions focused on the economically disadvantaged. Block grants were provided to “prime sponsors” who were responsible for identifying training needs in the local community and implementing training programs within federal guidelines. Program services could include on-

the-job training, classroom-based training, and community service employment.

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Trade Act of 1974

- Established Trade Adjustment Assistance (TAA), a federal program that provides aid to workers who lose their jobs or wages as a result of increased imports
 - The Act has been amended over time to broaden the scope of services to “assist workers who have been laid off or whose jobs have been threatened because of foreign competition”
- The TAA program offers a variety of benefits and services to trade affected workers, including training, job search and relocation allowances, income support and re-employment services

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The Trade Act of 1974 established Trade Adjustment Assistance, a federal program that provides aid to workers who lose their jobs or wages as a result of increased imports. The Act has been amended over time to broaden the scope of services to “assist workers who have been laid off or whose jobs have been threatened because of foreign competition”. Workers covered under a certified Trade Act Petition may be eligible to receive a variety of benefits and services, including training, job search and relocation allowances, income support and re-employment services.

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Earned Income Tax Credits

- The Earned Income Tax Credit (EITC) program started in 1975 to provide tax refunds to low income families to offset the burden of Social Security taxes and encourage employment
- It has been expanded since then to offer tax refunds to low income individuals who have been working and paying income taxes
- To receive the refund, the individual must have paid more than actually necessary based on their income and family size and apply for the benefit each year

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The Earned Income Tax Credit or EITC program started in 1975 to provide tax refunds to low income families to offset the burden of Social Security taxes and encourage employment. It has been expanded since to offer tax refunds to low income individuals who have been working and paying income taxes. To receive the refund, the individual must have paid more than actually necessary based on their income and family size and apply for the benefit each year. The Internal Revenue Service states that the EITC program was designed to help workers “keep more of what they earned”. This program is still in place, and many RWBs offer information about the EITC program to employers and workers. In fact, some RWBs partner with agencies to help moderate to low income workers apply for the benefit.

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Youth Employment Demonstration Projects Act of 1977

- Amended the Comprehensive Employment and Training Act (CETA) of 1973 to provide disadvantaged youth with employment opportunities
- The goal was to test different methods of dealing with the structural unemployment programs of youth

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This Act amended the Comprehensive Employment and Training Act or CETA of 1973 to provide disadvantaged youth with employment opportunities. The goal was to test different methods of dealing with structural unemployment of youth. According to Vernon M. Briggs Jr. of Cornell University ILR School, “the Act of 1977, manifested a quantum leap in efforts both to meet the needs and to understand the employment programs of youth in the labor force. Over its brief life, the Act served both as a massive delivery system for new programs and as an extensive laboratory for social experimentation.” Much of what was learned through these demonstration projects helped

shape the youth components of the federal Workforce Investment Act of 1998.

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Job Training Partnership Act (JTPA) of 1982

- Established a federal program to prepare youth and unskilled adults for entry in to the workforce
 - The goal was to provide job training to individuals facing barriers to employment
 - JTPA included a host of provisions
 - Job Corps
 - Veteran employment and training programs
 - Labor Market Information programs
 - Summer Youth Employment and Training Programs
 - Employment and training programs for dislocated workers

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The Job Training Partnership Act or JTPA of 1982 established a federal program to prepare youth and unskilled adults for entry in to the workforce. The goal was to provide job training to economically disadvantaged and other individuals facing barriers to employment. JTPA replaced CETA but was later replaced by the federal Workforce Investment Act of 1998. The JTPA included a host of provisions, including the continuation of Job Corps with additional assistance under the Job Corps program. The JTPA also included provisions for Veteran employment and training programs, the creation of Labor Market Information programs, the development of Summer Youth Employment and Training Programs and the development of employment and training programs for dislocated workers. Under JTPA, more and more consolidation of workforce programs was seen.

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Migrant Seasonal Farm Worker (MSFW) Act of 1983



- Designed to protect migrant and seasonal farm workers related to pay and working conditions
- The MSFW is implemented today by the workforce system

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The Migrant Seasonal Farm Worker or MSFW Act of 1983 was designed to protect migrant and seasonal farm workers related to pay and working conditions. The MSFW program is still implemented today by the workforce system.

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Family Support Act of 1988



- Amended the welfare program of the Social Security Act of 1935 to emphasize work, child support and family benefits
- Created the Job Opportunities and Basic Skills Training (JOBS) program, which replaced the WIN program


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The Family Support Act of 1988 amended the welfare program of the Social Security Act of 1935 to emphasize work, child support and family benefits. This Act created the Job Opportunities and Basic Skills Training or JOBS program, which replaced the WIN program.

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Americans With Disabilities Act (ADA) of 1990

- The original intent of the law was to create civil rights protections for people with disabilities that would be similar to those extended in the Civil Rights Act of 1964
- The various titles of the law prohibited discrimination based on disability in
 - Employment
 - Public places (including transportation)
 - Telecommunications

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The original intent of this law was to create civil rights protections for people with disabilities that would be similar to those extended in the Civil Rights Act of 1964. The various titles of the law prohibited discrimination based on disability in employment, public places (including transportation), and telecommunications. This law would later be amended, but it is still in place today. In fact, workforce programs are required to comply with the ADA now. Compliance is evaluated on an annual basis through civil rights reviews. Additionally, processes for reporting

non-compliance or complaints are in place with the Department of Economic Opportunity and various federal agencies.

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Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996

- Replaced the AFDC and JOBS programs
- Created the Temporary Assistance for Needy Families (TANF) block grant, a relatively innovative measure for encouraging states to spend welfare dollars on programs that prevent and reduce dependence on government benefits
- The State of Florida has to submit a State Plan every year to document how the state will spend TANF funds
- Requires the state to engage welfare recipients in activities designed to move the parents into employment
- Performance measures are outlined in the law that measure if the state is engaging families in work activities as required

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The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 replaced the Aid to Families with Dependent Children or AFDC and JOBS programs. This Act created the Temporary Assistance for Needy Families (TANF) block grant, a relatively innovative measure for encouraging states to spend welfare dollars on programs that prevent and reduce the dependence on government benefits. TANF funds must be spent on one of the four purposes outlined in federal law, but the Act allows for a lot of flexibility at the State level, which is why the State of Florida has to submit a State Plan every year to document how the state will spend TANF funds. The Act also requires the state to engage welfare recipients in activities designed to move the parents into employment: performance measures are outlined in the law that measure if the state is engaging families in work activities as required. If the state fails to engage parents in activities or hold them accountable, the state could be penalized. This program is currently operated through the One-Stops in

the State of Florida as a “mandatory” program partner, which is an innovative element of Florida’s Workforce Innovation Act of 2000.

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Work and Gain Economic Self-Sufficiency (WAGES) Act of 1996

- PRWORA was first implemented in Florida through the WAGES Act of 1996
 - Two demonstration programs operated prior to 1996
 - One mandatory
 - One volunteer
 - In addition to providing Temporary Cash Assistance (TCA), the program
 - Required participation in countable work activities
 - Offered support services
 - Offered diversion programs
 - Offered relocation assistance
 - Offered transitional benefits
 - Included penalties for not participating in activities

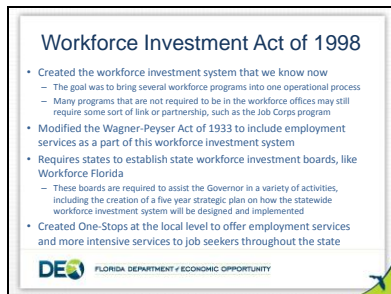
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The TANF program created by PRWORA was first implemented through the Work and Gain Economic Self-Sufficiency or WAGES Act of 1996. Prior to 1996, the State of Florida operated two programs to test the concept of parental engagement in work activities. The Family Transition Program or FTP was operated in two areas of the State. One program was mandatory and one program was voluntary. The goal was to study how parents receiving cash assistance would engage in activities designed to lead to employment.

The WAGES program, however, replaced FTP and was implemented statewide. In addition to providing Temporary Cash Assistance or TCA to lower income families, parents were required to participate in work activities. Parents participating in work activities could receive support services, but failure to participate resulted in a loss of both support services and TCA. This program helped lay the foundation of the current Welfare Transition program. The program included diversion programs,

relocation assistance and transitional benefits, which is similar to what Florida has now. However, the WAGES program was operated locally by WAGES boards, not workforce boards. This created duplication of services and overhead costs.

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Workforce Investment Act of 1998

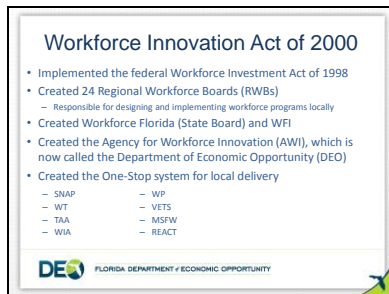
- Created the workforce investment system that we know now
 - The goal was to bring several workforce programs into one operational process
 - Many programs that are not required to be in the workforce offices may still require some sort of link or partnership, such as the Job Corps program
- Modified the Wagner-Peyser Act of 1933 to include employment services as a part of this workforce investment system
- Requires states to establish state workforce investment boards, like Workforce Florida
 - These boards are required to assist the Governor in a variety of activities, including the creation of a five year strategic plan on how the statewide workforce investment system will be designed and implemented
- Created One-Stops at the local level to offer employment services and more intensive services to job seekers throughout the state

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The Workforce Investment Act of 1998 created the workforce investment system in attempt to bring several workforce programs into one operational process. Those programs that are not required to be in the workforce offices may still require some sort of link or partnership, such as the Job Corps program. The Workforce Investment Act of 1998 also modified the Wagner-Peyser Act of 1933 to include employment services as a part of this workforce investment system. The federal Workforce Investment Act of 1998 requires states to establish state workforce investment boards, like Workforce Florida. These boards are required to assist the Governor in a variety of activities, including the creation of a five year strategic plan on how the statewide workforce investment system will be designed and implemented. The Workforce Investment Act created One-Stops at the local level to offer employment services and more intensive services to job seekers throughout the state. As you can see, this federal legislation set the stage for Florida’s creation of a

unified workforce system.

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Florida, an innovative state, developed and implemented the federal Workforce Investment Act of 1998 through the Workforce Innovation Act of 2000. The Workforce Innovation Act created 24 Regional Workforce Boards and merged activities that were being conducted by workforce programs and the WAGES boards. The local boards are responsible for designing and implementing workforce programs. This type of consolidation offers the RWBs the ability to streamline services, as well as use funds in an innovative manner to meet the needs of local job seekers and employers. The requirements of the Workforce Innovation Act extends beyond the requirements of the federal Act of 1998. For example, the Workforce Innovation Act created and outlined the provisions of the Welfare Transition or WT program, making it a mandatory part of Florida's workforce system. The Workforce Innovation Act of 2000 also made the Employment and Training component of the Supplemental Nutrition Assistance Program or SNAP a mandatory part of the workforce system operated by the

RWBs. Although the Wagner-Peyser or WP staff are “state employees”, they report to managers at the local level to ensure operations are run according to local plans. As stated previously, the Workforce Innovation Act created Workforce Florida, the state board and WFI an organization that serves the State Board. Some of the other programs that are housed in the One-Stops include the Trade Adjustment Assistance or TAA, the Migrant Seasonal Farm Worker or MSFW, and Veterans Employment and Training Services or VETS programs. The RWBs also use Workforce Investment Act dollars, which are federal, to serve dislocated workers, youth and adults through the One-Stop Centers.

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Florida's Current Structure

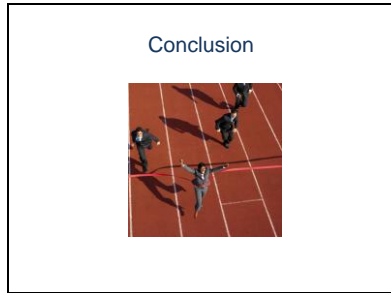
- Strategies for Florida's workforce system outlined in Chapter 445
 - Streamline services
 - Empower individuals
 - Offer universal access to services
 - Increase accountability
 - Increase local leadership
 - Increase local flexibility



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Florida’s Workforce Innovation Act of 2000 established broad strategies for implementing the Workforce Investment Act of 1998. Some of those strategies include streamlining services, empowering individuals, offering universal access to services, increasing accountability of program and training providers, increasing local leadership and increasing local flexibility.

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During this session, we have discussed the history and structure of the workforce system in Florida and at the federal level. This concludes this module.